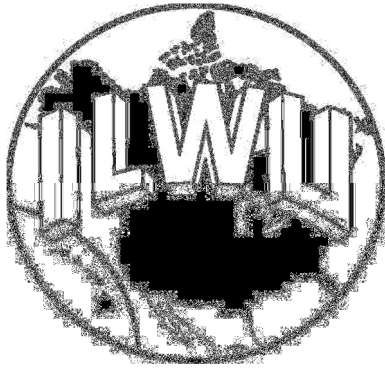
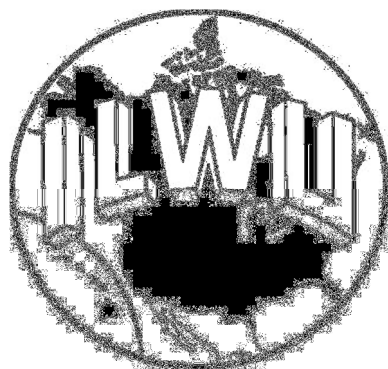


PROCEEDINGS
OF THE
THIRTY-FOURTH
CONVENTION
OF THE



INTERNATIONAL LONGSHORE
AND
WAREHOUSE UNION

SEATTLE, WASHINGTON
JUNE 8 – JUNE 12, 2009



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Officers Report

INTRODUCTION

Delegates to the Thirty-fourth International Convention of the International Longshore and Warehouse Union (ILWU) are convening in the midst of the most challenging economic times since the Great Depression. These conditions call on all of us to respond with a measure of bold action, new ideas, thoughtful analysis, and careful planning.

The veil of darkness and despair that surrounded the presidency of George Bush has finally been lifted, thanks to the hard work of ILWU members and millions of others who helped create a new sense of hope and possibility that accompanied the election of Barack Obama.

While the administration in Washington is new, the enemies of working people remain firmly entrenched; unbridled corporate power, capital without a conscience, abusive financial institutions, politicians who serve the wealthy and powerful, and demigods eager to scapegoat the poorest and most vulnerable.

As a progressive labor union led by the rank-and-file, our task in these times is to provide leadership and hope for the members of our union, and for all workers who hunger for a better life, more fairness, and greater justice. In these times, we may be called on to make sacrifices, but we will never surrender our principles. We may be asked to leave behind some of our old ways, but we will never betray our legacy of struggle. We know the road ahead is difficult, but we will make our path together through the power of solidarity.

Times like these offer no easy answers or simple solutions. The choices we make will be difficult, and we are sure to stumble while finding our way. But in the end, we will rise to this challenge and we will find our way, just as our founders did 75 years ago when they fought despair with hope and met fear with newfound courage – by depending on the collective intelligence of our membership to make sound decisions. Our task as convention delegates is to reflect on our past work, understand the current conditions, and offer sound alternatives to the membership. It is in this spirit that we offer you our report for your consideration and debate.

ACCOMPLISHMENTS

Our work over the past three years has focused on implementing the 2006 Convention mandates to build and strengthen the union. Key accomplishments of this administration have included:

- Successfully negotiating six-year contracts covering more than 20,000 Longshore Division workers. We were able to maintain our health and welfare benefits, and expand our jurisdiction – a victory that could add hundreds of new ILWU-represented maintenance and repair positions in the years ahead.
- Supporting record numbers of ILWU members who worked in the 2008 campaign and helped elect President Barack Obama. We also helped to elect more labor-friendly U.S. Senators in Alaska, Oregon and Colorado - and defeat anti-union ballot measures in Oregon.
- Conducting national and international solidarity activities to help ILWU members in the U.S. and Canada, and assist workers from Australia, the Netherlands, South Africa, Mexico, Colombia, and other nations.
- Continuing our internal education program through the Leadership Education and Development (LEAD) Institute and Secretary-Treasurer training. We also produced two new exhibits and documents that are making the ILWU's history accessible to members and the general public.
- Undertaking full-scale, comprehensive organizing campaigns to strengthen our union by helping more workers to join the ILWU. While not every campaign has been successful, we've won several important victories and have gained national recognition for our efforts that combine strong rank-and-file committees with strategic leverage.
- Improving the readability and content of The Dispatcher newspaper. We've expanded coverage of local issues, updated the design, and increased the focus on members taking action to strengthen our union.

BUDGET

The financial condition of the International union has improved significantly under the current administration. The net assets of the International have increased from \$1,321,511 to \$2,322,290; an increase of \$1,000,779. This asset growth over the past three years is due mainly to increased registration within the Longshore Division and to per capita increases adopted in 2006—with the largest increases falling on the Longshore Division.

The total income for the past three-year period (2006-2008) was \$21,443,522. Total expenses for the same period were \$20,442,743; a million dollars less than our total income. In short, we operated well within our means and moved the International further toward our goal of having reserves equal to six months of expenditures. The budget projected total expenses of \$19,230,744 for 2006-2008, whereas we actually spent \$20,131,794 on budgeted items, exceeding our budgeted allocation by \$901,050.

The primary reason we exceeded our budgeted expenses was due to the major organizing drives at Blue Diamond and Rite Aid which, at times, involved the entire organizing staff and a large number of project organizers. The war chest for organizing was built up just for these occasions, with the expectation that actual expenses would exceed budgeted amounts during major drives. All in all, the Organizing Department accounted for \$838,950 of the expenditures in excess of the budget. It should be kept in mind that while expenditures sometimes exceed the budgeted amount, they never exceed our income.

The 2006 Convention set a budget for the International union that, like many others before it, dedicated a large portion of budgeted funds to organizing. The 2006 Convention provided an increase in per capita to fund the budget. As established by the 1997 Convention, thirty percent (30%) of the International's per capita revenue is dedicated to organizing and not to be spent on other activities of the International union.

The International Officers rigorously adhered to this Convention mandate. In three years since the last Convention our organizing war chest held steady at roughly \$1.5 million despite the organizing drives at Blue Diamond and Rite Aid. These funds provide the resources to follow through on existing organizing drives and initiate new drives. Additional

assets of the International union are available for organizing should the need arise.

A couple of other financial items are worth noting. The International Union conducted two major conferences/workshops over the three year period and planned and conducted another for the Longshore Division (details are reported in the Research & Education Department's section of this Officers' Report).


Finally, we wish to commend the Trustees from the International Executive Board for their diligence and oversight of the financial operations of the International Union. The Titled Officers believe that members' hard-earned wages, a portion of which comes to the International as per capita, have been well spent carrying out the policies and programs of the International Union.

Respectfully submitted,



Robert McEllrath
International President

Joseph Radisich
Vice President, Mainland



Wesley Furtado
Vice President, Hawaii



William E. Adams
Secretary-Treasurer

WORK OF THE UNION

LONGSHORE DIVISION

CONTRACT ADMINISTRATION

The Coast Committee represents the Longshore Division of the International Longshore and Warehouse Union (ILWU) in the day-to-day administration of the Pacific Coast Longshore Contract Document and the Pacific Coast Clerks' Contract Document (collectively referred to as the PCL&CA). The Coast Committee is comprised of the International President, International Vice President, a Coast Committeeman from California, and a Coast Committeeman from the Pacific Northwest. The Coast Committee works in conjunction with the leadership of the Longshore Division locals coastwise. The Officers on the Coast Committee also serve as Trustees for the Longshore Division's Welfare and Pension Plans. The Coast Committee's daily responsibilities include addressing matters sent to the Coast parties on referral including issues related to local disputes over the proper application of the PCL&CA and local requests regarding individual members that arise under the Coastwise Rules Covering Registration and Deregistration or the PCL&CA. In order to resolve these and other issues that arise in the day-to-day administration of the PCL&CA, the Coast Committee regularly attends Joint Coast Labor Relations Committee meetings with the Pacific Maritime Association (PMA). The Coast Committee is also responsible for the preparation and presentation of arbitrations before the Coast Arbitrator and monitoring federal and state legislation and regulations that impact the longshore industry.

The Economy

At this time last year, we were on the verge of signing a contract with PMA, and the global economy was stable. In fact, for the first six months of 2008, cargo volumes were at near-record levels. By the fourth quarter of 2008, however, there was a 15 percent decline in coast-wide container volumes. This led to the largest single-year drop in container volumes since 1975. As of the writing of this report, we are still seeing dramatic declines in container volumes and man hours, and economic recovery is still not in sight. The current economic crisis is being felt firsthand by workers on the waterfront. PMA is cutting work hours and

sending steadies back to the dispatch hall while some 400 ships are sitting idle around the world. In tough economic times, the work of the Coast Committee takes on added significance. The proper application and administration of the PCL&CA provides crucial protection for longshoremen and marine clerks in uncertain times.

Industry Growth from 2006 to 2009

As indicated above, the economic downturn has had a dramatic impact on the longshore industry. Container volumes and active workforce counts are provided below.

Container volumes (total loaded and discharged containers) from 2006 to 2008 were as follows:

	2006	2007	2008
Containers Handled	15,369,368	16,074,887	15,302,948

- Container volumes for the first two months of 2009 were 1,818,916. At the current rate, container volumes for the year are projected to be 10,913,496.

Membership

The active workforce counts for Fully Registered (Class A) longshoremen and marine clerks and Limited (Class B) Registered longshoremen and marine clerks from 2006 through the first quarter of 2009 are provided below:

	54	77	91	101	100
So. Cal	13	7,124	7,487	7,377	7,330
	29	145	163	159	159
	46	146	147	144	142
	63	1,282	1,365	1,335	1,320
WA	7	21	18	16	16
	19	820	859	862	856
	23	993	983	958	957
	24	36	35	33	32
	25	9	10	10	9
	27	30	27	26	24
	32	33	40	41	39
	47	32	32	32	31
	51	9	10	10	10
	52	159	158	155	153
	OR	4	179	205	200
8		449	472	464	458
12		55	52	47	46
21		180	194	202	200
40		75	88	105	105
50		12	10	10	10
53		10	10	10	10
Total:	26	13,582	14,109	13,925	13,830*

* Numbers as of March 31, 2009

The active workforce counts for Registered Foremen from 2006 through the first quarter of 2009 are provided below:

Area	Foremen	Foremen	Foremen	Foremen
	2006	2007	2008	2009
No. Cal.	83	85	78	76
So. Cal.	448	458	438	432
WA	116	108	105	104
OR	50	55	58	57
Total:	697	706	679	669*

* Numbers as of March 31, 2009

Contract Gains in the 2008-2014 PLC&CA

The 2008 contract negotiations resulted in a number of significant contract gains, which are summarized below.

A. Maintenance of Health and Welfare

During the course of the 2008 contract negotiations, the Longshore Division made improvements in the health and welfare benefits available to current members, retirees, surviving spouses, and their respective dependents. In addition to preserving the "Maintenance of Benefits" language already in the Welfare Plan, additional covered benefits were negotiated. These additional benefits include the following: annual physicals for children under age 19; adding Optometrists as covered providers of service; durable equipment for the treatment of Temporal Mandibular Joint Dysfunction; improvements in out-patient mental health care coverage; increases in the Accidental Death and Dismemberment benefits; increases in the maximum Major Medical benefit to \$4 million and the annual restoration maximum to \$50,000; an increase in vision benefits to \$300 every two years for frames and coverage for progressive, photochromatic, and anti-reflective coating of lenses; and increases in the hearing aid benefits to \$3,000 per ear. Protecting all of the Longshore Division's healthcare benefits for active members, retirees, surviving spouses, and dependents was a key objective of the 2008 contract negotiations.

B. Pension Increases

In addition to the improvements in health and welfare benefits, the Longshore Division negotiated increases in pension benefits for current retirees and survivors, as well as for future retirees. These pensioners and survivors are in the following retirement groups: before July 1, 1993; 1993-1999; 1999-2002; 2002-2008; and after July 1, 2008. All retirees prior to June 30, 1999 will get an increase in their pension benefits within the first three years of the current six-year agreement, while all other retirees will receive increases in the final three years of the contract. For retirements on or after July 1, 2008, the maximum pension benefit shall be based upon 37 qualifying years of service, rather than 35. The Longshore Division was also able to negotiate two early retirement windows for members who turn 59 ½ years old between August 1, 2009 and January 31, 2010 or between August 1, 2012 and January 31, 2013 and have a minimum of 13 years credited in the industry. Members retiring within these windows will be eligible for a pension without any of the applicable actuarial reductions that otherwise would apply to early retirees. In addition, credit for leaves of absence due to industrial and

non-industrial disability for registrants after the 1972 payroll year was increased to 200 hours credit for the purpose of qualifying for a pension qualifying year. The Bridge Benefit, which is a benefit payable to registrants who retire on or after age 62 with 25 or more years of service, was increased to \$500 a month until Social Security retirement age. Finally, all surviving spouses or dependent children of survivors who are eligible to receive pension benefits attributable to registrants who retire after July 1, 2008 shall have their benefits increased to 75% of the pension that would otherwise have been received by the retiree prior to death. All surviving spouses and dependent children of survivors of pensioners who retired prior to July 1, 2008 will have their pension benefits increased to 65% of the amount the pensioner had qualified for prior to death.

C. Strengthened Manning in Key Ports

Specific minimum manning relative to container operations was established in the California Ports of Los Angeles/Long Beach and San Francisco.

D. Jurisdiction

The Longshore Division, recognizing the introduction of new technologies, including fully mechanized and robotic marine terminals, consolidated its jurisdiction in the 2008 contract negotiations to include maintenance and repair of all such new technologies related to stevedore cargo handling equipment and its electronics.

E. Safety

Several improvements to the Pacific Coast Marine Safety Code were negotiated in 2008, including agreements regarding floating loads, diesel emissions, automatic external defibrillators, gantry crane cab air filters, twin-twenty equipment, three-point seatbelts, and vehicle idling. Outside the context of negotiations, the Coast Committee actively participates in a number of safety initiatives, including the Maritime Advisory Committee for Occupational Safety and Health, in an effort to ensure and expand safe working conditions for Longshore Division members coastwise.

Port Security and the Transportation Worker Identification Credential Program

The Transportation Worker Identification Credential (TWIC) program was established by Congress through the Maritime Transportation Security Act (MTSA) and is administered by the Transportation Security Administration (TSA) and U.S. Coast Guard. TWICs are tamper-resistant biometric credentials that are being issued to workers who require unescorted access to secure areas of ports, vessels, outer continental shelf facilities and all credentialed merchant mariners. Enrollment and issuance began at the Port of Wilmington, Delaware on October 16, 2007 and will continue through 2009.

From the outset, the Coast Committee foresaw that the implementation of the TWIC program would present a number of difficulties for workers on the waterfront. With this in mind, the Coast Committee entered into a service agreement with the National Employment Law Project (NELP) to provide legal representation and advice to Longshore Division members in five states. The key provisions of that service agreement include: (1) representation of workers in seeking waivers or appealing to TSA an initial denial of a TWIC based on the criminal background check; (2) agreement to provide legal advice over the phone to workers about TWIC eligibility, waivers, and appeals; (3) development of a referral list of immigration attorneys who can represent workers in TWIC-related immigration matters; and (4) agreement to maintain the confidentiality of all information and documents.

In addition to contracting the services of NELP, the Coast Committee has addressed problems with the TWIC program as they arise with the Employers. For example, the Coast Committee has repeatedly raised the issue of escorting with the Employers. TWIC regulations contain escorting provisions that permit workers without TWICs to be accompanied or "escorted" by individuals with TWICs. Despite these provisions, the Employers have taken the position that longshoremen and marine clerks must have a TWIC in order to access the ports. As of the writing of this report, the Coast Committee continues to object to the Employers' conduct, which clearly singles out longshoremen and marine clerks for harsher treatment than other workers.

In March 2009, the Coast Committee went to Washington, D.C. to circulate a “white paper” and speak with key lawmakers and executive branch officials about port security, including the TWIC program, the SAFE Ports Act, and the proposed Border Enforcement and Technology Act. The Coast Committee addressed the following problems with the TWIC program: inadequate staffing at all levels, delays and backlog in processing, inefficient and inaccurate reviews before denial of a TWIC, and ineffective ways to collect biometric data from individuals who cannot provide fingerprints. The Coast Committee also addressed the need to make TWIC escorting provisions explicit so that all workers, including longshoremen and marine clerks, may work escorted. Finally, the Coast Committee urged lawmakers and executive branch officials to include organized labor as a vital partner to the success of any port security strategy.

Education

The Coast Committee remains committed to the education and training of Longshore Division members. To educate and train members, the Coast Committee regularly sponsors workshops and seminars such as, for example, Grievance and Arbitration Procedures (GAP) workshops, which are designed to give participants the opportunity to develop their skills handling grievances and arbitrations.

International Relations

The Coast Committee recognizes that solidarity and common defense strategies between dockworkers throughout the world are critical to maintaining strong contracts. By definition, the employer is common to all dockworkers, regardless of geographic boundaries, because the vessel moves from country to country.

While the Coast Committee works closely with the International and its affiliation with the International Transport Federation (ITF), it also maintains an alliance with the International Dockworkers Council (IDC).

A special independent effort was made by the Coast Committee to forge a closer relationship with the Federación Nacional de Trabajadores de Transportes y Maniobras Marítimas y Terrestres, which represents dockworkers in Mexico's West Coast ports. The Coast Committee traveled to Manzanillo in 2007 and key Mexican labor leaders reciprocated by traveling to Long Beach for solidarity discussions the

same year. A direct line of communication between the Longshore Division and the Federación Nacional de Trabajadores de Transportes y Maniobras Marítimas y Terrestres has now been established.

International Longshoremen's Association

The Coast Committee has traveled numerous times to the East Coast to consult with International Longshoremen's Association (ILA) officials concerning common issues. Regular communication with the ILA is essential to maintaining a strong contract as we share the same employers. The ILA was especially helpful in the Longshore Division's 2008 contractual push to consolidate and strengthen its maintenance and repair jurisdiction.

Conclusion

The Longshore Division Officers are currently managing the human consequences of a freefalling economy. At the same time, the Employers seize these hard economic times as an opportunity to attack jurisdiction and manning. The Longshore Division is not just on the defensive, however. In times of economic downturn, struggle, properly managed, can lead to opportunity.

ORGANIZING, MAINLAND

Since the last convention in Vancouver, Canada in 2006, the ILWU Organizing Program on the mainland has persevered in its efforts to organize strategic targets in the marine supply chain. The ILWU has waged two very high-profile organizing campaigns, at almond processor Blue Diamond Growers (BDG) in Sacramento, California, and the retail distribution center for the Rite Aid Corporation in Lancaster, California. Both campaigns have required the expenditure of considerable resources, and both have been cited by Congress and the news media as prime examples that prove the need for basic labor law reform in the United States.

In March 2007, the US House of Representatives voted to pass the Employee Free Choice Act. This landmark legislation would reform the National Labor Relations Act in three basic ways:

- Majority sign-up – When a majority of workers in a workplace sign union authorization cards, the Union would be immediately be recognized as the employee bargaining agent;

- Stiff penalties for labor law violators – Companies that discharge workers because they support the union would face stiff financial penalties;

- First contract arbitration – If the company and union cannot agree on a first contract within 120 days, then an independent arbitrator could impose terms for the first contract. Numbers tell the story and plot the path for new organizing. The companies we work for on the docks, whether they are stevedores, carriers or terminal operators, are today often integrated logistics providers who stretch their subsidiary tentacles into all modes of transport and cargo handling. Increasingly their integrated operations move farther inland away from the marine ports where we have our greatest strength. We must start a new march inland and follow this work and organize. There are thousands of employees who are in the industry working for subsidiary companies of the PMA or companies under control of the PMA.

In 2007, only 52 US Senators voted to close debate on the Free Choice Act, eight short of the 60 required to end debate in the Senate. The legislation, if enacted by both houses, would have faced a certain veto by then President Bush. Now with President Obama and 59 Democratic Senators, the legislation stands a better chance of becoming law.

In 2007, workers from both BDG and Rite Aid testified before Congress and spoke at rallies in California and Washington, D.C. in support of the Employee Free Choice Act. Written case studies of both campaigns have been widely used to educate members of Congress and other elected officials about flaws in existing labor laws and the need for fundamental reform, so workers can effectively exercise their right to join a union.

The Organizing Department has worked under the direction of Vice President Radisich to mobilize ILWU membership support to help pass the Free Choice Act. Thousands of ILWU members have signed petitions and cards of support. An AFL-CIO video has been shown at many ILWU Executive Boards and membership meetings. Hundreds of California ILWU members have sent handwritten letters to Senator Diane Feinstein, asking her to co-sponsor the legislation. As the ILWU Convention draws

near, the status of the Free Choice Act in the Senate hangs in the balance, with corporations trying to kill the legislation and ILWU members and other unions continuing to push for passage. It now seems likely that a weaker but still significant version of the Free Choice Act may be introduced by Senator Feinstein and other “swing” votes who want to please the business lobby without totally alienating labor unions.

While labor law reform would make it somewhat easier for workers to join our union, the ILWU can't wait for reforms that may or may not happen. Our employers are constantly trying to exploit the unorganized workforce in the marine supply chain extending beyond our docks who desperately seek the ILWU's help to improve their wages, hours and working conditions. Helping these workers is the right thing to do – and it's also essential to protect our jurisdiction and power on the docks from eroding.

Blue Diamond Growers (BDG)

After four years of hard campaigning to try to force BDG to agree to a card check neutrality process for organizing, the Blue Diamond workers committee decided to petition for a traditional NLRB election. That election was held on November 19, 2008 and the union lost by a margin of 142 to 353. The vote was lopsided because the company pulled out all the stops to defeat the Union by threatening (and previously firing) union supporters, and employing six full-time union-busting consultants who targeted employees for threats. Workers were forced to attend mandatory “one-on-one” meetings where they were interrogated and threatened by supervisors and anti-union consultants. The company and consultants created an “Employee Anti-Union Committee” that constantly attacked the union with threats that the plant would close if the union won. These tactics, combined with the real fear caused by the economic collapse, allowed the company to effectively frighten workers against voting for ILWU Local 17.

Blue Diamond's illegal conduct prompted the NLRB to issue complaints against the company and hold a hearing to consider these and other objections. The NLRB's decision is expected later this summer.

The Organizing Program ran a very creative campaign that tapped leverage at the state, national and international level to try and pressure BDG into accepting an alternative method of union recognition. In the

final analysis, these efforts were not enough to fundamentally change the company's anti-union attitude and climate of fear it generated, so the election results speak for themselves. The almond processing industry remains a huge growth industry in California and a major exporter. It is conceivable that the passage of the Employee Free Choice Act, combined with a more powerful leverage campaign, could allow Blue Diamond workers to organize successfully in the future.

Rite Aid Corporation

The ILWU won a dramatic – and very rare – NLRB election victory at the Rite Aid distribution center in Lancaster, CA on March 14, 2008. The workers voted 283 to 261 in favor of representation by ILWU Warehouse Local 26. The company did not file objections to the election, so the ILWU was certified as the legal representative for the 650 workers at this warehouse. This is the largest NLRB election win for the union in many, many years and was one of the largest in the U.S. during the past decade. Members of Southern California ILWU locals, ILWU pensioners, the Los Angeles County Federation of Labor, AFL-CIO, and union activists in the Antelope Valley all helped bring this victory home.

Bargaining for a first contract began in June of 2008. Since that time, the workers and union have held 30 negotiating sessions with company representatives who have refused to reach agreement on most key issues. This common anti-union tactic involves “surface bargaining” to “run out the clock” during the first year following a successful union election. After one year passes, current labor law allows the company to circulate a “de-certification” petition, which the company can legally use to refuse further negotiation if a majority of workers can be convinced or threatened to sign. Because most workers get frustrated and lose hope after making no progress during the year following their election, it becomes easier as time goes by for the company to win these “de-cert” battles. Rite Aid is now actively promoting a decertification effort and has hired a professional union busting firm (Oliver Bell and Associates) to train company supervisors in anti-union tactics and coordinate the company's anti-union strategy.

The ILWU anticipated the company's “de-cert” scheme from the beginning, and has undertaken a multifaceted campaign to pressure Rite Aid into accepting a first contract that's fair. The centerpiece of our campaign is a rock-solid worker committee that maintains constant

communication with co-workers on the shop floor, and responds quickly to issues and concerns. The strength of this rank-and-file committee has prevented Rite Aid from getting a majority to sign their de-cert petition. Additional strength comes from nationwide networks of labor activists who have held dozens of solidarity events at Rite Aid stores in recent months. Key labor unions, including the United Food and Commercial Workers Union, which represents thousands of Rite Aid retail store workers nationwide, are also playing an important role in the campaign; they recognize that one of their major employers is becoming increasingly anti-union. ILWU's legal support is also playing a critical role by identifying opportunities for our union and reducing the company's ability to exploit legal and administrative weaknesses in labor law. Finally, we've been able to mobilize resources in the shareholder accountability community that have increased the spotlight on Rite Aid's anti-union behavior, corporate mismanagement, and governance issues.

Marine Division, Inlandboatmen's Union

Since 2006 the Organizing Department has engaged in the following campaigns with the IBU:

Marine Spill Response Corporation – After four years and two ULP strikes in both Long Beach and Tacoma, the IBU succeeded in negotiating a first agreement for both locations with MSRC. This resulted in a contract for 25 oil spill responders. Now there is a platform to organize the other 85 employees working for MSRC in IBU jurisdiction. McCall Oil – On March 8, 2005 11 employees at a fuel dock in Portland, Ore. voted unanimously for representation by the IBU. In subsequent negotiations for a first contract, the company surface-bargained. This illegal conduct led to NLRB complaints and a 36-hour ULP strike in December 2005. All 11 employees went out on strike with excellent support from Local 8, the IBU, Local 5 and Jobs with Justice. A first contract was settled in January 2006.

NRC – Environmental Services – The Organizing Department worked with the IBU to successfully organize NRC ES in the Puget Sound after the company withdrew recognition of a longstanding collective bargaining agreement and packed the bargaining unit with additional workers to destroy the IBU's majority. The Union prevailed and picked up 60 additional members.

Local 63 Office Clerical Unit

From January 2006 to December 2008, the Organizing Department has been involved in a total of six (6) NLRB election drives with Local 63 OCU in Southern California, with 51 potential new members:

1. Merritt Steamship Company – 3 employees
2. Shenker Logistics – 4 employees
3. Interocean Ship Services – 11 employees
4. Barwil Unitor Services – 5 employees
5. Moran Ship Services – 2 employees
6. NYK Logistics - 26 employees

Merritt, Shenker, Interocean, Barwil and Moran were all won through a majority vote, and have resulted in a first contract for the Union at Interocean and Moran.

There was an NLRB vote at NYK Logistics on November 12th, 2008 where the ILWU lost 10-13 with three challenged ballots. Objections were filed against NYK's conduct. A hearing was held on December 19, 2008. The NLRB sustained the ILWU's objections, and ordered a new election. The Company has appealed the NLRB's decision.

These campaigns have all included leaders and rank-and filers from Local 63OCU.

Port Security Workers

The Department worked with ILWU Local 28 to organize terminal security officers in the Pacific Northwest:

Tacoma APM Terminal – After an almost-two-year battle, the Union got APM to agree that contracted security workers would become union members. Negotiations have been successfully completed to bring those officers into public employment as Port of Tacoma direct employees. This opens the door to sweep-in other terminal security officers in Tacoma. This APM unit has 25 workers.

Longview – Twenty-two Longview terminal guards employed by Reliant Security were organized into Local 28 ILWU. Negotiations have been completed for a first contract. Reliant has also committed to discussing recognition and bargaining at its operations in the Port of Seattle.

Longshore Allied Divisions

The Department has been very successful in organizing and negotiating excellent contracts at on-dock or near-dock facilities:

Marsulex (13A) – The Union concluded an excellent first contract at Marsulex, a petroleum coke cutting and storage contractor at the Tesoro refinery in Long Beach. This contract covers 25 workers. The contract includes card check recognition language for on-dock facilities on Pier G in Long Beach.

Harborside (29 A) – The department reorganized the unit and negotiated an excellent contract for this on-dock refrigeration storage facility on 10th Avenue in San Diego after a six-week strike. Fifteen permanent employees work under this agreement.

ILWU Local 56 Ship Scalers – The Department successfully concluded contract negotiations for Local 56 Ship Scalers in November 2008. This contract impacts 100 workers. The Department was asked to get involved by the Local's leadership and became involved in order to build a contract platform to sweep-up the non-union contractors in the LA/Long Beach harbor. The next negotiations need to gain health and welfare and pension for these members. Five companies are signatories to the ship scalers master contract.

Political Action in Support of Organizing

The Department deployed resources to help win important political races in Stockton, California that have resulted in a new group of elected officials who are more responsive to the concerns of working families, and the appointment of an ILWU Local 54 member to the local Port Commission. This Port Commissioner appointment is an important step towards leveraging more good union jobs at the Port of Stockton.

In San Diego the Department staffed the effort by Local 29 and allied groups to defeat a dangerous ballot measure sponsored by wealthy

developers (Proposition B) that would have destroyed 10th Avenue as a marine terminal.

Department Staffing

In August 2008 longtime Organizing Department Communications staffer, Marcy Rein retired. Marcy dedicated her life and time at the ILWU to bringing justice to workers. She skillfully delivered the union's message in the Dispatcher, in flyers, to the press and in the new website technologies. She is sorely missed.

The Department employs a Director, six International Organizers, and a Researcher/Organizer. The Department also employs a Project Organizer working on the New March Inland in Southern California.

International Executive Board Sub-Committee on Organizing

At the December, 2008 meeting of the International Executive Board (IEB), it was decided to establish an IEB Sub-Committee on Organizing to make recommendations for improving the Department's work. The Committee held its first meeting in February 2009 with the following members in attendance: Chair Joe Radisich, International Mainland VP; Wesley Furtado, Hawaii VP; Nate Lum, Hawaii; Fred Pecker Local 6; Luisa Gratz, Local 26; Alan Coté, IBU; George O'Neil, Local 40; and Peter Olney, Director of Organizing. The Committee met a second time in May, and will report their recommendations to the IEB on June 5, 2008.

ORGANIZING, HAWAII

REPORT OF THE INTERNATIONAL VICE PRESIDENT, HAWAII

New members added since the last convention (April 2006 to March 2009)

Date	Company	# Workers
4/06	Sodexo Engineering at Straub Clinic &	20
7/06	Hawthorne Machinery (accreted)	5
10/6	Garden Isle Nursery (accreted)	10
12/06	Kaluakoi Pro Shop (accreted)*	2 *
5/07	Hawaii Superferry** (card check)	150 *
5/07	P&R Marine Services (card check)	6
7/07	Maui Toyota (card check)	9
10/07	SackNSave Gas Attendants (accreted)	6
11/07	Foodland Farms at Mauna Lani	25
1/08	Sheraton Princeville Resort Hotel	336
2/08	Onomea Federal Credit Union (election)	6
4/08	Island Chevrolet-Clark Automotive Group	12
	Avalon Nursing Care-Yukio Okutsu State	
5/08	Veterans Home (election)	34
6/08	Mauna Lani Bay Hotel Spa (election)	25
9/08	Lube Technicians at Maui Toyota	2
	Spa/Beach&Pool/Cafe Kula, Grand	
1/09	Wailea Resort Hotel (election)	84
	Total:	732 new members

*Kaluakoi Pro Shop ceased operations May 22, 2008

**Hawaii Superferry ceased operations March 18, 2009 due to a required Environmental Impact Statement. The EIS process is ongoing. The ILWU Local 142 has a CBA with Hawaii Superferry until 2012.

ILWU Local 142, Divisions and International coordinate organizing efforts as a single program in Hawaii. Together, the Local, Divisions and

International organized a total of seven hundred thirty-two (732) workers into the ILWU during this triennium. Seven hundred and one (701) of those newly organized ILWU members won a first contract this triennium:

- One hundred eighty-five (185) workers were organized through the card check process at Sodexo, P&M Marine, Maui Toyota and Hawaii Superferry. Card checks require the negotiation of a card check agreement with the employer and a neutral third party to verify union authorization cards signed by the workers. Negotiating card check agreements require leverage through political, community or work-to-rule tactics.

- Fifty (50) workers were organized through negotiations (accretion) at Hawthorne Machinery, Garden Isle Nursery, Kaluakoi Pro Shop, SackNSave, Foodland Supermarket and Maui Toyota Lube Techs. This type of negotiating to organize (also known as "Accretion") is used to merge smaller non-bargaining departments into a larger union bargaining unit.

- Elections using the National Labor Relations Board (NLRB) represented the largest membership gain, which totaled four hundred ninety-seven (497) new members in the last triennium at Mauna Lani Bay Spa, Sheraton Princeville Resort, Onomea Federal Credit Union, Island Chevrolet-Clark Automotive, Avalon Care Center-Yukio Okutsu State Veteran Home and the Spa Grande/Beach & Pool/Café Kula at the Grand Wailea Resort. In many elections employers want to test the workers' support for the union using a variety of tactics including intimidation, retaliation against union supporters, group meetings, one-on-one meetings, bribes and misleading speeches aimed at discrediting the union.

Hawaii's win-to-first contract rate of ninety percent (90%) was much higher than the U.S. national average. Continued focus on strategic organizing research plans (introduced April 2, 2007) may bring similar efficiency in the future for Hawaii's organizing program.

Hawaii Longshore

The International along with the Hawaii Longshore Division deals with cargo space issues and waterfront operations at all major ports in Hawaii. The International also participates on the Cabotage Council

which deals with the Jones Act. The International regional office played an active role in the recent 11 month-long Longshore industry negotiations. In Hawaii, separate contracts cover Hawaii Longshore, Clerks, Maintenance, CFS/CY, and the Young Brothers Interisland Barge Company. The International helped negotiate each contract and ratify agreements on Kauai, Oahu, Maui, and Hawaii.

Lobbying the federal and state government for Longshore related issues is a priority for the International. Funding for harbor modernization, space utilization, and safe port operations are the focus of Longshore political action efforts.

Hawaii Organizing Program

The International directs the Organizing Department of Local 142 and works in conjunction with Local, Divisions, and the IBU-Hawaii. The ILWU Hawaii region Organizing Department has diverse responsibilities well beyond organizing non-union workers into the ILWU. Such responsibilities include: first contract negotiations; contract renewal negotiations and assistance to existing units upon request and availability; research and technical assistance; participation in an affordable housing program; and supporting Political Action efforts. The ILWU Hawaii region organized seven hundred thirty-two (732) new members this triennium through NLRB elections, card-checks, and accretions.

Negotiating a First Contract

On April 2, 2007, the International began a new strategic organizing research plan in concert with Local 142 and Divisions. The International along with Local 142 and Divisions completed fourteen (14) first contract negotiations for newly organized union members in this triennium. The union's leverage on the employer is crucial to obtaining a first contract for newly organized union members. Seven hundred and one (701) of seven hundred thirty-two (732) newly organized union members received a first contract this triennium.

“Card Checks” to Organize

Unions try to negotiate “card check” agreements with employers to unionize workers. The card check process requires the signing of union authorization cards by workers and the verification or checking of the

signatures by a neutral third party or arbitrator. The International completed four card checks to represent one hundred eighty-five (185) new members this triennium.

Bargaining to Organize - "Accretion"

Bargaining to organize (or "Accretion") is the most efficient way to organize new union members. Accretion can be bargained during contract renewal or mid-term bargaining. The union spokesperson or committee makes a proposal containing language stipulating that a currently non-union department or job classifications should be merged into the bargaining unit. The leverage of the larger existing bargaining unit makes bargaining to organize (or "Accretion") successful. The International along with Local 142 negotiated the accretions with six (6) employers for a total of fifty-six (56) new members this triennium.

NLRB Elections to Organize

Employers are often unwilling to voluntarily recognize the union as representative of a group of workers. The union must then file a petition to represent the workers with the National Labor Relations Board (NLRB), an agency of the Federal government. These employers will often hire expensive anti-union consultants, attorneys, and specialists to harass and intimidate workers who want to exercise their right to choose union representation. These consultants can use procedural tactics to drag out the process of gaining union representation, in some cases, for years. The International along with Local 142 won seven (7) NLRB elections to represent four hundred ninety-seven (497) new members this triennium.

Assistance to Local 142 Units

The International and Local 142 organizers assist existing Local 142 units when available. Assistance can take the form of contract negotiations, corporate pressure campaigns, research, leafleting, picketing, and house visits to members. The International also participates in the Local 142 Executive Board meetings and Statewide Political Action Committee meetings.

Maritime Industry Organizing

The International supported training of Longshore Division and IBU volunteers who worked with the International Transport Workers' Federation (ITF) to organize and negotiate first contracts with non-union

maritime industry employers. A card-check was executed with P&R Marine Services in 2007, resulting in an IBU contract for harbor-assist tug workers.

Strategic Organizing Research Plans

The International, Local and Divisions coordinate efforts to target, plan, and organize non-union competitors, departments within units, and viable “hot shops.” Strategic organizing takes the form of card checks, accretions, and NLRB election campaigns. The Hawaii regional office has access to International resources and staff for help when necessary. The Hawaii regional office also assists Local 142 with researching companies that develop organizing targets or buy or take over ILWU houses. Strategic organizing research plans are necessary to identify leverage for effective campaigns.

National and International Resources

The International supports the utilization of resources for educational workshops in Hawaii and on the West Coast to train officers and rank and file members. The International also facilitates solidarity with unions from other countries and regions to support contract campaigns. The International supports and participates with the International Transport Workers Federation (ITF), a global maritime transportations workers collective bargaining group. The International also participates on the Executive Board of APALA (a national labor organization), the National AFL-CIO Convention and meetings, and until recently, the Executive Board of the Hawaii State Federation of the AFL-CIO. Representation and participation of ILWU on the national level of the labor movement helps expand union solidarity.

Political Action

The International is active in lobbying for Longshore issues and issues concerning ILWU members in Tourism, Pineapple, Sugar and General Trades industrial groupings. The International participates in ILWU Political Action programs at the State and the national level. ILWU Hawaii region organizers support Political Action Committee (PAC) activities when available. PAC activities include door-to-door canvassing, sign holding, rallies, phone banking, and other activities to support legislation and candidates endorsed by the Political Action Committee.

The Employee Free Choice Act (EFCA) or “card check law” has become the focus of legislative efforts. The EFCA seeks to make card-checks part of the process used by the National Labor Relations Board (NLRB) as well as increase penalties for employers who routinely violate workers’ rights under the law.

HAWAII LOCAL 142

TOURISM INDUSTRY

Over the past triennium, Hawaii has seen great success in the ability to negotiate strong contracts for tourism members, which make up over half of the membership of Local 142. The union has been able to negotiate good tourism contracts, even after the economic recession hurt Hawaii’s tourism industry beginning last fall.

The ILWU continues to fight hard to protect our largest workforce. For example, the first contract campaign at the Pacific Beach Hotel continues with strong support of the International. In 2008, ILWU International officers contacted the AFL-CIO and received nationwide support for the boycott against Pacific Beach Hotel owner HTH Corporation. Through the International and the AFL-CIO, Japanese unions and federations like Zenkowan (All Dockworkers Union) and RENGO (Japanese Trade Union Confederation) joined the campaign in an unprecedented show of international solidarity with the hotel workers. Japanese unions leafleted in Tokyo, and shared boycott information through their union meetings, newspapers, and websites. Over 65,000 union members in Japan signed a petition in support of Pacific Beach Hotel workers, which was delivered by a Japanese delegation to Hawaii in December 2008.

SUGAR INDUSTRY

The ailing sugar industry was struck another blow in 2008 with the announced closure of Gay and Robinson Company, the last sugar plantation on Kauai. The final closure date is not yet known, but is projected to be around the end of 2009. Gay and Robinson hopes to be leasing its land and equipment to a third party. When Gay and Robinson ends sugar production, Hawaiian Commercial and Sugar Company on Maui will be the last sugar plantation operating in Hawaii.

PINEAPPLE INDUSTRY

Since the beginning of this past triennium, Hawaii's pineapple industry had shrunk from over 1,300 members working for Del Monte Plantation, Dole Food Company, and Maui Land and Pineapple to approximately 330 as of January of 2009. The drop in membership was caused by the complete closure of Del Monte in 2007 and Maui Land and Pineapple shutting down its cannery, Haliimaile, and Honolulu Plantations.

POLITICAL ACTION

The ILWU's success in political action has been very strong over the past triennium. With the full support of the International, ILWU endorsed candidates Senator Daniel Inouye, Representatives Neil Abercrombie, and Mazie Hirono were all elected to Congress, and President Barack Obama won 72 percent of the vote in Hawaii—the largest winning margin in the nation.

WAREHOUSE DIVISION

The Warehouse Division continues to face rough times due to the economic crisis and strong anti-union trends in the industry. Despite some organizing victories, plant closures and run-away shops continue to be a challenge for the Division.

LOCAL 5

Local 5 currently represents workers at Powell's Books, Inc. in Portland, Oregon and workers at Aramark Education Services, Inc at the Evergreen State College in Olympia, Washington. Since the last convention, our Local has grown from 380 to about 490 members.

Contracts and Campaigns

In November 2007, Local 5 signed a third contract with Powell's Books. The contract is a four-year agreement that procured a continuation and improvement of health and wellness as well as retirement (401k) benefits. The contract also provides for average-wage workers to receive about 18% wage increases over the life of the agreement while simultaneously providing over 30% wage increase over the life of the agreement for our lowest paid members.

The negotiations for the third contract with Powell's Books, Inc., were markedly different from the tumultuous campaigns that preceded them. The Local opted to engage in "interest based" bargaining in an attempt to move the Union/Company relationship forward. At the same time, the Local worked closely with the ILWU Organizing Department as well as the Labor Education Research Center (LERC) to build a "Communications Advocate" structure reminiscent of the first contract Organizing Committee. With a committee person to member ratio of 1:10, this structure proved to be invaluable to the Local's ability to communicate with union workers on a one-on-one basis and build solidarity of purpose. While the "interest based" experiment was a success in this round of negotiations, and continues to be on the contract administration side, the Local has not forgotten its militant roots and the struggle it took to form this Union.

In November 2008, Local 5 signed a four-year successor agreement with Aramark Education Services, Inc. In response to the previous success with the Powell's contract, we implemented a similar Communications Advocate structure. However, because of the smaller size of the unit, we were able to engage in house calls for each member to ensure that everyone's voice was heard and each opinion counted. The result of this work meted yet another fantastic contract for the unit. With improvements in virtually every area, this contract is the best Aramark contract to date. Of note, Aramark workers have made the philosophical decision to continue their universal wage system where almost all union workers are paid the same rate. In the first year of the contract alone, the workers received 6% wage increases. Future wage increases will be inflation plus approximately 2% per year.

Over the last three years the Local has pursued three potential organizing leads with the assistance of the International Organizing Department. Two of the leads were determined to involve unwise expenditures of the Union's resources. At the time of this report, the Local and Organizing Department are actively pursuing the third organizing lead for potential campaign status. In addition to our own organizing endeavors, the Local continues to work closely with Oregon Area ILWU Organizer Mary Winzig on any and all campaigns that have a Pacific Northwest connection, such as rallies for Rite Aid workers.

Administrative

Local 5 Financial Officers have worked diligently to ensure the Local's financial house is in order. We have continued to conduct monthly audits as well as strive to be in complete compliance with all Department of Labor mandated requirements. We have consistently contributed to our strike fund and started a fund to help cover the costs of the 2012 ILWU Convention. We have slowly been transitioning over to a new computer system (Mac with dual operating systems) and with the transition, have become a largely "paperless" operation. This has led to a reduction of our office supplies overhead. Overall, 2009 ushered in a time that the Local has been in the best financial shape of our ten years of existence.

Political

2008 was a big year politically for all labor. Local 5 members participated in a multitude of campaigns, including some involvement in Labor 2008 that included phone banking, labor walks, job site flyers and sending a volunteer member to work on the campaign in Alaska. The Local has been involved in soliciting support for the Employee Free Choice Act by gathering signatures and educating our membership on this and other legislative issues. In addition, Local 5 has continued to take action in the streets by organizing Local 5 member contingents at a wide array of rallies, including May Day, Stop the War, Workers' Amnesty, etc.

Democratic Traditions of the Local

Since the 2006 ILWU Convention, the Local has continued to develop and refine our democratic traditions. Many of the new Executive Board members as well as Committee members are not only new to the Board, but also to the ILWU family. The Local has been fortunate because newer activists are "stepping up to the plate" in terms of leadership responsibility. To assist these new activists, the Local has invested heavily in member training. We have produced "how to" guides so that activists have the tools necessary to become successful union leaders.

The membership also ratified several Constitutional changes including: the establishment of more direct representation structure with Chief Stewards for every location; adding a third trustee position;

streamlining meetings and generally making union activism more sustainable. In addition to the previously mentioned changes, the Local is currently debating a radical change to our organizing/membership program. The proposal under debate would create a new structure of "affiliate members" for workers in unorganized shops. A la "Wobbly" membership structure, these unorganized workers could join the union and have access to various benefits and a legal/social support network. The intent of this program is to build the Union one worker at a time and foster community contacts that would ultimately lead to other organizing campaigns. To assist in building this network, the Local has applied for a STAR Fund grant from the LERC. The focus of the 2009 grant cycle is "Young Workers: Shaping The Future of Oregon's Labor Movement." We believe that ILWU Local 5 will play a key role in shaping that future, with the aforementioned institutional changes, in conjunction with our strong activist base of younger workers and with the assistance of the International Organizing Department and groups such as Jobs with Justice, the LERC, and others.

Social

We've ramped up efforts to make the Local not only a political or employment based organization, but also a social one. We have put on a variety of events for the membership. The focus of some of these events is strictly fun while others are more educational. Some of the events we have organized are as follows: DDR Dance off, Movie Night, Home Purchase Seminar, Author Readings and Open Mic, Wine Tasting Night, Firearm Safety Class, Shooting Outing, Economic Crisis Seminar, and Book Club. We have tried to put on a variety of events so that there is something for everyone.

LOCAL 6

The San Francisco Bay Area's Local 6 is the largest warehouse local with a large jurisdiction that covers workers from the Bay Area and San Jose, plus Stockton, Hanford and Fresno in the Central Valley. The local administers over 50 contracts for more than 2,000 members. Since the last convention, 36 contracts were ratified, which are listed below by the year they were approved:

2007: ADM – Fresno; ADM (Stockton); Alameda Hospital; CA Ammonia; C&H Sugar; Cemex; Heath Ceramics; John Muir Medical

Center- Mt. Diablo Campus; Gentle Dental (Geary Blvd. Office); Georgia Pacific; Stacey's Books; Waste Management Landfill.

2008: ADM (Stockton/Lodi), Anderson Clayton, Betts Springs (Severance), Cemex; The Master Contract [CA. Fats & Oils, CNH (formerly JI CASE), Darling International, Diageo, Ferralloy, Foreign Trade, Gallo Sales, Guittard Chocolate, Kinder Morgan, Unilever-Best Foods], Lerner, Owens-Brockway, Port of Stockton, Saroni, Sara Lee, Smurfit (Oakland), Stacey's Books, US Printing Ink, Washington Hospital.

2009: ADM (Fresno), Bayer, Calcott, CSAA, Lerner, Mandarin Farms, Owens-Brockway, Sara Lee, US Cold Storage, US Ink,.

There have been five plant closures since the last convention. In 2008, the Hexcel and Sara Lee plants closed; in 2009 we lost Betts Springs, Stacey's Books, and the Foreign Trade Zone to closures.

Our arbitration record continues to be mostly positive, with a total of three wins, one loss, and nine settlements since the last convention. There are two significant arbitrations pending regarding Waste Management's retaliation following the Local 6 memberships' solidarity with locked out Teamsters in 2007.

Membership Education

Local 6 has been improving our member education work, with a focus on training our stewards. We recently held our first Stewards Conference that brought together 35 rank-and-file leaders from a wide variety of ILWU houses. Training at our Conference was provided by the San Francisco City College Labor Studies Department. Other training opportunities for Local 6 stewards have included the UC Berkeley Labor Center's African American Labor Leadership Seminar, a family leave seminar sponsored by our Labor Councils and the Working Families Project, and a training on internal organizing attended by 30 stewards and members that was organized by the Bay Area Central Labor Councils.

Local 6 officers are participating in the development of the ATLAS program at the Peralta Community College District, which offers classes in warehouse and logistics skills, including forklift certification.

Social Activities

Local 6 has an Activities Committee that organizes events throughout the year. Events have included visits to the Oakland Coliseum on Labor Day weekend which attracted 124 members and families who came for a tailgate BBQ before watching the A's beat the Twins. The Committee also organizes a Holiday Party in December that filled our hall in Oakland with family members and provided special gifts for the children.

The Local 6 Organizing Committee has been meeting regularly since April 2009. The Committee has been working to develop an organizing plan for our Local.

LOCAL 9

ILWU Local 9 continues to represent Port of Seattle public employees exclusively, at Sea-Tac International Airport, including Access Security Guards, Operations and Airfield Control Specialists, Ground Service Representatives, and Ground Transportation Agents. ILWU Local 9's current membership is 134.

While Local 9 continues to struggle financially, it has managed to remain current and in good standing with the International.

Shortly after the 2002 closure of the Port of Seattle warehouse operations, Local 9 retirees who worked at that facility brought a class-action lawsuit against the Port to regain their paid health coverage. On October 16, 2008, the lawsuit was successful in the Washington Supreme Court, on a 5-4 decision. Unfortunately, the Port has asked the Court to reconsider the ruling, and we are currently waiting for the Court to either reject or grant that request.

LOCAL 17

The Local has bought and moved into a new facility located at 1790 Terminal Street in West Sacramento. The facility has six offices, a board room, large hall area, and a large unused area that we are going to try and lease once it has been cleared of all the surplus items from the old Hall. The members enjoy the modern and updated facility.

Employers

The two largest employers in the Local are Farmer's Rice Cooperative and Sacramento Logistics. These two houses make up the majority of the Local's membership. The smaller houses have remained intact except for Sims/Metals, which had to lay off 17 members. Sims/Metals was affected more by the economy than any other house as demand for scrap metal has almost ceased.

Sacramento Logistics sent WARN notices to all members and unions with contracts in California. The WARN notice advised that the four locations in California may be consolidated because there is not enough business. The end result could be one, two or three of the facilities. As of this report, we have been meeting with the other union that represents workers at Sacramento Logistics (the Teamsters) to try and find a solution that could keep all four facilities open. If that isn't possible, we will begin negotiating with the company concerning the effects on workers at any facility that closes.

C&S Grocers, the parent company of Sacramento Logistics, has not been clear or consistent about which facilities it might close or continue operating. In light of this challenge, Local 17 is trying to maintain solidarity within our ranks – and with the Teamsters – to prevent the company from playing us against each other.

Farmer's Rice Cooperative is doing well, and the economy has not affected the rice industry in the same way that others have been hurt by the recession.

In contrast, the Port of Sacramento has been hit hard by the economy. Many of the new companies that wanted to build and do business at the Port have backed off and are waiting for the economy to turn around.

Organizing

The four-year organizing campaign at Blue Diamond Growers concluded with a defeat in an NLRB election. The campaign was intense for the last eighteen months. The International Organizing Department, Local 17 officers – especially Everett Burdan – along with rank-and-file members put together an intense house-calling program. In order for Everett to participate, two of our officers took over his duties along with

their own. The Blue Diamond worker committee poured their hearts into the campaign, and International Lead Organizer Agustin Ramirez devoted countless hours to the campaign – which is to say that he and his co-workers were there almost 24/7.

In the final six weeks before election, Blue Diamond mounted a fierce anti-union avoidance campaign, hiring a team of consultants who intimidated, threatened, and harassed workers to vote against the union. In the end, these illegal threats – combined with the reality of the recession – frightened workers into voting no, and gave all of us a good example why passing the Employee Free Choice Act is so important.

The Local continues to try to organize. We're looking at several smaller targets. We continue to monitor the Port of Sacramento for any companies that want to locate in the Port's "back side." We have also been trying to make contact with workers at other rice mills and continue to keep an eye on the recycling industry.

Local Election of Officers

As of this report, the election of new officers is underway. The office of Secretary-Treasurer & Business Agent, President, Board of Trustees, and Executive Board were uncontested. The Offices of Vice-President and Dispatcher/Business agent are contested, with an election for those offices now in progress. The counting of ballots will be conducted on June 2, 2009.

Financial

The Local has had to struggle with the added expense of maintaining three full time officers. The Secretary-Treasurer and Business Agent is retiring at the end of his term of July 1, 2009. The current President is the Secretary-Treasurer-elect, and has been training on a full-time basis for his new position.

Once the new officers are sworn in, the plan is to return to two full-time officers, with the President only working full-time when necessary.

LOCAL 26

Southern California Warehouse Local 26 negotiated thirty (30) separate contracts since the last ILWU Convention. These include six employers handling steel and tubing, seven in scrap metal, three in

cotton, two in pharmaceuticals, three in flour, three in building materials, one in chemicals, one in plastic bags, one miscellaneous manufacturing, and two in transportation.

In 2009, Local 26 completed negotiations with the Pacific Maritime Association for security guards who work in the Los Angeles and Long Beach harbor areas. The new agreement contained significant improvements and was overwhelmingly ratified. Also in 2009, Local 26 is negotiating three separate contracts for scrap employers, along with one contract for a steel service center, one contract for a manufacturer of building materials, and another contract for petroleum products.

Local 26 has been very busy preparing and pursuing the Cal-OSHA indoor heat regulation, a reform measure that was approved by the California legislature but vetoed by Governor Schwarzenegger.

The Local successfully pursued many grievances to arbitration, and won favorable decisions in actions filed with the National Labor Relations Board.

Local 26 assisted with the successful ongoing organizing effort to help over 600 Rite Aid warehouse workers at the company's distribution center in Lancaster, CA., and prepared the first contract proposal.

The local's membership has declined somewhat after two employers closed their doors. Other companies announced layoffs in 2008, a pattern that continued during the first quarter of 2009 while this report was being prepared.

The local is looking forward to the ILWU increasing its organizing effort for Local 26 and the Warehouse Division. We are also looking for more help from the International union to assist us with the organizing of non-ILWU security guards in the Los Angeles/Long Beach harbor area.

Many employers have been hurt by the NAFTA and other trade agreements, along with other corporate policies that promote outsourcing, privatization, mergers, buyouts, and the deliberate disenfranchisement of the American working class. Let's organize!

The Warehouse Division has been going through rough times in the last three years, pummeled by a declining economy and a batch of anti-worker legislation making organizing more difficult and working conditions more perilous. Although we have had numerous organizing

successes, plant closures and run away plants have eaten away at the gains.

ILWU CANADA

The three years between conventions have been eventful to say the very least. On behalf of the membership of ILWU Canada, we would like to congratulate the International Officers for their many achievements in these especially tumultuous times.

2009 marks ILWU Canada's 50th anniversary. The end product of sixty years of union organization in the B.C. longshore industry was a collection of company unions working under disgraceful conditions and helping to maintain the employer's blacklist of union militants. It was only the advent of the ILWU that produced stable, bona fide trade union organization in the ports of British Columbia.

The ILWU is rather exceptional among U.S. internationals. It is a democratic union, with rank and file rights jealously protected. In coming into Canada, its mission was to assist, not to dominate. The position of the ILWU on this issue was expressed by International President Harry Bridges, as follows:

"As you well know, the dues and monies collected from our members up here stays here, and that's the way it should be. And when our union can't live without any income we get from workers in Canada, then it is about time our union died or went somewhere else ... I have always been for, and I am now, a Canadian labour movement, for the Canadians, without interference from the labour fakers in the United States.*"

That statement was not mere rhetoric. At each stage in the growth of the union in B.C., the international has assisted, indeed encouraged, the Canadian Section to assume greater authority over its own affairs, and constitutional reform in the direction of independence.ⁱ

The membership in Canada has been faced with an unending series of employer and government driven interference in the affairs of the Union. The Union is continuing our case against government-imposed background checks. We were successful in limiting the depth and breadth of the checks, but we remain convinced that these regulations violate our basic human rights and the Canadian Constitution. Our case

will be heard in the Federal Court of Appeals on June 15th and 16th, 2009.

The government, at the urging of its extreme right-wing backers, commissioned two different studies into the conduct of Longshore negotiations:

1. One study, called the "Asia Pacific Gateway Corridor Initiative," calls for the complete elimination of ILWU hiring halls and rules that would allow employers to hire whomever they wish. The report also calls for limits on our right to free Collective Bargaining. We managed to have this report shelved when it came out, but through the interference of the Vancouver Fraser River Port Authority and several other groups, the report is still hovering around. The membership remains resolute that we will not tolerate this unwarranted interference.

2. Another study, known as the "Annis Report," investigated the causes of work stoppages in the Federal Private sector. ILWU Canada Locals and other unions followed this study as it moved around Canada. We got our points across at various meetings and hearings, and managed to thwart the anti-union thrust of this study. Employers were hoping to use the study to call for imposition of collective agreements, and new restrictions on our right to represent our members. The minority Conservative government is being badgered to revive the APGCI document, but the current economic crisis has forced the government to focus on other issues for the time being.

ILWU Canada was active in organizing over the last two years. First there was a successful campaign at Canadian Intermodal Services (CIS). We were able to bargain a first collective agreement. The employer took the strange action of telling all of its customers that it could not guarantee service and told them they should find other places for their empty containers and their container repair work. The container lines took this advice and moved their business. CIS then laid off about 40 people leaving about 15 working. They kept telling the workforce that they were going to close down, so their remaining long term employees quit and found other work. When they hired new employees, they convinced them to take a decertification vote with the promise that the work would increase. After about eighteen months, the employer was successful and won the decertification vote overwhelmingly. The good news is most of the work from that site went to Union companies. One

beneficiary is Marco Containers, which is represented by ILWU Local 500 and the other is a Teamster operation. I attribute the loss of this agreement to not being able to devote a full-time officer for servicing a new bargaining unit.

We had two other successful organizing drives: Drop Trailer Hostling and Windsor Security. Both of these units were contracting employers. Although we were successful in winning the vote, we have not been successful in achieving active collective agreements. Drop Trailer closed down its business and the contract was awarded to another company. Windsor Security (which did Port Security) had a preexisting agreement from the Port on wage levels, and we were able to reach a collective agreement, but it was never put into force and the Port then reneged on its wage commitments and terminated Windsor's contract for security services. We spent many hours working on this file and representing this group, and are very disappointed with the final result.

With respect to Organizing, it has become quite clear that we need a full-time officer who can take responsibility for Organizing, Training and Bargaining of all newly organized units. There is also a problem in dealing with units of less than 35 workers, because the financial costs involved cannot be recovered in such small units. The only exception would be for units that are directly related to the Longshore Industry.ii

All ILWU locals in Canada successfully concluded collective bargaining with ratified agreements. Longshore bargaining will commence in 2010, and once again there will be pressure. The ILWU was born out of the crucible of the great depression. Anti-union governments and employers have always kept the hounds of hell at our heels, but the ILWU is still here, still kicking ass, and is the pre-eminent Union in North America, and we're still respected around the world because of the rank and file control.

i Canadian Area Convention, Proceedings, February 1962.

ii 1st Vice-Presidents Officers Report, ILWU Canada 30th Convention, Bob Ashton, April 2008.

INLANDBOATMEN'S UNION

IBU Elections were held in December 2008 for three year terms. The officers of the IBU are Alan Coté, National President and Terri

Mast, National Secretary-Treasurer The Regional Directors are Richard Gurtiza, Region 37; Dennis Conklin, Puget Sound; Marina Secchitano, San Francisco; Gary Bucknum, Columbia River; and Warren B. Ditch, Jr., Hawaii. The Alaska and Southern California Regional Director positions are pending a special election.

The last National IBU Convention was held October 31, 2006 through November 2, 2006. At that convention a dues increase was passed and later approved in a referendum ballot of the entire membership. The finances of the Marine Division were stable for the last three years.

POLITICAL ACTION

One goal at convention was to set the course for broader national and international involvement of the Marine Division. As a result of that resolve the IBU President requested and was approved by President Robert McEllrath to represent the ILWU in the Seafarers Section of the International Transportation Workers Federation, ITF. President Coté subsequently attended meetings in Stockholm for the ITF and Sydney, Australia for the Mining and Maritime Conference. Terri Mast represents the union on the ITF Women's Committee. In all of our Regions local political action campaigns have been improved; especially the Alaska, Puget Sound and San Francisco regions where we had vital political interests. They include the negotiation and ratification of the Alaska Marine Highways contract, the fight to maintain union jobs on the Alcatraz ferry and the WTA ferries and the election of Christine Gregoire for Washington State Governor. The key to those successes is the participation and training of the rank and file.

The Marine Division also allocated resources for several trips to the East Coast including meetings with the Commandant of the Coast Guard concerning the TWIC (Transport Worker Identification Credential). As we are all aware the implementation of the TWIC has great impact on our workers. Had the unions not fought the original proposal the TWIC process would have forced many good workers out of a job.

ORGANIZING

Marine Spill Response Corporation's Long Beach and Tacoma divisions became a signatory in 2008. National Response Corporation attempted to abrogate its contract with the Puget Sound Region through a

filing with the NLRB. After a long and expensive legal and organizational battle the Marine Division prevailed and actually increased its jurisdiction, and new contract negotiations are on-going. The IBU wishes to thank the staff of the International Organizing Department for valuable support in these efforts.

NEGOTIATIONS

The majority of IBU members work in the ferry industry and in the last three years all of the major contracts have been negotiated...for the most part we made good gains in wages and benefits, but as of today we are concerned with the shrinking revenues of the state run systems. In San Francisco the Water Transit Authority launched a new ferry with IBU and MMP union representation. In Martin Luther King County, Washington the IBU is negotiating for new passenger-only ferries for Puget Sound. There is a great potential for growth in the passenger-only segment of our ferry systems.

The freight and towing workers in the IBU also enjoyed good contracts during the recent economic growth, but recessionary forces are now affecting the profitability of our signatory companies leaving to question what the future may bring. The IBU continues to plan and institute training programs and better hiring halls practices to grow the tug and tow union membership.

PENSION PLANS

As with all unions that participate in Defined Benefit Pension Plans, the IBU is now taking steps to recover from the stock market crash of 2008-2009. We are faced with many very difficult issues, but are determined to protect our pension benefits and, eventually, not only recover but improve the overall benefits for our members. Perhaps one small benefit of this crisis is the renewed awareness of the defined benefit vs. defined contribution plans and the clear advantages of multi-employer Taft-Hartley plans.

ALASKA

On April 8, 2009 the Alaska Longshore Division ratified its new All Alaska Longshore Agreement by an 86% majority. The new four-year agreement includes wage increases to the basic longshore rate as well as additional increases for skilled men, a pension cap increase to \$220 per

month, additional vacation pay, an increase of retiree health and welfare coverage, as well as additional gains in work conditions and rules. Also incorporated into the agreement were workers in M&R, Warehouse, Gatehouse Dispatching (clerks) and Port Security (watchmen).

In 2008, with the help of the International, Customs and Border Patrol, and INS, the Union was able to reclaim 50% of the loading of break bulk frozen fish that had been lost all together over the last several years in the Port of Dutch Harbor to foreign crew and non-union stevedores. This is still an ongoing battle and the Alaska Longshore Division is working to make similar strides in other ports around the State.

The “over the top” shipping route and Arctic oil exploration is being watched closely and continues to become more of a reality every day as the northern ice pack continues to recede faster than anyone has anticipated.

Cruise ship activity appears to have remained steady for 2009 with only a slight decrease in sailing this year. But, it appears that there will be a more dramatic decrease next year with cruise companies already canceling ships sailings for the 2010 season, and modifying schedules and ports of call for some of the remaining vessels.

AUXILIARIES

At present, there are a total of thirteen active Auxiliaries, from Southern California to Vancouver, British Columbia. Besides assisting their locals in any way they can, many are active with the ILWU Pensioner groups. Some Auxiliaries have been actively supporting ILWU organizing campaigns, including help for Blue Diamond and Rite Aid workers. A number provide scholarships to children of ILWU members, and make donations to various charities that benefit children, battered women, and others in need.

PENSIONERS

The Pacific Coast Pensioners Association (PCPA) continues its proud heritage of support for the ILWU's policies and programs, including its commitment to organizing the unorganized, fortifying political action, and expanding international solidarity.

We put “feet on the street” to help members of our Union – and other workers – in their battles with unscrupulous employers. Pensioners made generous contributions to the ILWU Political Action Fund. We worked to help elect President Obama and other friends of the working class in the U.S., and our members in Canada likewise supported pro-worker candidates. Up and down the coast we pitched in and did what needed to be done. We take our Union’s motto seriously: “An Injury To One Is An Injury To All.” We live it and breathe it.

We are thankful for the support we have received from our International Officers, our Coast Committee, the Longshore Caucus, the Officers in the Canadian Area, and the rank and file of our Union. The staff at the International has likewise been very helpful. We are pleased that The Dispatcher carries our articles. Those things all mean a great deal to us. It demonstrates that retirees are never forgotten. We are considered part of the “ILWU family.” We are invited to sit on Union Committees. We participate as advisers while recognizing that ultimate authority is vested in the active workforce. Here is an abbreviated list of PCPA activities undertaken during 2006-2009; when we:

- Pledged 100% support for longshore bargaining in the U.S. and Canada
- Supported U.S. single-payer health care, and improved health care in Canada
- Leafleted on behalf of warehouse locals
- Got food co-ops to drop Fresh Del Monte pineapples
- Walked IBU picket lines
- Marched for labor, peace, and social and economic justice
- Held public meetings on ILWU policies and programs
- Participated in the Congress of California Seniors, the Alliance for Retired Americans, and the B.C. Forum (Federation of Retired Union Members)
- Sent delegates to the convention of the Veterans of the MUA
- Hosted delegations representing Veterans of the Maritime Union of Australia; the Sindicato Mexicano de Electricistas and the Confederacion de Jubilados y Pensionados Asociacion Civil de la

Republica Mexicana of Mexico; and the first ever Pensioner Delegation to the U.S. from SATAWU (South African Transport and Allied Workers Union)

- Delegates representing retired dock workers from Cuba have been invited to our next convention this September in Vancouver, B.C.

We invite new and not-so-new retirees to join the ILWU Pension Club in their area. In addition to the camaraderie we feel when we get together, we also experience satisfaction in knowing that we are helping the ILWU. "We may have retired from the job, but we'll never retire from the Union."

STAFF SERVICES

RESEARCH AND EDUCATION DEPARTMENT

The Research and Education Department supports ILWU collective bargaining, educational programs and corporate campaigns initiated by the International Union, the Longshore Division and affiliates of the ILWU. It advises affiliates on health and safety matters, provides education assistance, and analyzes political and economic issues and events. In addition, the department is involved in a number of administrative functions at the International, oversees the ILWU Library and Archives, works with the International election and balloting committees, coordinates and schedules international delegations, maintains the computer system, and assists the locals in other ways.

The Department is staffed by Research Director Russ Bargmann and Director of Educational Services and Librarian Gene Vrana. In July 2007 Robin Walker was hired on a part-time basis to assist in the Library and Archives. In March 2009 Robin started working full-time to assume the responsibilities for maintaining the Library and Archives due to the planned retirement of Gene at the end of this year.

ORGANIZING, NEGOTIATIONS AND CONTRACT ADMINISTRATION

A primary activity of the department, including the ILWU Library and Archives, is to support locals and divisions in contract negotiations. The Research Director actively participated in Northern California Warehouse negotiations (Locals 6 & 17) analyzing health, welfare and pension proposals and costing out the economic demands. This bargaining is done jointly with the International Brotherhood of Teamsters. The bargaining was successfully concluded in the early summer of 2007 providing for a three-year agreement with modest wage and pension increases and the maintenance of the health and welfare plan. The last Local 17 house, Farmers Rice, pulled out of the joint bargaining so Local 17 will no longer be part of the Northern California Warehouse bargaining unit.

In the summer of 2006 extensive bargaining assistance was provided to Local 20 (Wilmington, CA) in its negotiations with U.S. Borax—a huge multinational corporation. The company demanded

draconian changes to the health and welfare plan, other take-backs and a contract that would not result in any increased costs. After very difficult bargaining sessions, the negotiating committee was able to blunt the worst of the company proposals, phase in the cuts to the health and welfare program and obtain increases in wages, pension and 401(k). The company did not achieve its goal of a contract that was cost neutral.

The Research Director assisted Local 6 in two sets of negotiations with Cemex, the second largest cement producer in the world. As in most negotiations, health and welfare cost increases made it difficult to obtain additional wages. The contracts were concluded with maintenance of benefits and very modest pension and wage increases.

Bargaining assistance was also provided to Local 17 at Farmers Rice and at C&S Grocers. The C&S bargaining was done jointly with several different Teamster locals and, as a result of the joint bargaining, an excellent agreement was achieved. Local 17 and the Teamster locals (including International Secretary-Treasurer William Adams and Research Director Bargmann) continue to meet periodically to prepare for the next set of negotiations with C&S.

The Research Director participated in the ILWU-PMA longshore and clerks negotiations in 2008. That participation involved costing out ILWU and PMA economic proposals and looking at alternative possible proposals. Those negotiations concluded successfully in the summer of 2008 with a memorandum of understanding ratified by 75% of the longshore division membership. Immediately following those negotiations the Research Director assisted the Foremen and Walking Bosses in their Coastwise contract bargaining.

The Research Director also assisted Local 75 (San Francisco Bay Area watchmen) in their contract negotiations. Because of the 2006 Pension Protection Act they were up against a tight deadline to negotiate pension improvements. With the support of the Bay Area longshore division workforce (Locals 10, 34 and 91), Local 75 was able to come away with an outstanding agreement. Earlier in 2007 the Research Director provided assistance to the Local 28 Guards (Portland, OR) in their negotiations with the Port of Portland.

The Research Director coordinates the Longshore Division's Imaging Project in which Coast arbitration decisions, Coast Labor

Relations Committee minutes and area arbitration decisions are first scanned into a computer, then converted to a format that can be searched and cross-referenced. This information is then uploaded to a secure website where it can be used by business agents, labor relations committee members and other officers of the locals. The Research Director managed the conversion of this project from a CD-based format to a website in 2006 pursuant to a Longshore division Caucus action.

The Research Director participated in 2007 LEAD Institute, the 2007 Secretary-Treasurers Conference, the 2007 Grievance and Arbitration Program and a 2008 stewards training workshops for Locals 17 and 30 as both an instructor and technical resource.

EDUCATION

Educational activities in the past three years, though somewhat curtailed in order to focus department resources on support for longshore negotiations in 2008, included a Leadership Education and Development (LEAD) institute in 2007, a Secretary-Treasurers Conference (STC) in 2007, and Longshore Division Grievance & Arbitration Procedures (GAP) workshop in 2007. Gene Vrana, Director of Educational Services and Librarian, works under the direction of the Titled Officers, and in close cooperation with Research Director Russ Bargmann, coordinating and implementing the ILWU education program. This includes responsibility for event planning and development of curriculum and instructional materials.

The LEAD program focused on member outreach and mobilization through an innovative Member Action Plan developed in coordination with staff from the California Federation of Teachers. The highly successful institute was conducted as an educational retreat in San Francisco, California, by ILWU officers, pensioners, and staff—with assistance from the Federal Mediation and Conciliation Service (FMCS), and the Harry Bridges Center for Labor Studies at the University of Washington. The International covered the costs of room and board and materials for all participants.

The STC Conference was held in 2007 to inform local officers, union trustees, office managers and bookkeepers about federal regulations and ILWU policies and administrative procedures concerning

local finances, elections, record keeping systems and funding political action. The five-day workshop was funded by the International.

GAP 2007: The Education Director, working under the direction of the Coast Committee and the Coast Education Committee, helped plan the first coastwise educational program specifically geared to train new union officers in grievance handling and arbitration procedures under the contracts covering longshore, clerks, and foremen.

Other educational activities included updating the publication *How the Union Works* (in cooperation with the Communications Department); and preparation of materials for stewards training workshops in Local 17 (Sacramento) and Local 30 (Boron).

A major focus since 2006 has been development of two mobile historical exhibits about the history of the ILWU and the Longshore Division commissioned by the Division Caucus and carried out under the supervision of the Coast Committee. As project director, the education director helped to define the themes and content of the exhibits, one on the 1934 strike and the other on the strike of 1948, and to coordinate the artistic and historical expertise of graphic designer Richard Bermack, historian Harvey Schwartz, and curator Robin Walker. The 1934 exhibit is 50 feet long and seven feet tall, while the 1948 exhibit is 20 feet long and seven feet tall.

The Education Director continues to serve on the Harry Bridges Chair Visiting Committee at the University of Washington. Since 2003, the Director has served on the UW Bridges Center's Working Group on Union Democracy Re-examined—a comparative study of rank and file democracy in the ILWU and other unions under the guidance of professors David Olson and Margaret Levi, both previous holders of the Bridges Chair. Since early 2008 the director has also participated in the UW Bridges Center's committee to establish a Washington State Labor Archives at the UW library. The Education Director/Librarian continues to be an occasional guest lecturer on ILWU library resources for students at the San Francisco State University's Labor Studies Program, where he also serves on the program's advisory board. In 2007 the director was appointed to the California State Speaker of the Assembly's Commission on Labor Education.

Finally, as an administrative assistant to the Titled Officers, the Education Director assists the Executive Secretary with officers' correspondence, event planning, and preparations for the union's International Convention.

ADMINISTRATION

Research Director Russ Bargmann also functions as the administrative assistant to the Titled Officers and, in that capacity, performs a variety of tasks for the International, including the day-to-day administration of the pension and 401(k) plans covering the Titled Officers, Coast Committee and staff, development of the International's budget along with the Secretary-Treasurer and Trustees, and answering correspondence. Assistance is also provided to the Titled Officers in the implementation of the appeals procedures under Article IX of the International Constitution. Beginning in late 2008 the Research Director assumed the responsibilities for filing reports with the Federal Election Commission relative to the ILWU's Political Action Fund.

Finally, the Research Director is responsible for maintaining and upgrading the International's and Coast Committee's computer systems and the ILWU website (www.ilwu.org).

LIBRARY AND ARCHIVES

As a community resource, the library remains a popular destination for scholars of all ages interested in the history of workers and their unions. Research topics in recent years have often centered on race, gender, and ethnicity, but there has also been increased interest in international labor solidarity and the ILWU's electoral and political action programs. Of particular interest to researchers have been the historical photographs in the ILWU archives.

As part of the library's on-going mission, the librarian continued to consult with Harvey Schwartz, Curator of ILWU Oral History Project on the use, development and editing of oral history interviews—which culminated this year in the decision by the University of Washington Press to publish *Solidarity Stories: An Oral History of the ILWU*, edited by Schwartz. In addition, the librarian continued to administer the popular book sale advertised monthly in *The Dispatcher*.

Helping to fulfill the mission of the Pacific Longshoremen's Memorial Association, owner and operator of the ILWU Harry Bridges Building, the library staff oversees installation of new labor-related art work and historical exhibits at Union headquarters. The librarian also supervises student interns from nearby undergraduate and graduate programs in history, museum studies, labor studies, and information sciences who assist with these and other ILWU historical projects.

Library services within the ILWU include research, editorial support and occasional articles for *The Dispatcher*; and economic and historical research for union solidarity and education committees, and the media. Separately, the librarian assisted local affiliates with historical research and consultations about records management—including ILWU Canada, Local 40, and continuation of Hawaii Local 142's comprehensive and innovative library and history project.

Finally, the library staff continues to improve space utilization to accommodate new additions to the archives and library collections, and to improve security and environmental controls—thus continuing to fulfill the library's mission of preserving the history of the Union and making the historical record available for use by its officers, members, staff and the community.

COMMUNICATIONS DEPARTMENT

The Communications Department is responsible for disseminating information about the ILWU both internally to the membership and externally to the general public. This work includes:

- Producing *The Dispatcher* newspaper each month.
- Maintaining the International Union website.
- Dealing with inquiries from the news media.
- Assisting International officers with special projects.
- Assisting ILWU Local officers with special projects.
- Assisting the ILWU Organizing Department.

The goals and direction of the Department are established by ILWU's International Officers who consult with Communications Director, Craig Merrilees, to carry out their priorities.

News about ILWU policy and program are conveyed through The Dispatcher. During the past two years, the Communications Department has updated the design of the newspaper to increase coverage of local news and improve the “readability,” while maintaining the paper’s substance and content. Feedback from members on the new design has been overwhelmingly positive, but the Department welcomes all feedback, including constructive criticism that has been received.

During the Longshore Division contract negotiations, the Communications Department was called on to assist in a variety of ways. The Department established a new website that featured frequent updates on the negotiations, background information about key issues, and commentary from the negotiating team members and rank-and-file longshore workers.

Staffing changes in the Communications Department since the last convention have included a new Department Director and Senior Editor, Craig Merrilees, who was hired in June of 2007. Craig has an extensive background in union and media work. In mid-May of 2009, the Department hired Ms. Tai Moses who will assume day-to-day responsibility for editing The Dispatcher, under the supervision of our Director. Tai worked for many years as an editor and writer on weekly newspapers, and recently completed four years as managing and senior editor at AlterNet.org, the respected progressive online news site. She’s held a variety of other jobs including seasonal firefighter and work at the salmon cannery in Ketchikan, Alaska, represented by ILWU Local 37.

With our latest staff hire, the Department will be in a better position to maintain and improve the ILWU website which hasn’t been updated recently due to staff vacancies demands of the Longshore negotiations, and support required for organizing campaigns. Updating and improving the website in 2009 will be a priority for the Department. In addition, the Department is interested in exploring other “new” media resources including blogs, Facebook, and other social networking sites.

The Department will continue the traditional communications work of generating press releases, speeches, petitions, policy statements, opinion pieces for major newspapers, reports, slide shows, ads, and other materials as requested by International and local officers.

WASHINGTON OFFICE

Legislative Director Lindsay McLaughlin and Legislative Assistant Alexa Jurczak staff the Washington Office under the direction of the Titled Officers to carry out the ILWU's legislative and political program. Legislative Assistant Kyle Weimann left in the summer of 2008 to attend graduate school, and was replaced by Alexa who comes from a union family and had prior union work experience.

The Washington office sets up meetings with legislators and executive office personnel, and provides lobbying materials and legislative advice and direction. The following are issues in which the ILWU played a particularly active role:

TRANSPORTATION WORKER IDENTIFICATION CREDENTIAL

The TWIC Program was part of legislation called the Marine Transportation Security Act of 2002 which was ostensibly passed to protect our ports from potential terrorist attacks. It was part of a series of security bills in response to the terrorist attacks on 9-11. The ILWU raised concerns about the new program because we feared it was an intrusion on the civil rights of members. Furthermore, we argued that a criminal mistake committed in the past by any member of the ILWU does not translate into a terrorist security risk. However, as far as we could tell, the ILWU stood alone in this assessment and efforts to make the new program more reasonable. We lobbied for and obtained an appeal process for any worker who was denied an appeal. We lobbied to have the list of disqualifying offenses narrowed, with limited success. We fought efforts to codify the list of disqualifying crimes cited in the regulations.

A multitude of problems have arisen with the implementation of the TWIC program, which have impacted ILWU members without improving the security of our nation. The most recent of these problems is the refusal of terminal operators to provide a security escort for longshore workers who lack a TWIC card. This problem became apparent when the first wave of compliance dates on the west coast were implemented in late February. When the compliance dates became effective, and some workers still had not received their TWICS, the ILWU took immediate action to allow members a means to access the

docks so they could work. The Washington office also accelerated the approval of applications for close to a hundred ILWU workers who were caught up in months of delays at the TSA.

The Titled Officers, Longshore Division Coast officers, and the Longshore Division Legislative Action Committee all came to Washington to address this pending issue during the Legislative Conference and had meetings with key members in the House and Senate as well as a candid discussion with the TSA and Coast Guard about the need for escorting. Those members included Congresswoman Loretta Sanchez, of the House Homeland Security Committee, Senator Barbara Boxer of California, and staff from the office of Chairman of the Homeland Security Committee, Bennie Thompson. All meetings were integral in working to fix the issue of getting our members back to work.

Legislation to mandate that the Coast Guard coordinate with terminal operators to allow escorting of our members passed the House Homeland Security Committee as a result of our lobbying. The bill also would place a time limit of 30 days on TSA to process applications, and 30 days to process an appeal or waiver. The legislation should be on the House floor in early June. We are working with the Senate Commerce Committee on additional provisions to reform the TWIC program.

HEALTH CARE

Currently, health care reform is moving ahead full steam in Washington as constituents from labor, the White House, insurance companies, members of the House and Senate, and the business round table discuss different methods of reforming the American health care system. The House and Senate committees on Health, Education and Labor have been holding a variety of hearings based on employee based health care, overhauling the current health care system, experiences of state-wide health care reform, and a general overhaul of health care reform. This is a way for members of the House and Senate to listen to and discuss a variety of different ways to reach health care reform. A finalized bill is expected to reach the House and Senate in June.

BLUE DIAMOND CAMPAIGN

The legislative office played an integral role in helping Blue Diamond workers gain support and leverage from Congress. The ILWU worked with Agriculture Committee Chairman, Senator Tom Harkin (D-

IA) and Senator Barbara Boxer (D-CA) who petitioned the U.S. Department of Agriculture to consider revising regulations covering participants in the USDA Market Access Program. In addition, the ILWU requested the USDA to terminate assistance for companies with multiple violations of labor law, such as Blue Diamond.

FARM BILL

The ILWU lobbied to protect the sugar program in legislation authorizing farm programs. This lobbying effort is critically important to ILWU agricultural workers in Hawaii and the C & H sugar refinery in Crockett, California. The sugar program is designed to stabilize the price of sugar and limit the amount of sugar imported into the country so the U.S. industry can survive.

EMPLOYEE FREE CHOICE ACT

With Senator Arlen Specter shifting the balance in the Senate, the Democrats now hold a powerful 60 seat majority. That being said, labor still has a tough uphill battle to reach 60 co-sponsors in the Senate for the Employee Free Choice Act. Senator Specter still claims he will not be a co-sponsor of the bill because he disagrees with the bill's language on card check and believes it to be a bad bill. However, Specter stated he is open to a compromise in the bill, which looks promising for some sort of labor law reform.

The ILWU Washington Office has prioritized this critically important legislation. Every member of Congress has received communications urging them to co-sponsor the legislation. We have lobbied individual members of Congress, particularly those who are undecided.

COLOMBIA FREE TRADE AGREEMENT

Historically, the Colombia Free Trade Agreement has been off the table for quite some time due to the large number of violations of labor law practices and murders of trade unionists occurring in Colombia. However, the Obama Administration is pushing hard to pass the Free Trade Agreements negotiated by Bush, starting with the Panama FTA and then moving onto the Colombia FTA and possibly a Korea FTA. Colombia has failed to reach benchmarks set by the National Labor Relations Board and continues to be dangerous for union organizers,

activists and leaders. Until human rights and worker rights are protected in Colombia, there will be strong opposition to any Free Trade Agreement. The ILWU continues to oppose the Colombia FTA and will do so until union members are protected and labor laws are changed.

FBI BACKGROUND CHECKS BILL

The FBI Background Checks Bill is a piece of legislation from Representative Bobby Scott (VA-3) that would require the FBI to update its current database to ensure information is valid for individuals undergoing background checks. Considering a background check is a vital part of the process in obtaining a TWIC, the ILWU has been lobbying to gain support for this piece of legislation in the House and hopes to see a similar bill in the Senate. With respect to TWIC applicants, as of March 15, 2009, there were 19,293 workers nationwide who had appealed TSA denials of TWIC. So far, 17,134 of these appeals have been granted. A majority of these cases are due to inaccurate background checks. Furthermore, it has been found that the Attorney General's 2006 Report on Criminal Background Checks found that the FBI's database was "missing final disposition information for approximately 50% of its records." With such discrepancies in the FBI records, it is impossible to have an accurate background check for any worker applying for a TWIC. It is our hope this piece of legislation will be easily passed with bipartisan support.

SAFE PORT ACT

The Security and Accountability for Every Port Act or the SAFE Port Act directs the Secretary of Homeland Security to develop and implement a strategic plan to enhance the security of the maritime transportation system. Although there are some good things in this legislation, the Secretary has not followed through with implementing certain programs at the ports and to require that workers be trained so they will be prepared if a crisis occurs. The ILWU lobbied to get the Secretary to implement a pilot program that would address the pending issue of empty containers. The Secretary would conduct a one-year pilot program to evaluate and improve the security of empty containers at the United States seaports to ensure the safe and secure delivery of cargo to prevent potential acts of terrorism involving such containers. The pilot program shall include the use of visual searches of empty containers at United States seaports. The ILWU also secured an important provision to

study safety as it relates to the operation of screening equipment on the docks. In addition, the ILWU successfully refined the definition of a “transportation security incident” to ensure collective action in protest of employer actions would not constitute an act that violated the law.

ILWU/PMA COLLECTIVE BARGAINING AGREEMENT

The Washington office worked to build political support during the Longshore, Office Clerical Unit, and Watchmen contract negotiations in 2008. This effort was necessary to prevent the same political chicanery on the part of the PMA that occurred in the negotiations in 2002, resulting in a lock-out.

IN MEMORIAM

Each Officers' Report to the International Convention concludes with a memorial listing of some of the members and friends who have died in the three years since our last meeting. We ask that this Convention continue the tradition of dedicating itself to their memories.

While we may not be able to list all who have passed, below are the names of people who have especially dedicated themselves to the cause of their brothers and sisters in the ILWU:

Ah Quon McElrath – Local 142's social worker for many years, she was a respected voice for justice on the islands for over 70 years.

Sam Kagel – On the scene at the 1934 Longshore strike, the San Francisco General Strike, and the founding of the union that became the ILWU, Kagel also served for 54 years as the Coast Arbitrator where he won respect for his commitment to justice.

Del Edgbert – He helped his local survive tough times when work was scarce and small ports were threatened. Del served as President of Local 47 from 1980 to 1990.

Van McLean – After 35 years on the waterfront, Van spent another 20 as an active pensioner. He served in a number of positions for both Locals 500 and 501.

Bob Williams – When Crowley Maritime proposed drastic pay and benefit cuts in 1987, Bob provided leadership that helped 800 IBU members survive a difficult 9-month strike.

Jesse McKenzie – Died in the sweltering heat inside Rite Aid's Lancaster Distribution Center, moving his co-workers to seek a new law to protect others from dangerous heat and freezing cold at work.

Ted "Whitey" Kelm – Actor and longshore worker, he was a member of Local 10 and 13, but was best-known for his appearance in "Norma Rae," the 1979 film about union organizing,

Ken Gregory – An officer in Local 508, an official in the central labor council, active in his pensioner club, and Vice President of ILWU Canada, Ken also was a leader in the tough contract negotiations and strike of 1972.

Efren Montes, Sr. – When workers at Harborside Refrigerated Services in San Diego went on strike in late November 2007, the memory of Efren Montes inspired his co-workers to stay united and win their fight for health benefits and better jobs.

Keith Eickman – A political activist in the 30's, warehouse worker by 1941, and soldier in WWII, he became a key leader of Local 6 who helped bring about the racial integration of the Local's leadership. He was President of the West Bay Pensioners when he died at 92.

Trina Lewis-Moore – Assistant Chief Steward at Bayer Healthcare, in Berkeley, CA., sister Lewis-Moore embodied the the union spirit for Local 6 members who regarded her as a model of leadership, a good friend, a woman of faith, and a force of nature.

George Martin – Vice President Emeritus, Local 142.

Jack Henning – Secretary Emeritus, California AFL-CIO

Mike Turmel – Local 502.

ILWU members killed on the job: 2006-2009

Cheryl Muscroft – Local 500

Daniel Miller – Local 19

Reginald Ross – Local 10

Piper Cameron – IBU

Joe Aliseo – Local 19

Kenneth Eddo – Local 23

Delmont Blakeney – Local 91

Carlos Rivera – Local 13

Jose “Pepe” Correa – Local 54

Bruce Meacham, Local 5

Epi Hernandez, Local 500.

APPENDIX

**STATEMENTS OF POLICY
SEPTEMBER, 2006- MARCH, 2009**

International Executive Board
San Francisco, California
December 6-7, 2007

STATEMENT OF POLICY ON FIGHTING HATE

The ILWU has a proud history of taking leadership against injustice, hatred, and discrimination. We were one of the first unions to oppose discrimination within our own ranks. The founders of our union, including Harry Bridges, worked tirelessly to promote unity and solidarity as powerful weapons to protect workers against “divide and conquer” tactics practiced by bosses and politicians.

Discrimination takes many forms, including race, gender, religion, sexual orientation, political beliefs, or cultural practices. It may be expressed in writing, speech, symbols, attitudes, or practices. All these forms are based on ignorance, fear, and intolerance to the differences within the broader human family.

We recognize that injustice, bigotry, and ignorance are never entirely behind us, and that new efforts must be made by each generation to educate ourselves about past struggles and the new challenges that we must face to keep us moving forward and building unity.

The International Executive Board reaffirms our opposition to the use of any object or symbol to express hatred, bigotry, or discrimination of race, gender, religion, sexual orientation, political beliefs, or cultural practices. Any individual or employer found guilty of displaying or allowing to be displayed or engaging in this behavior will be subject up to and including the maximum discipline allowed, violations will not be tolerated.

International Executive Board
San Francisco, California
December 7-8, 2006

*STATEMENT OF POLICY IN SUPPORT OF THE EMPLOYEE
FREE CHOICE ACT*

The ILWU made a serious commitment to organizing more than a decade ago. Dozens of organizing campaigns the union has run since then have given us a close look at the limitations of labor law. Current labor law does little to protect workers who try to organize and less to punish employers who break the rules. The Employee Free Choice Act now in Congress aims to change that and make organizing faster and fairer.

Under the current National Labor Relations Act process, employers can violate the law now and pay later, if at all. The average time between filing unfair labor practice charges and getting an NLRB decision on those charges is two years. If the decision comes down for the workers, the employer at most will have to cough up back pay plus interest for any workers fired illegally. Other violations, such as threats to close the plant, carry no penalties. The employer simply has to post a notice promising not to misbehave again. In the meantime, it can enjoy the fruit of its crime: a scared and pliable workforce.

No wonder employers routinely break the law during organizing drives: 25% of employers illegally fire at least one worker for union activity during organizing drives and 51% of employers illegally threaten to close up shop if the union wins the election.

The workers at the Rite Aid distribution center in Lancaster and at Blue Diamond Growers in Sacramento, organizing to join ILWU Locals 26 and 17, have felt the sting of these illegal employer tactics.

The ILWU filed 11 unfair labor practice charges against Rite Aid over 38 separate violations of the law. These included firing four workers, disciplining, demoting and interrogating others and funding anti-union employees. The Board is investigating these charges. Meanwhile the fired workers wait and wonder whether they can make rent, and the chill of fear spreads through the warehouse.

Last spring the NLRB found Blue Diamond guilty of more than 20 labor law violations, including firing union supporters, threatening the workers with plant closure and loss of pensions and other benefits and interrogating workers about their union sympathy. The company complied with the Board's order to re-hire two fired workers—then illegally fired and disciplined other union supporters, drawing more Board complaints.

Current law not only gives employers free rein to poison the atmosphere before an election, but also builds opportunities for bureaucratic delay into the election process itself. The employer can challenge the composition of the bargaining unit, as Rite Aid did, or challenge the outcome of the election, tying the issue up in court and denying workers representation while they do so.

The Employee Free Choice Act (EFCA), sponsored by Sen. Ted Kennedy (D-MA) and Rep. George Miller (D-CA), would change the law by setting harsher penalties for employers who break the law during organizing drives; making card-check recognition the standard route to union representation; and setting arbitration and mediation agreements for first contracts.

The ILWU International Executive Board fully supports passage of the Employee Free Choice Act and urges the Democratic leadership in Congress to put the Act among its top priorities.

International Executive Board
San Francisco, California
December 7-8, 2006

STATEMENT OF POLICY TO BOYCOTT FRESH DEL MONTE PRODUCE

For more than 100 years, Del Monte (or its predecessors) has been growing pineapple in Hawaii. Organized almost 50 years, most of the workers have been members of the ILWU Local 142.

Since 1996, the company has been owned by the Abu Ghazaleh family of United Arab Emirates and headquartered in Coral Gables, Florida. The Hawaii operation is called Del Monte Fresh Produce

(Hawaii), Inc. Its parent corporation is Fresh Del Monte Produce, Inc., and indications are that all major decisions for Hawaii are controlled and determined by Fresh Del Monte Produce.

On February 1, 2006, Del Monte announced plans to shut down its Hawaii operations in 2008. The announcement came as a shock to the company's 700 employees. Nevertheless, they were relieved to know they had at least two years to prepare themselves for the shutdown. They needed the time to find new jobs and possibly training for new careers, especially since most of them had little education and experience other than in pineapple work.

Local 142 started bargaining with Del Monte believing it had two years before the complete closure. In the bargaining, Del Monte, directed by its corporate office, was giving virtually nothing additional to ease the workers in their transition from Del Monte, especially refusing to consider additional medical coverage protection, severance pay, or financial assistance to transfer Kunia Camp, home to some 120 families, from the company's control.

In August 2006, the ILWU Local 142 filed an unfair labor practice with the Hawaii Labor Relations Board alleging unlawful conduct and unlawful bargaining. In September 2006, Fresh Del Monte Produce relocated the general manager in Hawaii to operations in Kenya and appointed to the position the human resources director in Hawaii, who had little or no practical experience in pineapple operations.

Then, abruptly, on November 17, 2006, Del Monte announced immediate closure of the Hawaii operations. No more harvesting, no more packing, no more Del Monte pineapple in Hawaii. All of the crop in the ground would be plowed under. Because of the company's repeated assurances to the workers and their union that operations in Hawaii would continue into 2008, the workers felt betrayed.

The company's actions mean that all pineapple marketed under the Del Monte label will be grown outside of the U.S. The company has taken the technology and even seed material for the highly successful MD-2 variety of pineapple from Hawaii and the U.S. to grow in other countries where labor costs are cheap and labor standards are low.

Del Monte's behavior contrasts with other plantations that have shut down in Hawaii and have provided for financial assistance for the

workers and have cooperated with the union to help with the transition. Del Monte has demonstrated that it has no more use for Hawaii and, unless legally compelled, will likely not provide workers any more than it must under the current collective bargaining agreement. By its actions, Del Monte has shown that it is not a good corporate citizen.

Corporations that squeeze value from U.S. resources and labor and then run away to do business in other countries should be held accountable for their actions. The ILWU condemns the actions of Del Monte, and because of the conduct of Del Monte in Hawaii and the parent company, ILWU members and their families shall boycott all products of Fresh Del Monte Produce, especially pineapple. The ILWU urges all who support justice to join in the boycott of Fresh Del Monte Produce.

International Executive Board
San Francisco, California
April 12-13, 2007

*STATEMENT OF POLICY IN SUPPORT OF ILWU CANADA
LONGSHORE NEGOTIATIONS*

WHEREAS: The International Executive Board of the International Longshore and Warehouse Union sends this letter of support for ILWU Canada longshore workers who have been in negotiations with their employer, the British Columbia Maritime Employers' Association, since December 2006 and;

WHEREAS: The entire ILWU recognizes and supports ILWU Canada's struggle against the BCMEA's attempts to impose fundamental changes on Canada's West Coast waterfront that would alter basic conditions of production and employment. ILWU Canada has represented waterfront workers since 1944 and has provided the employers with efficient, highly skilled labor while it provides workers with living wages, safety and benefits. Canadian waterfront workers have struggled for nearly a century for union rights, fair bargaining and safe conditions and these will not be abolished by the employer group's shortsighted pursuit of profits at the expense of workers' living standards and;

WHEREAS: The International Executive Board condemns the BCMEA's efforts at throwing out a long-standing productive relationship and replacing it with chaos in the name of profits; THEREFORE BE IT

RESOLVED: That the ILWU International Union, representing dockers in California, Oregon, Washington, Alaska and Hawaii, pledges its support to our brothers and sisters in ILWU Canada in their drive for a fair contract that benefits all in the Canadian maritime industry.

International Executive Board
San Francisco, California
September 7-8, 2006

*STATEMENT OF POLICY IN SUPPORT OF THE SOBEYS
WORKERS*

The workers at Sobeys on Albert Street in Regina, members of RWDSU Local 454 and an affiliate of ILWU Canada, walked off the job Sept. 11, 2005. Their Collective Agreement expired in Jan. 1, 2005, more than 21 months ago and their Employer continues to fail to offer a fair settlement on wages and benefits.

Sobeys refuses to provide competitive rates of pay to its workers and in fact is paying its non-unionized stores; workers better than its union workers. Sobeys has been found to be in violation of Canadian labor laws on a number of occasions and, unlike most other Canadian employers, refuses to provide wage increases from the date the agreement expired.

Sobeys is the second largest retail food company in Canada with a major presence in Ontario, Quebec and the Maritimes. Sobeys' net earnings for its first quarter ending Aug. 6, 2005 was \$48.2 million. This company can afford to compensate its workers fairly.

The Saskatchewan Federation of Labour has endorsed a boycott of all Sobeys stores in Saskatoon and Regina to support the workers on strike and to encourage Sobeys to negotiate a fair settlement with its workers.

The ILWU Executive Board supports the workers on strike at Sobeys and will alert all its locals to do everything in their power to support the Sobeys workers. The ILWU International Executive Board salutes the workers of Sobeys on the first anniversary of their strike and sends its solidarity greetings to RWDSU Local 454.

International Executive Board

San Francisco, California

December 6-7, 2007

RESOLUTION IN SUPPORT OF SEAFARERS CENTERS

WHEREAS: The International Seafarers Centers are nonprofit public benefit corporations which provide and maintain facilities and services for the personal use and cultural needs of merchant seafarers calling at the ports under the jurisdiction of the International Longshore and Warehouse Union (ILWU) and;

WHEREAS: They are supported by donations from the community and receive grant money from the International Transport Workers' Federation (ITF) for buildings and transportation vans and;

WHEREAS: The ILWU has a longstanding relationship with the ITF and the sailors of the world; THEREFORE BE IT

RESOLVED: That the International Executive Board encourages all locals and their membership to actively support the seafarers centers and their mission of providing hospitality and meeting the personal and cultural needs of the merchant seafarers while in port.

Convention Proceedings

MONDAY MORNING SESSION- JUNE 8, 2009

[The 34th Convention of the International Longshore and Warehouse Union convened at the Westin Hotel, Seattle, Washington, at 9:30 o'clock a.m., pursuant to call, Robert McEllrath, President, presiding.]

CALL TO ORDER

PRESIDENT McELLRATH: Brothers and sisters, delegates, please take your seats. I am going to call this convention to order.

The first thing I would like to say, if you have cell phones—and I know everybody does, even my grandchildren have cell phones—turn them off, put them on vibrate. If they ring, please don't speak on the phone in the convention because your neighbor is going to overhear it. Just leave the convention or turn them off, it would be appreciated. Thank you very much. Leave your lap tops closed, too.

I call this convention to order. I am going to turn it over to the Host Committee. I am going to turn it over to Sean O'Donnell and Doug Johnson.

BROTHER DOUG JOHNSON (Host Committee): Good morning.

THE DELEGATES: Good morning.

BROTHER JOHNSON: I hope everybody enjoyed themselves last night. We have a lot of activities for you this week.

At this time I would like to introduce Pastor Pat Wright to give the invocation and singing the National Anthem of the United States and Canada. Would you all rise please.

INVOCATION PASTOR PAT WRIGHT

PASTOR PAT WRIGHT: Our heavenly father, we are grateful to you this morning for allowing us to rise and come to this occasion. It is our prayer that everything that we do will be for the up-building of mankind and womankind.

We pray, O God, that peace will prevail starting within our own hearts and then spreading itself abroad.

MONDAY MORNING SESSION, JUNE 8, 2009

Thank you for this opportunity. We ask it all in your precious name. Amen.

[National Anthems of Canada and the United States]

[Applause]

DELEGATE SEAN O'DONNELL (Local 52): Good morning. My name is Sean O'Donnell. I am co chairman of the Host Committee, along with Doug Johnson.

The first thing I would like to do is probably explain, people are asking, why does it say Puget Sound, Alaska? Alaska has been involved in this as far as their helping fund the Host Committee. They haven't been able to actually do the planning obviously, it's a little far away, but they have been very generous in their contributions. They are actually co hosts with the Puget Sound.

I would also like to thank all the ILWU locals in the Puget Sound area, Alaska, the IBU for very generous donations so that we were able to fund this.

We have some people we would really like to thank. There have been lots of people who have been involved with the Host Committee. One of the guys, Ian Kennedy, was in at the beginning, and then we ended up with Herald Ugles coming in at the end, which really helped. Kevin O'Leary from the IBU. When you go down to Tacoma this week, you are going to love it. He has been very instrumental in that. Holly Hulscher.

A special thanks to what I would call the Faithful Five. We have five , six hour meetings all the time. From the IBU, Rich Gurtiza. From Local 19, Dan McKisson, Doug Johnson, myself. And a special thanks to Terri Mast, IBU, who has been awesome through this whole thing.

[Applause]

DELEGATE O'DONNELL: A quick announcement. If you have ordered tickets for our excursion that is going on today and you haven't picked them up, please pick them up outside. We have a table set up outside the first door. If you haven't turned in your order for the banquet, please get it in today, otherwise you might be at Burger King. We have to get that order in to the hotel today. See Terri Mast outside. She will be taking care of that.

MONDAY MORNING SESSION, JUNE 8, 2009

BROTHER JOHNSON: One thing I want to mention. On Channel 62 in your hotel room, some of you may have seen it, there is a historical DVD that is running 24 7. It was put together by a man by the name of Ron Magden who has written several books on the ILWU. If you would take time to watch that we would really appreciate it.

At this time, I will turn the gavel back over to President Bob McEllrath.

[Applause]

PRESIDENT McELLRATH: This is where I am supposed to introduce the next speaker, but she is not here just yet, the Governor of the State of Washington.

We have a couple minutes. Fred Galdones.

DELEGATE FRED GALDONES (Local 142): Thank you very much, President McEllrath. Brothers and sisters, I asked President McEllrath if I could have special privilege to address the delegation this morning. Good morning to all of you. I am Fred Galdones, President of Local 142.

Local 142, brothers and sisters, would be very honored if this International Convention would be dedicated to our late sister, Ah Quon McElrath.

PRESIDENT McELLRATH: So moved.

[Applause]

DELEGATE GALDONES: Thank you very much. She touched many of our lives. She has been to many local conventions, many meetings at locals, and she has also been here in our convention hall addressing all of us. Unfortunately, physically she will no longer be with us because she passed away on December 11, 2008. We have a resolution that will be heard in committee and hopefully will come to the floor where all of us will be able to speak of her life and how she has affected us.

Thank you very much for the honor of having this convention dedicated to Sister Ah Quon McElrath. Thank you, President McEllrath.

PRESIDENT McELLRATH: Thank you, Fred.

At this time I would like to turn it over to Secretary Treasurer Willie Adams.

CALL TO THE CONVENTION

SECRETARY TREASURER ADAMS: Aloha and good morning. At this time I would like to read the Call to the Convention. With the approval of the convention, I would like to dispense with the reading of the call and move to place it into the record. Is there any objection?

So moved.

ADOPTION OF CONVENTION RULES

SECRETARY TREASURER ADAMS: At this time we will present the reading of the Convention Rules. The reading of the rules carries with it a motion to adopt. Does everybody have the rules of the convention in front of them?

If there is no objection, we will vote it into the record. All those in favor, say "aye."

I want to inform everyone about the medical care information sheet, a buff color. If anybody needs to go the hospital, you fill that form out and take it to the hospital, any emergencies or anything like that.

APPOINTMENT OF PARLIAMENTARIAN

SECRETARY TREASURER ADAMS: At this time, with the permission of the convention, I would like to appoint the parliamentarian, Brother Max Vekich, Jr., Local 52, and IEB member.

[Severally moved]

SECRETARY TREASURER ADAMS: All those in favor, say "aye."

At this time, I would like to turn the chair back over to President Bob McEllrath.

PRESIDENT McELLRATH: Our speaker is here now so we will interrupt the proceedings. It's my pleasure to introduce a very special guest, Washington Governor Christine Gregoire. She won her first race for governor by one of the narrowest margins in U.S. history. She easily

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won her second term in 2008 and became Washington's first woman to be reelected as governor.

ILWU members volunteered on both her campaigns. We were glad she won. When workers in the ILWU have needed help, she has been willing to sit down and listen and do us fair.

Her office helped workers at the Washington State Ferry System who are represented by the IBU. They had been without a contract for a long time, but the governor's office helped everyone reach a fair agreement.

Her office also helped the ILWU workers who kept the Puget Sound clean and safe from oil spills.

Please, welcome Washington's governor, Christine Gregoire.

[Standing ovation]

*REMARKS
CHRISTINE GREGOIR
GOVERNOR OF WASHINGTON*

GOVERNOR CHRISTINE GREGOIRE: Thank you everyone. Good morning.

It's a pleasure to join you this morning and to welcome you to the beautiful port city of Seattle.

I would be remiss if I didn't acknowledge a couple of leaders that we are very, very proud of, Washingtonians. Our philosophy here is once a Washingtonian, always a Washingtonian. International Secretary Treasurer Willie Adams hails from Tacoma. Willie, thank you for all the great work you have done on behalf of the ILWU.

[Applause]

GOVERNOR GREGOIRE: And your president, of course, Big Bob, former resident of Longview, Washington. It's just south of here, about 95 miles. Vancouver is a port there that is doing amazingly well. Thank you for your leadership.

To the both of them, it's nice to have them here at the great port of Seattle and to have all of you enjoy some great weather. I know you all

think that it rains here all the time. I was in Washington, D.C. last week. It doesn't rain here at all compared to what they get back there.

A big congratulations on your 75th anniversary. It's a rich, rich history that I think you can celebrate with a piece that is steeped right here in the back yard of Seattle, the year that it was established. It was hard fought, there is no question about it. We look back and we remember the principles that began ILWU and what was then the mission, which is to be treated fairly and with respect and be paid for the work that is done.

There were two dockworkers from Seattle, one by the name of Shelvy Daffron, the other Olaf Helland, both of whom who lost their lives. They joined with five others that year, standing proudly, standing tall, fighting hard. You know what? I would have to say that today we are what we are because of folks like that who wouldn't give up, who were willing to fight and willing to stand for their principles and their values.

We clearly here in Washington State are a union state. And we are very proud of it, by the way.

[Applause]

GOVERNOR GREGOIRE: We celebrate with you the 75 years in doing all that you can to ensure that workers throughout the West Coast are treated fairly, with the ability to earn a decent living and then to retire with the right kind of benefits that are deserved.

From our port workers to our warehouse workers, from our wind turbine movers to our ferry workers, ILWU workers are making it happen on the West Coast. The West Coast and Canada are working and moving and it's because of folks like you and the membership. Thank you again for your fight for fair wages, for benefits, for safe working conditions, and making them not just a fight, but making them real for the people who work and earn a living for their families every day.

I was raised here in Washington State in a little community called Auburn. I am the daughter of a single mom. We lived paycheck to paycheck. My mom taught me a lot. One of the things she taught me was about hard work. She was a union person herself. She taught me to respect those who work hard, and that those who work hard ought to be

given a decent wage and benefits, but they also ought to be respected and listened to.

I think that is really what we need to understand today across America. We have some challenges from the results of the last eight years. The Friday nights in which we would see our rights really destroyed, to be perfectly honest with you, on a midnight rulemaking on a Friday night so that the media and no one would pay attention, yet we knew what was happening. Now we have some challenges ahead to gain back and move forward.

One of those challenges is the Employee Free Choice Act. I was one of the first governors in country to support it. It's time to make it happen. Let's go out there and do that.

[Applause]

GOVERNOR GREGOIRE: I loved it in D.C., as I was driving around to meet with various members of the administration, huge signs. Now we just have to get Congress off the dime. We've got a new President who I think has his heart in the right spot. I think Congress is willing to step up to it if they could just get their agenda going and make sure that that Employee Free Choice Act not just happens but happens this year so that we can keep moving forward. Keep working. I am going to keep supporting it. The original 18 governors that I was a part of have become even more. We are going to remain strong and steadfast and make sure that it happens.

You every day are making a difference for working men and women. I want to commend you for your recent contract with the PMA. I know it was hard fought. You did a great job to maintain the health care benefits and the pension rights that you did, let alone the wages and the working conditions. It was an amazingly good job. To your leadership, to those who negotiated, a big congratulations, a model of how negotiations ought to go. I know it was a struggle with the last one, with the lockout for ten days, and many more that had to be taken to make the contract ultimately work. But you did it. Congratulations on a really good contract for your members.

I think the last time we hosted you in Seattle was back in 1991. I look back and I say to myself what a difference we have seen over the course of those many years. There have been a lot of changes here in the

Port of Seattle. Let me just mention one. The container traffic in the Port of Seattle back in 1991 was about \$26 billion. This past year it was \$40 billion and growing rapidly.

As you know, we are the most trade dependent state in America. Many, many of our jobs rely not just directly but indirectly on what is going on in the import/export market in those ports. Without it, we see the result. We were not being impacted by the national recession until last November. And suddenly it was like we fell off a cliff. We fell off that cliff because of what was happening at the ports. We weren't getting the imports and we weren't making the exports that we needed to keep our economy going. We are in a very tough economic time. We are going to get through it. We are going to get through it, but we are going to be changed, and we are going to be changed for the better.

As I think about the Great Depression, I remember reading about the attitude of the country. It was an attitude of community, believing in each other, standing up for each other, supporting this country and our respective communities. We need to get back to that kind of attitude. Here is the opportunity for to us to do that if we all work together, see our way through this recession and make sure we come out stronger, better, more competitive on the other end.

Washington State has now been ranked one of the top five to come out of the recession better and stronger, and in large part it's because of the ILWU and the work that you do that is going to make that possible. Our ports are going to hum again. That \$40 billion is going to grow dramatically. I am looking forward to coming out of the recession and seeing the opportunities for you, for our state, for all of the West Coast, Canada and Hawaii.

Per capita, we are the largest import export in the United States. In 2008 our companies and our farms exported almost \$67 billion worth of goods. We need, however, an ambassador for America if we are going to open up those doors to trade, and President Barack Obama is that ambassador. He is trying to send the message to leaders around the globe that America is back, America is back to be respected, to be responsible. And I am confident that the United States is going to become an even stronger trading partner to countries around the world.

I just returned from Washington, D.C. I took a mission of my agriculture leaders in Washington State back to Washington, D.C. I met with seven secretaries and I will tell you I felt even more positive about the opportunities that this administration is going to create for us to have an even greater number of jobs, good jobs, union jobs across America. He started his mission of working for working families when he was in Illinois. He has not lost that compassion, that understanding and that fight for the working men and women of America. He is on our side. I solidly believe when we come out of this recession we are going to hit the ground running across America.

As governor I have to look forward and I have to ask, is there a better future for us? And while some people are a little bit skeptical about that, I am not in the least. I really believe America has yet to see its greatest days. For my two daughters I am very optimistic.

With the leadership of President Barack Obama and his administration, I believe we will get it done. It's a new day, it's a new partnership. I have a greater working relationship with his cabinet and his cabinet members than anybody can remember in history. They are reaching out and asking governors, what are the problems, how do we fix it, what do we do. They're listening and they are taking what we say and they are working on the issues that we raise with them. They're hearing us and they're willing to hear us. They're willing to work in a partnership. That is a dramatic, dramatic shift from anything I have seen over the last eight years. I am quite optimistic for America and for Washington State.

We have to keep a broader perspective. We have to understand that trade and creating good jobs, investing in our infrastructure is going to be key to our success. Moving freight and moving goods has to be the mission no whatever state we come from, or Canada. We have been working on it. There is a whole lot more work to be done. We are using the Recovery Act to invest in freight mobility in Washington State. Secretary LaHood of Transportation is coming out July 6 to visit here in Seattle and in Washington State to look at what we are doing with regard to freight mobility and asking can we emulate that everywhere across the country and what more needs to be done so that we can move that freight as quickly and efficiently as possible.

I recently signed a bill that was brought forward by a collaborative that I put in place of our container ports, predominated by Seattle and

Tacoma, looking forward to the day in which we expand dramatically and not wanting to see the conflict locally and then having that stand in the way of our ability to move forward. We have now signed a bill to say we can live together, but we are committed to our freight, to our ports, to our ILWU, to the members that work every single day to make the freight that comes in at that port move. It's the result of 18 months of collaborative work that our cities and our ports put in place, an outcome that I think is fairly unique. It's a path forward. It's a national model about how we take marine port land, reduce the conflicts and make sure that we can continue with a vibrant economy. It's a win win. The ports continue to prosper, create jobs, and the surrounding communities enjoy a more stable economy than anything that they might otherwise have had.

Again I say to you thank you, congratulations on your 75th anniversary. We have a whole lot more work to do. Let's get out there and do it. Let's see our way through the tough economic times as a community, helping our fellow human beings, whether they are our friend, our co worker, a family member or simply a stranger. Let's work through these tough times. America has yet to see its greatest days. They are ahead of us. With the leadership we have in Washington, D.C., with my fellow governors, with the members of the ILWU, we are ready. The world is changing at an amazing pace, but remains solid, what remains is important. The stability is, in fact, labor and your commitment to ensuring that the workers who helped create the wealth that is provided in this country are treated with respect and fairness and they are given the kind of livelihood and future that they deserve. Let us continue on that mission into the evolving 21st Century economy. By doing so we will make our communities and our families stronger, our economies will be more vibrant, our futures will be brighter.

My friends, welcome to the great state of Washington. Welcome to the great port city of Seattle. Thank you for the opportunity to be here. Thank you for what you have done to make this nation the great nation it is. Thank you, our friends to the north in Canada. You are not neighbors; you are our best friends.

Thank you all for allowing me to come join you today. Have a great convention.

[Standing ovation]

PRESIDENT McELLRATH: Governor, we would like to present to you a poster commemorating the 1934 longshore strike. In our 75 year history we have had six presidents. We have this signed by the living presidents of today, James Spinosa, David Arian, Brian McWilliams and myself. At this time we would like to present that to you on our 75th anniversary.

[Applause]

GOVERNOR GREGOIRE: Thank you, everyone.

APPOINTMENT OF SERGEANT AT ARMS

SECRETARY TREASURER ADAMS: We will continue with the proceedings. At this time I will name the sergeant at arms for the convention. From the Puget Sound area, John Ross, Jr., IBU; Alison Seamons, IBU; John Karnstrim, IBU; Tyrone Harvey, Local 19; Todd Weeks, Local 19; John Fisher, pensioner; Bill Lassiter, pensioner, Ron Gustin, pensioner, Daryl Headman, pensioner; and Ken Rohr, pensioner.

Our next guest is here, Washington State Labor Council President Rick Bender. I want to tell you a little bit about our next guest. Rick Bender is the president of Washington State Labor Council. Rick was first elected president of the Council 16 years ago. He knows a lot about unions and politics here in the State of Washington. What I like best about Rick is that he comes from the rank and file. He's a worker. Rick started with the cement masons union back in 1966. Today he still carries a union card from the elevator construction union. He worked with other building trades before he was elected to lead the state council.

Another thing you should know about Rick is that he ran for political office and was elected to serve 18 years in the state legislature. Rick was a strong advocate for working families and won respect from his political peers who decided to make him their majority whip in the state Senate and their assistant majority leader in the state House.

In 2002 Rick played an important role in helping the longshore workers deal with those employers who tried to take us on and lock us out. Rick is tough, smart, and knows how to play the game to help unions and working families.

Please join me in welcoming Brother Rick Bender to the ILWU convention. Brothers and sisters, Rick Bender, President of the Washington State Labor Council.

[Standing ovation]

*REMARKS
RICK BENDER
WASHINGTON STATE LABOR COUNCIL PRESIDENT*

BROTHER RICK BENDER: Good morning, brothers and sisters.

THE DELEGATES: Good morning.

BROTHER BENDER: It's indeed a pleasure and an honor to be here this morning. What I would like to do is first welcome you to the city of Seattle and to the Northwest. I just want you to know the sun that you see is unusual here, so enjoy it. We are known for our rain, to say the least.

It's a pleasure for me to address you this morning and just give you a little bit of an outline of what is going on here in Washington State. First of all, we have a very proud history in Washington State in terms of the labor movement. We consider ourselves one of the strongest labor states in the country. Today we are fortunate to have the fourth highest union density in the country. Despite the last eight years with the Bush administration we have actually been increasing our union density here in Washington State. We feel that that is kind an accomplishment considering these last eight years. But at the same time we are also considered one of the best states for business as well. So it just shows that you can have a strong union movement and it's also good for the business climate as well here in Washington State.

Some of issues that we work on that are very important to the working families here in Washington State, we have one of the best worker comp systems in the country. When a worker gets injured, we have some of the highest benefits that there are throughout the nation. The same thing goes for unemployment. When times are tough and people are laid off due to no fault of their own, we have one of the highest UI benefits in country. In fact, during this last legislative session we had over four billion dollars in our trust fund and we were able to give our people who were unemployed an additional \$45 a week in benefits on top of the 25 coming from the federal government. We really

helped a lot of our people keep their homes and help them during tough times in this economy.

One thing that we are also very proud of here in Washington State is that is we got tired of dealing with the state legislature and the politicians when it came to our minimum wage. As a result, in 1998, the labor movement got together, we worked, got over 300,000 signatures, put on the ballot, and we were the first state in the country to put the Consumer Price Index to the minimum wage. As a result, here in Washington State we have the highest minimum wage in the country. We are very proud of that.

[Applause]

BROTHER BENDER: Washington State is considered a very progressive state as well. We want to make sure that we monitor and watch our elected officials. Of course we are highly engaged, as many of you are, in terms of the national level working to pass the Employee Free Choice Act. We are fortunate here in Washington State. We are not a battle ground state. We have every one of our Democrats here in Washington State as a co sponsor of the Employee Free Choice Act. That is six out of nine Congress positions. Both of our U.S. senators are also co sponsors of the Employee Free Choice Act.

[Applause]

BROTHER BENDER: Hopefully, as soon as Al Franken gets seated as the new Senator from Minnesota, we hope to see some movement on that pretty quickly, hopefully before the 4th of July. That is our hope anyway.

One other area that we are working on with many of our affiliates is the whole issue of health care. It's a critical issue that we have to deal with in this country. We have been working with our congressional delegation. We have a number of them who are playing a key role in terms of health care reform. We have told our congressional delegation, we don't want you just to twister around the edges, we want to see real health care reform in this country. If you don't 1994 election in Washington State, almost every Democrat lost. That will be cake walk compared to what is going to happen to Democrats if they don't deliver on health care reform.

[Applause]

BROTHER BENDER: In fact, just last weekend we had a 5,000 person rally in support of universal health care here in the State of Washington. We are working hard. We are keeping the pressure on our delegation, making sure that they deliver on a campaign promise that they made to the American people. Everybody everybody in this country deserves health care. It's not a privilege, it's a right.

[Applause]

BROTHER BENDER: One of the things that we are very proud of here in Washington State is that we have a pretty strong political program. We worked very hard. We do countless numbers of mailings, phone calling. The core of our program is what we call Labor Neighbor. That is where union members knock on the doors of union members, talking about the candidates, talking about the issues, what is important to us, and why we need to elect these particular candidates. We have been very successful here in Washington State. Since 1976 we have only had one Republican governor, and that governor only lasted for one four year term. We have had numerous Democratic governors in Washington State since 1976.

We have a very, very strong majority in both the House and Senate in the state legislature. Of course, we have done very well with our congressional delegation and U.S. senators as well.

We are considered a blue state. I think we voted for Democratic candidates for President for quite a few years now. Ronald Reagan was the last Republican to win in Washington State.

We have a very strong program. We think it's important that we get involved and engaged in the political system. We also have to remind the Democrats from time to time, we are not just totally tied to the Democratic Party, that we support those candidates who support us. Don't take us for granted.

[Applause]

BROTHER BENDER: I might add we have an Executive Board that is elected. I want you to know that we have one of your members on our Executive Board. Vance Lelli is from Pierce County. He serves on our Executive Board. He is one of my bosses.

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I am hopeful that at the national level that the ILWU will have a position on the Executive Board as well. You have my support.

[Applause]

BROTHER BENDER: Let me say this in conclusion. We look forward to working with our brothers and sisters throughout the ILWU. We have had a strong partnership here in the City of Seattle and in the State of Washington. You guys are great, great trade unionists. I am very proud to be a part of this labor movement.

Thank you very much, brothers and sisters. Have a good convention.

SECRETARY TREASURER ADAMS: Rick, I would like to make a presentation to you. Rick, this is our poster, from 1934 to 2009, the theme of our convention: and the struggle continues. It's signed by all four of our living presidents, Bob McEllrath, our current International President, James Spinosa, David Arian and Brian McWilliams.

Thank you.

[Applause]

BROTHER BENDER: Thank you.

SECRETARY TREASURER ADAMS: At this time I would like to introduce our next speaker. When you are president of the ILWU, two things are very intimate. When the chips are down, one of the hardest things to do when you are president is to tell a friend "no." Today there are a few breathtaking moments that happen to us in our life. Today Bob McEllrath, the president of the ILWU, will give his first state of the union address to the convention. Today he will have a conversation with the delegates in this hall.

I have had the privilege of working with Bob for the last six years. When you work right next to a person in the office every day, see him, talk to him, you see the stresses and strains of life in their face. You know that things aren't always good. The economy today, we are dealing with a disorderly economy. Our society is showing years of strain.

We know in Hawaii—the hotels, pineapple, sugar—it's been decimated. Members of this union are being laid off.

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We know in Local 17 in Sacramento, Local 6, even in Local 30, people who aren't in longshore are losing their jobs. We are seeing our brothers and sisters lose their houses, cars, and wondering what is going on.

Even though today Barack Obama has grasped the Holy Grail of American politics, 75 years ago when Franklin Delano Roosevelt was President, it was the working class, it was the unions that exerted pressure, took to the streets, and were strong advocates. For as Roosevelt feared a revolution, today we as working class people must continue that kind of pressure. Politicians aren't going to save us. We have to look within ourselves. We must continue to have that internal optimism which is very important.

Today as President McEllrath tells you his views, where he sees the future going, where we have been, where we are now, he must peer into the hearts of all the delegates in this hall and talk about the state of the union and have a very, very candid conversation about the state of this union.

A president a lot of times doesn't say a lot of things to you. Every day when Bob walks by my office we chat and we talk. During negotiations his mother died. Being president he knew that he had to keep that Negotiating Committee together. Bob is a man sometimes of very, very few words, he never said a word. Because when you're a leader, those are the things that you do. You get all kinds of calls. Everybody wants to talk to you. Everybody has different complaints. You try to shoulder the burden of this great union, it's a great responsibility. We think about Brother Bridges being the president of this union during the Great Depression. This is probably one of the worst times in our history with the layoffs and things that are happening. But he is very optimistic, looking focused and looking into the future.

At this time, brothers and sisters, I would like to introduce to you the president of the ILWU, Robert "Big Bob" McEllrath.

KEYNOTE ADDRESS
ROBERT MCELLRATH, PRESIDENT

[Standing ovation]

PRESIDENT MCELLRATH: Thank you. Thank you, Willie. I laid my speech down, I think he took it.

[Laughter]

PRESIDENT MCELLRATH: Nice job, Willie. Thank you very much.

Brothers and sisters, delegates, I want to welcome you today. Thank you all.

We have guests from Australia, Japan, New Zealand, Europe, the East Coast. If I missed anyone, I am sorry. There are a lot of guests here from all around the world. We should be honored that they are here, that they support us and we support them in all of our struggles day to day across the United States and around the world.

The struggle, as you can see on our poster, this is 75 years, and the struggle still continues. In fact, just about 75 years ago today, June 9th, 1934, the rank and file longshore of the West Coast united behind the joint strike committee and a young rank and file leader out of San Francisco, Harry Bridges. They told the employers and the politicians that this strike will only be settled by the rank and file and only with a coastwise contract and a union hiring hall and a living wage. The rank and file took control of that strike, fought and died for that strike, and they won we won and forever laid the foundation of one of the most militant rank and file democracies that makes the ILWU what it is today.

During the convention and the longshore caucus next week, we will be talking about today and looking at yesterday and what lies ahead. We will be talking openly and honestly about defeats and victories, about challenges and opportunities.

I will also take this opportunity to set the record straight on a few things. After the convention and after these days of hard work and democratic debate and discussion we will hammer out a program and we will hammer out policies.

This is your convention. Delegates, this is your convention. This is the rank and file's convention. You are a representative of that and you will be representing your rank and file and your membership. So, let's do that together.

But before we go off into committees and we start setting strategies and tactics and what we are going to do in the next three years and ahead of that, I want to share with you some of my thoughts and where we ought to go and what I think we ought to do. But that is for you to debate and you to discuss and then we will go from there.

We have had some victories. Through our strength and unity we have prevailed at the bargaining table in difficult times. We are fortunate, and let no one play this down in any way, to have settled most of our major contracts before the crisis hit the United States and around the world with the economic downturn. Even our most vulnerable members are in better shape than workers around the world and in the United States and Canada. Most of our major contracts were put to bed before the downward spiral in the economy began. But it's also because of how we in the ILWU take care of business. You may recall at the last convention when we looked ahead to allocating resources from 2006 to 2009 we placed a priority on the entire union in closing ranks behind the longshore's negotiations of 2008. Well, that unity did pay off. Once again, it paid off like it did in 1934 when everybody stood behind that Negotiating Committee.

The unity and success in the first half of 2008 was central to what perhaps is one of our greatest achievements of all, the election of Barack Obama. It would be hard to list here all the members who stepped up, sacrificed time and money to pound the pavement across the United States to defeat the entrenched Republican Party. Your dedication and your commitment gave us the leverage and an impact beyond our numbers in the ILWU. I want to salute you, the delegates and the rank and file. Thank you very much.

[Applause]

PRESIDENT McELLRATH: Now we haven't always been victorious, we have had some defeats. And some of those have happened in the toughest sector of our union, which is organizing. You know that we took it on the chin with Blue Diamond in the Sacramento Valley

despite years of efforts by our members and the locals and the Organizing Department. I want be very clear here to everyone here today, I am not taking a shot at anybody, no individuals, no department, no one. I do know how difficult it is to organize. I was your International Vice President for six years; I was in charge of organizing. I didn't do so good either. It's tough. And if we don't pass the Employee Free Choice Act, it is going to remain tough. And even if we do, it's still going to be tough.

We've got a few things to change because what we have been doing hasn't worked. Looking at it from the International where the Titled Officer sits on the National Organizing Committee, I can tell you that I believe we need greater flexibility, greater input from the locals in setting priorities and conducting organizing drives. For the NOC that means greater flexibility in meeting the challenge of organizing with increasingly limited financial resources. To do this wisely and successfully means revisiting and revising our funding of organizing. You will get a resolution this week which provides for ample opportunity to discuss the issue and help set the table for the next several years. That resolution will say that we spend up to, not spend 30 percent, we will spend up to 30 percent of our organizing funds and revenue coming from the rank and file. This will give us a lot of flexibility and then we can respond to the changing of times, greater challenges with an eye on the greatest good for the greatest amount of numbers in that part of the ILWU family. You will be discussing organizing. It is going to be a good topic and we need discussion off the floor.

Also, in this regard some folks are wondering about the president and about what his position is on the AFL CIO. Well, in this regard we've got Change to Win, a splinter off the AFL CIO. What should we do about the AFL CIO? There have been a lot of rumors going around about what I think, based on who gets seated, if we should stay in the AFL CIO. That is not true. Just so you know the facts and where I stand, I will tell right now, my position is and has been that all AFL CIO affiliates should be seated on the executive council. This is the issue that I addressed four years ago at the last AFL convention. All other unions since then have stood up and said the same thing, but nothing has changed.

This September there will be another AFL CIO convention. There is talk about new leadership with a new energy. And my position is this, if that is true, if that comes to pass, then we should stay in. But if the AFL CIO flounders and is not progressive, is not militant, and not truly representative of the labor movement, then I think we should all consider other options.

[Scattered applause]

PRESIDENT McELLRATH: We need new energy at the AFL CIO. We need new blood. This is not a big criticism but it's just a fact. And we need people in there who are going to move, shake things up and get rolling again. Right now the employers are taking advantage of every working man and woman in the United States and even around the world.

I look forward to the AFL CIO changing and changing their direction and bringing everybody back into the house of labor.

Now, as long as we are setting the record straight, I want to set the record straight on another issue, and that is how we do things around here. That is what I want to talk about, what is best for the ILWU.

I want to talk to you about another day, May Day of 2008, about who took the responsibility to shut down the West Coast ports in the United States of America. I am going to tell you who took the responsibility for doing that. That was the Longshore Negotiating Committee. That was two Coast Committeemen, Ray Ortiz, Jr. and Leal Sundet, and these officers sitting right here. Don't make any mistake, because if that Negotiating Committee had not voted to shut down the West Coast they would have continued to work on May Day. It was the Negotiating Committee that made the call! They did it! They were the most powerful committee at that time during negotiations. They shut down the West Coast of the United States on May Day of 2008! You can put that in the history books!

[Applause]

PRESIDENT McELLRATH: Okay. Now I am done with that.

[Laughter]

PRESIDENT McELLRATH: One of the other reasons I think we do so well in bargaining and politics is that we remember who we are and

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where we came from and who built the foundation of our house of labor. We keep an eye and an ear to the past and learn from it and we understand how things got to be this way, why things long ago were done in a certain way. We know that our road to the future will be laid out at this convention along with the accumulated wisdom of decades of action and decisions by those who have gone before us. We look ahead.

We also are marking the 75th anniversary of the 1934 Strike when the unity and militancy and democracy of the longshore maritime strike set an example that changed the labor movement and changed America. We are faced with similar challenges with an economic recession as severe as the Great Depression, with fighting for rights to organize and achieve a world without war. Our founders didn't go around looking for the spotlight. They led by example, and so must we. In difficult times and with difficult consequences, they took control of their own destiny, and we must also. Like them, I believe that united we move forward, just as they did, against all odds. 75 years of struggle, and it still continues.

Brothers and sisters, our battle is in front of us. An injury to one is an injury to all.

Have a great convention. Thank you.

[Standing ovation]

SECRETARY TREASURER ADAMS: At this time, brothers and sisters, I would like to turn the chair over to Brother Wesley Furtado, International Vice President Hawaii.

[Applause]

VICE PRESIDENT FURTADO: Good morning. I will give you guys an aloha. Willie already said aloha to you guys. Good morning. Aloha. Let's liven it up a little bit.

[Standing ovation]

VICE PRESIDENT FURTADO: You guys can sit back down because now we are going to go to work.

What I am going to do at this time, I want to call upon the Credentials Committee chair, Tom Dufresne, to deliver the preliminary report on credentials.

**CREDENTIALS AND OFFICERS REPORT
PRELIMINARY COMMITTEE**

*TOM DUFRESNE, CO CHAIR
LAWRENCE THIBEAUX, CO CHAIR
AVELINO MARTIN, SECRETARY*

CO CHAIR DUFRESNE: Thank you, Brother Chair.

Delegates, the preliminary Credentials Committee Report is as follows. The committee received credentials or notification of delegate status for 317 ILWU members including the four Titled Officers. We also received credentials for 31 fraternal delegates.

The following is the breakdown of delegates by area: Northern California locals, 36 delegates. Southern California locals, 43 delegates. Southern California mining industry, six delegates. Oregon/Columbia River locals, 29 delegates. Puget Sound locals, 24 delegates. Hawaii, 117 delegates. Canada, 16 delegates. Inlandboatmen's Union, 32 delegates. Alaska area has ten delegates.

The Credentials Committee moves to accept the preliminary convention committee report. On behalf of the committee, I so move.

[Seconded]

CO CHAIR DUFRESNE: All in favor.

Opposed.

Carries. So ordered.

Here is our co chair, Lawrence Thibeaux, Local 10, San Francisco. Brother Avelino Martin, Local 142, secretary of the committee.

COMMITTEE ASSIGNMENTS

VICE PRESIDENT FURTADO: Thank you, Tommy. At this time we are going to go over the committee assignments. Credentials/Officers' Report Committee: Tommy Dufresne and Lawrence Thibeaux. Secretary, Avelino Martin. Staff support, Linda Kuhn.

Constitution Committee: Co chairs, George O'Neil and Nate Lum. Secretary, Mike Mitre. Staff support, Russ Bargmann.

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Programs Committee: Co chairs, Fred Pecker and Max Vekich. Secretary, Michael Davenport. Staff support, Gene Vrana.

Resolutions Committee: Co chairs, Richard Cavalli and Alan Coté. Secretary, Conrad Spell. Staff support, Lindsay McLaughlin.

At this time Joe Rad will be taking over the chair.

VICE PRESIDENT RADISICH: Thank you. Good morning. I have a couple of short announcements to make. First, the delegates' committee assignments are on the preliminary roster of delegates in your kits.

Also, the forms for changing committee assignments are in your delegate kits. This is the orange form. Please leave these forms with the sergeant at arms no later than 12:30 p.m. if you want to make changes also.

Committee room assignments are listed on the green form in your kits. They are as follows. Credentials/Officers' Committee report to the Fifth Avenue Room located on the Grand level.

Programs Committee, report to the Grand Crescent Room located on the Grand level.

Resolutions Committee, report to Grand Ballroom III which is located adjacent to the general session.

Constitution Committee stays here.

The committees will meet at 2:00 o'clock p.m. today at their assigned locations. The preliminary schedule calls for the committees to adjourn for dinner at 5:30 p.m. and reconvene for an evening session from 7:00 to 10:00. I know you guys will love that.

I would also like to acknowledge that Solidarity Stories, the Oral History of the ILWU, by Harvey Schwartz, is in your kits. Additional copies of this will be on sale in the lobby area today through Friday.

Also, copies of the ILWU anniversary poster that you see up here will be given to you as you exit the hall.

Secretary Adams.

SECRETARY TREASURER ADAMS: Go ahead, Brother Philbrook.

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DELEGATE JOHN PHILBROOK (Local 21): Point of personal privilege. I would like to call your attention, Vice President Joe Radisich pointed out that between 5:30 and 7:00 tonight you are going to have an opportunity to go to dinner. I would like to call to your attention that we have a fundraiser for one of our brother, Jeff Davis from Local 21. He is going to be running for port commissioner of Olympia. It's an opportunity to have some beverages and food that will be provided. If you come, we would like to have you donate to his campaign. That is between 5:30 and 7:00 tonight. It's going to be in the North Tower, Room 4340.

It's very important that we talk about holding our politicians accountable, making sure that we are involved in politics. This is the best way that we can do this, when we have one of our own brothers or sisters run for public office, specifically, for longshoremen on the port commissions. We have one of our VP's on the Harbor Commission, Joe Rad. This is another way to do this. We have other brothers and sisters who are on Port Commissions.

I encourage you all to come tonight. Again, that's in Room 4340 in the North Tower. Thank you.

[Applause]

SECRETARY TREASURER ADAMS: Brothers and sisters, I would like a motion to adopt the convention agenda.

[Severally moved and seconded]

SECRETARY TREASURER ADAMS: All those in favor, say "aye."

All those opposed.

[Motion passed]

SECRETARY TREASURER ADAMS: At this time I would like to turn it over to President McEllrath.

PRESIDENT McELLRATH: Well, you have the agenda in your packets. This is going great because we are way ahead of schedule. We didn't have a lot of long, long speeches.

At this time, it's time to go to work. We are going to recess. We will convene back here at 9:00 a.m. sharp. You guys have the rest of the day

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for your committees. If you have any problems with being on a committee, you know how to change them. We will recess until 9:00 a.m. tomorrow morning.

[Whereupon, the Convention recessed at 10:32 o'clock a.m., to reconvene Tuesday, June 9, 2009, at 9:00 o'clock a.m.]

TUESDAY MORNING SESSION-JUNE 9, 2009

[The Convention was called to order by President McEllrath at 9:00 o'clock a.m.]

CALL TO ORDER

PRESIDENT McELLRATH: Delegates, take your seats, please.

Announcements from the Host Committee.

HOST COMMITTEE ANNOUNCEMENTS

DELEGATE SEAN O'DONNELL (Local 52): We hope everybody is having a good time so far.

[Applause]

DELEGATE O'DONNELL: We have some tickets for the excursions that people haven't picked up yet. If they're going today, hopefully they will be down in the lobby. The tickets that aren't picked up will be at the shirt sales table at 9:45.

Most people have gotten their dinner options set up for the banquet. If you haven't, it is imperative that we get that done today. Let us know if you haven't done that.

If you want to go on any of the excursions, we have added some room for Friday night. I was telling people it might not be available. We have added some room for Friday night. Please let us know. We need to have pretty good counts on this.

Local 19 is also involved. I think they have an announcement. No? I thought he did.

If there any questions, the people who are wearing the red shirts, if you have problems, that is who you want to talk to. Host Committee volunteers will either be in the red shirt or the red T-shirt. We have some great things planned for you. Thank you.

PRESIDENT McELLRATH: Thank you, brother.

DELEGATE MATT VENTOZA (Local 19): I rise on a personal privilege.

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PRESIDENT McELLRATH: Go ahead.

DELEGATE VENTOZA: It's a dedication. Since the convention and caucus are held in Seattle this year, I would like to dedicate this to my daughter, Jessica Ventoza, who played on the University of Washington's women's softball team. They won their first Women's College World Series. They are the national champions. Go, Dogs.

[Applause]

PRESIDENT McELLRATH: Very good. What are wishes of the floor? So be it.

DELEGATE JACK HEYMAN (Local 10): I would like to discuss the question that was brought up the other day about affiliation with the AFL CIO.

PRESIDENT McELLRATH: Brother, let's wait until we get further on into the working session. We have a program we're going to put on, and then you can take the deck on that.

DELEGATE HEYMAN: After the guest speakers?

PRESIDENT McELLRATH: We have a few guest speakers, an announcement to read. We will go from there. You can rise to present it before we get into committees, okay?

DELEGATE HEYMAN: That is fine.

DELEGATE FRED PECKER (Local 6): Brothers and sisters, I want to announce that Jack Henning, the head of the California Labor Federation, passed away this week. He was a kid during the 1934 Strike.

He was one of the greatest orators I have ever heard. He made sure whenever he spoke, and he spoke about the labor movement in the United States, or the world, really, he would talk about the meaning and the effect of seeing the City of San Francisco shut down in solidarity when he was a child. We should make sure that we appropriately recognize his contributions to the American people.

He served the federal government before he became the head of California Labor Federation. We should also recognize that he is somebody who understood the pivotal role that our union played in building working conditions for Americans.

Whether it is now or later, I hope that we can observe a moment of silence, Brother Chairman, when appropriate.

PRESIDENT McELLRATH: Would you rise, please. We will take a moment of silence.

[Moment of silence]

PRESIDENT McELLRATH: Thank you.

DELEGATE JEFFERSON DAVIS (Local 21): Mr. President, I rise for a personal privilege. I want to thank everyone in the room who attended the fundraiser I had last night. It's a rare opportunity that somebody from within the union has a chance to take the docks back from those who are looking to destroy them. That is my intention.

Again, with your support, with your help, with everybody's understanding that we need to have a healthy waterfront, that is my goal, I am sure I am going to speak on behalf of Max Vekich, that it's his goal also to make sure that we have a working waterfront again. I want to thank everybody.

[Applause]

*GREETINGS
SAILORS' UNION OF THE PACIFIC*

PRESIDENT McELLRATH: Thank you.

Before we get started, I have a communications greeting from the Sailors' Union of the Pacific.

Sailors' Union Of The Pacific

"Brothers and sisters,

"On behalf of the membership of the Sailors' Union of the Pacific, I extend fraternal greetings to the delegates assembled at the 34th ILWU Convention. With all the best for a successful convention, I remain in solidarity, Gunnar Lundeberg, President and Secretary Treasurer."

This morning we are going to start off with some speakers. The first one I would like to introduce is a fantastic person. His name is Akinobu Itoh.

International solidarity has been a cornerstone of our union from the beginning. The All Japan Dockworkers' Union has been one of our closest solidarity partners for more than 50 years. Our unions started working together in 1946 when U.S. longshore and maritime workers were threatened by President Truman who tried to use the military to break our strike. The All Japan Dockworkers told Truman they wouldn't unload any scab cargo. The rest is history.

A decade later, 1959, Harry Bridges and the ILWU attended the Pacific and Asian Dockworkers convention in Tokyo where our unions shared contract language and pledged to help each other.

One year later, the ILWU supported a strike by the Japan dockworkers and helped them win that fight and secure a good contract.

Thirty seven years later APL and Sea Land lobbied U.S. officials to boycott Japanese ships unless work rules in Japan were watered down to make the unions weaker. By working together, we won that fight.

Today we will be renewing our pledge of solidarity and mutual support.

Please join with me in welcoming our close friend and solidarity partner, President Itoh of the All Japan Dockworkers Union. Thank you.

[Standing ovation]

REMARKS
AKINOBU ITOH
ALL JAPAN DOCKWORKERS UNION

PRESIDENT ITOH: President McEllrath and the ILWU members. It is my pleasure as president of the Zenkowan to present this address to the ILWU.

I am extremely honored to attend the ILWU Convention and to sign the Friendship and Solidarity Statement between the two unions. I present this address in the spirit of friendship and solidarity on behalf of the Zenkowan, All Japan Dockworkers' Union.

This year marks the 150th anniversary of the opening of the Port of Yokohama based on the Treaty of Amity and Commerce between Japan and the United States. The history of friendship and solidarity between the ILWU and the Zenkowan goes back a half century. It was in 1959,

exactly 50 years ago, that the All Pacific and Asian Dockworkers Conference proposed by ILWU President Harry Bridges was first held in Tokyo.

In these 50 years, container ships have come into service and shipping companies have been reorganized. Disputes to secure job security and improve the lives of longshoremen have expanded, and we have also confronted port deregulation, privatization, and casualization of port employees based on the new principles of liberalism. In addition, computerization of ports has also advanced. In responding to these changes, the ILWU has always been at the vanguard of longshoremen around the world. The members of the Zenkowan have learned much from and have often been greatly encouraged by the ILWU.

Today, our Friendship and Solidarity Statement has been updated. This is the third time that the statement, initially adopted in 2000, has been updated. Looking back over the past three years, the Zenkowan supported the ILWU in its Blue Diamond dispute and the Pacific Beach Hotel dispute in Hawaii. Also, the ILWU supported the Zenkowan in opposing the new entry by Noshiro Transport and the dispute concerning the discharge of Kubota workers. I would like to take this opportunity to express my sincere gratitude for this support. It is in this way that the Friendship and Solidarity Statement is embodied in a way that members can see.

Today, the path of new liberalism has failed and panic is spreading around the world. Global trade volumes are falling. Ports must be facilities that support regional economics and the lives of the public rather than for the sake of making profits. We must strengthen our fight to protect the jobs and livelihoods of longshoremen and at the same time engage in activities that are beneficial to our regions.

Let us use this Friendship and Solidarity Statement as a lever to fight against international and multinational corporations that seek to control global logistics. Let us strengthen solidarity between the ILWU and the Zenkowan and build unity among workers throughout the Pacific Rim and around the world.

In friendship and solidarity, I pray for the continued success of the ILWU. Thank you very much.

[Standing ovation]

PRESIDENT McELLRATH: We are going to sign the agreement right now.

VICE PRESIDENT RADISICH: While President McEllrath and Vice President Furtado are signing this with Mr. Itoh, I am going to read the agreement into the record.

Friendship and Solidarity Statement between the Zenkowan, which is the All Japan Dockworkers' Union, and the International Longshore and Warehouse Union dated June 9, 2009.

Whereas: Zenkowan and the ILWU desire to maintain and continue to strengthen the friendship and solidarity established through the unity statements signed on May 1, 2000, June 5, 2003, and May 15, 2006; and

Whereas: Dockworkers of all port and transport workers in Japan, America and internationally share many of the same issues, concerns and experiences in regard to multinational employers and government regulation and intervention; and

Whereas: Zenkowan and the ILWU will mutually benefit from continued friendship, solidarity and exchange of ideas.

Therefore: It is agreed that the Zenkowan and the ILWU will:

1. Make every lawful effort to enhance labor activities in the port and transport industries in the United States and Japan in order to improve working conditions, union rights, living standards and social welfare of union members and their families in Japan and the United States. It is also our common objective to advance the living standards of our fellow workers everywhere in the world.

2. Respect the political, economic and social positions of both unions in their respective countries.

3. Communicate and cooperate closely and continuously in order to strengthen union meetings or negotiations with government agencies or officials in each country.

4. Continue to exchange communications and delegations in order to strengthen the longstanding relationship and friendship between the two unions.

This agreement is effective from June 9, 2009, to June 9, 2012, inclusive. The parties hereby execute this agreement by causing their

corporate seals to be hereunder affixed and signed by their duly authorized representatives this 9th day of June.

For Zenkowan, we have President Itoh, and for the ILWU we have President McEllrath and Vice President Furtado.

[Standing ovation]

[Presentation of gift to President McEllrath from President Itoh]

BROTHER CHRIS ROMISCHER (Local 19): Point of personal privilege. Local 19 is hosting a fundraiser for International Executive Board member Max Vekich. Max is running for Port of Seattle Commission. It will be tonight at 7:00 o'clock in Room 4341, the same place for Jeff Davis last night. Food and drinks will be provided.

PRESIDENT McELLRATH: Very good. Thank you.

Thank you, Itoh. Wesley and I got to be really good friends with Itoh. We always try to attend the All Asian Dockworkers wherever they are held. It's been a privilege and an honor to be with Itoh and others. I know Itoh came over to 142 and helped out on one of the hotels.

VICE PRESIDENT FURTADO: Itoh played a key role in the Pacific Beach campaign. Many of you have heard that story already. It was a very close election. We were fighting for a first contract, and we had been fighting for a while. Itoh and Zenkowan stepped up to the plate. They even came to Hawaii and spoke at the rallies. They got the labor organizations throughout Japan to support us.

Many of the guests who come to the Pacific Beach Hotel are from Japan. They were able to sign petitions with travel agency companies in Japan to say that we have a struggle at this hotel in Hawaii. They supported the struggle, in my opinion, a hundred percent.

Bob and I were back at the last All Asian Dockers Conference. We took a picture of them at the demonstration at the Pacific Beach Hotel. We presented it to Itoh at the Asian Dockers Conference, the last one that we attended.

I want to thank Itoh personally for all he has done. I believe the Pacific Beach Hotel workers also want to thank him. Itoh, you played a key role. We will always remember you.

[Applause]

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PRESIDENT McELLRATH: Thank you. International solidarity is very important, whether it's longshore or hotel, whatever it might be. Union solidarity is a must.

Now that we are talking about union solidarity, I have a couple more speakers I would like you to meet. They are from the ILA on the East Coast, International Longshoremen Association. President Richie Hughes and John Baker. If you guys would stand. Richie, if you would come up.

[Applause]

PRESIDENT McELLRATH: John Baker, Assistant General Secretary for Organizing. Jim McNamara, Public Relations. Ken Riley, ILA Local 1422, Charleston. Mike Payne, Local 1526.

[Standing ovation]

REMARKS
RICHARD HUGHES
INTERNATIONAL LONGSHOREMEN'S ASSOCIATION

BROTHER RICHARD HUGHES: Good morning, everyone. ILWU President, Bob McEllrath, Secretary Treasurer Willie Adams, International Vice President Joe Radisich and Wesley Furtado, delegates, and all the executive officers of this great union and friends of the ILWU.

It's been a great honor to me to be invited to speak to you this morning. I bring fraternal greetings from my entire ILA Executive Board and all the members of the ILA. I really thank you very much for inviting me.

Since Bob introduced the members who are here with me, I won't introduce them again.

I will give you a little history of myself. I first joined a union in 1955. I got elected in 1959 in the ILA, and I have been elected ever since in various capacities. I have been around a little while.

I say that to lead up to how I became very friendly with the ILWU. There was an AFL CIO convention in San Francisco. I was invited to take an automobile ride with Jimmy Herman and John Bowers. Well, I wasn't aware that of the fact that Jimmy Herman, your past president,

didn't believe in the technical rules of the road. He didn't stop for any stop signs. He never stopped for red lights. Arrows meant nothing to him. But then I realized that's why they called him Mr. Magoo, he couldn't see.

[Laughter]

BROTHER HUGHES: That was my first true relationship with this great union of yours.

I have been privileged to be president of what I believe is a great union as well, the International Longshoremen's Association.

I was privileged to meet with the President of the United States right after he became President, and he said to all of us that the unions are not the problem in this country, they're the solution.

[Applause]

BROTHER HUGHES: He said without the unions we will have no middle class. I believe it's the truth.

When I was a young kid working, all the manufacturing jobs that we had throughout this country, we had a great middle class in this country. When people came out of school, they had great jobs. Now the whole thing is turning around. But I believe with the new President and a Democratic Congress we are going to go turn this thing around. It's not going to be easy, it's going to be a lot of hard work. But I believe with all of us working together that we are going to turn this whole country around.

[Applause]

BROTHER HUGHES: Just to use as an example, early March of this year, along with your president, Bob, and myself, we welcomed our new Secretary of Labor, Hilda Solis, who is no stranger to you. She is from L.A. She came to one of our union halls, a longshore union hall in Miami, Florida. That was her first public appearance as Secretary of Labor. It was truly an honor for her to choose a longshore local to be her first public experience. It was tremendous. She was great. We really appreciate what she did for us. It was just super. It just shows you where labor is today. We couldn't even get a meeting with the last Secretary of Labor, never mind her to come to one of our longshore local meetings.

During my term of office, it was also a privilege for me to nominate your president as a vice president of one of the sections of the International Transport Workers. Bob is well respected throughout the ILA and other countries around the world. He does a great job for everybody.

I was fortunate enough to be meet Congresswoman Nancy Pelosi from San Francisco. Well, for your edification, her father and her brother were mayors of Baltimore City where I was born and raised. One of her brothers, Nicky, went to school with me at Christian Brothers School, Calvert Hall. I was fortunate enough to have an interview with her only about three weeks ago. She was simply magnificent to us. I told her the problems that the unions have in the maritime industry, Homeland Security. I gave her the whole list of problems that we have in this industry. She was extremely receptive.

I was fortunate enough to meet the Majority Leader, Harry Reid. He also told me that he would do everything humanly possible to help us.

I thought maybe a year and a half ago when I was going to start negotiations, the ILA was going to start negotiations, that we had a good chance to have a collective bargaining agreement by now. That didn't turn out because the economy went south on us, but that doesn't stop us from trying to go forward. I can tell you about the problems we have. We have tier wages on the East Coast and we are trying to eliminate them. We thought we were in a good position to do that.

We have a container royalty fund where we receive three dollars a ton for every container that comes on or off the ships that we do not strip or stuff. Two of those dollars go directly to the men; one dollar goes directly to one of our health fair funds. They have a cap on it. We wanted to lift that cap. That is between 40 and \$60 million a year. We want that money to go to the IA.

Also, we have, like everybody has, jurisdictional problems. They give them new names, people on the piers, they call them superintendents now, they call them different names. Well, they were all ILA jobs, all union jobs when I started on the docks. I would like to see them get back to that position again. I want all those jobs that belong to the union.

[Applause]

BROTHER HUGHES: Of course, technology. The technology that they told us in the first instance that they were going to introduce into our industry was one in which they said, oh, it's going to increase our productivity, the flow of cargo, it would cost them less money to ship the cargo. What they're doing now with a lot technology is doing nothing else but to take the jobs that we had at the pier and give them to somebody away from the pier.

[Applause]

BROTHER HUGHES: I will give you an example. In other words, they can now, if we permitted them to do it, have somebody out in the Midwest, in Cleveland, Chicago, they could book cargo; it would go right into the mainframe computer at the dock. Now the container comes down and it goes through the line, and they have cameras on everybody there now, and they can take pictures of this and identify this. In essence, a guy out in Cleveland is receiving the cargo. That's not going to happen.

[Applause]

BROTHER HUGHES: Also, our grievance procedures that we have had all these years doesn't work. In other words, if we get a grievance, we go through this process, it's always wait and wait and wait, and if we win, we tie because we should have won in the first place. They will drag it out for a year, two years with all the procedures. We are looking to make drastic changes in our grievance procedures. Arbitration doesn't work. If the two parties at the table can't agree, I don't know how they are going to get a third party to tell us what we said. I don't understand that.

[Applause]

BROTHER HUGHES: In conclusion, we all have the same problems.

I am truly honored to be here. It's a privilege to be here. I have heard so much about the West Coast all my life. I find you guys to be great. Thank you. God bless all.

[Standing ovation]

PRESIDENT McELLRATH: Thank you, Richie.

Brothers and sisters, you all know Ken Riley. He has a few words for us, too.

TUESDAY MORNING SESSION, JUNE 9, 2009

*REMARKS
KEN RILEY
ILA LOCAL 1526*

BROTHER KEN RILEY: Good morning to everybody. It's great to be back amongst friends once again, be out on the West Coast, the left coast they call it over our way.

Protocol has already been established. Our president has already recognized Bob, Wesley, Willie, and Rad.

To all of you, good morning and greetings from the great state of South Carolina. For all of you who are having problems with the TWIC, greetings from Senator Jim DeMint.

[Laughter]

BROTHER RILEY: It was great sitting here yesterday to hear the governor from this state to talk about how well labor is respected here in Washington. We come from such a different environment down there in the Deep South. And then to have the leader of the labor council here talk about the union density, how they have among the highest union density anywhere in the United States. Again that is such a contrast to where I come from. We are below four percent of union density throughout the state. It's so refreshing to be in a union friendly environment.

Congratulations to all of you on your 75th anniversary. As President Hughes has said, we bring greetings from the East Coast and all the dockworkers there. Particularly, I bring greetings from all your friends back in Charleston who have grown to have a great affection for everyone out here because of what you have done for us in our greatest time of need.

Mike Payne is with me and he has already been recognized, a great co laborer, a burden sharer of where we are going, what we are experiencing and the sense of urgency that we must all have if we are going to really survive, not only survive, but thrive during these very difficult, complicated and complex times that we are experiencing.

You all have a very long two weeks, and I am sure you don't want us to stay up here forever talking about things on the East Coast.

Nevertheless, there are just a couple of things that are really pressing upon me and that trouble me on a daily basis. I've shared this with some of my colleagues on the East Coast and out here on the West Coast as well. There are two things that are very troubling to me as we look toward the future. We know we are in very difficult economic times. We look at how we are going to survive and get through this. Some of the concessions that management is now looking for and using this opportunity for give backs, some of these concessions will long outlive the recession. They are changing the way they are going to do business so when we come out of this recession. Sure, we want more jurisdiction, but I don't think it's going to look the same. We must be very mindful of that.

One of the things that is troubling me is the fact that in this country there is a growing number of unions that are engaged in traditional longshore jurisdiction. That is very troubling to me. I've shared this with many of you. In Jacksonville and the region I come from, just 300 miles south, there are three unions involved in longshore work. That is unacceptable. Chicago, Philadelphia, Mobile, Pascagoula, New Orleans all have other unions, including nonunions, that are doing our work. Of course, you know all the problems you have here on the West Coast.

When we were in Belgium last fall, some of the dock workers from Mumbai, India, asked me a question: how are you all dealing with the encroachment into traditional longshore jurisdiction by other unions? Because they were experiencing the same things. We shared some stories and then we shared our experiences with the entire group.

So, if the question was asked today, how many dockworker unions do we have in the United States, can we honestly still say that we have two, the ILWU on the West Coast and the ILA on the East Coast? What would Sea Star say? What would Crowley say? What would the AFL CIO now say? What would the ITF now say? That is the question that needs to be answered. It is a very important question as we look toward the future.

The second thing that troubles me on a daily basis is exploiting the expansion of the Panama Canal. Ports along the East Coast and the Gulf Coast of the United States are accelerating their preparation for what is going to take place after 2014. So are the steamship lines. So are the shippers. For the most part, cargo will flow through those locks naturally

based on the markets. But those new locks will also serve as a new and improved two way diversion lane for cargo during labor disputes on either the East Coast or the West Coast. Therefore, we, just like the ports and the steamship lines and the shippers who are preparing for 2014, must also prepare as well.

Like Bob said a few minutes ago, solidarity abroad is extremely important. But solidarity at home is now at a critical juncture, now more than ever before.

[Applause]

BROTHER RILEY: In closing, I have been doing some brainstorming, how do we get there? How do we really send a message to the industry? How do we send a message to this country and the whole world that solidarity is intact in the United States? I think it is time for a North American Dockworkers caucus or conference.

[Standing ovation]

BROTHER RILEY: We all have proud legacies. We all now have an obligation to build upon those legacies and to grow those legacies. We have the most enlightened generation in the history of mankind. We have the education, the resources, the technology and the connections globally that our founders could only have dreamed of. We must now utilize every asset at our disposal to ensure that those coming behind us will inherit no less of a future in our unions and our industry than we had when we got here.

God bless the ILWU. God bless the ILA. God bless America. Thank you.

[Standing ovation]

PRESIDENT McELLRATH: Richie, on behalf the ILWU we would like to present this poster that commemorates our 75th year with our four living presidents, Jim Spinoso, Brian McWilliams, David Arian and myself.

[Standing ovation]

PRESIDENT McELLRATH: Is Glen Wood here? Do you want to come up? Glen Wood is Deputy Branch Secretary from the Maritime

Union of Australia. He has something that he would like to present. Come on up, Glen.

[Applause]

BROTHER GLEN WOOD: Brothers and sisters, on behalf of the MUA, the Sydney Branch, I would like to make this presentation to the Port of Seattle for our sister port relationship. Now, I'm preempting this, it's a resolution that has to go before the conference. But on behalf of the MUA, Bob, I would like to present this.

PRESIDENT McELLRATH: Thank you very much.

[Applause]

PRESIDENT McELLRATH: Thank you very much on behalf of the ILWU Convention and the sister port of Seattle. I'll make sure that everybody sees this and that Seattle gets this. Thank you.

[Applause]

VICE PRESIDENT RADISICH: Any there committees that are ready to report at this time? If there are, come on up. Committee reports, Credentials, Resolutions, Programs.

PRESIDENT McELLRATH: Go ahead, Gene.

MR. GENE VRANA (ILWU Education Director): Good morning, brothers and sisters. My name is Gene Vrana, the Education Director for the ILWU and your liaison with the ILWU work room producing documents for your consideration. As you ready to move into phase of the convention, I want to briefly describe the procedures we are trying to use, because we see some signs that the procedures are not up to the challenge yet.

You have binders this year. The documents are being distributed, as you have seen, on three hole punch paper so you can put the documents in that binder. What we are doing, the sergeants at arms are distributing the documents in stacks of six, six per table. They are being dropped on one end of your table. It's up to the delegates to distribute them across the table. For example, this morning distributed before the gavel came down were the minutes from yesterday's session, the report of the Credentials Committee, and Programs Committee Resolutions 2, 3, 4, 5, and 6.

Now, to facilitate this distribution we have the efforts of our team of sergeants at arms, who I would like to have come down here so I can introduce you to the person responsible for distributing documents to your entire section. The room is divided into eight sections. The front half has one, two, three, four. The back half, five, six, seven, eight. For example, Tyrone is responsible for Section 1. He will be dropping the documents off on that side. For Section 2, Todd. Section 3, John. Alison on the far side. The back, Section 5, W.T. J.R. in 7. Ken Rohr, Section 8 in the back.

Sort of overviewing this operation inside this room and connecting with Ballroom III where the documents are being staged for distribution is Ron Gustin.

As no doubt will occur, some documents will not reach you at your individual seat. If that is the case, please go to the back of the room so we can avoid people requesting documents continuously. However, we are now prepared with people who are lacking Program Resolutions 2, 3, 4, 5 and 6 to accommodate you. The sergeants at arms will circulate to distribute those as needed.

Again, if you are missing documents, come and see Ron at the back of the room. If you see me or the ILWU staff person associated with your committee, then we can see to it you get what you need throughout the week.

Good luck. Thank you for the time.

[Applause]

CREDENTIALS/OFFICERS' COMMITTEE

*TOM DUFRESNE, CO CHAIR
LAWRENCE THIBEAUX, CO CHAIR
AVELINO MARTIN, SECRETARY*

CO CHAIR THIBEAUX: The Credentials Committee met yesterday. We had a preliminary report from Linda Kuhn, and it had to do with people who had not filed their credentials properly. Under the rules, you are supposed to have two signatures and your union seal. Some unions do not have a seal. Other unions just had one officer sign the credentials. That is because some people only have one officer on the payroll and the other person is working.

Based on the report, the committee agreed to seat all of the delegates because we felt that it was proper at that time to do so.

We received the officers' report. We went through it and we found that there were some errors. I would like for you to take out the Report of Officers, the blue binder that you received with your packet.

The first page we are going to deal with is Page 6. Everybody turn to Page 6. If you look, there is a report on locals registration of longshoremens, clerks. It goes through the years. The second part where it says locals. At the bottom it says 776. That is actually 26 locals, not 776 locals. Change that to 26.

The second error we found in the report is on Page 27. It deals with organizing. What was left out of that report was that the Alaskan Longshore Division Unit 223, and I think we're to pass this out to you delegates, organized several security guards in the Port of Dutch Harbor. That will be included in the report. I understand they are going to get that document out.

Then I would like for you to turn to Page 43. At the bottom of the page should be included George Martin, Vice President Emeritus, Local 142. He should be included in that report. Is everybody with me so far?

Lastly, turn to Page 44. The first item up there is Keith Eickman. It says in your document he was the president of the East Bay Pensioners. It's actually the West Bay Pensioners. Change "East" to "West."

Then the ILWU members killed on the job between 2006 and 2009. The second guy that is listed, Daniel Miller, strike out Local 23 and put Local 19.

Included should be another fellow, Bruce Meacham, M e a c h a m, Local 5.

Epi Hernandez, Local 500, to be included as well. Epi, E p i, Hernandez, H e r n a n d e z, Local, Local 500.

After that, it was moved, seconded and carried that we recommend the adoption of the Officers' Report to the convention as corrected. That is the motion on the deck.

[Seconded]

TUESDAY MORNING SESSION, JUNE 9, 2009

DELEGATE RICHARD CAVALLI (Local 34): Mr. Chairman, is this the proper time to add names to the to this memorial section?

CO CHAIR THIBEAUX: Yes.

DELEGATE CAVALLI: I would like to report to you that Brother Jack Henning, the secretary of the California AFL CIO, passed away recently, I am not exactly sure of the date. I would like to add his name in here. If I get a second, I would like to make a couple of comments.

[Seconded]

DELEGATE CAVALLI: Jack Henning was not a member of the ILWU. Jack Henning had worked for John Kennedy as an Ambassador, I believe to New Zealand, a number of years ago. He was a unionist all of his life. He simply loved this union. He admired Harry Bridges to a degree that sometimes I found extraordinary.

Even before, the ILWU went back into the AFL CIO, Brother Jack Henning was down at the Bloody Thursday celebration that was held on Steuart Street along with other unions who had participated in the maritime strike in 1934.

I would like to add his name to this list. I would also like to ask that the ILWU communicate to his family our condolences. Thank you.

[Applause]

CO CHAIR THIBEAUX: There is a motion to add Jack Henning to the memoriam. Is there any discussion?

[Question called]

CO CHAIR THIBEAUX: All in favor of shutting off debate, say "aye."

All opposed.

All in favor, say "aye."

Opposed.

So done.

Go ahead, brother.

TUESDAY MORNING SESSION, JUNE 9, 2009

DELEGATE ADAM MENDEZ (Local 10): I have a correction to the minutes regarding Brother Meacham Local 19. Isn't it Bill? That's what we were told yesterday. You said Bruce.

CO CHAIR THIBEAUX: They gave me the wrong name.

DELEGATE MENDEZ: It is Bruce.

CO CHAIR THIBEAUX: It is Bruce.

DELEGATE MENDEZ: Thank you.

CO CHAIR THIBEAUX: Bruce Meacham.

DELEGATE FRED GALDONES (Local 142): Brother Thibeaux, how was Brother George Martin listed?

CO CHAIR THIBEAUX: He was listed as International Vice President Emeritus.

DELEGATE GALDONES: Thank you. It was also mentioned that he was from Local 142.

CO CHAIR THIBEAUX: Yes.

DELEGATE GALDONES: Thank you very much.

DELEGATE ROBERT ASHTON, JR. (Local 500): We would like to add a name to the fallen brothers and sisters between 2006 and 2009.

CO CHAIR THIBEAUX: Who got killed on the job?

DELEGATE ASHTON: I guess it would be in memoriam. Sorry.

CO CHAIR THIBEAUX: Okay.

DELEGATE ASHTON: Brother Mike Turmel T u r m e l. He was a member of Local 502. He was their dispatcher and an executive member. He carried that local on his shoulders, Local 502, New Westminster. Solid brother, solid family man. He will be sadly missed. It was a very sorrow filled day when we found out.

Thank you, brothers and sisters.

[Applause]

CO CHAIR THIBEAUX: Any more names to be included in the report?

TUESDAY MORNING SESSION, JUNE 9, 2009

If not, we recommend the adoption of the Officers' Report to the convention as corrected. Is there a second?

[Seconded]

CO CHAIR THIBEAUX: All in favor, say "aye."

Opposed.

The "ayes" have it.

We would like to thank the office staff for giving us all the assistance we needed, and thank the convention for allowing us to give you this report.

PRESIDENT McELLRATH: The Officers' Report has been adopted. At this time, since we have a list of fallen brothers and sisters, let's stand for a moment of silence.

[Moment of silence]

PROGRAMS COMMITTEE

FRED PECKER, CO CHAIR

ROBERT ZAHL, CO CHAIR

MICHAEL DAVENPORT, SECRETARY

CO CHAIR PECKER: Good morning, sisters and brothers. We have five resolutions which we have acted on. He is not up here, Brother Mike Davenport was a very active secretary of the committee, or is, since we are not finished with our business yet.

Does everybody have Resolution P 2 in front of them? No? How about P 3? We will start with P 4. We will go backwards.

Will people who do not have P 2 or P 3 raise your hands so the sergeants at arms can see what parts of the room need help. I think they are on it.

P 4. Does everybody have P 4 in front of them? You don't have P 4 either. How about P 5? How about P 6? Everybody has P 6? Let's start with P 6.

RESOLUTION P 6
ORGANIZING OF ALCATRAZ CRUISES

CO CHAIR PECKER: I would like to know what the pleasure of the body is in terms of reading through the resolution, with all the whereases or just the resolveds. Any strong opinions? Without it, I guess we have to read the whole thing.

WHEREAS: The IBU represented workers on the Alcatraz ferry from the first run in 1973 until September 2006; and

WHEREAS: In September 2006 the National Park Service awarded a 10 year contract to operate the Alcatraz ferry service to anti union Terry Macrae's Alcatraz Cruises; and

WHEREAS: After six months of pickets and negotiations, the IBU ILWU were unable to come to an agreement with Alcatraz Cruises to rehire the displaced IBU members, a rank and file effort to organize the workers was initiated; and

WHEREAS: Alcatraz Cruises has opposed the organizing drive through the usual litany of anti union tactics, such as surveillance of workers, favoritism and unjustified firings, creating an atmosphere of uncertainty and fear for the majority of workers; and

WHEREAS: Organizing Alcatraz Cruises is an essential first step to organizing non union tour boat operators on the West Coast; LET IT BE

RESOLVED: That the ILWU fully supports the efforts of the ILWU Organizing Department in securing representation of the Alcatraz Cruise workers by the IBU ILWU.

[Seconded]

CO CHAIR PECKER: The committee is putting this forward, I believe, with a unanimous recommendation. It's been seconded. Are there any speakers?

DELEGATE MARINA SECCHITANO (IBU): First, I want to say that I appreciate all the work that the International Officers and the Organizing Department did to support our efforts in this tremendous struggle. I want to say that without that support we wouldn't be where we are today. It's alive, it's going to continue until we win that battle. We would appreciate it if you can support this resolution. Thank you.

[Applause]

DELEGATE ROBERT IRMINGER (IBU): To reiterate what Marina just said, it is an ongoing struggle. We are getting much closer. We hope to have some significant actions coming up pretty soon around the struggle.

The Organizing Department has been there for those of us, the rank and file folks, who have stepped up to the plate and done the work. It really wouldn't have been happening without the people we have on the inside, who have just been amazing. I really appreciate the support on this resolution. Again, we appreciate all help from the Organizing Department and the support particularly from the International Secretary Treasurer. He has been very hands on with this.

[Applause]

DELEGATE JACK HEYMAN (Local 10): I rise in support of the motion. Local 10 has been giving the maximum amount of help we can in terms of helping to organize the waterfront. The IBU is our sister local in San Francisco.

One of the actions that we did that created quite a stir, we brought all of the maritime unions together to say that the trade union movement was built in this strike 34 years ago on the Embarcadero in San Francisco. Rallying the other unions behind the Hornblower campaign of the IBU, we were able to get several thousand worker to march along the Embarcadero.

That march, a little humor to it, we had a group headed from Local 10 along the Embarcadero, I think Dave Gonzalez was president at the time, and we were supposed to meet with another group headed by Marina coming from the Ferry Building. They had several thousand other maritime workers marching as well.

Well, we were waiting and waiting and waiting, and they didn't show up. My members were starting to think, well, is Jack BS'ing us? There is supposed to be another contingent coming. What the hell is going on? Well, we did our program. We spoke in front of the Hornblower, let them know that we were out there in solidarity with the IBU.

All of a sudden, a few thousand workers come marching down the Embarcadero followed by LeRoy King on his walker like this (walking slowly). That is what took so long. Leroy was leading the contingent of several thousand workers.

[Applause]

DELEGATE HEYMAN: Still an active union man.

The point of this is to say that organizing is important. It's the lifeblood of our union. The Longshore Division has to be behind organizing inland just as we did 75 years ago. Thank you.

DELEGATE TYRONE TAHARA (Local 142): Just for information from the brothers and sisters from Hawaii, the same owner owned the Superferry. It was organized by Wesley Furtado in Hawaii. Just a heads up regarding this proposal.

I am for this. I think all of us should be. Just a heads up, we've got to watch our guard because these guys are coming back eventually to Hawaii. Thank you.

[Applause]

CO CHAIR PECKER: Seeing no other speakers, I would like to give personal thanks to Brother Irminger, who spoke earlier, and Sister Sam Levens, who have really stepped up to be the people who are the whips on this drive. As rank and file members, they have been providing the day to day leadership. My hat is off to them. Thank you, Robert.

The name doesn't appear on here, but we are really talking about Hornblower. Please keep that name in your mind. Don't patronize them.

No other speakers on the resolution, to adopt Organizing of Alcatraz Cruises, Resolution P 6. All those in favor, please signify by the sign of "aye."

All those opposed, "no."

Any abstentions.

The motion passes. I would like to turn it over to my co chair, Brother Robert Zahl.

*RESOLUTION P 2
POLITICAL ACTION FUND AND DISTRICT COUNCILS*

CO CHAIR ZAHL: Does everybody have P 2 at this time? Resolution P 2, Political Action Fund and District Councils.

WHEREAS: The ILWU is and has been encouraging its members to get politically active, both personally and financially; and

WHEREAS: Each ILWU area that has a District council in place to investigate, educate and deal with political issues and candidates; and

WHEREAS: The Longshore Legislative Committee is not always aware of our individual Local's and District Council's dealings and relationships with elected officials and candidates; and

WHEREAS: The Longshore Legislative Committee and Lobbyists could gain valuable insight by communicating with District Councils prior to our Political Action Fund money being spent; THEREFORE BE IT

RESOLVED: That no monies from the International Political Action Fund be distributed to any Federal Elected official or Candidate in areas with District Councils without first consulting the active District Council in that Elected Official or Candidate's State and/or District (National Races Excluded).

[Seconded]

DELEGATE JEFF SMITH (Local 8): I am going to have to speak against this motion. In each area we have a district council, and all three or four, whatever it is, work differently. Ours is probably the most relaxed of all of them. I have been to all their meetings. Our district council meets about once every three months.

These politicians call on a daily basis asking for money. I refer them to Lindsay McLaughlin every time they call. They want to have a fundraiser and they want to do it in Washington, D.C. Why should I be making the recommendation to give Senator Ron Wyden from the State of Oregon money to go to a fundraiser in Washington, D.C.? I don't think it is fair that this gets put on to the district councils, and now the district council, at least in my area, would have to vote on this every single time. I don't know about some of you guys, but I have plenty to do without

calling 30 or 40 guys on the phone and say, hey, what do you think, do you want to give Ron Wyden some money? Then tomorrow the same thing happens and now it's Earl Blumenauer, or somebody else.

Frankly, I think that this can't work in this manner. The district council presidents get a phone call or a fax or a letter from a politician in their state, federally elected, because the state people I take care of, or our district council takes care of, but every time these guys call, it is going to waste time. It's incumbent on who we have hired in the Washington, D.C. office, and we have two well qualified people to take care of that. They're in contact with the officers and they are in contact with the Legislative Committee.

Why put this on the district councils? We don't have time. Thank you.

[Applause]

DELEGATE BRAD CLARK (Local 4): District councils not only view our representatives on a national level, but sometimes they have a more well rounded view of the things that are going on at the local level, the campaign promises that are made to the people that put them in office. There are times that these officials step out of line. It's important that the district councils who are following these people locally, sometimes they may say, let's withhold some funds temporarily, we've got to get this guy back in line.

This resolution is not demanding that the Legislative Action Committee get approval from the district council, it's only asking that they make them a part of the game, ask them how much they should be giving, if they should be giving money at all. This is just simply a resolution looking forward.

Thank you.

[Applause]

DELEGATE RICHARD CAVALLI (Local 34): I rise in opposition to this resolution. I have some issues with the way it's constructed. Two of the whereases speak of the Longshore Legislative Committee, which is a body of the Longshore Division of the union and not a body of the International Union. I don't quite understand these two whereases, how they apply.

The thing that really troubles me is what was spoken to by a previous speaker, that the money that is given to the Political Action Fund is given to the International Union to spend as they see fit in their wisdom. If there is a problem of communication between the district councils and the International Officers, that needs to be taken care of starting with the communication from the district council to the International Officers, not the other way around.

The problem here would be, as I see it, is that in the last days of a race, and I have seen this happen, as Jeff was talking about, the candidate calls up, they need some money, so now we are expecting, I believe, the International Officers to start looking around for a district council person from one of the district councils who could quite possibly answer, well, I have to get a council meeting together, which may not get put together in an expeditious fashion.

I think that this resolution, if we pass it, is counterproductive to our efforts to try to influence politicians. The influence on politicians is whatever little bit of money we can give them. I think this particular proposal is a bad proposal. It's a destructive proposal. I think it's going to definitely hurt the political efforts that we have been able to marshal in the last few years, because it's going to make it much more difficult to distribute money to the politicians that we support. Thank you.

[Applause]

DELEGATE MAX VEKICH (Local 52): Max Vekich, Local 52, and convention parliamentarian. I hope that I don't have to say that parliamentarian part again during the convention.

I rise to support Brother Cavalli's statements, like I normally do, and oppose this resolution. We have really grown in our clout politically, and that is because of all of you and the rank and file who have made donations, who have done Neighbor Labor, who get out and push our agenda and make allies and defeat our enemies. That is because of you, our rank and file. You have elected officers to make decisions for you and to try to do the best they can for you. That is their full time job. You're too busy working and taking care of needs of the members.

Now, do you want to tie their hands? And if you do, do you want to see us to go back to the way we were before the Bush administration tried to take us out, then pass this sort of thing, limit our ability to

respond, their ability to respond. They don't have time to deal with a lot of things.

Now, I saw them in D.C. recently giving hell to the TSA. It's pretty clear to me that the TSA got the message, they understood the opinion of our officers and rank and file about how good they were at administering the TWIC program. Piss poor, piss poor. They pretty well got that message. I think it had some positive effect. We still have to fight that battle. We are not done. That is a war.

Do you want to be able to get allies in that process or get the Loretta Sanchez to come in, the Congresswoman for the TWIC program and fight that on our behalf? We make those friends because of our political donations and because of the shoe leather we put out when we're knocking on doors.

I happen to know our Secretary Treasurer pretty well. I'm on the Legislative Committee of the Longshore Caucus, and we won't even go into the jurisdiction, whether this is rightfully before us. But I happen to know he does call the district councils every time he makes a donation on a federal race. He talks to people. They talk to him. That is the way it works right now. Now, if you want to put an extra hoop or two through there and make it so we are going to be like Poland used to be where everybody in their congress had to agree, and that one person could veto something, that's the way Poland got partitioned and ceased to exist as a country. If you want to go down that route, then support this kind of thing that ties your hands. If you like where we are going, and, you know, we have a lot more friends, Senator Merkley in Oregon, Senator Begich in Alaska, and that because of you. We have all good people in Hawaii. That is because of you. We have all good Senators in Washington State. That is because of you. If you like the way we are going, we are going the right direction.

Our Secretary Treasurer and our President, our Vice Presidents talk to our members. They talk to our district councils. Our district councils are hugely important.

There is no reason to change. There is no reason to do this. Please defeat this resolution. Thank you.

[Applause]

DELEGATE LUISA GRATZ (Local 26): The things that we heard preceding my statements are all good. But there is a downside. The downside is we don't all get along with each other. The downside is that we don't communicate as well as we should.

A few years ago we had a mayoral election in Southern California. Some locals supported one candidate and some other locals supported another candidate. We had a race for city council where the same thing happened. Some locals supported this person and some other locals supported another person.

We have also had some differences because we do not communicate. They happen repeatedly. Whether you support this resolution or you defeat this resolution, we have to start coming together and using labor's influence in the community, in Washington, in the state, as one. We cannot have our individual politics where politicians will call one local and then lobby another lobby and lobby another local. The district councils should be the funnel for the political discussion.

Fortunately, or unfortunately, it's probably a good thing that some of the locals have now developed their own political action committees which gives them even enormous leverage. They use it to the advantage of their membership, their jurisdiction. That is the way it should be. But some of those decisions should at least be brought to the attention of the rest of the delegates so that we can be better prepared to fight the issues we collectively oppose, whether it's on a national level or a local level. We frequently don't do that. We say we don't have time. And a lot is lost because we don't take the time to talk to each other, whether it's the officers on top or the officers down below. We need to develop better communication, better information, or we're all going to lose little by little by little.

Thank you.

[Applause]

DELEGATE JOE CORTEZ (Local 13): I rise to oppose this resolution. I believe in the district councils, the way the system works. It's in place now. I totally agree with it. Let's keep it.

To tie the hands of the officers, to tie the hands of a local, like Sister Luisa Gratz said we have a Political Action Committee in 13, and the

reason we did that was because we disagreed with the district council. We formed our own committee, Political Action Committee. I think we have made great strides.

When Clinton ran for President, Local 13 got involved. When he was elected, we were invited to the inauguration. We were invited to the Arkansas Ball because we got politically involved. It wasn't for Local 13, it was for the ILWU.

Secretary of Labor Hilda Solis, when she ran for Congress, she asked Local 13 for support. Now she is the Secretary of Labor.

I think with this resolution we are going to not change things, but I think we are going to tie our hands. In other words, the way I read this resolution, our political action committees in the locals can't do anything without first discussing it with the district council. I have all the respect for the people on the district council. But to tie our hands locally and not progress the union, the International, it's like I said, I agree with Brother Cavalli and Brother Vekich, I think it's going to hurt us in the long run.

I think the system that we have now is great. Let's keep it there. These other political action committees, I think it's going to benefit the International as a whole. I hope that you vote this resolution down. Thank you.

[Applause]

DELEGATE PETER PEYTON (Local 63): I also am speaking against this. I think we have come a long way in a very short time. I don't think we are perfect. But the way our democracy works, it's never going to be perfect, and it shouldn't be, because everybody does have a voice. I think the district councils have been very important to what we do. But I also think the officers understand the game in a different picture.

When we deal with money, what a district council may see as important as opposed to what we see from a Washington end or the officers see in terms of where they need to insert money because of a person's standing on the committee or this or that, may be two different things and the issues may get a little skewed along the way.

I am not going to go long on this because we have heard pro and con. I am speaking against this resolution.

[Applause]

TUESDAY MORNING SESSION, JUNE 9, 2009

DELEGATE DANIEL MIRANDA (Local 94): I call for the question.

[Seconded]

CO CHAIR ZAHL: The question has been called for. All in favor of accepting this resolution, "aye."

All against.

The "nays" have it.

*RESOLUTION P 3
LABOR EDUCATION*

CO CHAIR PECKER: Does everybody have P 3 now? Labor Education.

THE DELEGATES: Yes.

CO CHAIR PECKER: Everybody has it. Okay.

WHEREAS: Organized labor provides good wages, benefits, and working conditions with result in more jobs and greater prosperity, giving rise to our nation's middle class and a strong economy; and

WHEREAS: Knowledge of the importance, value, and function of labor unions was learned around the dinner table and eventually became a social and historical study in America's classrooms; and

WHEREAS: True and complete labor history studies have all but disappeared from schools, replaced by an attitude of everyone for themselves, leading to the decline of unions; THEREFORE BE IT

RESOLVED: That the ILWU work jointly through education and political action committees to introduce and encourage federal legislation requiring labor education in history and social studies for all public schools at all grade levels; and BE IT FINALLY

RESOLVED: That the ILWU shall assist in the development of these educational programs, including the development of educational materials and resources in order to assure quality labor education.

This has been moved by the committee. Is there a second?

[Seconded]

CO CHAIR PECKER: Any speakers?

DELEGATE JACK HEYMAN (Local 10): I am chairman of the Local 10 Education Committee. We have been trying to educate our newer members, to give them a real grounding on what trade unionism is about. We don't just look at the history from years ago; we try to make it relevant to today.

There is an interesting book out now that I encourage you all to read. It's called *On the Global Waterfront*, the struggle to free the Charleston 5. That is going to be a resolution for our caucus, but I want convention delegates to know that history is living, it's not just something from the past. We are making history as we move along.

What the brothers in ILA Local 1422 did in 2000 was an important lesson for the entire working class, to stand up to your employer, black and white together, and to fight on the picket line for your rights. A scab ship came in to try to take their jobs away. The ILWU went to their aid. That struggle became a cause celeb of the labor movement.

It's an important lesson because it tells our newer members that even though we live in very reactionary times or very conservative states, like anti labor South Carolina, victories by the labor movement can be won if we implement what we were taught by our forefathers, solidarity. It really does work. It was solidarity that helped to win the Charleston 5 struggle.

I want to encourage everyone to support this resolution. Concretely, you need to set up educational committees in your locals and bring the relevance of the struggles of the past to today. Thank you.

[Applause]

DELEGATE RICHARD MEAD (Local 10): I rise in support of this. It's not a hard one to support.

I would like to mention, before I was even on the waterfront, before I got into the ILWU, I was brought into an ILWU family, the Rudders, John and Dawn Rudder. I remember something she told me. They lived in Dublin at the time. She told about her going to the high school and donating labor books to the library. That story is just in the spirit and the letter of this resolution.

I think it should be supported. That is the kind of work that this resolution calls for. It's something that we have done all along, it's something that we're all about, it's something that is greatly needed. I would appreciate it if we can give support for this resolution. Thank you.

[Applause]

CO CHAIR PECKER: President McEllrath.

PRESIDENT McELLRATH: This is good. There is nothing wrong with it, except I have to ask questions. We are all for education. I know that Local 142 has educational programs because I went over and observed those and sat in on them a couple of days. I know other locals have educational programs.

What I'm concerned about, it says that we are going to work jointly through education and political action committees. What are we going to do? We are going to encourage federal legislation. You want me, the officers and Lindsay to go out there and push it so that a school teacher is going to teach our kids about unionism. Personally, unionism starts at the supper table. That is my opinion. It doesn't start in the classroom in the fourth grade, it starts right at the supper table when they are eating union food and we are trying to educate them. That is my opinion on that one.

[Applause]

PRESIDENT McELLRATH: As we know, a lot of young people out there don't belong to a union mother or father. Now we are going to send them to school, and the old man is some kind of a big political, whatever he is, AIG, and he says, you aren't teaching my kid that, that is like teaching them religion in school. That is another story.

Then it says the ILWU will assist in development of these educational program, including the development of educational material. Now, I have to be clear on that. You want me and the officers to spend money on educational materials. For who? Local 13? Local 10? Local 19? Local 142? Do you know how much this costs, too? No problem, though, spending money. If we have the money, we will spend it. I want to be very clear. I love education. I love to teach people the history. But I want to be clear on this. If somebody comes up and says, okay, we are going to have an educational program, it's going to cost us \$112,000,

Willie, write a check. I don't know, help me out before we have vote on this. Thank you.

CO CHAIR PECKER: To try and answer some of what the brother just raised, Brother President, in committee the word "development" was an edit, actually, the original language was "provide," which the committee had felt obligated the organization in the manner that President McEllrath just said. Although it was not discussed, I think some of us are aware that there are programs in place already. For instance, the UTLA, the United Teachers of Los Angeles, has a program which they take statewide which does mock bargaining with students. Members of the ILWU in the L.A. area have been told by the woman heads that program, is an integral part of that program when they go into the high schools to work with the kids, and they brought it up to the San Francisco area.

I think, at least in my mind, that was the kind of spirit that we were talking, that there are when we talk about organizations, there are already efforts under way that bring education into the schools. We have something to contribute because we have a rank and file history, which is second to none.

I think that was the spirit. If anybody on the committee wants to get up and magnify that or contradict it, that is all right, too.

DELEGATE TRENT WILLIS (District 10): Call for the question.

[Seconded]

CO CHAIR PECKER: The question has been called. All those in favor of closing debate, please signify by the sign of "aye."

All those opposed, "no."

On the question. Resolution P 3, Labor Education. All those in favor, please signify by the sign of "aye."

All those opposed, "no."

Any abstentions.

The "ayes" have it.

[Applause]

*RESOLUTION P 4
INCREASED UNION POLITICAL ACTION NEEDED TO
REVERSE THE DAMAGE OF THE BUSH PRESIDENCY*

CO CHAIR ZAHL: Resolution P 4. Increase Union Political Action Needed to Reverse the Damage of the Bush Presidency.

WHEREAS: There is still a lot of work to be done to reverse the damage of the Bush presidency; repeal the unconstitutional provisions of the Patriot Act; renegotiate trade agreements which fail to protect labor rights and the environment; restore the right to organize for all workers including those in Homeland Security and the Justice Department; restore environmental and workplace safety enforcement; reform the voting system and protect the right to vote; and

WHEREAS: We need to prepare for the 2010 elections to gain 60 or more Democratic seats in the U.S. Senate and we need to replace Congressional representatives who call themselves Democrats but who think and vote like conservatives; THEREFORE BE IT

RESOLVED: That this Convention of the ILWU calls for the continued support of the International Political Action Fund by individual contributions or payroll deductions; and BE IT FINALLY

RESOLVED: That the ILWU continues efforts at all levels of the union to educate and involve the rank and file in Union Political Action at the community, state, and national levels.

[Seconded]

CO CHAIR ZAHL: It's been moved and seconded to accept this resolution. Are there any speakers?

A DELEGATE: Move to adopt.

CO CHAIR ZAHL: A motion to adopt. Any seconds on that motion?

[Seconded]

CO CHAIR ZAHL: All those in favor of this motion, "aye."

Any "nays."

The "ayes" have it.

RESOLUTION P 5
ORGANIZING THE UNORGANIZED AND MOBILIZING OUR
MEMBERSHIP

CO CHAIR PECKER: I have actually memorized this resolution.

[Laughter]

CO CHAIR PECKER: Does everybody have Resolution P 5 in front of them? Organizing the Unorganized and Mobilizing our Membership.

WHEREAS: Organizing is the lifeblood of labor unions; for a union to grow, new members must be recruited into its ranks, not only for the union's financial viability but to increase the influence that numbers allow; and

WHEREAS: While organizing the unorganized is vital to the strength of the union, organizing and mobilizing the union's membership is equally important; union members who are unified and committed to the organization are the foundation upon which the union will thrive; and

WHEREAS: Especially in these difficult economic times, organizing both new and existing members is crucial to the survival of the labor movement; and

WHEREAS: Yet many union members have become complacent, comfortable with their personal economic gains, satisfied with the numbers in their union, and failing to anticipate economic downturns that could affect the union's finances and authority or loss of loss of jurisdiction through de industrialization; and

WHEREAS: Union density in the U.S. has declined from a high of 35% in the mid 1950's to 12% today even as public approval for the unions has increased; in a 2007 briefing paper for the Economic Policy Institute, Richard Freeman wrote that "32% of nonunion workers reported that they would vote for a trade union in a representation election while 90% of unionized workers said they would vote for their union in a new election"; and

WHEREAS: As workers feel more threatened in their workplaces and for their livelihood, they will instinctively gravitate towards union representation to give themselves a voice and more power as workers; and

WHEREAS: If workers want to be unionized, why is union density in the U.S. so low? Are unions ineffective? Are they not trying hard enough? Or is the deck stacked against unionizing?; and

WHEREAS: The National Labor Relations Act (NLRA) was enacted in 1935 to give workers the right to form or join a union and engage in collective bargaining; the law encouraged the rationalization of commerce and industry and helped to restore order in the economy following the Great Depression; and

WHEREAS: In 1947, anti labor forces countered with the enactment of the Taft Hartley Act to curb the power and activities of labor unions; Taft Hartley has been used to curtail strikes and other worker action, charge unions with "unfair labor practices," and allow states to outlaw union security clauses (like union shop) by passing so called right to work laws; and

WHEREAS: Since the 1970's, employers have used consultants to develop an anti union "toolkit" using captive audience meetings and one on one supervisory meetings to convey union avoidance tactics such as: (1) threats, interrogation, and surveillance; (2) fear, coercion, and violence; (3) retaliation and harassment; (4) promises, bribes, and improvement; (5) election interference; and (6) public campaigns; and

WHEREAS: Labor laws are weak and ineffective, even when employers blatantly violate the law, enforcement is slow and penalties are minimal, resulting in employers more than willing to pay the small price to avoid unionization; and

WHEREAS: Today, the recession in the U.S. closely parallels the nation's economic climate following the Depression; hundreds of thousands of workers from virtually every industry are jobless or working for less and uncertain about their future; some say this is not the time to organize workers into a union; and

WHEREAS: As it was when President Franklin D. Roosevelt signed the NLRA into law, this country needs the support and stability that unionizing workers will provide; this is precisely the time when workers needs to be unified and represented; and

WHEREAS: Workers who seek to unionize face great risks due to employer opposition and weak law enforcement; but, as Kate

Bronfenbrenner, Director of Labor Education Research at Cornell said, "Our country cannot afford a system where the only unionized workplaces are where workers are tough, brave, and lucky enough to make it through the campaign"; and

WHEREAS: That is why the Employee Free Choice Act is so vitally needed; and

WHEREAS: The Employee Free Choice Act will help to level the playing field in the unionizing effort, will allow for card check recognition and/or expedited elections, will assure a first contract through collective bargaining, mediation and arbitration, and will impose penalties for unfair labor practices; in short, the law will help to neutralize the pressures imposed by the company in organizing campaigns and provide workers with the protection of a collective bargaining agreement; and

WHEREAS: President Barack Obama supports the Employee Free Choice Act and has vowed to sign the bill into law once it is passed by Congress; and

WHEREAS: Organizing workers into unions will help to spread the wealth instead of letting corporate CEO's take a disproportionate share, allow workers to join the middle class and provide a meaningful livelihood for themselves and their families; improve productivity and allow the U.S. to compete effectively in the global market, restore balance in the workplace and beyond, and strengthen the economy; THEREFORE BE IT

RESOLVED: That this Convention of the International Longshore and Warehouse Union strongly supports passage of the Employee Free Choice Act and encourages ILWU members to lend their support individually and through their locals; and BE IT FINALLY

RESOLVED: That this Convention also supports the principle of organizing our rank and file and urges each ILWU member to get involved in the union, be educated and informed about union business and national and world affairs, and embraces the ILWU motto ("An Injury to One is an Injury to All") by supporting other workers in their struggle for justice.

This has been moved by the committee. Is there a second?

[Seconded]

DELEGATE TERRI MAST (IBU): I rise in support of this resolution. If we had had EFCA we would have Rite Aid, we would have Hornblower under our contract today. EFCA is very important for all of us. Given the economic crisis in this country, this is the time for our union to be organizing. Workers out there need us. They need to be organized into a union like the ILWU!

[Applause]

DELEGATE MAST: We can't just talk the talk about how great our union is without getting out there and doing something about it.

With the Rite Aid campaign, we took EFCA to the streets in support of the Rite Aid workers nationally. Up and down the coast on the same day we went out and demonstrated and educated the community about the importance of EFCA and what it meant. We joined with community organizations like Jobs with Justice nationally and did demonstrations on the East Coast at the same time.

I am a community organizer as well as a labor organizer and work with Jobs with Justice. One of the things we have done is take EFCA to the community, to the schools, to the colleges, so that students who are graduating from college understand how difficult getting a job is out there and the importance of being in a union. We have gotten a great response from community organizations understanding what EFCA is all about and supporting us in labor as well.

I encourage all of you to support this resolution. Thank you.

[Applause]

DELEGATE PHILBERT SECRETARIO (Local 142): Aloha and good morning, my brothers and sisters. My name is Phil. I am from Local 142, Hawaii.

About 29 years ago, 1985, I got hired to work for the Embassy Suites Hotel in Kaanapali, Maui. The owners of our company painted such a beautiful picture that all of us were convinced, we were literally bribed and brainwashed, that no union could actually come and take over our hotel. The company told all of us that what they were going to do for us was going to be unmatched. I sat in an orientation at the Lahaina Civic Center with many my colleagues, ready to open this illustrious hotel. We

invited the ILWU to come and sit, and we had a conversation. Also with the AFL CIO. Everything the unions told the employees, including myself, they didn't sound right at all. I stood there like the rest of my fellow employees and I actually booed the ILWU. If I knew anything then, as I do now, I would have stood and applauded this union, because nobody knew that in three years that the owners would pull up stakes and leave us alone and never come back.

Twenty years later, in an excursion, I crossed the picket line at Embassy Suites and saw my fellow employees in dire straits and were looking for help, amongst 20 who were brave enough to stand in front of the lobby of that hotel and picket it. And here I am, 20 years later crossing this line, fully knowing that I was responsible for that incident.

I implore all of you today to take into consideration that there are many people like this man standing before you and humbly ask that in our organization and as we organize and we mobilize, like our organizers today who couldn't come to this incredible conference because they're home working hard to organize those like me. That is where they are.

I was in favor of this yesterday in the committee. I stand before all of you to say that this is important, because without education it starts in the supper room, as our president said. My father was a shop steward for the now closed Pioneer Mill. Oftentimes he would talk about the hardships, about what goes on and the struggles of our union. As a young man of modern times, everything my father told me didn't compute because I thought I was an educated young man going into a technological world and nothing could faze us.

I stand before all of you today to tell you that history of this union is part of our life. At four years old I stood in a soup kitchen line wondering why I was having dinner with many of the friends that I don't normally have dinner with. My father struggled to explain to his family of eight that this is where we will be until it is resolved. I now understand the struggle.

So, organizations to mobilize, to organize, is utterly important for this union. What happened 29 years ago will happen again in the next 29 years. An injury to one, that is me, cause the injury to all, to rest of my fellow employees at the Embassy Suites.

I thank you for being here today. Please, let not 29 years go by again where somebody like Phil stood inside of this place, as ignorant as I was, let us educate me so that nobody else goes through what I have gone through. Thank you. Mahalo.

[Applause]

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): I'm in total support of this resolution. When I became active in union affairs in 1968, at that time I went to my first caucus and then the '69 convention. Local 6 Warehouse Bay Area had more workers than there were longshore workers on the entire West Coast.

Now we have a chance. Obama is in and that will change the direction of government substantially, but that is going to take some time. Don't count on him. We have to go with this resolution. I know money is tough. But I would say how the members of the Longshore Division, that is not Longshoremen's Division, it's been the Longshore Division as long as I know, how we can really help without costing the division any money, have our individual members of the Longshore Division, the clerks, the walking bosses and longshoremen up and down the coast, when you can't handle a household chore yourself, you call the electrical union, you call the carpenters union, and don't go with the lowest bidder, the lowest bidder is going to be nonunion. That is how the longshoremen could help, the walking bosses could help, and the clerks, without costing the division any money.

[Applause]

DELEGATE RYAN TAKAS (Local 5): I rise in favor of this resolution. I wanted to make a couple of points and go on record for a few things. There are a couple pieces of the Employee Free Choice Act, in one of the last whereases: card check neutrality, real fines for companies that are breaking labor law, and also the mandatory first contract or arbitration for mandatory first contracts.

I trust that the body today will pass this resolution. It seems like very much of a no brainer to me. It will increase worker's rights in this country.

I also trust that the International Executive Board will fight hard for these rights, lobbying in Washington as well as taking actions at local levels.

But I want to go on record to say that I do not believe that the ILWU should compromise on either card check neutrality, nor companies having to pay fines, nor mandatory first contract. On this issue there should be no surrender and no compromise. Thank you.

[Applause]

DELEGATE STEPHEN WEST (Local 142): I don't know if you guys are aware, but we have a battle that is being fought in Hawaii. It's also about the Employee Free Choice Act, but this is pertaining to agricultural workers. This particular bill did pass last legislative session, but was vetoed by our governor. It has passed again. We will be having possibly another veto override.

I ask every one of you who knows anybody in Hawaii to tell them to call their legislators and tell them to override the governor's veto and send a strong message to the House and the Senate in Washington, D.C. that Hawaii is a progressive state. We have pioneered the way in many things. The Hawaii Prepaid Health Care Act was Ah Quon's No. 1 issue. She got that done. We need to be on the leading edge. Hawaii has always been there to push. Unfortunately, we fell a little behind. But I think we have a real opportunity here to send a strong message to Washington, D.C. that this will work.

I plead that you make any phone calls you possibly can to your brothers and sisters or friends in Hawaii to tell them to override the governor's veto. Thank you.

[Applause]

CO CHAIR PECKER: Seeing no other speaker, debate is closed. Resolution P 5, Organizing the Unorganized and Mobilizing our Membership. All those in favor, please signify by the sign of "aye."

All those opposed, "no."

Any abstentions.

The record should show it's a unanimous vote.

That concludes the work that has been done up to now by the Programs Committee, the hardest working committee in show business.

[Laughter]

CO CHAIR PECKER: We will be meeting again just in case some other resolutions have come in.

DELEGATE JACK HEYMAN (Local 10): Brother McEllrath said that after the guest speakers and we get into the program, I will have a chance this morning to raise some questions about the keynote address.

The question of AFL CIO affiliation is critical to this organization. In fact, it was here in Seattle at the last convention, 1988, where we voted to reaffiliate with the AFL CIO. I was a delegate at that time to the convention. I was actually opposed to affiliating with the AFL CIO because we had just gone through a grueling nine month strike in the IBU. I was strike committee chairman in San Francisco. It was AFL CIO unions that were doing the strike breaking. We had shut the port down in San Francisco and marched on Redwood City because the Machinists, Operating Engineers and Laborers were unloading a barge that came in from Hawaii. They were doing our work. I didn't see the benefit of joining an organization that was scabbing on us. I talked to Harry Bridges. He invited me over to his house. We had a discussion about affiliation with the AFL CIO. He said

VICE PRESIDENT RADISICH: Hold on, Jack. We have a point of order. Go ahead, Brother Cavalli.

DELEGATE RICHARD CAVALLI (Local 34): There is no question before the body at the present time whether we continue our affiliation with the AFL CIO or not. If there is no question before the body, this kind of discussion is out of order. I would request that the chair rule this discussion out of order. Thank you.

[Applause]

DELEGATE HEYMAN: Thank you, Brother Cavalli. Maybe I should explain

VICE PRESIDENT RADISICH: Hold on, Jack. I agree, you are out of order. We are still on committee reports, Jack.

DELEGATE HEYMAN: Well, that was different than the objection that he raised.

VICE PRESIDENT RADISICH: You are out of order, Jack.

DELEGATE HEYMAN: Can I discuss the question of affiliation with the AFL CIO?

VICE PRESIDENT RADISICH: It's not in order, Jack.

DELEGATE HEYMAN: When will it be in order?

VICE PRESIDENT RADISICH: It's not in order right now.

DELEGATE HEYMAN: I would just like to ask the chair when it would be in order because I think it's a critical question.

VICE PRESIDENT RADISICH: You are out of order, Jack. We are going to deal with this after the committee reports, at some other time.

DELEGATE HEYMAN: As long as I have a chance to raise this

VICE PRESIDENT RADISICH: I'm sure you will have a chance to raise it, Jack.

DELEGATE HEYMAN: Because it was addressed in the keynote address.

VICE PRESIDENT RADISICH: Programs Committee, you guys did a great job. Thank you very much. Fred and his committee.

[Applause]

VICE PRESIDENT RADISICH: We have the Resolutions Committee. Are you ready?

RESOLUTIONS COMMITTEE

RICHARD CAVALLI, CO CHAIR

ALAN COTÉ, CO CHAIR

CONRAD SPELL, SECRETARY

CO CHAIR CAVALLI: Is Brother Spell in the house? Brother Conrad Spell, could you come up to the podium, please.

Brother Spell is the secretary of the committee. Brother Alan Coté and myself are the co chairmen. We are going to do the same thing as the previous committee, we will alternate.

TUESDAY MORNING SESSION, JUNE 9, 2009

There is one thing I would like to ask. Any speakers on any of the resolutions, after you introduce yourself, inform the body whether you are in favor of the resolution or against the resolution and then state the reasons why.

These resolutions aren't in any particular order. I think everybody has them. The first thing I do want to announce, if you have R 35, that was passed out in error. Throw it away. It will be passed out later on.

The first resolution that was passed out, I believe, was R 4. We will start with R 4. Do you have R 4?

THE DELEGATES: No.

CO CHAIR CAVALLI: I'm asking the delegates, if you have R 4, could you take it out.

THE DELEGATES: No.

CO CHAIR CAVALLI: Do you have R 7? Do you have R 9?

THE DELEGATES: No.

CO CHAIR CAVALLI: Let me do it this way. Does anybody have a resolution that starts with an "R"?

A DELEGATE: No.

CO CHAIR CAVALLI: If they haven't been passed out, I have to figure out what people have because the ones I am reading were passed out to me while I was sitting down there.

Do you have R 1?

Look, the problem here is the way the resolutions are being distributed to the body. I can't solve that.

PRESIDENT McELLRATH: Here is what we will do. We will be back here at 11:15. Take a 15 minute break. Be in your chair. We will get the documents passed out. In 15 minutes we will be banging the gavel.

[Recess from 11:15 o'clock a.m. to 11:25 o'clock a.m.]

PRESIDENT McELLRATH: Brothers and sisters, we are going to start. I'm going to turn the microphone back over to Brother Cavalli.

*RESOLUTION R 1
SISTER PORT SOLIDARITY BETWEEN THE
MARITIME UNION OF AUSTRALIA, SYDNEY BRANCH
AND THE INLANDBOATMEN'S UNION,
PUGET SOUND REGION AND ILWU LOCALS 19 AND 52*

CO CHAIR CAVALLI: Resolution R 1 has distributed to the delegates. Sister Port Solidarity Between the Maritime Union of Australia, Sydney Branch and the Inlandboatmen's Union, Puget Sound Region and ILWU Locals 19 and 52.

WHEREAS: The Inlandboatmen's Union of the Pacific, Marine Division of the International Longshore and Warehouse Union represents ferry, towboat and harbor workers and International Longshore and Warehouse Union Locals 19 and 52 represent longshore, supercargoes and clerks in the port of Seattle, Washington.

WHEREAS: The Maritime Union of Australia, Sydney Branch represents ferry, towboat, seafarers, harbor workers, drivers, and longshore workers in the port of Sydney, Australia.

WHEREAS: The world's maritime employers continue to globalize and monopolize the maritime industries our unions represent.

WHEREAS: There is a constant and real threat by employers to abrogate our labor contracts and reduce the terms and conditions of employment, fought for and won by our rank and file.

WHEREAS: Worldwide labor unions must match industry globalization with worker globalization and industry abuses with solidarity and militancy.

WHEREAS: The workers of the Maritime Union of Australia, Sydney Branch and those workers of the Seattle, International Longshore and Warehouse Union share a philosophy of democracy, militancy and global solidarity; THEREFORE BE IT

RESOLVED: The port of Sydney, represented by the Maritime Union of Australia, Sydney Branch and the port of Seattle represented by the International Longshore and Warehouse Union Local 19, Local 52 and the Inlandboatmen's Union of the Pacific be united in solidarity as "Sister Ports."

That carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: The brother from Australia has asked to speak to the convention in support of this resolution. Hearing no objection, I am going to ask the brother to step to the mic and speak.

CO CHAIR COTÉ: First of all, I would like to speak in support of the resolution. I did spend some time in Australia with our brothers and sisters in Sydney, their ferry system, their tow boat system. I got into a discussion over how we can increase our solidarity, work together and communicate. This resolution was the outcome. I would like to introduce Paddy Crumlin from the MUA.

[Applause]

BROTHER PADDY CRUMLIN (MUA): I won't hold up the meeting. Thanks for the honor of being able to address you. It's a great honor to be able to address the delegates of this great union at any time.

I rise in support of this. It's my pleasure to say that the history of our two unions is so great that they transcend that enormous body of water called the Pacific.

We have had a couple of good exports out of Australia over the last hundred years. You would have to say Harry Bridges was one of our best. He was a member of our union, and was part of the tremendous tradition of ILWU. Probably one of our worst was Rupert Murdoch, and you would send him back with a rocket if you could.

What we are doing here is actually building on the last hundred years of solidarity. You can't have unionism, and I have heard the debate this morning, without the rank and file and without the understanding of individual members about what unionism means. We live in a world where individuals are first, and collective and cooperative effort doesn't rate. In unionism what we do is put the collective of the individual first. And to do that, we have to put the members, the rank and file members in the front.

This resolution is about putting the rank and file members of Seattle and the IBU in contact with the rank and file members of Sydney so that those people can build their lives and their industrial and political

futures, their understandings about what it means to be a worker in the U.S. and what it means to be a worker in Sydney, and they can do it from the basis of sharing each other's lives. There is no better basis in our lives than to be able to share. Good people share. The ILWU and the MUA share. This resolution is going to take both of our unions into the future in the way we have done it the last 75 years.

Thanks very much, brothers.

[Applause]

CO CHAIR CAVALLI: Brother.

DELEGATE MATT VENTOZA (Local 19): We had a clerical error. It should read at the very end "sister ports and locals." Can we note that?

CO CHAIR CAVALLI: You want it to say what?

DELEGATE VENTOZA: The last four words, instead of "sister ports," it should say "sister ports and locals."

CO CHAIR CAVALLI: The chair will accept that correction without a vote.

DELEGATE VENTOZA: Thank you.

CO CHAIR CAVALLI: Any other speakers? Seeing no other speakers, the vote will occur on the concurrence of this resolution. All those in favor, please indicate in the customary fashion by saying "aye."

Any opposition.

Abstentions.

Hearing no abstentions, the record should show that this resolution passed unanimously.

I am going to turn the chair over to Alan Coté. We are going to alternate like the previous committees have done. Brother Coté.

*RESOLUTION R 2
ABOLISHING DETRIMENTAL
BUSH ADMINISTRATION NLRB RULINGS*

CO CHAIR COTÉ: Resolution R 2. Abolishing Detrimental Bush Administration NLRB Rulings.

WHEREAS: The Bush Administration for eight (8) years used the Department of Labor as a tool against working people; THEREFORE BE IT

RESOLVED: That the ILWU actively seek to abolish any and all NLRB rulings and decisions of the Secretary of Labor that came about during the Bush Administration that are detrimental and/or contrary to unions; and BE IT FINALLY

RESOLVED: That the ILWU International Officers work with the Locals to compile this list and formally send a request to vacate the NLRB rulings to the U.S. Labor Department Secretary Hilda Solis.

This comes with a motion to concur. Is there a second?

[Seconded]

CO CHAIR COTÉ: Any discussion?

Seeing none, all those in favor.

Opposed.

Abstentions.

Passes.

*RESOLUTION R 4
OPPOSITION OF NATIONAL IDENTIFICATION CARDS
AND OTHER ASSAULTS ON WORKER PRIVACY*

CO CHAIR CAVALLI: Resolution R 4, Opposition of National Identification Cards and Other Assaults on Worker Privacy.

WHEREAS: The Federal Government has a history of using the fear of inflated security threats to undermine fundamental union rights by interfering with collective bargaining processes and portraying the defense of union security as a threat to national security, for example, in 1948 when they tried to force Harry Bridges to sign an anti communist

affidavit or give up leadership of the Union as mandated by the Taft Hartley Act; and

WHEREAS: The ILWU has history of opposing such assaults on workers' rights, including the 2000 Resolution R 43 resolving to defeat HR 318 which sought to implement intrusive longshore background checks; and

WHEREAS: The flaws in the TWIC program foreshadow ominous problems with a National ID Card including but not limited to disproportionate disqualification of African American and Latino workers due to the required background checks; and

WHEREAS: TWIC represents a loss of control over one's own personal biometric information to private companies with few, if any, measures for maintaining security over that information; and

WHEREAS: National ID Cards are an ineffective means of securing our ports or indeed the entire country; THEREFORE BE IT

RESOLVED: That the ILWU actively and staunchly oppose any future implementation of a National ID Card or Worker ID (such as TWIC) and any similar program.

That carries with it a motion of concurrence and requires a second.

[Seconded]

CO CHAIR CAVALLI: The floor is open for debate.

DELEGATE CHRIS SCHMIDGALL (Local 5): I rise in support of this resolution. I think it's important to draw attention to the fact that the TWIC program is just one step towards the implementation of a national ID card which will affect not just transportation workers but everyone in this country. Supporters of national ID present it as a way to improve security even though it will make us all more susceptible to ID theft and government surveillance. The abuses of the Bush administration around warrantless wiretaps, et cetera, and the investigation of people for political activities show that it is not always about security.

DELEGATE DAVID PRITCHETT (Local 500): I just ran this letter to the editor, I was going to forward it to The Dispatcher, by Tom Dufresne, president of ILWU Canada, and he does approve of me reading this letter. I do it as a contribution to the problems you're having

with port security generally and your TWIC cards. I think we are on the same slippery slope. I will let the letter stand on its own merits. It was based on my observations sitting in and hearing our lawyers and our leaders of our various locals before the Canadian Labor Relations Board in Canada.

ILWU Canada Continues to Challenge Security Legislation.

Our union continues to face profound questions regarding the sanctity of our very citizenship in light of the government demand for more stringent and discriminatory security laws. Imagined security threats emanating from our second and third generation members seems more important to the bureaucrats and politicians in Ottawa than the obvious threats of war, environmental degradation, economic plunder, deindustrialization, undrinkable water or child poverty.

ILWU Canada has been seeking justice by challenging existing and pending legislation before the Canadian Labour Relations Board for many years. We are proud of our demanding, expensive and principled struggle. We continue to be diligent in asserting our Charter Rights, our Human Rights and rights to privacy and safety. A full hearing at Supreme Court has been sought to deliberate these precious matters. The Attorney General's lawyers have attempted to segregate and put aside our challenge by convoluted arguments twisted up in poor interpretations of case law. Our excellent position for fair, reasonable and natural justice is up against the employers of the West Coast and the Port of Montreal who with the favoritism of the Attorney General are relentless in their purpose to push us into a legal box so that we will sign away undeniable rights as Canadian citizens and freely associated union members.

Losing our jobs, our seniority positions at work, being denied employment or being fearful for our families who reside in Canada or other countries because of misguided anti union, alarmists residing in the government's house or senate or corporate board rooms is outrageously unjust. There has been and will continue to be international headlines about union brothers and sisters and citizens being humiliated, harassed, tortured and murdered because they were on some phoney "list" wielded by a faceless official or death squad. Trying times are here, but we are not the enemies of Canada. Our families and friends have fought in wars for democracy, human rights and worker's rights. We have a duty now to get together to protect ourselves, our families, our union, our very

citizenship by resisting against the oppression of "Big Brother" emanating from narrow halls government of militarized government solutions parading as the public good. It is well understood in recent courts that to protect freedoms you do not incrementally extinguish existing rights. The law states innocent until proven guilty. Presumptions of possible hypothetical plots driven by right wing conservative anti union governments who apparently hold little confidence in their respective populations are driving "security" thinking, security boondoggle government programs and security "oppression." The same government behind these hysterics is guilty of withholding information, lack of transparency and manipulating or ignoring facts to promote support and execute unjust wars based on corporate exploitation and greed. That is the insecurity of our world today. We will not be drawn into their treacherous agendas Together we will find reasons, together we will have strength to proceed with our right to dissent, our right to equality, and our right to natural justice.

Thank you very much.

[Applause]

DELEGATE GARY HARVEY (Local 20): I rise in support of this resolution for many reasons, but one that really sticks out and is happening down at the plant where I work. The employer has chosen to take and seize this opportunity of the TWIC card to use it as a form of harassment to my members. They know we all had to get the TWIC card, they know we have it. They can go right on line and look and see if we have it. They can look our names up and see if we have it. But yet every day we come to work we are subjected by the same guard, who has been working there for many years, who knows us all by name, to pull that TWIC card out and show him.

On the other hand, a contractor comes down to work, they need this guy, they need what he is bringing in, something for the storeroom or something, he doesn't have a TWIC card, they escort him into the plant. Somebody is assigned to escort that gentleman into the plant, stay with him until he leaves. They have contractors come in, a whole corps of them. Only one of them has to have the TWIC card. Not all of them, just one.

Yet one of my members, say he forgets his wallet, or something happens, he doesn't have his TWIC card, he reports to work, he isn't going to work that day. If he lives two hours away, he has to drive back home and get that TWIC card because he is not getting in. Yet they let contractors come into the plant because they need them.

This is a tool for the employer, not to worry about security, but to harass union employees. I am in full support. Thank you.

[Applause]

DELEGATE DAVID GONZALES (Local 10): I have been trying to help some of our members

CO CHAIR CAVALLI: Are you in support of this resolution?

DELEGATE GONZALES: I am in support of this resolution, speaking in support.

I have been trying to help some of our members who have been unjustly barred entry into the port terminals because they are not holders of the TWIC card. Through TSA subcontractors and with their lack of enthusiasm in doing their job correctly, they have withheld opportunity for people to go to work. Because of the economy, some people aren't getting enough work to support their families. You have people who have been denied entry to go to work through mistakes in this system.

We have two guys that are steady men who have lost their jobs even after they got their card, and they were delayed in getting their card because of mistakes by the subcontractors who are handling the TSA process. We have other guys who have absolutely no criminal past who have been withheld. We have other guys who have had felonies reduced or the time lines on these requirements have expired, and they are still being withheld. We have at least 15 members, maybe 20, at Local 10 who are not able to work because of this BS.

I am strongly in support of this motion. Thank you.

[Applause]

CO CHAIR CAVALLI: Any other speakers? Seeing no other speakers, a vote will occur on Resolution R 4. All those in favor, please indicate by saying "aye."

Opposed.

The "ayes" have it.

Brother McEllrath has asked me to relinquish the microphone, and I must do that.

PRESIDENT McELLRATH: Delegates, you were passed out a financial report. What we normally do is pass this out when we go into executive session. I have been coming to these conventions for a few years. A lot of comments are, "we just got it and now you want us to understand it." You have them, keep them to yourself. You have all night, and then tomorrow we will go into executive session. We're giving you a day so you can read it and we can answer any questions. There is nothing in here to hide. Willie Adams will be the chair.

Put these in your binders. Don't be passing them out to everybody. We will go into executive tomorrow. Thank you very much.

*RESOLUTION R 5
LEGISLATION CREATING VACATION PROTECTIONS
AND U.S. MINIMUM PAID TIME OFF*

CO CHAIR COTÉ: Resolution R 5. Legislation Creating Vacation Protections and U.S. Minimum Paid Time Off.

WHEREAS: The United States is the only industrial nation without paid vacation protections for workers and/or a minimum annual paid leave statute; and

WHEREAS: 137 countries have paid vacation leave, including all developed countries; and

WHEREAS: Only 14% percent of Americans will get a vacation of two weeks or longer this year; and

WHEREAS: A third of women and a quarter of men get no annual leave any more, as annual leave benefits are being eliminated like pensions; and

WHEREAS: Many workers who do not have leave are afraid to use their paid leave for fear of repercussions from their Employer; and

WHEREAS: 25% of Americans receive no paid vacation leave at all; and

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WHEREAS: 37% of American women earning less than \$40,000 a year receive no paid annual leave; and

WHEREAS: Americans who do not have vacation forfeit three paid vacation days a year to employers saving corporations \$65 billion in untaken days each year; and

WHEREAS: U.S. workers spend 300 more hours at work each year than Western Europeans; and

WHEREAS: Vacations have been found to reduce the risk of heart attack in men by 30% and in women by 50%; and

WHEREAS: Americans are twice as likely as Europeans to suffer from anxiety and depression, which many experts believe is caused by a lack of free time; and

WHEREAS: In 1980 the U.S. ranked 11th in the world in longevity, but now is 42nd; and

WHEREAS: The principle behind minimum annual paid leave is the same one that has been long enshrined in the minimum wage; that minimum standards of compensation for work is necessary to protect the interests of workers; THEREFORE BE IT

RESOLVED: The ILWU will seek out other groups and coalitions already involved in paid vacation protections and minimum paid leave legislation campaigns to work together in championing those efforts; FURTHER BE IT

RESOLVED: The ILWU will support legislation to pass comprehensive paid vacation protections and minimum annual paid leave legislation for all workers; FURTHER BE IT

RESOLVED: That the ILWU will use its lobbyist in Washington, D.C. to promote and advance such legislation; FINALLY BE IT

RESOLVED: The ILWU will use its influence in the Labor Movement to build additional support for this legislation.

It comes with a motion of concurrence. Is there a second?

[Seconded]

CO CHAIR COTÉ: Are there any speakers?

DELEGATE RONALD SOLOMON (Local 5): I rise in support of the resolution. This is a resolution brought forward by one of our rank and file members. It's not something that our local's leadership thought about immediately. But the more we researched it, we realize it's a part of dignity on the job. The worker who created this proposal is from England. He was appalled how little time off we have. We have okay time off at Powell's Books, but it was not what he was used to. He brought forward this to our Executive Board. We did the research. We realized it's part of dignity on the job, just as the minimum wage is important. Very few people here, of course, are working for minimum wage. But that is the bottom that does protect a lot of workers. Unfortunately, that that is all a lot of workers here. This is another piece of dignity on the job.

I hope you will give it fair consideration and support this resolution. Thank you.

[Applause]

DELEGATE FRED PECKER (Local 6): I am rising in favor of this resolution. I just want to say, a lot of this stuff sounds like it's off the wall, an apple pie kind of stuff. We had the opportunity in San Francisco a couple years ago to vote on mandatory sick leave for all employers in the City of San Francisco, and now it's the law. Everybody, union and non union, has a floor now and has sick leave that they didn't have before, which is paid sick leave.

There is the chance on a local level and on the national level to move things like this. And the more we build behind it, the more we put into it, you know, through the other organizations that we affiliate with, because this is not something we are going to accomplish by ourselves, but the more that we are aware that these possibilities are real and can be accomplished, the better off everybody in this country is going to be. I think efforts like this we need to really at every level we can find out concrete steps we can take to make them happen. It is happening out there.

As a result of the law in San Francisco, it is now pending in Sacramento before the state legislature, state law which mandate paid sick leave for all people working in California. It's really a radical change.

A couple years before that, we became the first state in the country that had paid family leave, on the same footing as unemployment benefits and disability.

For all the garbage that has been happening around us, there are some real concrete steps which have been improving our lives. This is one of them. Thank you.

[Applause]

DELEGATE TRENT WILLIS (Local 10): I also rise in support of this resolution. However, I want to say that the brother who created this resolution, I thought I heard he was from England, and I just want this body to know, I know for different reasons, some of the radicalism in our union has been diluted. Those countries that have these benefits still exercise radical unionism, countries like France. We had better be prepared when we come with resolutions like this to fight with everything we have.

This is the first time I have ever seen a resolution like this come to this high body of our union, even though I haven't been around here long. However, we need to understand that this is going to take a huge fight in this country for our government to pass mandatory vacation.

I am in support of this resolution. I hope we follow through on it. Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion? Seeing none, all those in favor.

Opposed.

Abstentions.

Passes.

*RESOLUTION R 7
SINGLE PAYER HEALTH CARE (HR676)*

CO CHAIR CAVALLI: Resolution R 7. Single Payer Health Care, HR676.

WHEREAS: The cost of coverage of health insurance has become a major stumbling block in union contract negotiations, causing strikes, lockouts, protracted deliberations, and lower monetary offers by management.

WHEREAS: The United States spends approximately twice as much of our gross domestic product as other developed nations on health care, yet remains the only industrialized country without universal coverage.

WHEREAS: The U.S. health system continues to treat health care as a commodity distributed according to the ability to pay, rather than as a human right to be dispersed according to the medical need.

WHEREAS: The complex bureaucracy arising from our fragmented, for profit, multi payer system of healthcare financing consumes approximately 30 percent of the United States' healthcare spending.

WHEREAS: The myriad of insurance companies and their different forms and coverage criteria force healthcare providers to hire staff solely to deal with the paperwork, further driving up costs.

WHEREAS: More than 47 million people in the U.S. are currently without health insurance, another 40 million have inadequate coverage with high co pays and deductibles, and many others are at the risk of losing their coverage.

WHEREAS: Even those insured often experience unacceptable medical debt, including personal bankruptcies and sometimes life threatening delays in obtaining health care due to coverage denials.

WHEREAS: Proposals for "consumer directed health care" would worsen this situation by penalizing the sick, discouraging prevention, and burdening many working families with huge medical bills.

WHEREAS: Managed care and other market based reforms have failed to contain health care costs, which now threaten the international competitiveness of U.S. manufacturers.

WHEREAS: We should oppose the inclusion of private insurance companies in our health care system as their interests are counter to and often destructive of ours.

WHEREAS: A single payer health care program would provide an effective mechanism for controlling skyrocketing health costs while covering all Americans.

WHEREAS: HR676 exceeds the principles of reform set forth in the AFL CIO Health Care for American Now campaign.

WHEREAS: HR676 would end deductibles and co payments, and provide free choice of healthcare providers to patients as well as comprehensive prescription drug coverage to all.

WHEREAS: HR676 would save billions annually by eliminating the administrative burdens, overhead and profits of the private health insurance industry and apply those savings to expanded and improved coverage for all.

WHEREAS: HR676 would cover every person in the U.S. for all necessary medical care, including prescription drugs, hospital, surgical, outpatient services, primary and preventive care, emergency services, dental, mental health, home health care, physical therapy, rehabilitation (including substance abuse), vision care, chiropractic and long term care.

WHEREAS: A January 2009 study by the California Nurses Association, AFL CIO, showed that passage of HR676 would provide a major stimulus to the economy, create over 2.6 million new permanent good paying jobs, boost the economy with \$317 billion in increased business and public revenues, add \$100 billion in employee compensation and infuse public budgets with \$44 billion in new tax revenues; and concluded that the broadest economic benefits directly accrue from the actual delivery and provision of health care, not the purchase of insurance.

WHEREAS: HR676 has been endorsed by over 500 union organizations in 49 states, including 125 Central Labor councils and Area Labor Federations and 39 State AFL CIO's (KY, PA, CT, OH, DE, ND, WA, SC, WY, VT, FL, WI, WV, SD, NC, MO, MN, ME, AR, MD DC, TX, IA, AZ, TN, OR, GA, OK, KS, CO, IN, AL, CA, AK, MI, MT, NE, NY, NV & MA). THEREFORE BE IT

RESOLVED: That the ILWU once again endorse HR676, the "United States National Health Care Act"; and BE IT FURTHER

RESOLVED: That the ILWU call on the AFL CIO and Change to Win to join with and support other concerned organizations in educating and mobilizing broad public and political support for single payer health care; and BE IT FURTHER

RESOLVED: That the ILWU calls on the AFL CIO and CtW to persevere for passage of single payer health care to meet the needs of our members, our families, and all America, and not endorse or support any fallback program of mandated insurance or public option plans which include the wasteful, for profit insurance industry; and BE IT FURTHER

RESOLVED: That the ILWU calls on the AFL CIO and CtW to actively lobby the White House and Congress for passage of single payer health care; and BE IT FINALLY

RESOLVED: That the ILWU calls on the AFL CIO and CtW to help organize and financially support a "Healthcare is a Human Right" Solidarity March and Rally in Washington, D.C.

That carries with it a motion for concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: The floor is open for discussion.

FRATERNAL DELEGATE RICH AUSTIN (Pacific Coast Pensioners Association): I'm speaking in favor of the resolution. We look at our banner over there and we see our motto, an injury to one is an injury to all. "All" is all inclusive. It doesn't confine itself to the Longshore Division, Hotel Division, Warehouse Division or just the ILWU or organized labor. It's about working class people. "An injury to one is an injury to all" is our motto. We support working class people. This resolution supports working class people in America.

Now, there are number of things that we must watch out for. We hear and watch these two bit medical profits industry commercials on television, and people like ranking Senate leader Mitch McConnell tell us that single payer health care will interfere with the patient doctor relationship. It's a flat out lie.

HR676 is a bill pending in Congress. It has been written. All the I's have been dotted, all the T's have been crossed. It was introduced by

Representative John Conyers and endorsed by about 90 progressive Democrats in the U.S. House of Representatives.

We endorsed this resolution three years ago. What it will do, it will end the national disgrace of denying health care coverage to so many of our people and will also end problems that working class folks have of maintaining what diminishing coverage they currently have. Now, some people will tell us that this is not politically feasible. Thank God the heroes and pioneers who started this union didn't confine their struggles to what some politician or fair weather friend of labor told them what was politically feasible. They instead went for what the rank and file of this great union needed, and many of them paid the ultimate price so that future generations could live in dignity and security. And now it's our time. Now it's our time.

This is a national crisis. It may take us shutting down, not just the ILWU. We have to agitate and educate and organize other members in other labor organizations and other workers that don't belong to unions. We have to protest if we're going to get our way because the medical profits industry is so involved and have purchased so many members of Congress that it's going to be a very difficult chore, but we have to do it. We have to do it. That is part of the struggle that we're going to have to undertake.

Ph.D. economist Lester Thoreau said that the national healthcare crisis will not be solved if it's viewed as an economic issue, it will not be solved unless it is viewed as an ethical issue. Dr. Martin Luther King, Jr. said that of all the forms of injustice, inequality in health care is the most shocking and inhumane.

It's time for us to expand the parameters of the debate. When a politician tells us it's not politically feasible, we have to say, well, we want to know, are you now prepared and willing to represent us in an ethical and humane fashion? And that should be the basis to our discussion. We must not back down on this. This is our time.

You're hearing things about a public option. Public option hasn't been written yet, folks. It's a blank piece of paper and they want you to sign the bottom line on it.

There is no Obama health care plan, it's a concept. Congress is going to write the plan. If you look what Congress has done to us over

the last 40 years, you'll be perfectly happy letting them write the new plan that drive more working class people into the ditch, deny more people health care. 22,000 people die each year in the United States because they can't get the health care they need to stay alive. That's 220,000 people per decade, more than 70 times the number of people who died on 9 11.

I want to ask, where is the war on the terror of health care denial in our country? It's time for the labor movement to act. This resolution calls on Change to Win and the AFL CIO to begin listening to the rank and file. If you look at the resolution you will discover that the majority of the unions and state labor councils in the United States are calling for single payer national healthcare. Why aren't John Sweeney and some of the other leaders in the AFL CIO listening to their constituents? 59 to 66 percent of the people of the United States support single payer health care.

Why isn't Congress listening to their constituents? It is a matter whose time has come.

Thank you.

CO CHAIR CAVALLI: Thanks, brother.

[Applause]

DELEGATE PETER PEYTON (Local 63): I rise in support of this resolution. Brothers and sisters, let me tell you that there is nothing, in my opinion, more important than health care. The road that we're going to have to get down is going to be answered on whether this administration and this Congress gets health care through that satisfies our needs and the needs of the American people.

One of the things that we see in the Resolutions Committee is that all of the resolutions that are coming from the different places, and I can tell you that this issue rises to the top of the issues from all the different groups as the important issue. I would like to see this convention take this one issue and frame it as what we came out of here with a very loud voice and said we were going to stand for.

Let me tell you one of the problems that I see right now. I see a lot of people thinking, yeah, we need that, yeah, we need it for our needs, for friends' needs, for our country's needs. But the problem is that we

have lost sight of some things, and that is that the labor movement in 1934 got us to where we are. The civil rights movement got civil rights to where we were in the Sixties.

This needs to become a movement. If we don't get moving, it's going to pass us by. And the opportunity of controlling the Senate with 60 votes when Franken is seated, with what we have in the House, and with a President who is willing to sign it. If we miss this moment, I guarantee that every one of us in all of the divisions for every contract from this point forward that we negotiate, we will not be able to negotiate what the cost of medical is going to be. Either we start right now and we step up or two years, three years down the road, we will say, boy, did we miss an opportunity. The movement is now. It's what should frame this convention. It's what we should walk out of here with, with a message that goes to our members and everybody on the Hill that this is the No. 1 issue.

Thank you.

[Applause]

DELEGATE TERRI MAST (IBU): I concur with those comments. Brothers and sisters, we did support 676 in the previous convention. I think we're just confirming our commitment to health care. Shame on us, one of the wealthiest countries in the world and we can't provide health care for our people. There is something really sad about that. It is sad when we go to the bargaining table and we give up wages to keep our health benefits.

I think Peter is right, there is a movement in this country around health care. You heard the governor yesterday when she spoke. We had a health care rally here in Washington and we think we had close to 8,000 people in the streets. ILWU needs to be in the forefront of that fight. When that march is in Washington, D.C. I would like to see our banner in the front of that march in Washington, D.C.

When we talk about political action, we have given a lot of money to some of those politicians, and it's time for them step up to the plate for us.

[Applause]

DELEGATE MAST: Peter is right. Rich is right. Now is the time. If not now, when? I am tired of being told, oh, we have to wait, we have to wait. We have a majority. We have a President who supports the working class in this country, but we are not so sure about how far on health care. We need to not only support him and hit the streets and hit our legislatures with why we need health care, we need to keep the pressure on him, and we need to put the pressure on our legislators that is the time, that is what we want and hold their feet to the fire on health care. Thank you.

[Applause]

DELEGATE MAX VEKICH (Local 52): I want to chime in with Brothers Austin and Peyton and Sister Mast. We know what we are for. The convention also needs to say what they're not for, and we are not for taxing our health care benefits.

[Applause]

DELEGATE VEKICH: That is not the way to go. 676 doesn't do that. We have been in favor of 676. We attend the AFL CIO meetings about health care and about single payer. We have a staff member in this room who goes to every one of those meetings. We have a voice and we have ears and eyes there to watch. We need to keep the focus on universal access, single payer, one system for all, raise everybody up. We have always wanted to raise everybody up to our level. Isn't it amazing over the years how people say, well, you guys don't deserve that. Oh, yes, we do. So do you, brothers and sisters, you deserve what we have, too. You need to be up to our level. Everybody needs to be at this level. It would be nice to get health care paid at the same level everywhere, but it would not be nice to tax healthcare benefits of those people who have given up and sacrificed already. That is double taxation.

President Obama said he wants a health care reform plan. I was in a room and heard him talk to union leaders. He doesn't think we can get there all the way, he doesn't think we can get to single payer. He said that he would be really happy if we could. He would be really happy about single payer if we can get there, but he doesn't think it is possible. Of course this was before he got elected. It's up to us to make it so it is possible.

If you want to try to kill single payer, then muddy the water and talk about taxation of benefits. I don't think it's a friendly effort by those people who are talking about taxation of benefits. I think it's a back door way to kill single payer.

Thank you.

[Applause]

DELEGATE JOHN CASTANHO (Local 10): I rise in support of this resolution. I think we have to ask ourselves one question, why is health care so expensive in this country? It's a fair question.

When you answer that question, the next question is going to be, how the hell are we going to fund this thing? Brother Max alluded to the fact that we have eyes and ears in these committee meetings. But I think it would be a disservice if anyone in this room believes that taxation is off the table. Anything can happen. The money has to come from somewhere.

The way I see single payer, it could be a three pronged approach. Obama has already reached out to the medical industry and he got them to verbally commit to reducing medical costs and premiums over the next ten years by a trillion dollars. That is the first of the three pronged commitments.

The second prong is going to be a reduction in provider services and premiums. That is going to be the hospitals and the local providers. They are going to have to cut back on the amount of money that they charge for simple things.

I have to believe that the third phase is going to be us. Someone is going to have to pay for this. Somewhere, somehow someone is going to have to.

Insurance companies, let's take a look at the money involved there. In 1964 Lyndon Johnson signed the Medicare Act. It was an amendment to the Social Security Act. What does it cost to run Medicare? On average, the administrative cost associated with Medicare is about four percent of the entire cost of paying for Medicare. Compare that to the average cost that insurance companies charge for all the benefits that everyone in this room has and everyone in this country has. They are

making somewhere, on average, between 26 and 32 percent of the total bill, and that goes in their pockets.

When you hear people talk about a Medicare for all idea, the genesis of that is to take back that 22 percent that they are pocketing and leave it at four percent, just running for simple administration. We don't need insurance companies robbing us blind. These are the same insurance companies, by the way, that have the strongest lobby of any industry in Washington, D.C. They have been stomping all over this for years. There is a long history about why we don't have a national healthcare program.

If you read history, you read about the end of World War II when the Marshall Plan was instituted. Many of the industrialized countries decided that one of the best ways to rebuild their countries was to have a healthy citizenship. Countries like Germany, France, Italy and England developed national healthcare programs.

President Truman wanted to do the same thing, and it cost them a reelection. The lobby back then was strong, the lobby now is strong. We are up against some people with very, very deep pockets.

Brother Peyton put it very well, that this needs to be a movement. It does need to be a movement. I believe it's immoral. When I walk around and I see people living on the streets, and here we are living in one of the richest nations in the world, it just boggles my mind.

Prior to the real estate melt down in this country, medical bills used to be the No. 1 cause of bankruptcies for the average family. That is probably hard for most of us to understand, but maybe we know someone who has been through that. Can you imagine having to file bankruptcy because you can't pay your medical bills? God forbid you have a medical condition to begin with and now you have to worry about how the hell you are going to pay the bills.

Again, I support HR676. I want everyone to be very mindful of funding. Someone is going to have to pay for it. We have to keep a very close eye on how that is going to happen. Thank you.

[Applause]

DELEGATE FRED PECKER (Local 6): You have been hearing it

CO CHAIR CAVALLI: Fred, will you announce whether you are in favor or against the resolution.

CO CHAIR PECKER: I'm sorry. Thank you. I am in favor of this resolution.

It's another issue which is a survival issue for us. As long as I have been in office, as long as I have been a member of Local 6, the cost of medical care has been governing negotiations. You can look at your own contract, because I know we have a pretty wide range of what is there, our standard contract right now is \$6.41 an hour for our medical package. That is probably more than some people get and probably less than others.

If we look at what John was talking about, about what we take out of the overhead and what we can get from a single payer system, if we went in and negotiated supplements that had a single payer system to bring it up to where we wanted to be, we would still be putting a huge amount of money back on the table. More money than we have had in warehouse negotiations in a long time.

This issue is something which has actually been setting our standard of living backwards. It's been setting us on our heels for years. It's pretty clear that the insurance industry is on a major offensive. Some of you remember, if you were in negotiations back when Clinton was in office, you can remember that for a while when the insurance industry thought something was going to be done to regulate them, all of a sudden there was a dip in costs.

If you believe right now that the insurance industry over the next few years is going to save us money and not put as much in their pocket as possible, then I believe you're a person who would hire a fox to guard your chicken coop. If you're raising chickens, you don't get a fox. That is what the insurance industry is telling us, that they are going to be cost effective. We are talking about a huge amount of money that we are spending on health care. We are talking about a huge number of Americans excuse me, south of the Canadian border, because they're smarter up there for some reason. We're talking about a huge number of Americans who don't have insurance. We're talking about going into negotiations, and this is our life, we are going into negotiations and the companies are saying we have to pay more for less and they're not sure that they can maintain it. The obscenity of having our federal government say to the auto industry that part of the problem with the auto industry is that their retirees are getting medical coverage. That is

obscene! To say that the auto industry is going bankrupt because they are providing medical benefits to people who have worked their lives producing those automobiles is a crime. It certainly should be a crime against our intelligence.

[Applause]

DELEGATE PECKER: It's time that we start getting some fire in our belly about this. They are spending millions of dollars. The person who is leading the hearings around the country is Senator Baucus who, Willie informed me, and we were down with him, has given us the bottom of his foot. He has done that because he is No. 3 on the recipient list from the healthcare list. He is getting huge amounts of money from these insurance companies.

They are insurance companies, they are not medical companies! They are not there to provide us with coverage. They are there to make money by gambling on our health and seeing how they can cut corners so they can put more in their pocket, how they can manage our care. To tell us that the people who paved the way for us, who set the table for us should have worry when they get old about having medical coverage they deserve. We need to go back to that and hopefully we are all headed there, we're all going to make it to retirement. When we get there we want to make sure that one of the things we don't have to worry about is that we have to decide between eating dog food and buying medicine.

[Applause]

CO CHAIR CAVALLI: We adjourn for lunch at 12:30. I would like to get the debate on this wrapped up and voted on before we go to lunch.

DELEGATE RICHARD MEAD (Local 10): I rise in favor of the resolution. I would like to echo Brother Peyton's comments in regards to making this a movement. If you think about it, before us came the fight to end child labor. Before that was health and safety after the Triangle Fire when all the women died. In the Thirties it was the right to organize.

This is our fight, brothers and sisters. We need to carry this forward in the tradition of what has come before us and for what comes in front of us. Everyone in this room has a personal self interest in single payer health care. There are a lot of us here who have great health care. Maintaining it in the future is going to be tough. With single payer the

whole bargaining situation for longshore changes. It is no longer this hard and fast maintenance of benefits is a strike issue, period. Come the loggerheads and we fight over that for six months. All of a sudden the Longshore Division is bargaining for extras, like personal rooms in the hospital and stuff like that. That needs to be a talking point when you go back to your local. There are a lot of people in the Longshore Division who are making really good money, have really good benefits, and they don't think this is their fight.

Another way it will help the Longshore Division, you hear all this about discretionary cargo going through the Panama Canal and the fact that nonunion and other union houses are eating us up on the waterfront, stealing our jurisdiction because of the price that it costs for an ILWU longshoreman as opposed to a non ILWU longshoreman to move cargo. I would encourage the longshore end of this to go back to their local to get their people involved in order to make this a movement.

Now, President Obama has made references to Abraham Lincoln and Roosevelt. When Roosevelt was asked to do something for people, instead of just volunteering and going after the fight, he turned to them and said, make me, make me do that. Now, Obama has said that single payer health care is off the table. Well, I think what he is saying to us is "make him." Make him put single payer health care on the table. That should be a task coming out of here.

We need to vote for this unanimously. We need to go back to our locals and we need to make this a movement, brothers and sisters. That is just too goddamn important. Thank you very much.

[Applause]

CO CHAIR CAVALLI: Brothers and sisters, are there any delegates who wish to oppose this resolution?

THE DELEGATES: No.

CO CHAIR CAVALLI: I think we have heard sufficient debate, unless the next delegate is going to ask to call the question.

FRATERNAL DELEGATE JOHN MUNSON (Seattle ILWU Pensioners Club): I would like to speak briefly to the issue. I will make it short. Where the battle right now is that the Senate Finance Committee Republican sent a letter to the President of United States yesterday or the

day before saying that they wanted no public option in health care reform. That is no reform at all. The insurance companies and big pharmaceuticals are holding this country hostage. They are talking about putting a trigger mechanism in that will kick in when profits rise too high. The thing that they have been talking about lately is letting their profits rise six percent per year, and if they go above that, a trigger will kick in.

What we have to tell them is that the trigger was pulled when those Harry and Louise commercials killed the Clinton health care reform proposal in 1992, and the trigger has been pulled ever since. The only trigger that should be aimed at somebody are the members of the legislature, and we're going to pull a trigger on them if they don't vote to reform the health care system in the country. It's time for us to take care of the people of this country. This is for the people. It has to be done. It should be the focus of this convention, and the battle that is coming up after the convention.

[Applause]

DELEGATE PAUL SANCHEZ (Local 13): Mr. Chairman, I call for the question.

[Applause]

CO CHAIR CAVALLI: The question has been called for. All those in favor of ceasing debate, please indicate by saying "aye."

Nay.

The "ayes" have it unanimously. The vote will occur on the resolution as read into the record. All those in favor of the resolution, please indicate by saying "aye."

All opposed, please indicate in the customary manner by saying "nay."

Are there any abstentions?

The resolution passes unanimously.

PRESIDENT McELLRATH: A couple announcements. Be sure to check in out here at the Union Plus table. You can sign up for a free raffle, 150 bucks.

TUESDAY MORNING SESSION, JUNE 9, 2009

Tonight there is an ILWU reception from 5:30 to 7:30 in the Fifth Avenue Room. There will be drinks and food. 5:30 to 7:30.

Don't forget to support Max Vekich for Port of Seattle commissioner, Room 4341.

DELEGATE RYAN VAN WINKLE (Local 5): A quick announcement. Local 5 would like invite the locals and divisions of the Pacific Northwest Region to meet for a caucus in the back of the room before lunch to discuss organizing the Pacific Northwest. Thank you.

DELEGATE TERRI MAST (IBU): An announcement from the Host Committee. If you have not filled out the form for the banquet, can you please see me. We really need to get this wrapped up today.

I have your banquet tickets. Maybe if one person from your local could see me at the table outside when we break and you could distribute them to your local. That would be great.

PRESIDENT McELLRATH: We are going to go to lunch. 2:00 o'clock, go to your committee meetings. We will see you back here tomorrow morning at 9:00 a.m.

[Whereupon, the Convention recessed at 12:32 o'clock, to be reconvened at 9:00 a.m., Wednesday, June 10, 2009]

WEDNESDAY MORNING SESSION-JUNE 10, 2009

[The Convention was called to order by President McEllrath at 9:00 o'clock a.m.]

CALL TO ORDER

PRESIDENT McELLRATH: Can we come to order, please.

The Host Committee has an announcement to make. Go ahead, brother.

HOST COMMITTEE ANNOUNCEMENTS

BROTHER DOUG JOHNSON (Host Committee): Good morning. For tonight's event in Tacoma we are going to ask that people start gathering the first bus is going to leave at 4:15. You are going to meet down in the lobby. We will have the buses staged. We will load you as you come down. We would like to get everybody down there by 5:45 to start the event. We will also be staggering buses to come back. If someone wants to come back at 9:00 o'clock, we will have buses for you to do that.

Hope you enjoy yourselves tonight. We look forward to having you all down there. There are no tickets for this. Just get on the bus, you are going down.

BROTHER SEAN O'DONNELL (Host Committee): If your guests are going and they are wondering about this morning, they meet at 9:45 in the lobby like we have been doing. They will be headed out for their tour up to Snoqualmie.

Hopefully everybody is enjoying themselves. Have a great day today.

[Applause]

PRESIDENT McELLRATH: Thank you very much.

DELEGATE FRANK SCIGLIANO (Local 514): Point of special privilege. Good morning, brothers and sisters. Local 514, Canada, had a plaque made up. We want to commemorate the 75 years of the ILWU International, the hard work. Here is our plaque for them. It's our 50th up

WEDNESDAY MORNING SESSION, JUNE 10, 2009

in Canada this year, your 75th. We want to say we are proud to be up here. We are glad to be up here. Another 75 years, we are waiting for it.

[Applause]

*GREETINGS
INTERNATIONAL LONGSHOREMEN'S ASSOCIATION
LOCAL 1804-1*

PRESIDENT McELLRATH: Thank you, Frank.

I have a letter to read.

"President McEllrath,

"I regret that emergency negotiations with a major New Jersey based employer of the ILA maintenance workers will prevent me from attending the 34th Convention of the International Longshore and Warehouse Union, AFL CIO, being held this week in Seattle, Washington.

"We in the ILA, Local 1804-1, are confronting the potential of substantive layoffs necessitating round the clock meetings with this employer. As president of ILA Local 18041 I need to stand with my members.

"Please allow me to convey in this letter a brief synopsis of what I would have told the ILWU delegates. I value the powerful relationship with ILWU President Bob McEllrath and all the officers and members of your union. I am happy to use the occasion of your 34th Convention to reaffirm our strongest pledge of solidarity and cooperation between the ILA and the ILWU.

"This current crisis facing my local union demonstrates clearly that our collective mission to serve our members and bring about the best conditions for them will be a challenge for both the ILWU and the ILA. United in purpose and resolve, this challenge will be met by the strong force of our powerful bond.

"I thank you for your understanding and wish you and your ILWU delegates and their families the most successful and productive convention.

"Fraternally, Harold Daggett, Executive Vice President, ILA."

[Applause]

PRESIDENT McELLRATH: We are going to shift a little bit. We will go into reports.

The funny part of it, on the way to the convention we lost our next speaker.

[Laughter]

PRESIDENT McELLRATH: I suppose what we can do into some resolutions. When our speaker shows up, then we can stop. Is there any committee that would like to come up and start on resolutions?

VICE PRESIDENT RADISICH: We are going to have a little presentation on organizing. A little over a year ago, March of 2008, workers at the Rite Aid distribution center in Lancaster, California, voted 283 to 261 to be represented by Local 26 ILWU.

[Applause]

VICE PRESIDENT RADISICH: This was the largest ILWU warehouse organizing victory on the West Coast in many decades. This organizing drive began before our last convention, in 2006 in Vancouver, Canada. Now, successful organizing takes a lot of time, dedication and grit.

One of the heroines of Rite Aid victory is here today with us to tell the Rite Aid story. Her name is Debbie Fontaine. She is a member of ILWU Local 26 bargaining committee. Debbie was fired in 2006 for standing up for the ILWU. She spent a full year out of work and was only re hired after Rite Aid was threatened with 49 complaints from the NLRB.

Let's give Debbie a big ILWU welcome in tribute to her and her brothers and sisters who want ILWU so bad that they are willing to sacrifice their jobs for the union. Debbie Fontaine.

[Standing ovation]

*REMARKS
DEBBIE FONTAINE*

SISTER DEBBIE FONTAINE: Thank you. Thank you very much. My name is Debbie Fontaine. It's an honor to be here with all of you today.

During the past three years we have met hundreds of ILWU members who were helping us win our fight for a union at Rite Aid. I want to begin by sending all of you a big thank you from all of my co workers at Rite Aid. Thank you.

[Applause]

SISTER FONTAINE: In February hundreds of you from the ILWU and other unions protested in front of 14 Rite Aid stores in California, Oregon, Washington and Pennsylvania. You told Rite Aid shoppers about our campaign. You let the company know that we've got support on the outside. More than 30 different unions and community groups came out to support us.

Here are some of the picture of what you did in Seattle, Tacoma and Longview. You're out there in West Sacramento, San Mateo and Stockton. There was a big action at the Rite Aid in Oakland. I flew in from Lancaster to join you at some of the action, including Kelso and Beaverton. In Southern California, you organized actions in Palmdale, San Pedro and San Diego.

There is even an action all the way out in Harrisburg, Pennsylvania, near Rite Aid's headquarters. My co worker, Sylvia Estrado, went to that event and got great support from the AFL CIO and other unions. We got tons of great news coverage in Pennsylvania. Sylvia was on every TV station, plus some radio coverage. She also got a nice story in the Pennsylvania newspaper where Ride Aide is based.

It was great to see so much support from different parts of the ILWU. Just a few weeks later there were a dozen more actions on the East Coast organized by the union support group, Jobs with Justice.

On the same day that volunteers organized Rite Aid actions on the East Coast, Local 13 members hosted a waterfront telethon in San Pedro. They made more than a hundred phone calls to Ride Aid executives telling them to respect our union and negotiate a fair contract.

I wanted to show you some of the other union members who are supporting us. All sorts of unions are coming out to help us. We are making lots of new friends and allies. We are learning a lot about solidarity.

We need all the help we can get because Rite Aid is a really powerful company. They're the third largest drugstore chain in the country. They have 5,000 stores in 31 states. In 2008 Rite Aid had sales of more than \$24 billion.

We're proud of the work that we do, but without a union we have no voice and no way to solve problems. Here is just one example. Ride Aid managers tell us we have to work another two hours of overtime just as we have finished a ten hour shift. They don't care if we have to pick up kids at school or go to a doctor's appointment. If we can't work overtime, we get written up and they can fire us.

Our warehouse can be a dangerous place to work. The only rules that Rite Aid seems to care about are their production standards that force us to work very fast every minute. Those standards aren't fair and they aren't safe. But without a union, there is no way to change them.

Our warehouse is in the middle of the Mojave Desert so it's freezing cold in the winter and boiling hot in the summer. In 2006 one of our co workers, Jessie McKenzie, died on the job in the summer heat. He had some health problems, but we still wonder if Jesse would be alive today if the warehouse had better temperature control.

The Rite Aid CEO and other officials don't care about our problems. When we told Rite Aid we wanted to join the ILWU they started attacking us and our union. They have kept up those attacks for the past three years.

I always got good job reviews. The day they called me into the office I was joking around with my supervisor. Then they told me to turn over my badge because I was being fired. When I asked why, they refused to give me an answer. When I pushed them for an explanation, they just said I wasn't Rite Aid material. The same thing happened to my co worker, Nacho. He is the one wearing the yellow T shirt. Everyone knew that we were being fired for supporting our union. Fortunately, the ILWU helped us fight back. We collected evidence that the government used to charge Rite Aid with 49 labor law violations. But the labor laws

are so weak in America that the company got off with just a slap on the wrist. Rite Aid had to rehire Nacho and me and pay us our back wages with interest. But Rite Aid did not have to pay a penny in fines and none of the Rite Aid executives had to worry about spending a minute in jail. After the settlement Rite Aid went right back to breaking the law again.

In March of 2008, despite all the threats and firings, we decided to go ahead and hold our union election. We knew that most workers lose these kinds of elections, but it was our decision to go forward, and the ILWU backed us up. When the votes were counted, we beat the odds, won our election, and now we are represented by the ILWU. It was incredibly exciting for us, one of the biggest wins for the ILWU in many decades.

After we won, Rite Aid continued their anti union campaign. First they tried to stall our contract negotiations for a year. Then they tried to decertify our union. Rite Aid went out and hired a new group of union busting consultants. They also hired a new team of nasty anti union attorneys. Instead of giving up, we just kept organizing.

Last December we sent our co worker, Chico Riveo, to Rite Aid's emergency shareholder meeting in New York City. Chico spoke directly with CEO Mary Sammons. The pressure then increased last November when Rite Aid announced they were laying off 48 workers and cutting hours for many more. We knew they were retaliating against us for our union vote. We organized a petition drive and got everyone involved. More than 450 of our co workers signed a petition to protest the layoffs. Here is picture of my co worker, Elisio, presenting the petitions to Rite Aid officials at one of our negotiating sessions. We also organized a picket line in front of our warehouse to protest the layoffs.

We have been getting important support from the Food and Commercial Workers Union that represents thousands of Rite Aid retail store workers around the country. The UFCW has been sending officials to attend our negotiating sessions. They have also joined us at marches, come to rallies and sent letters supporting us to Rite Aid executives.

Our fight has been getting attention all over the country because it shows why America needs the Employee Free Choice Act. Last week there was an editorial about us and the Free Choice Act in the Washington Post. There was a long article about us recently in the

Washington Monthly Magazine. And now the Los Angeles Times is doing a big story about our fight and the Free Choice Act.

We had a really important victory this week that I want to tell you about. We just won our fight to make Rite Aid rehire all 48 workers who were laid off last November.

[Applause]

SISTER FONTAINE: Every one of those workers is returning with full back pay and benefits.

[Applause]

SISTER FONTAINE: On Monday morning, the first day of your convention, we were in front of our warehouse at 5:00 in the morning to celebrate with our co workers who were coming back after seven months. We still have more to do. I have learned that the fight for justice is never finished. We're moving forward and making progress and on track to win our contract this year.

Thanks for all your support that has helped us stay strong so we can keep making progress, beat odds and get our contract. We are proud to be part of the ILWU family. We are looking forward to that day, a day that is coming soon, when all of us will be full fledged members of the ILWU. From each of us in Lancaster to every one of you in the ILWU, thank you for showing us what is possible through the power of solidarity. Thank you.

[Standing ovation]

VICE PRESIDENT RADISICH: Great job, Debbie.

I would like to say thank you to all the locals and all the members who have been involved in all the actions we have been putting on for Rite Aid. Thank you very much. I would also like to thank the pensioners who have been very much involved. They have done a great job. We are real close to getting a contract. Hopefully very soon, Rite Aid is going to have their first contract. It's because of people like Debbie Fontaine.

[Applause]

VICE PRESIDENT RADISICH: With that we have a resolution that came out of the Resolutions Committee that I think right now is an appropriate time to address. We have Luisa Gratz, Local 26.

*RESOLUTION R 36
SUPPORT OF RITE AID NEGOTIATIONS*

DELEGATE LUISA GRATZ (Local 26): This is Resolution R 36. I hope you all have it. Support of Rite Aid Negotiations.

WHEREAS: In 1996 Rite Aid purchased the Thrifty Corporation which become the exclusive owner and operator of Thrifty Drug retail stores, pharmacies and warehouses, which are their distribution centers; and

WHEREAS: The Thrifty Corporation's warehouses employed 700 workers who were members of the ILWU Local 26; and

WHEREAS: Shortly following this purchase Rite Aid management met with their Local 26 bargaining unit and thanked them for their loyalty and hard work for Thrifty Corporation for over 50 years and promised to continue their predecessor's operations and retain all employees and recognize their union contract; and

WHEREAS: In the spring of 1997 while at the ILWU convention in Hawaii, Local 26 officers were faxed the Rite Aid 60 day Warn Notice; and

WHEREAS: Such notice informed Local 26 that Rite Aid would not negotiate a successor contract for the Local 26 bargaining unit and would lay off 700 union employees by June 31, 1997; and

WHEREAS: Rite Aid had planned to and did relocate its distribution center to Las Vegas, Nevada, and paid their employees minimum wage, no benefits, no union; and

WHEREAS: Rite Aid moved back to California approximately one year later, leasing for one dollar and ten years an 88 acre facility in Lancaster, Southern California; and

WHEREAS: Many former Thrifty union members were forced into early retirement, some after 40 years of employment and some members lost homes and family and a few committed suicide; and

WHEREAS: The ILWU and Local 26 are committed to not permitting Rite Aid's anti ILWU corporate decisions to prevail; and

WHEREAS: For the past two years ILWU and numerous Rite Aid workers worked tirelessly to achieve a union victory for over 650 Rite Aid warehouse employees; and

WHEREAS: Rite Aid continues to harass its workforce, laying off union supporters, forcing them to work in stifling heat and extreme cold, with high productivity and strict attendance policies causing illness, stress, and injury; and

WHEREAS: Rite Aid's negotiating strategy includes repeated unfair labor practices and dilatory tactics; and

WHEREAS: Rite Aid has instigated a decertification campaign and hired a union busting consultant to intimidate the work force and further the company's anti union campaign by surface bargaining; THEREFORE BE IT

RESOLVED: That the delegates to this 34th ILWU Convention rise to congratulate the Rite Aid workers for their on going courage and diligence in the line of fire and their commitment to achieving a just collective bargaining agreement; and BE IT ALSO

RESOLVED: That we inform Rite Aid Corporation that their employees are not alone and that we work and live in most communities where Rite Aid's doors are open for business; and BE IT FINALLY

RESOLVED: That our support for Rite Aid's ILWU work force take whatever form may be necessary in order to achieve the goal of a fair and just union contract.

Thank you.

[Applause]

VICE PRESIDENT RADISICH: Motion to concur, Support of Rite Aid Negotiations. Are there any speakers on this resolution?

A DELEGATE: Call for the question.

VICE PRESIDENT RADISICH: Call for the question. Do we have a second?

[Seconded]

VICE PRESIDENT RADISICH: All those in favor, say "aye."

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All those opposed.

Very good. Unanimous.

[Applause]

*REMARKS
PADDY CRUMLIN
MARITIME UNION OF AUSTRALIA*

PRESIDENT McELLRATH: Brothers and sisters, I would like to introduce our next speaker, please. I think most all of you know Paddy Crumlin. Paddy heads up the Maritime Union of Australia, a union with a long legacy of struggle and close connections with the ILWU.

Paddy came up through the ranks, working as a sailor in the Australian Merchant Marines beginning in 1978. Most of us know him because of the struggles that he helped lead in 1998 when Australia's anti union government got together with an anti union employer to try to crush the MUA. The leading anti union company was Patrick Stevedoring. They were totally serious about breaking the union.

When the first scab loaded ship arrived at the Port of Los Angeles, ILWU members refused to touch it. We stood down until those refrigerated containers of lamb and beef were rotting in the harbor. The same thing happened in other countries, where dockworkers around the world refused to touch any ships loaded by the Patrick scabs. The MUA eventually beat back the attack from Patrick and the company allies and the corrupt government.

Please, brothers and sisters, give a warm welcome to our very good friend, Paddy Crumlin.

[Standing ovation]

BROTHER PADDY CRUMLIN: I just need a drink of water. I can't believe I drank so much last night and I'm still thirsty now, Bob.

[Laughter]

BROTHER CRUMLIN: Thanks, Bob, Willie, Wesley and Joe. It's a great honor to be here. I have been at the last few conventions. I would have to say that the highlight of my trade union life is being with the brothers and sisters of the ILWU in any forum, but particularly here at

the convention which is the center piece, the political and industrial center piece of your great union.

Aloha to my Hawaiian mates. There are many special things in relation to the ILWU, but Hawaii would have to be one of the very, very special things, particularly the relationship between the ILWU and the leadership of the ILWU that saw the agricultural, hotel and other transport and dockworkers in that country and had the courage and the foresight and the leadership to be able to go in there and build that uniquely important local or series of locals inside the ILWU.

I had the great blessing to spend a couple of years in Hawaii surfing when I was a young bloke, in the Seventies. I have always had with me the beauty of both the islands and your culture and the wonderful people who live there, even though I was told a couple of times I was told to get my haole ass out of the water by a couple of black shorts, I used to call them in those days. They have a very strong local surfing culture there.

I was saying to Bob the other day, I'm on a paddle board, stand up paddle board, built by a Hawaiian called Robbie Nash. Bob apparently is a bit of a surfer. He sometimes is called Moon Doggie, they tell me. I said to Wesley, we have many, many good surfers in the MUA and I know there are many good surfers in the ILWU, so as an expression of solidarity, maybe we ought to go to Hawaii and have an ILWU MUA solidarity surf.

[Applause]

BROTHER CRUMLIN: I said Waimea, Bob said Waikiki, so maybe we will settle on Hanauma Bay. At least I won't be told to get my haole ass out of the water if I'm with my brothers and sisters from the ILWU.

This is also the first time I've spent a bit of time in Seattle, this beautiful city. I heard it always rains in Seattle. Well, all I've seen is sunshine. It's a most extraordinary, beautiful city. Thank you to Matthew and Herald and Local 19, all the members and officers for extending your generosity of spirit and your hospitality to us from the MUA, it is greatly appreciated.

I have spent some time, however, in Tacoma, thanks to my long friendship and brotherhood with Willie Adams who gave me the great

gift of an invitation to the extraordinary celebration that he and Mike Chambers ran for a local longshoreman down in Tacoma and the black history and labor program.

It was the most extraordinary experience for a young Australian worker to stand alongside the individuals of the caliber, humanity, intelligence and compassion of Ossie Davis, many, many people were there, but Ossie Davis, Betty Shabazz, Malcolm X's daughter. Ossie, of course, gave a great eulogy at Malcolm X's funeral. The grandson of Nelson Mandela was there, the daughter of Martin Luther King who had passed away recently.

I sat there next to one old fellow, a little guy, and I said, "Hello, mate. Where are you from?"

He said, "I'm from the U.S. You're Australian."

I said, "Yes."

He said, "My father went to Australia. I've never been there."

I said, "What was your dad? Was he a seafarer or a longshoreman?"

He said, "No, he was a singer and an activist." And, of course, it was Paul Robeson, Jr., whose father sang in the opera house before we had even finished it. We always say in Sydney, the greatest performance that we have ever had at our wonderful opera house in Sydney was Paul Robeson who sang in the foundations to the unionized work force that stopped work all over the city of Sydney to come and listen to that wonderful man.

So, Willie, thank you for your friendship and your great leadership.

He did set up once. I was in the wonderful old hall in Tacoma, and there was Reverend Al Sharpton. I said, "When am I on, Willie?" He said, "You are on after Reverend Al." Can he warm a room up, that bloke.

He's out there and he's got the whole place, it was like a Baptist convention, he was saying, "Well, I am telling you about Condoleezza Rice, come out of Birmingham, Alabama. She sold out our people." They're saying, "You say it, you saying the truth." He said, "I'm saying to you, Condoleezza Rice, just 'cause she's skin don't mean she's kin."

[Laughter]

BROTHER CRUMLIN: Of course, I had to come out next with my Australian accent that's about as flat as the Outback. They all looked at me and tried to work out what I was about.

The one thing I learned out of that, never follow the Reverend Al Sharpton when you speak.

Having Michele and Barack Obama in the White House now for the specialness of what has happened with labor and black labor and history and the role of the ILWU, and, of course, Barack Obama, another Hawaiian, in the White House, is a wonderful culmination of our long march to freedom, because you can't have enslaved people in one country and not enslave humans of every country that care and think and know and want to do something about oppression, racism and ignorance. This culmination of our long march together, civil rights march, our long march as human beings is now being delivered, a gift of tolerance, intelligence, inclusion and hope. That is what your President stands for just not in this country but all over the world. That march, of course is littered with tragedy, murder, imprisonment.

One of the reasons that it is so progressive up here in Washington and Oregon and California was the apartheid years in this country drove many Afro American people to the only semblance of freedom. They had to put the Rockies between them and the John Birch Society and the Jim Crow policies of the many generations in this country. And in doing it created these wonderful progressive communities that inspire and continue to build. Listening to the governor the other day, what a wonderful contribution and a person who cares and a politician who wants to do something with the politics, wants to make a difference. Isn't about elitism and greed, but is about making a difference.

Of course, as we know, we need to continue to make that march. It was Harry and the great leadership of the ILWU that identified the Jim Crow policies and said that is a division that will not allow us to make a union that will stand the test of time like it has over the last 75 years. It went out because in the 1960 strike and the 1990 strike, as you know, in this country it was organization of Afro American labor and the unions that was used to break the strike. The leadership and the willingness to engage and take on that racism and to build a union, a different union, a union that puts the dignity of labor at the forefront of everything they did, was one of the reasons that the ILWU continues to resonate with

leadership not only in this country but all over the world and extended that same tolerance to other racial minority rights and affirmative action when people didn't want to recognize it, had the courage and the foresight and was able to take those arguments to the membership and translate that into policies that made a difference and change the way this country thinks, and ended up ultimately in having an Afro American as President of the United States. What a wonderful, wonderful thing that is.

They were covered in the blood, I suppose, in many ways, but still with all the threat and the intimidation, the imprisonment I mean, they were excluded and railed against legally and you see the death at Local 10 on the footpath there and the outline of those two bodies. And it's not just one, an injury to one, an injury to all is something that goes far beyond industrial rights and into the area of human rights and civil rights and lies at the very core of this union.

That is an anthem that continues, our march, your march, against labor assassinations in Guatemala. Dockworker, Pedro Zamora, assassinated in his car with his three children in the front seat with him for no other reason than he was a leader of the dockworker's union that wanted to make sure that privatization did not take away the working rights and the job security of his members.

Another worker is murdered in Colombia and other parts of Central America. Oppression in Africa and South America. Murder, imprisonment and political brutality in Burma.

Our movement, your union, stands for ideals that go very, very far further from the issues of just the contract and just the delivery of job security and material worth and self esteem of the membership. And it's hard to do that, to find the courage to continue to return to this convention hall and renew your spirit of intent and leadership that takes your voice in this room into the lives of so many working men and woman in this world and gives them hope and inspiration for a better world. And that is one of the wonderful things about this convention and the many, many other conventions that preceded it.

At the moment we have been brought to the precipice of economic collapse, social exclusion, poverty, unemployment and industrial exclusion by one of the worst demonstrations of greed, elitism and selfishness in the history of humanity. So much has not been plundered

or desecrated by so few in such a short period of time since the industrialization of our world.

The victims, of course, are the great sea of working men and women and their families, retirees. The disadvantaged have been further humiliated and denuded. Those with material independence and jobs and a living security have been mugged and robbed by an elite group of corporate thugs and bullies and assisted in their greed and endless self satiation and self absorption by a political elite that is driven by greed, injustice and their own self absorption.

Halliburton, when you see the Vice President of the United States, Dick Cheney, who had his mouth and his pockets stuffed by a company and convinced that imbecile George Bush that the war in Iraq was about weapons of mass destruction. Instead of rebuilding that country by the removal of tyranny, he sent young working U.S., working class people into the Marines, into the Army, into the Armed Service to go and prosecute a case that is illegal and immoral. This was the extraordinary change that has been visited upon us.

At the collapse of the Cold War there is a word that said the new world order that was going to bring peace and prosperity to working men and women all over the world. And the catch cry of neo liberalism was to let the market do its job. Well, the market has done its job. It has destroyed 80 percent of the wealth of the world. It has plunged us into war after war after war. It has desecrated humanity and removed the fundamental rights of decency and dignity to people all over the world. That's the new world order.

In this country, unemployment of ten percent, it is a figure, but that ten percent represents so many working men and women, so much inability to be able to live a decent life, the emotional stress, the physical stress, the family breakups. All of those percentages translate into a wastage of humanity. Young people, double that. Youth unemployment now in the U.S. is, they say, between 20 and 24 percent. A generation, a lost generation of workers have been robbed of their aspirations and their right to a decent living, all the things that we fought so hard for in our unions, you in the ILWU, have been robbed and taken from them through no fault of their own.

The global financial crisis wasn't at its roots like the depression. It wasn't about not enough. It was too much. If anything, look at the material worth still out there. What the global financial crisis was about a polarization of wealth at one end and in a country that never saw the move of the basic wage for workers for, how long, ten, twelve years under the policies of the Bush government. There is no doubt that the subprime crisis was about denying working men and women of this country the ability to pay houses off. And that is a great challenge for our labor movement, is to get out there. We have now been drawn back by this legal manipulation, by the suppression, political and corporate oppression. We have been drawn back to 12 percent density in this country, 20 percent in Australia. And around the world those figures are very, very similar.

How do we claw our way out of that morass, out of that hole and regain the momentum that we once had? And at the same time, you know, the banks and the private equity houses that lived and created that wealth now reshaping themselves. They'll be back. They have visited destruction. They have taken our wealth. They have destroyed the companies that we work for. They have put us on the unemployment lines. And they will be back. And as the economic cycle turns around they will rebuild their banks, they will rebuild their short selling, the use of all those exploited, even speculative processes that brought to us the brink of this terrible economic catastrophe and we will be plunged in another cycle unless we do something about it.

I guess that is the key message I wanted to come with to you, my wonderful brothers and sisters of the ILWU. Out of all the mud and mire there gleans an opportunity for us, not just through Obama and the personalities.

The great debate on Monday about the national health system in this country is now within your grasp. For many, many generations in this country, beyond your reach.

Better and fairer labor laws, within your grasp, is going to give right of access, the right to be in a union, the ability to bargain without harassment and legal harassment, the right to access workers, the right work to secure peace. All of those things now are opportunities in the rebuilding of our economies and our societies and the creation and the new vision. The door is open for us to build a new labor movement, a

better labor movement, a social and political, industrial and cultural manifestation of freedom and equality. All the things we aspire for in our normal lives as individuals and collectively, compassion, support, and belief in each from the cradle to the grave.

It will be a long road and a hard road. We have to challenge our internal leadership. We need to change and rehabilitate our unions and our union structures and our union movement. We have to make a difference for workers this time before the neo liberal and neo conservative forces regroup and visit the same tragedies upon us again. We must go out. I saw it on the TV, not that I get a chance to watch much TV, I've been mostly socializing and hard work the last few days. All the advertisements out there are about the health system. They're already out there advertising that you don't need a health system, a national health system. It hasn't even come into some of concrete manifestation and yet they are expending tens of millions of dollars on an advertising campaign to make sure it doesn't happen, in their own self interest, at the bottom of the economic and political cycle.

We have to challenge and renew our leadership. We have to make a difference for workers. We have to go into our mechanisms it doesn't matter if it's the AFL CIO or the Australian Council of Trade Unions or it's the International Transport Workers Federation, we must continue to define our leadership by the needs of workers in the external environment of these terribly difficult times and not be scared to challenge our internal mechanisms, to make them waste free, to remove the duplication, to be able to go and extend.

It's hard to organize hotel workers and warehouse workers. What a courageous group of individuals. We're blessed in unions like ours that we organize dock workers and seafarers that are easy to organize. Who wants to organize the unorganized in some of these miscellaneous and difficult industries? That was the great vision of the ILWU, to extend the ownership of the union into areas where it was hard to organize. And we have a responsibility with our resources to make sure that we are able to embrace those workers in the warehouse, in hotels, in other industries, with other unions. We are cooperative with each other and not against each other. Put political and personalities aside and rebuild a world around the real labor values that we stand for and you stand for. Giving women equal rights of access and remuneration. Rebuilding the

opportunities for our youth and giving them voice and power in our union and giving the opportunity that has been taken away from them. Refurbishing our shabby bureaucracies and our national and international structures and doing away with the wastage and the opportunities that drives it along and has driven it along. Directing our resources to organizing the unorganized. Working with other unions to eliminate that wastage and challenge that political opportunism. Organize, organize, organize. That has never changed, never will change. That is what we do. Whether it's Rite Aid, Blue Diamond, continue to secure the rights of hotel workers wherever they are, the warehouse industries. Giving workers the opportunity that we take for granted most of our days on the docks and in our other industries.

They are exposed and have been exposed, these generational workers that have never had the opportunity to join a union. They have been denied by the empty promises and the legislative straitjackets. They have been imprisoned, away from the freedom of the labor movement by legislation and self interest, the same self interest that brought us to the brink of economic collapse and destroyed the wealth of all of us. It won't be easy to turn our movement around. But it's more possible today than it has been for many, many years.

As a labor movement we must organize those workers like we always have, with commitment and thoroughness in a way that sustains the outcome and maximizes our precious resources, our precious resources, paid by workers over generations. They built this house of the ILWU and the MUA. They crafted it out of the grave of the depression, political and industrial oppression from the boss, and got dignity and decency against all the odds. We have a responsibility of stewardship to translate those resources into better opportunities for future generations of workers. It's our time it's our time to do that. It's not Harry's time or Herman's time. It's our time. It's Big Bob, Paddy Crumlin, every one of us, delegates, working people, everybody in this hall. It's our time to show that leadership, as Bob did in the last contract. What if that contract wasn't secured? What would have been the state of dockworkers here on the West Coast if that wasn't secured at that time? With leadership and thoroughness, democracy and debate, having it out, talking to each other, making a better deal, having our disagreements, but translating those disagreements into new opportunities.

We come from a hard yard, dock workers, because we have always been subjected to terrible political intimidation and manipulation. The Liverpool dockers. It started there. Dock workers control the trade of the world. All of the trade in and out of America comes through our hands. We are a threat to the neo liberal agenda. That's what the Liverpool dockers were about. That's what Patrick's was about. That's what the lockout was about. It was to take away your power. And in taking away your power, giving themselves more power and more manipulation.

We have learned hard lessons in the last ten years. I thank you again and again and again for your courage and determination in a country that hasn't got great labor laws to turn a ship away. It's a long way to Australia. Even in a plane it's a long bloody way. But to turn a ship around and send it back to New Zealand so the cargo could be reloaded by unionized workers of the Maritime Union in New Zealand was one of the great heroic and courageous solidarity supports that has ever happened in the history of unionism.

[Applause]

BROTHER CRUMLIN: In 1934 when this union was formed, mostly dock workers in those days were impoverished, disenfranchised, legally excluded and industrially isolated, and murdered and imprisoned to boot. Through your courage, through your strategic leadership, through your brotherhood and sisterhood and your democracy you have built this great union. You built a union of political independence and progress, that stands on an understanding of your individual and collective self worth and dignity. That's where your self esteem comes from. To be an individual but also to work cooperatively and collectively. That is the signature of your work. That is the signature of our work and our lives as labor activists and labor leaders. That is the hope for the future and that's the hope for workers here and everywhere.

Long live the labor movement. Long live the ILWU. Thank you very much.

[Standing ovation]

BROTHER CRUMLIN: Can I get my delegation to stand up? Jamie Newlyn, Glen Wood, Mick Ryan, Bob Patchett, Wade Eaton, Steve Cumberlidge and Dennis Outram. They came all this way to be with you, brothers and sisters.

[Standing ovation]

BROTHER CRUMLIN: The Maritime Union of New Zealand, Ray Fife and Russell Mayne.

[Applause]

BROTHER CRUMLIN: I've got a gift. It doesn't look like my DVD is going to work.

When Bob sent that wonderful delegation before your contract down to our convention in Australia, which inspired us and gave us great strength and hope, and that was before the contract. We gave Bob a gift. The gift was I will read it. This was donated to us by a long term seafarer and it tells the story in itself. It's the story of a coat, a big leather coat. And this was the story of the seafarer who gave it.

The jacket had an usual beginning, and may yet have had an usual ending. It's original owner was Geoff Wills, a militant member of the Seaman's Union of Australia, like Harry Bridges, and was also an intellectual. During his lifetime at sea he had once been an official in Adelaide for South Australian ports. He ended his life as a highly skilled artisan, creating violins, guitars and bases.

In 1948 he was part of a trade union delegation to the Soviet Union and in Moscow was given the gift of a Siberian winter overcoat of black leather that went way down to his boots. It also had a detachable sheep skin interior and the ensemble was completed with a golden bear skin cap.

What was ideal for Siberia was fundamentally useless in tropical Queensland and most of coastal Australia. In the words of a Port Kembla humourist, "It's about as useful as a wooden leg in a bush fire!" It would be akin to tackling an Alaskan winter in shorts and shirt. So it spent nine years in Geoff's wardrobe until while sailing on the Cycle (our last banjo job) he passed it on to a much taller shipmate named Alan Cameron. He had to cut 18 inches off the coat to walk safely, so it must have trailed Geoff like a wedding gown. The sheep skin section made his dog happy for it gave his kennel a luxurious interior. Alan said the complete outfit made his shoulders ache during his inside modeling; he never it made outside.

The next inheritor was Alan Oliver who in turn could never find anyone big enough or cold enough to pass it on to, so he just hung it up for another 40 years. But he noticed last week an ILWU delegate with shoulders while not quite as broad as a Mack truck, would be capable of handling its safe working load. And, of course, that's Big Bob McEllrath.

To its next inheritor, although it is 60 years old, it has led a somewhat sheltered life. May it end up serving its original purpose, to give a working man warmth and comfort on a long cold night producing enrichment for the world's peoples.

Alan Oliver, Union No. 667.

It couldn't go to a better bloke than Bob McEllrath, my great mate and president of the ILWU. Comrade.

[Applause]

PRESIDENT McELLRATH: Thank you. Well, for those of you who weren't in Australia, they presented me with this big leather overcoat. Paddy gives it to me, and it fits, and it fits real well. I reach in the pockets, but he didn't know it, I took out my money clip and stuck it in the coat pocket. I say, "Jeez, look what I found in the coat pocket." He goes, "I should have tried it on first."

[Laughter]

PRESIDENT McELLRATH: Paddy, we have a poster for you. It's signed by the living presidents of the ILWU, David Arian, Jim Spinosa, Brian McWilliams and myself. We hope you will hang it in your hall. Thank you very much.

[Applause]

PRESIDENT McELLRATH: Let's take a 15 minute coffee break. Be back at 10:20, 10:25.

[Recess from 10:10 o'clock a.m. to 10:25 o'clock a.m.]

PRESIDENT McELLRATH: Delegates, let's take our seats.

VICE PRESIDENT FURTADO: Let's get going. We have a lot of work to do. The speeches are over. We are going to work.

DELEGATE LAWRENCE THIBEAUX (Local 10): Mr. Chairman.

VICE PRESIDENT FURTADO: Go ahead, Lawrence.

DELEGATE THIBEAUX: I have a personal privilege. I would like to request that we take out of the convention record Paddy Crumlin's remarks and give a copy to each delegate.

[Seconded]

VICE PRESIDENT FURTADO: What are the wishes of the delegates? We have a second.

All in favor, say "aye."

Opposed?

[Motion passed]

VICE PRESIDENT FURTADO: Committees. Any committees ready to go? Go ahead, Richard.

RESOLUTIONS COMMITTEE

RICHARD CAVALLI, CO CHAIR

ALAN COTÉ, CO CHAIR

CONRAD SPELL, SECRETARY

CO CHAIR CAVALLI: Let's see where we are going to start this thing. I have been asked to move a couple of resolutions forward so that we can deal with them. Excuse me just one second. I had the fourth late night in a row last night. I shouldn't do that.

I think we have reached the time in this convention where we have to quit reading the whereases and get down to the resolves. Then the next move would be we just read the titles. I would like to ask the delegates to pull out Resolution R 32 from their packet. The title is Racist Oppression and the Death Penalty. I understand that Local 10 wishes to make a privileged motion in addition to introducing the resolution. Brother.

RESOLUTION R 32

RACIST OPPRESSION AND THE DEATH PENALTY

DELEGATE ERICK WRIGHT (Local 10): WHEREAS: The ILWU and the militant wing of the American labor movement, the Congress of Industrial Organizations (CIO) grew out of the class struggles in the 1920's and 1930's mobilizing against anti worker and racist oppression,

notably the cases of San Francisco labor organizer Tom Mooney and the nine black Scottsboro Boys of Alabama, falsely accused of rape; and

WHEREAS: Police, courts and laws have historically been used against working people in our struggle to organize unions and fight back against racist oppression; and

WHEREAS: The ILWU has a longstanding principle of opposition to racism and to the death penalty, a vestige of slavery, which is the ultimate form of government oppression; and

WHEREAS: On April 24, 1999, the ILWU proudly stopped work in all West Coast ports to demand freedom for Mumia Abu Jamal; and

WHEREAS: African Americans, Latin Americans and other people of color are disproportionately imprisoned on death row across the country facing execution; and

WHEREAS: Mumia Abu Jamal, Troy Anthony Davis, Kevin Cooper, Leonard Peltier and the San Francisco 8 are some of most prominent victims of these government frame ups, Jamal and Davis falsely accused of killing police, and Peltier of FBI agents on an Indian reservation; and

WHEREAS: The U.S. Supreme Court recently denied the appeal of Jamal, while Davis and Cooper lost before federal appeal courts; and

WHEREAS: Martina Correia, sister of Troy Davis, spoke passionately this year at ILWU Local 10's Black History month rally against racist repression and is now initiating an international campaign to support her brother's lawsuit challenging the constitutionality of executing an innocent person; THEREFORE BE IT

RESOLVED: That the ILWU reaffirms our opposition to the death penalty, supports Martina Correia's lawsuit and demands freedom for these innocent victims of government oppression.

[Seconded]

CO CHAIR CAVALLI: It carries with it a motion of concurrence. It requires a second. I heard a second.

I have been informed that Local 10 wants to make a privileged motion. Brother.

WEDNESDAY MORNING SESSION, JUNE 10, 2009

DELEGATE MELVIN MacKAY (Local 10): I rise for a privileged motion to have Martina Correia to speak on behalf of her brother, Troy Davis.

CO CHAIR CAVALLI: Is she here?

DELEGATE MacKAY: Yes, she is.

CO CHAIR CAVALLI: Is there any objection to having the sister speak?

Hearing no objection, so ordered. Can she come to the mike?

[Standing ovation]

REMARKS
MARTINA DAVIS CORREIA

MS. MARTINA DAVIS CORREIA: I would like to thank you for allowing me to speak before you today. One of the things that I have been staring at since I have been here is the banner, “an injury to one is an injury to all.” I want to applaud you for all your work.

My name is Martina Davis Correia, C o r r e i a. I am the sister of Troy Anthony Davis who is on death row in Georgia, fighting a case of innocence.

In 1989 my brother, Troy Anthony Davis, was accused of killing an off duty police officer around 12:30 in the morning. Troy was trying to actually help a homeless man who was being pistol whipped by a drug dealer. The homeless man was being attacked. The drug dealer turned his gun on my brother, who was 19 at the time, and a 16 year old and told them to get out of his business. As they ran away from the scene, an off duty police officer, Officer Mark Alan MacPhail, came out to help the homeless man, Larry Young, and he was subsequently shot.

All the witnesses at the scene were describing the drug dealer as the shooter. The drug dealer was getting very nervous. His name was Sylvester Red Coles. About 20 hours later Sylvester Coles went to the police with a lawyer and said a boy named Troy Davis committed the murder. At that point the investigation turned on my brother. There was no gun ever found. Sylvester Coles threw his gun away and it was never produced. No DNA, no physical evidence. My brother was convicted solely on the basis of nine eyewitnesses, all of who had police or other

things on their record so they were easily manipulated. Seven out of the nine eyewitnesses have recanted their testimony and said that they lied to the police on prosecutorial misconduct. One witness could not read or write. Most of the witnesses, teenagers, were interrogated without parents or lawyers for seven or eight hours and threatened as accessory to murder. They all agreed to say that Troy Davis was the shooter. All of them were given pre typed statements which they signed. Many of them never read the statement.

My brother was sentenced to death in 1991. From 1991 until 1995 he did not have an attorney. In Georgia you do not have to have a lawyer for post conviction appeals in a death penalty case.

In 1996 President Bill Clinton signed into law, with Congress, the Antiterrorism and Effective Death Penalty Act. That stated that you have one year to bring forth evidence of innocence.

When my brother was able to get a lawyer in 1996 the witnesses began recanting. And the courts started saying that it was too late, you should have brought this evidence up in 1992. When he had an opportunity to bring forth the evidence of innocence, no court would listen. Nine additional witnesses have come forward and said that Sylvester Red Coles was the actual shooter, they actually saw him commit the crime, including his nephew.

To date we have been fighting in the courts to have this new evidence heard. Because of the anti terrorism bill, the courts in Georgia have said we do not have to listen to this evidence because in the United States of America it is not unconstitutional to execute an innocent person. The unconstitutionality comes into place if my brother Troy is executed and then they find out he is innocent.

What we have been fighting is not his actual innocence, because we know that. Like I said, there was no DNA, no weapon, no fingerprints, no motive.

That night they even tried to charge Troy with two other shootings. They had to drop one shooting because it happened at the same time as that of the police officer. The second shooting, a young man said, "I don't know Troy Davis. He had no reason to shoot me."

But because Troy was going in the Marine Corps and he had no prior criminal history, they had to make him look like a monster in the community.

To date my brother has faced three executions. On June 25th, if the United States Supreme Court does not take up his case, fighting the constitutionality of executing an innocent person, he could face a fourth execution. He came within 90 minutes of execution, two days of execution, and two weeks of execution. Each time my brother has had to have a death warrant read to him, how he wants his body disposed of, what he wants to have happen to him. We have had international and national support. President Jimmy Carter, Desmond Tutu. We've had William Sessions, former FBI director, 27 judges and federal prosecutors. We have U.S. Congressmen coming forward and saying that this is an abomination and it is unconstitutional and unconscionable to execute someone with such a strong claim of innocence.

Troy's case has such a strong claim of innocence that Amnesty International and the NAACP and other organizations who have never taken on an individual death penalty case have gotten involved and contributed hundreds and hundreds of thousands of dollars to save his life and stop his execution.

I am here today because I live in Savannah, Georgia, where we do have Local 1414. But I live in a city where people come to Savannah and they talk about the trees and the moss and how beautiful it is. But I am here to tell you, if those trees could talk they would tell you about a community where black and white are still very separate, where black people feel that if they sign a petition in support of my brother they may even lose their Social Security, they could lose their jobs. People are afraid to stand up.

It's so refreshing when I come out here and I see people on the West Coast and I see this union and I see black and white and Hispanic and Asian all sitting together fighting for human rights and speaking up. I applaud you because I don't see that in my community.

I tell people all the time that the reason that I stand out in my community is because of so many people standing back. That is why I am standing up and I will never stop fighting for Troy Davis.

We have people all over the world, the European Union, the Council of Europe, and you can go on Troy Anthony Davis.org and you can see the massive amount of information about Troy Anthony Davis.

I ask you to stand up with us and to encourage other labor unions around the country to stand with us to fight against the death penalty and to save Troy Davis and other innocent people who are in jail and possibly facing execution.

Craig Watkins, the District Attorney in Dallas County said that because of all the exonerations in his county there is no way in the world that we have not in this country executed an innocent person.

I say to you, as we have been executing and locking people up who may very well be innocent, we have to put a stop to it. As people who believe in human and civil rights, we have to stand up.

Thank you.

[Applause]

CO CHAIR CAVALLI: Further speakers? I am going to remind the convention we have a three minute time limit for the delegates. Thank you.

DELEGATE JACK HEYMAN (Local 10): Brothers and sisters, I rise in support of this resolution. To put it before you very clearly, her brother will die within a couple of weeks if the Supreme Court does not take up his case. We need to get the labor movement behind Troy Davis. That is the one critical component that is missing. We've got the ILA here. We are talking about unity and solidarity. This is a good issue to take a stand on. It needs labor's backing to save this brother's life. It's a good resolution. You need to vote it up. Thank you very much.

[Applause]

DELEGATE RICHARD MEAD (Local 10): I move that we cut off debate and adopt this resolution.

[Seconded]

CO CHAIR CAVALLI: A motion has been made to end debate. It's been seconded. All those in favor, please indicate by saying "aye."

Opposed.

No opposition.

I have to tell you, the chairman of the convention wanted to ask a question and I simply forget.

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): Mr. Chairman, point of privilege. I move that we take from the record the statements of Sister Martina Correia and distribute it to all of the delegates.

[Seconded]

CO CHAIR CAVALLI: All those in favor, please indicate by saying "aye."

Opposed. No opposition. The record should show that R 32 was passed unanimously.

I am going to turn the chair over to Brother Coté. I have to go out and talk to a delegate from Local 63 and get some housekeeping in order.

RESOLUTION R 15

SUPPORT OF THE WITHDRAWAL OF AMERICAN TROOPS FROM IRAQ AND AFGHANISTAN AND THE REINVESTMENT IN THE HUMAN NEEDS OF AMERICAN PEOPLE

CO CHAIR COTÉ: Please get out R 15, Support of the Withdrawal of American Troops from Iraq and Afghanistan and the Reinvestment in the Human Needs of American people.

WHEREAS: The war in Iraq has so far cost the lives of thousands of U.S. and Iraqi soldiers, and tens of thousands of Iraqi civilians; has displaced more than 4 million Iraqis, only a few of whom have returned in recent months; and has had a financial cost of more than \$2 trillion; and

WHEREAS: The \$720 million a day that the war costs could pay for 84 new elementary schools, or 12,478 elementary school teachers, or 95,364 Head Start places for children, or a year of free school lunches for 1,153,846 children, or a year of healthcare for 423,520 children, or homes for 6,482 families, or 34,904 four year scholarships for students at state universities; and

WHEREAS: The 911 Commission found no "collaborative relationship between Iraq and Al Qaeda"; and

WHEREAS: Since the war in Iraq began, Iraq has become a new breeding ground for terrorists prompting a September 2006 U.S. National Intelligence Estimate to state that, "the Iraq conflict has become the 'cause celebre for jihadists, breeding a deep resentment of U.S. involvement in the Muslim world and cultivating supporters for the global jihadists movement"; and

WHEREAS: The longer the war in Iraq continues, the more privatized both destruction and reconstruction becomes with many of the functions of the military contracted to private firms, with Halliburton getting more than \$20 billion in Iraq contracts and Black water and the mercenary industry more than \$4 billion; and

WHEREAS: As the troops are reduced in Iraq, they are being increased in Afghanistan, with all the attendant costs; human, social, and financial, that such increased military activity implies; and

WHEREAS: THE ILWU has been consistent in opposition to both the wars in Iraq and Afghanistan, culminating in the May 1, 2008, West Coast Port shutdowns calling for withdrawal of troops from Iraq and Afghanistan.

RESOLVED: That the 34th ILWU Convention demands that the United States immediately begin a complete withdrawal of armed forces from Iraq and Afghanistan, and BE IT FURTHER

RESOLVED: That the 34th ILWU Convention calls for an end to private war profiteering and that contractors be held responsible for their crimes while engaged in contracted activities; and BE IT FURTHER

RESOLVED: That the 34th ILWU Convention expresses its solidarity with all Iraqi unions in their efforts to organize and establish free and independent unions; and BE IT FURTHER

RESOLVED: That the 34th ILWU Convention supports Iraqi labor efforts to protect the national sovereignty of its oil, other natural resources, public assets; and BE IT FURTHER

RESOLVED: That the 34th ILWU Convention calls for a reversal of the current federal funding priorities that create austerity for labor by investing in unending war while at the same time taking funds from

education, health care, environmental safety and other human needs; and
BE IT FURTHER

RESOLVED: That the 34th ILWU Convention calls for a full restoration of the fundamental constitutional, civil and human rights that have been suspended in order to pursue the "war on terror" and that the ILWU Local 6 advocates for (1) the elimination of the practices of rendition, torture and warrantless surveillance, (2) the closing of the prison at Guantanamo Bay and (3) the repeal of the Military Commission Act and the Patriot Act; and BE IT FURTHER

RESOLVED: That the 34th ILWU Convention attempts to establish relationships with the organizations of veterans and military families and build a network of union members who are vets or in military families; and BE IT FINALLY

RESOLVED: That the 34th ILWU Convention communicates to other locals and state and regional bodies, and the AFL CIO, the existence and significance of these issues and encourage those bodies to undertake appropriate education and solidarity actions in line with these resolutions.

It comes with a motion to concur.

[Seconded]

CO CHAIR COTÉ: Any discussion?

DELEGATE RUDY FINNE (Local 19): I rise in favor of this resolution. However, to me, this is the epitome of the Democrats and Republicans. We put all this money, we got all these Democrats in. I voted for nothing but Democrats. Time and time and time again, they promise us, they promise us, and they promise us. We won't tax the people who are fortunate enough to have medical pay by the employer. They forget about that. "We're going to stop the war, vote for me. I promise we will stop the war." I have voted for one Republican in my entire life, I am sorry to say. I came back from Vietnam. Nixon was going to stop the war. To me, it was worth it, to give it a try.

We have given these people try after try, after try, after try. Democrats. Anti war Democrats. We haven't had in a hundred days one iota of change. No one is talking about it. The war is still going on. We are not criticizing the administration. We put him in. They were going to

stop the war. When the hell is this war going to stop? Who do you have to put in to stop it?

When are the political action committees going to hold these people responsible for what they say? I am pissed off. I put \$500 a year in political action, knock on 5,000 doors, put another \$10,000 into locals and see the same thing happen time and time again. It's wrong, brothers and sisters. It's time to hold them accountable.

[Applause]

DELEGATE FRED PECKER (Local 6): A correction in the sixth resolved. It should not say ILWU Local 6, it should say 34th ILWU Convention in the third line. We apologize for sloppy editing there. This comes out of our Local 6 Annual Convention.

We feel it's very important that we not only support peace around the world but make sure that our family members who have been in service, in the military are taken care of when they get back here. There is a whole host of medical and health problems, mental health problems that we know our people are going to face. If you live in a city, you see people out there on the street who have served our country, and it's not right.

[Applause]

CO CHAIR COTÉ: I will take that as a typographical error. It will be corrected. Any more discussion?

DELEGATE STEPHEN WEST (Local 142): I think our brothers in Canada have it right. They started a labor party. If we don't get some results, we have to take a strong look at supporting labor parties within our state. We can only be promised and lied to so many times. Enough is enough. I am tired of empty promises. Let's start a labor party. Screw the Democrats, screw the Republicans. If they're going lie to us, let's start a new movement. Thank you.

[Applause]

DELEGATE GEORGE LUJAN (Local 13): I can remember years ago when the war first started and I'm speaking as a veteran. Thank God I wasn't a veteran of any war, I was in the military when it was peacetime, I proudly served in the United States Air Force. My father

was in the Army, my brother was in the Army. I have a son in the United States Air Force.

I am very proud of my labor background, I am very proud of my family's military history. My father's family, he had six brothers, all of them except one was in World War II in a military zone. I am very proud of that fact.

What I don't like about this resolution, although I do like the body of it, it doesn't point out the fact that we need to take care of our veterans when they come back. It doesn't point out the fact that we need to educate our own people. It doesn't point out the fact that Brother Pecker pointed out that we need to give our own people the support that they need once they come back, and while they're there.

My son flies missions in C 130's. He doesn't fly, he's called a load master. He has seen things he has never seen before. Sometimes I ask him about his missions and he tells me, "Dad, I can't tell you." I don't know if he is not telling me because I don't want to know, if he is trying protect me, his father, if he doesn't don't have the strength or if it's because the military is telling him not to say anything.

I am all for this resolution. If we make a mess somewhere we need to clean it up. I don't want this union to lose sight of our men and women who are serving so proudly. Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion? Seeing none, all those in favor.

Opposed.

Passes.

*RESOLUTION R 17
113 STEUART STREET*

CO CHAIR COTÉ: Please get out R 17.

WHEREAS: 113 Steuart Street, the landmark building that was ground zero for the Great Maritime and General Strike of 1934, was targeted for demolition by the multi billion dollar developer Hines Real Estate; and

WHEREAS: From 1933 to 1935, the International Longshoremen's Association (now the ILWU) Local 38 79 was located on the second floor of this very building and that this local is the direct predecessor of ILWU Local 10; and

WHEREAS: Hines Developers concealed the address of the building to prevent Maritime workers and organized labor from discovering their plan to demolish this historic site; and

WHEREAS: Hines ordered a false "Historic Study" stating that neither the building nor anyone associated with it had made any significant contribution to the history or development of the city of San Francisco; and

WHEREAS: It was that Bloody Thursday occurred at this very site on July 5, 1934, that the funeral of the Longshore martyrs, Howard Sperry and Nick Bordoise took place in this hall, that their bodies lay in state there for four days, that the massive funeral process for labor's martyrs across San Francisco began here; and

WHEREAS: This great silent march electrified working people around the world and galvanized the broadest support for the General Strike; and

WHEREAS: Police and armed goons fired shotguns, tear gas, chemical gas bombs and explosives into the windows of the Hall killing and wounding untold numbers of working people; and

WHEREAS: Harry Bridges and the leaders of the ILA emerged from this Hall and the great struggles that were planned and organized there; and

WHEREAS: Hines claimed falsely that the building no longer exists in any recognizable form when it is unchanged in all essentials and the Hall is today as it was in 1934; and

WHEREAS: In 1934 the employers sought to make concessions to longshore workers alone and the newspaper headlines screamed "Strike Over"; and

WHEREAS: Harry Bridges declared that the general strike and the struggle was not about longshore alone but was for all organized labor and all working people . . .

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WHEREAS: Harry Bridges refused to allow the employers to pit workers against each other; and

WHEREAS: Harry Bridges and the ILA leadership declared that "an injury to one is an injury to all" and that the struggle was for good jobs and decent wages and workers power for organized labor; and

WHEREAS: Working people everywhere today need good paying union jobs; and

WHEREAS: There is vast work to be done in creating decent and affordable housing for all working people, schools that are not collapsing around the heads of students and teachers, restoration and renewal of the infrastructure of San Francisco and of cities across the United States; and

WHEREAS: What Harry Bridges and the Great Maritime and General Strike of 1934 taught us is that working people need to stand united as a mighty, mighty union; and

WHEREAS: The jobs we want will only come through the mobilization of all working people as in 1934; and

WHEREAS: It was the very mobilization of Maritime and organized labor across San Francisco and the Bay Area that exposed the lies of Hines and led to a huge victory for all working people when the Board of Supervisors voted overwhelmingly to reject the Hines project and the lies presented about it by the developer and his supporters; and

WHEREAS: Hines seeks to impose a ten story glass building 66% over the height restrictions for the entire Waterfront District; and

WHEREAS: The San Francisco Board of Supervisors voted overwhelmingly to reject the Planning Board's "negative determination" and the demolition of 113 Steuart; and

WHEREAS: Former even year ILWU International President Brian McWilliams led the fight against the destruction of 113 Steuart Street; and

WHEREAS: Officers, executive board members and ranks of all major Maritime and other unions joined this fight; THEREFORE BE IT

RESOLVED: That the ILWU Convention calls for 113 Steuart Street to become a landmarked labor history museum, labor education and training center and calls for good union jobs for working people on

projects that restore our cities and serve the needs of our people and not the greed of duplicitous developers.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Discussion.

DELEGATE RUSSELL MIYASHIRO (Local 34): Good morning, sisters and brothers. I urge the body to pass this resolution preserving the birthplace of the ILWU and of ILWU Local 10. Hines Corporation wants to redevelop this building and they used the back side address so it was missed by historians that this was a very important and significant building in San Francisco history.

Some activists contacted the ILWU. We are working in conjunction with city people, city activists as well as labor activists, to preserve this building. It's taken off very nicely. We're looking to landmark it in the city as well as landmark it federally.

I urge the body to pass this resolution. Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion? Seeing none, all those in favor.

Opposed.

Passes.

RESOLUTION R 18
SUPPORT APM TERMINALS PACIFIC WORKERS

CO CHAIR COTÉ: Please pull out Resolution R 18, Support APM Terminals Pacific Workers.

WHEREAS: APM Terminals Pacific, Ltd., has announced plans to shut down its Oakland, California, terminals operations in 2010; and

WHEREAS: This shut down threatens the livelihoods of ILWU Local 34 Office Clerical Unit members in Oakland, California; and

WHEREAS: APM Terminals Pacific is refusing to honor the "No Lay off" clause of its current collective bargaining agreement with ILWU Local 34; and

WHEREAS: APM Terminals Pacific is not shutting down because they are not profitable nor because the bargaining unit work will no longer exist; THEREFORE BE IT

RESOLVED: That the Thirty fourth Convention of the International Longshore and Warehouse Union strongly supports the APM Terminals Pacific workers in their fight to keep their jobs and union jurisdiction; and BE IT FINALLY

RESOLVED: That the ILWU International provide full support to negotiations in process at APM Terminals Pacific in Oakland, California.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

DELEGATE RENE DUCROUX (Local 34): I will give you update on this. This office clerical unit is comprised of 19 workers. They are obviously in a difficult position. The good thing since that this resolution has come out, the company is in the process of offering these 19 workers incentives for early retirement and buy outs, which they're considering. The difficulty for these workers is that they have to weigh these options against arbitration and future contract negotiations.

As president of Local 34 representing marine clerks and the office clerical unit, this has been an issue that I lose sleep over, obviously. It's one thing to be sent back to the hall when you are a marine clerk, you have a hiring hall to go back to. These office clerical workers, if they are laid off, they are unemployed and they don't have a hall to go back to.

These office workers are very important to Local 34 and the ILWU. They are very skilled, technically literate. And with the new technologies and automation we face in the industry, they represent the work force that can take us into the future.

I ask that you support this resolution so that, if needed, we can get the support from the International we need to protect these workers.

[Applause]

DELEGATE JOHN FAGEAUX (Local 63 Office Clericals): I think the brother before me hit it right on the head, there is not too much more I can add to that. I hope that everyone does support this resolution. From the office clerical unit in Southern California, I know what they are faced with. What is going to happen to these guys, like he said, they are not going have a hall to go. These guys are going to hit the streets if they lose their jobs, which is imminent at this point. They need all the support and help that they can get.

I ask that you support this resolution. Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion?

SECRETARY TREASURER ADAMS: I also rise in support of this resolution. I just talked to Rene, and he answered my question. My question was, could they take them into Local 34. He said they wouldn't be able to.

I think we ought to give these workers all the support that we can. They have been protecting our flanks. I support it. Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion? Seeing none, all those in favor, say "aye."

Opposed.

Passes unanimously.

RESOLUTION R 19
UNION FLAG

CO CHAIR COTÉ: Please get out R 19, Union Flag.

WHEREAS: To fly the ILWU flag internationally; and

WHEREAS: To have flag flown on both sides of the border Canada and the U.S.; and

WHEREAS: To fly our union flag from Mexico to Alaska and beyond; and

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WHEREAS: To represent all deceased and active members who were and are involved in the labor movement; and

WHEREAS: To remember the men and women who died on the picket lines; and

WHEREAS: To let all governments know that we are ONE, there are no borders for the ILWU; THEREFORE BE IT

RESOLVED: To have the ILWU and affiliates fly the flag to represent us all.

If you'll notice, there is an example of the flag made for the Canadian local and then one that is made to serve for the ILWU here. Is there a second?

[Seconded]

CO CHAIR COTÉ: Debate.

DELEGATE TIM FARRELL (Local 502): Good morning, brothers and sisters. What an honor it is to be here. It is my first time at this level of power. There is a lot of education and intelligence in this room. I really thank you all for letting me have the ability to give you my sell of the flag.

It came from a brother named Troy Tompkin. We brought some samples. We are going to give one to Big Bob.

I have a letter written by Chuck Zuckerman, Local 500. It says:

"I know we will adopt the flag because it comes from the heart. We need to talk union on the job more often. We are only temporary caretakers of these jobs. They are the Union's jobs fought by generations of workers that have sacrificed before us. We must preserve them and pass them on.

"Our new flag represents a way to educate our young workers in the lunchrooms who know their rights, but not their responsibilities. Our flag is grey, representing the hull of a ship, gold representing the gold in our hearts, and the red the blood spilt on the job in sacrifice. The green represents peace and the spring when we have our conventions, a time for renewal and rededication to our Union.

"I'd remove the circles in the corners to have a continuous chain. The anchor chain, because it represents dropping anchors in a safe harbor. It is our safety change, securing our rights on the job, our working conditions, safety rules, wages, pensions and benefits. It anchors the rank and file and our leaders to the membership, the Constitution, and our Declaration of Principles.

"Each link in the chain represents a principle, a historic event and an individual. The chain begins in the 1880's when the Knights of Labor organized the first longshoremen. An early link was formed in 1903 when Frank Rogers, a longshoreman, was murdered on a picket line during a sympathy strike for Vancouver Trolley Workers. Another link was created in 1918 when Ginger Goodwin was murdered and the Vancouver Longshore Hall was attacked the next day by 10,000 returned veterans armed and incited to riot by the government. But 600 longshoremen successfully defended their hall. A link was formed in 1934 with the murder of longshoremen on the picket lines in the U.S. and a line was formed in 1935 during the Battle for the Ballantyne Pier when longshoremen faced machine guns hidden in railcars. When the provincial constables rioted causing hundreds of workers to be put into hospitals. When the police stormed into the Longshore Hall being used as a first aid station and beat the volunteer members of the Longshore Women's Auxiliary and wounded workers with rubber truncheons. When the tear gas was released in the longshore hall burning into history was the first time tear gas was used on a civilian population. But within a short time of that poisonous gas dissipating became the strongest union waterfronts around the world have ever seen, the ILWU.

"There's a link for each of labor's successes: obtaining old age security, the pensions act, the right to belong to a union, the obligation in law that the employer must bargain in good faith, and for our universal Medicare.

"There are links for the fathers of our union. Two of them are here. They inspired us for decades and again at this convention. One link is for Les Copan and another for Frank Kennedy. One link is for Gordie Westrand, Past President of the Canadian Area. And a link must be for Doug Sigurdson, longest serving President of Local 514. And a link for Pete Barker and Doug Holman who passed away during this convention," that was the Canadian convention.

"Brother Mick from the MUA Australia characterized the ILWU as the spearhead of the labor movement, and he was proud to be able to draw from the ILWU well of solidarity.

"He related to us when the MUA told the ILWU that a vessel loaded by scabs in Australia during their Patrick dispute was going to the United States, the U.S. longshoremen refused to unload this vessel. And a link was formed by Brother ILWU Canadian President Tom Dufresne when the ship owners asked if he would work in British Columbia and he told them, "No," that they should shove their vessel north, but it wasn't north to Canada."

CO CHAIR CAVALLI: Brother, one more minute.

DELEGATE FARRELL: What I am doing here, brothers, I hope you will adopt this flag. We can make changes. We have never had an ILWU union flag that flies jointly. I hope that you like the idea and that we carry on with it. Thank you.

[Applause]

CO CHAIR CAVALLI: Any other speakers?

DELEGATE JEFF SMITH (Local 8): I would like to make an amendment to this. Keep all the whereases and the resolved, but in the second resolved it will say, "and further be it resolved that the flag is blue," with the round logo like you see on the wall over there. It would be a blue flag with a round logo.

CO CHAIR CAVALLI: Do you have that in writing, brother?

DELEGATE SMITH: I can do it.

CO CHAIR CAVALLI: Will you please do that.

What is your point of order, brother?

Is there a second to the amendment?

[Seconded]

CO CHAIR CAVALLI: There is a second to the amendment.

Jeff, as I understand the essence of the amendment, you are just saying that the globe will be the traditional blue and gold colors.

DELEGATE SMITH: Correct.

CO CHAIR CAVALLI: Does everybody understand that? We're talking about the globe that is under ILWU with a hook over the top of it, right? It's this one right here (indicating).

DELEGATE SMITH: That logo on blue cloth.

CO CHAIR CAVALLI: Do we all understand? Brother Imbagliazzo.

DELEGATE DAN IMBAGLIAZZO (Local 13): I certainly do respect your efforts and I thank you very much. Blue and gold have been the colors as long as I can remember. We never had any other color, and the color consideration is something. The symbol of the ILWU across the world is very important. I don't think our flag should be without it. Every place we go, that symbol goes first. That symbol is universal. It is accepted throughout the world. If our official flag needs to be changed or needs to be created, I believe the simple banner, as Jeff described, blue and gold, with that in the middle of it, is enough said. I don't know about the symbolism. I don't need words. The symbol that we have, that they put on our briefcases, is enough for me.

I appreciate your effort. We need an official flag maybe. But I don't want a knee jerk reaction just to accept something that we are going to live with for a long time. It's not acceptable to me, with all due respect to their efforts, I appreciate them very much. Thank you, brothers and sisters.

[Applause]

CO CHAIR CAVALLI: I am going to ask one more thing. Before you start your comments announce whether you are for or against whatever it is we're debating.

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): I support it 100 percent. But so that we don't get a conflict with Convention Rule No. 23 that says you cannot amend committee reports unless they are voted down, I would like to make the amendment switched over to a privileged motion so that we are in compliance with the rules. I am a hundred percent for the proposal.

CO CHAIR CAVALLI: Is the parliamentarian here? I don't have a copy of the Convention Rules in front of me have. I have just been

informed that a convention rule says that we can't amend the committee report.

The chair made a mistake in accepting the amendment. The amendment is out of order, according to Rule 23. I am sorry, Jeff.

FRATERNAL DELEGATE VEKICH: You missed my point, Mr. Chairman. My point was that I wanted to replace the amendment with a special privileged motion, which is proper, just so we don't run into conflict with Rule 23. The exact wording of the amendment

CO CHAIR CAVALLI: I'm sorry. I missed the point. I will accept the special privileged motion. We will discuss what Brother Smith brought up here under the auspices of a special privileged motion. Okay, Randy?

FRATERNAL DELEGATE VEKICH: That is all I wanted.

CO CHAIR CAVALLI: Now we are discussing a special privileged motion having to do with the colors that are going to go on the flag. We are going to either vote it up or down. We still need to have it in writing. Obviously there is some confusion among the delegates, Brother Smith.

Any other discussion on the special privileged motion? Could you read it again?

DELEGATE SMITH: The change I made, second resolved would say, "and be it further resolved that the colors of the flag remain solid blue background and the round logo" what do you call that thing? Logo.

CO CHAIR CAVALLI: That's fine.

DELEGATE SMITH: The globe. That is the word I am looking for.

DELEGATE BRUCE HOLTE (Local 8): Jeff forget to put in his amendment, we would like Oregon added to the flag.

CO CHAIR CAVALLI: Amendments are not allowed to resolutions

DELEGATE HOLTE: Special privilege.

CO CHAIR CAVALLI: I am not a parliamentarian. That's why we have Brother Vekich here. He is going to tell us how to sort this out.

DELEGATE SMITH: I am learning. I rise to speak on a privileged motion.

CO CHAIR CAVALLI: Go ahead, brother. You have the floor.

DELEGATE SMITH: "And be it further resolved that the colors of the flag remain solid blue background with the traditional ILWU globe," our logo that the ILWU has used for many years. The traditional logo.

[Applause]

CO CHAIR CAVALLI: Does everybody understand this well enough to vote on it?

DELEGATE DANIEL MIRANDA (Local 94): I think we have the concept of how our flag should be. I think Brother Imbagliazzo said it, it's an international symbol. I think the intent is good, that we need an international flag. I would suggest that maybe we refer this to our International Executive Board and our Titled Officers to come back with a design of the flag. They know the intent that we want. I am in favor of this motion, but I think it should be left to them to design a flag. But when we come here and just pick out the one on the wall, which is nice, and our local received one from the brothers in Canada, but I don't know how

CO CHAIR CAVALLI: A motion is on the deck to refer this to the Titled officers or the International Executive Board. That takes precedence over all other motions. Any debate on the motion to refer?

Seeing no debate, all those in favor of the motion to refer this to the IEB or the Titled Officers, please indicate by saying "aye."

Opposed.

The order is that Resolution R 16 is referred. Thank you for your forbearance.

Max said I was correct.

Let's go to Resolution R 20. I will read the resolves.

DELEGATE MAX VEKICH (Local 52): Mr. Chairman, I rise on a point of parliamentary procedure.

CO CHAIR CAVALLI: Yes.

DELEGATE VEKICH: From this point on, there is no such thing as a friendly amendment. An amendment is an amendment. It's a fiction, a myth. An amendment is a change. Once the body has a motion, it is the

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property of the body. Someone can't just say, "Oh, I want to change that." You all have to vote on the amendment. It's your property. That is how amendments work. We don't always do it right. So, from here on out.

[Applause]

*RESOLUTION R 20
SUPPORT FOR LOCAL 20*

CO CHAIR CAVALLI: Thank you, brother.

Resolution R 20.

WHEREAS: Local 20's membership has been reduced to 53 members; and

WHEREAS: Due to the loss in membership, Local 20's financial assets have been depreciated drastically; and

WHEREAS: Rio Tinto has taken advantage of this hardship by violating the collective bargaining agreement over and over; and

WHEREAS: Rio Tinto is forcing every grievance the Union files to arbitration instead of settling them in an amicable process; THEREFORE BE IT

RESOLVED: That all the locals within the Southern California region be made aware of Local 20's situation; and BE IT FURTHER

RESOLVED: That these locals and the International Officers support Local 20 be it through letter campaigns or attending rallies of support; and BE IT FINALLY

RESOLVED: That the ILWU International helps Local 20 with arbitration needs by allocating International lawyers to assist in arbitration if the need arises.

That resolution as reported out of committee carries with it a motion of concurrence. It requires a second.

[Seconded]

CO CHAIR CAVALLI: Speakers.

DELEGATE GARY HARVEY (Local 20): Obviously I am speaking for this resolution because I wrote it. Some of you who know me and know how long I have been around, I have been around for a while, in fact, dating all the way back to five conventions ago, to the Hawaii convention, I first introduced one of these resolutions on behalf of my local because we are being attacked. Rio Tinto is a very aggressive and a very patient company. It's taken 15 years, but they have finally whittled us down. When we had the Hawaii convention there were over 200 members in my local. We are down to 53 now. Rio Tinto knows that. They are exploiting that.

Any grievance that comes out of the grievance procedure is automatically taken to arbitration, even if it's in black and white and they know they're wrong. They have deep pockets. I think they have been given a mandate to come after my local and our brothers and sisters in Local 30, who also work for them. They have deep pockets. They don't care how much money it costs. We go to arbitration, they stall it. Most of you guys in the California area know that an arbitrator costs anywhere from 14 to \$1800 a day out there. One arbitration basically just wipes out one month of dues.

We are having a battle here. When you read the resolveds you heard that I was asking for support. I know I am going to get that support from the locals in my area, from the International. I know that. But it was put in there for one reason, the reason was, like many places, we have our little snitches that are right inside my local, in my union, and the company finds out just about everything we do. That is why it was put in there, because I want them to know that I was up here, I want them to know that the International Convention backed us wholeheartedly. I want them to know that the International Officers are behind me.

I urge you to vote this up. Thank you.

[Applause]

CO CHAIR CAVALLI: Any other speakers? Seeing no other speakers, the vote will occur on Resolution R 20. All those in favor of the resolution, please indicate by saying "aye."

Opposed.

The "ayes" have it.

*RESOLUTION R 21
CELEBRATE 60TH ANNIVERSARY OF 1949 LONGSHORE
STRIKE*

CO CHAIR CAVALLI: Get out Resolution R 21, Celebrate 60th Anniversary of 1949 Longshore Strike.

WHEREAS: 2009 marks the 60th Anniversary of the 1949 Hawaii dock strike; and

WHEREAS: In 1949 the basic demand of Hawaii longshore members was equal pay for equal work as ILWU West Coast longshore; and

WHEREAS: This demand for equal pay threatened the super profits of Hawaii's powerful business oligarchy who used their wealth and power in an attempt to smash the union; and

WHEREAS: With the support of ILWU membership in other industries, longshore members struck for 157 days and won their goal of parity with the West Coast; and

WHEREAS: The struggle to win the strike taught the union the patience of political action and the need to consolidate the separate ILWU locals into one organization to defend the union against employer attacks; and

WHEREAS: Hawaii longshore has come a long way in 60 years and negotiated one of their best collective bargaining agreements in 2008; and

WHEREAS: The longshore grouping continues to be a powerful force within Local 142 in upholding the principles of democratic rank and file unionism, involvement in social issues, and political action;
THEREFORE BE IT

RESOLVED: This Convention of the ILWU celebrates the 60th anniversary of the 1949 strike and the accomplishments of the Hawaii longshore grouping over the last 60 years.

That motion as reported out of committee carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: Speakers. No speakers? Ready to vote.

All those in favor, please indicate by saying "aye."

Opposed.

No opposition. So be the order.

RESOLUTION R 22
SALUTE ACHIEVEMENTS OF HAWAII ILWU HOTEL
WORKERS

CO CHAIR CAVALLI: Get out Resolution R 22, Salute Achievements of Hawaii ILWU Hotel Workers.

WHEREAS: ILWU Local 142 represents 25 hotels in Hawaii with over 10,000 members; and

WHEREAS: The ILWU has more hotel members than the other hotel union in Hawaii, UniteHERE Local 5, which has 24 hotels and less than 10,000 members; and

WHEREAS: The tourism grouping of Local 142 Hawaii is the largest of the five industrial groups of the union with more than half of the ILWU members in Hawaii; and

WHEREAS: ILWU hotel units have organized and involved members following the principles of ILWU democratic, rank and file unionism; and

WHEREAS: By mobilizing members, our hotel units have won good contracts which are comparable or better than the other Hawaii hotel union; and

WHEREAS: Even in this recession, our hotel units have continued to achieve good contracts and breakthroughs in job security;
THEREFORE BE IT

RESOLVED: That this ILWU Convention recognizes the accomplishment of Local 142 hotel units and their unit officers in improving the lives of thousands of hotel members.

That resolution as reported out of committee carries with it a motion of concurrence and requires a second.

[Seconded]

CO CHAIR CAVALLI: Speakers.

DELEGATE MICHAEL BUNYARD (Local 142): I rise in support of this resolution. Even in the recession many of our hotels in Hawaii have still managed to get good contracts. Our hotel is coming up on contract negotiations soon. I appreciate all the hard work of those other units. It will make it a lot easier for us.

I would also like to thank all of our locals, especially Fred and Donna, for all their help. We just laid off 94 employees from our hotel. That was very difficult to do. I want to thank them and all of our unit officers for all their support. Thank you.

[Applause]

CO CHAIR CAVALLI: Any other speakers? Seeing no other speakers, are you ready to vote? All those in favor of the resolution, please indicate by saying "aye."

Opposed.

Hearing no opposition, so is the order.

RESOLUTION R 23

REAFFIRM THE PRINCIPLES OF RANK AND FILE UNIONISM

CO CHAIR CAVALLI: The next resolution is R 23, Reaffirm the Principles of Rank and File Unionism.

WHEREAS: It has been over 70 years since the ILWU was founded in 1938; and

WHEREAS: The leaders who founded this union have passed away and we are losing the next generation of leaders who carried on the principles of ILWU unionism and taught us how a democratic, rank and file union should operate; and

WHEREAS: These principles must remain at the center of our culture, our traditions, and our institutional memories; THEREFORE BE IT

RESOLVED: We need to ensure that the principles of the ILWU rank and file unionism continue to guide our union; and BE IT FURTHER

RESOLVED: To this end, we urge the International and the ILWU locals to develop programs to educate our members and train future leaders in the principles of ILWU rank and file unionism.

The motion as reported out of committee carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: Speakers.

[Question called]

CO CHAIR CAVALLI: See no speakers, all those in favor, please indicate by saying "aye."

Opposed.

No opposition. So is the order.

*RESOLUTION R 24
IN MEMORY OF AH QUON McELRATH*

CO CHAIR CAVALLI: Get out the next resolution, Resolution R 24, In Memory of Ah Quon McElrath.

I know we are not reading the whereases. I would like for everybody to take a moment to read these and then we will start. I am asking you do that. This person is a very special person to our organization and workers everywhere, not just Hawaii. As we all know, she just recently passed away.

A DELEGATE: Read the whereases.

DELEGATE DAN IMBAGLIAZZO (Local 13): Let's put the whole thing in the record, Mr. Chairman, please.

[Seconded]

CO CHAIR CAVALLI: That's what I'm going to do.

IN MEMORY OF AH QUON McELRATH

WHEREAS: Ah Quon McElrath, retired social worker for ILWU Local 142, was born to poor immigrant Chinese parents, educated in public schools, and became a labor icon for all of Hawaii; and

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WHEREAS: Ah Quon passed away on December 11, 2008, just four days before her 93rd birthday; and

WHEREAS: Ah Quon started working as a volunteer for Hawaii's struggling labor movement, using her social work training during the 1938 Inlandboatmen's Union strike and the 1946 tsunami which devastated Hilo; and

WHEREAS: It was during that period Ah Quon met and married Robert (Bob) McElrath, who worked with Jack Hall to publish the Kauai Herald and organize sugar and pineapple workers; their marriage produced a duo dedicated to organizing the unorganized and advancing the working class; and

WHEREAS: Ah Quon was eventually hired by the ILWU as a social worker and developed an effective membership service program to assist members and their families during strikes and other times of need, to educate them about health care, nutrition and taking care of their children, and to help immigrant workers petition for family members to join them in Hawaii and even return to their homeland when they retired; and

WHEREAS: While providing invaluable service to ILWU members, Ah Quon also gained a reputation for being a smart, articulate advocate for all workers and the disadvantaged; she helped to promote Kaiser Permanente as the first health maintenance organization (HMO) in Hawaii, providing quality health care at predictable costs and to establish prepaid dental care through Hawaii Dental Service; and

WHEREAS: Upon her retirement from the ILWU in 1981, Ah Quon continued her advocacy work; she co founded the Committee on Welfare Concerns; she promoted death with dignity, advocating for a Hawaii law to allow physician assisted death, as yet unachieved; she worked for peace, attending the founding convention of Nuclear Free Pacific Community in Vanuatu and opposing the war in Vietnam as well as the war in Iraq; and

"WHEREAS: Her greatest passion was universal health care; she believed that every American had a right to quality health care and that allowing 47 million Americans to be uninsured and potentially without access to health care was criminal; a Health Authority, she advocated as a means to ensure universal health care in Hawaii passed the 2009

Hawaii State Legislature in recognition of her work and was dedicated in her honor; and

WHEREAS: Ah Quon was an eloquent speaker, a lifelong learner, an activist bar none, a fighter, an advocate, and a good friend, she was kind to members and friends, always inquiring about their families and looking out for their interest; and

WHEREAS: Most of all, Ah Quon believed in unionism and would bristle when she heard anyone say that unions were corrupt or unions were irrelevant or unions were no longer needed; she believed that, for workers to gain power over their lives and in their workplaces, they need to be organized; that is the role of unions today and always; and

WHEREAS: But Ah Quon knew that unions are led by men and women with human frailties; they could let power corrupt their principles, they could lose sight of their role and their goals, they could forget the importance of collective action and unity of purpose; and

WHEREAS: That is why Ah Quon scolded and cajoled and became our conscience, to help us stay on the right path; she knew her role and played it well, admonishing union leaders, elected officials, and even corporate giants; and

WHEREAS: Her voice may have been silenced by death, but Ah Quon's commitment to common values, basic principles, and unionism lives on through those she touched and inspired if we choose to remember and continue her legacy; and

WHEREAS: Anticipating her "Last Days of Mortality," Ah Quon suggested that a fund be established to educate rank and file union leaders in the areas of "political action, economic structural change, globalization, equality, and democracy"; she wanted union members and leaders to put their knowledge to action for a better world; and

WHEREAS: To honor the life of this great woman, contributions may be made to the Hawaii Labor Heritage Council, a 501(c)3 tax exempt organization, and designated for the Ah Quon McElrath Fund for Economic and Social Justice; the Fund will be managed by Ah Quon's daughter, Gail Long, with assistance from the ILWU and a committee of community leaders; and

WHEREAS: The ILWU was Ah Quon's union; though she may not have been a union member from the ranks, her commitment to social justice, civil rise and a world of peace embodies the progressive principles for which the ILWU stands; THEREFORE BE IT

RESOLVED: That this Convention of the International Longshore and Warehouse Union honors the life of Ah Quon McElrath, labor icon and social advocate; and BE IT FURTHER

RESOLVED: That this Convention reaffirm the ILWU's commitment as a progressive union that organizes the unorganized, fights for social justice, and promotes solidarity; and BE IT FINALLY

RESOLVED: The Convention urges locals and members to contribute to the Ah Quon McElrath Fund for Economic and Social Justice.

[Seconded]

CO CHAIR CAVALLI: That carries with it a motion of concurrence.

[Standing ovation]

CO CHAIR CAVALLI: I don't know how I say this following all of that. That carries with it a motion of concurrence and requires a second.

[Severally seconded]

CO CHAIR CAVALLI: Is there any discussion?

DELEGATE STEPHEN WEST (Local 142): I came to a convention in San Francisco as a delegate. I've got to tell you I came not knowing what was going to happen to me. It wasn't until I heard her voice and I saw her, she put something inside me that made me crazy, it really did. Since then I have done things I never would have done. I thought more about my dad dragging me to union meetings when I was five years old. That put some kind of purpose to my life.

The hard part now is who is going to step up. She is gone. Her memory needs to live on. But that woman, as we heard Marcus Oshiro speak, he was one of the House members in Hawaii, he said when she came in, she made his knees shake, here was this little woman that could put fear in legislators. She wasn't a member of any particular party. She cared about people.

I just urge you to go out into your locals and educate your members about AQ. I ask the leadership of our union to disperse the information, the video that we have on her. In my opinion, she is the foundation for our youth. She will plant the seed in many of our hearts that will carry us through these difficult times.

Let's dedicate this convention to her memory and not ever forget what she has done for all of us. Thank you.

[Applause]

SECRETARY TREASURER ADAMS: I felt the spirit of AQ when I came into this convention on Monday. When I think about that daughter of Hawaii, if there had been a hall of fame for ILWU members, AQ's name would be at the top. She was a person who would rather light a candle than curse the darkness. Even as the years went by she never lost the thread of her thoughts.

God gave me the privilege this year to go to her memorial service. I was so moved and so touched by that event, by the people who were there, the little kids to people who were 90 years old, because of the influence this woman had on people.

I first met AQ in 2003 at the convention. I was in awe of this little woman, with her power, with her passion. Even up to the end she had that fire in her belly.

I rise in support. I said a little poem about AQ for her memorial service that I will share with you, talking about her life.

AQ has been as low as a woman could go, but she came back loving strong, hard and deep. A rich woman would never have that kind of power and precious few lovers could ever be that satisfied.

Thank you.

[Applause]

DELEGATE TERRI MAST (IBU): That choked me up, Willie.

AQ was truly an inspiration for women in this union. She was truly a fighter for the working class. She never wavered from her principles. She took our name out into the community.

She was the ILWU. She never wavered from that. I think we're all proud, especially 142, of the gem she was, how she represented this union. Even when she no longer worked for us, she was always union at heart.

I had the privilege of knowing her since the 1980's. She always pushed the women in this organization to develop leadership and to speak out and to speak your mind and to work for the union and how important that was.

In the later years I had the privilege of working with her at the LEAD conference. I know many of you who attended that were truly inspired by hearing her speak and hearing her history. I'm very gratified that that memory will live on, the work that she has done and the contributions that she has made.

The IBU has made a donation to the fund. Hopefully at our convention we will make another donation.

Thank you.

[Applause]

DELEGATE JACK HEYMAN (Local 10): I rise in support of the resolution. AQ was the last living link between Harry Bridges, Jack Hall and the ILWU of today. She is gone, but I am hoping that because this convention is dedicated to her that we will continue to maintain the principles for which she fought, for worker's rights, for women's rights, against racial oppression.

In particular, I want to point out that one month before the May Day action of last year I spoke to AQ. She was heartened by what happened at the caucus. I told her it was the Vietnam vets that led the debate to shut down the coast against the war and to bring the troops home. She was thrilled by that. She sent a letter to the International Officers telling them that she was heartened that the ILWU was on the right track. I am just going to read the first sentence of that letter. "Pride and elation filled me when I first read of the action of the ILWU Longshore Caucus to stage a stop work demonstration to bring our troops back from Iraq." That was from AQ to the International Officers.

There were many, many people who helped May Day happen last year. She was one of them. Let's keep her memory and principles in line with this convention. Thank you very much.

[Applause]

FRATERNAL DELEGATE RICHARD AUSTIN (President, PCPA): On behalf of all the members of the Pacific Coast Pensioners Association, we want to add our names to the tribute to this wonderful woman, Ah Quon McElrath. Thank you.

[Applause]

DELEGATE FRED GALDONES (Local 142): Mr. Chairman, fellow delegates. Good morning. It is truly an honor and a privilege to be here to speak of a woman, a person in the ILWU, a sister, who has really been, as Sister Mast mentioned, an icon of the ILWU. Local 142 has been blessed that we had Ah Quon McElrath representing and working for the ILWU Local 142.

I would like to thank the delegation and this convention for dedicating this convention in her honor.

The resolution says a lot, it says a lot about her life and it speaks loudly of the things she accomplished. She has graced many of our halls. And some of you have been privileged to hear her. She was always there with a message.

I remember at one of the conventions that she spoke about the bottled water that we were drinking. After she was finished with her speech about the bottled water, everybody was hiding the bottle of water. That is the kind of individual she was. When she spoke, everybody would listen. She had a way of articulating her message to us that you could not help but just sit there and listen to what she had to say.

AQ went beyond the bread and butter issues that we always are fighting for. We are trying to fight for a better contract so that we get better wages, better benefits. But she brought us to a full circle so that we have all of the benefits because your contract will protect you while you are on the job. What happens when you leave your workplace? Your contract is not going to protect you. She brought us together and said we must pay attention to what is happening to us socially. She brought those

issues to life for us. And because of that, she has made our lives much better and well grounded. We thank her for that.

Although AQ always mentioned that she had retired, AQ never did retire from helping the working people. Up to her very time of death she was still there, fighting for the working class. Although she was on her death bed, her spirit was with us, trying to tell us what we need to do to work to provide a better life for our working class.

Yes, AQ was the ILWU for Local 142. No matter where you went in the community in Hawaii, many people, if not all, knew who AQ was, especially the older generation. It is for us to educate the younger generation of working people, our members, about AQ and what she has done for us. Our lives are much better because of her.

We truly will miss her. We truly will miss her voice in our conventions.

Bringing it to a close now, Mr. Chairman, I would like to make a special request for a moment of silence in approving this resolution. Of course, I would urge everybody to adopt this resolution. In adopting this resolution, if the chair could ask the delegation for a moment of silence in solidarity to Sister McElrath.

CO CHAIR CAVALLI: Please rise in a moment of silence for our fallen sister, Ah Quon.

[Moment of silence]

CO CHAIR CAVALLI: Any other discussion? I want to apologize for mispronouncing her name. I hope I have not insulted anyone by doing that.

All those in favor of the resolution, please indicate by saying "aye."

Opposed.

The motion passed unanimously.

I am going to turn the chair over to the co chair. I have to step out of the room.

DELEGATE FRANK GASKIN (Local 10): I would like to make a privileged motion.

CO CHAIR CAVALLI: What is your motion, brother?

DELEGATE GASKIN: If we could make her an honorary member of ILWU.

CO CHAIR CAVALLI: I am told she already is.

DELEGATE GASKIN: Thank you.

CO CHAIR CAVALLI: Any other motions or business before I leave?

*RESOLUTION R 25
UNIVERSAL HEALTH CARE, PENSIONS, SICK LEAVE,
FAMILY LEAVE*

CO CHAIR COTÉ: Please get out Resolution R 25, Universal Health Care, Pensions, Sick Leave, Family Leave.

WHEREAS: The U.S. lags behind many countries in social benefits and workers rights many Americans have no medical insurance and cannot afford health care, which is the most expensive in the world; most American workers have no pension benefits, and must rely on savings and Social Security; family leave is limited and unpaid; and one of three American workers have no sick leave or vacation benefits; and

WHEREAS: Less than 14 percent of American workers have achieved some of these benefits and rights through union organization and collective bargaining; and

WHEREAS: Workers are prevented from organizing because of weak labor laws which are unable to prevent business from legally defying the law, retaliating against workers who try to organize, and creating a climate of fear in the work place; and

WHEREAS: In most advanced industrial countries, there is a productive and beneficial relationship between employers and unions and it is common for governments to form tripartite committees which include representatives from labor, business, and government; and

WHEREAS: Because labor is actively involved in shaping government policies, these countries have developed social democracies where citizens have access to affordable health care, pensions, sick leave, vacation, family leave, and workplace safety which are required by law or funded by government taxation; and

WHEREAS: The citizens of these countries understand that government needs to set standards and regulate business to protect the public interest and their governments have nationalized businesses and banks when necessary; and

WHEREAS: In the U.S., the public has been indoctrinated to believe that "free enterprise" and the "free market" are sacred and the essence of what it means to be American; we are told that private business must be free from any government regulations; European methods are condemned as socialism, and spreading the wealth or nationalizing a business is unthinkable and un American; and

WHEREAS: The United States has a long history of regulating the economy and running "socialized" businesses such as the post office, state and veteran hospitals, water supplies, commuter ferries, harbors, airports and schools; and

WHEREAS: There is nothing sacred about "free enterprise" or the "free market," and the current banking and financial crisis could have been prevented by government oversight and regulation; THEREFORE BE IT

RESOLVED: In finding long term solutions to this economic crisis, we need to rationally consider the social programs adopted by other countries and reject the propaganda of the right wing that seeks only to protect their property and wealth; and THEREFORE BE IT FINALLY

RESOLVED: This Convention of the ILWU supports the establishment of a universal health care system in the United States which can be based on many successful models such as Canada's single payer system, Great Britain's government run health system, or France and Germany's government regulation of private health insurance companies.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

Seeing none, all those in favor.

Opposed.

Passes unanimously.

RESOLUTION R 26
SUPPORT PACIFIC BEACH HOTEL WORKERS

CO CHAIR COTÉ: Please get out Resolution R 26, Support Pacific Beach Hotel Workers.

WHEREAS: Over 400 workers of the Pacific Beach Hotel in Waikiki have been fighting to unionize into the ILWU for over seven years since January 2002; and

WHEREAS: Despite numerous unfair labor practices committed by HTH Corporation which owns the Pacific Beach Hotel and Pagoda Hotel and Restaurant in Honolulu, a majority of workers in their second election voted for the ILWU, which was certified as the workers' bargaining representative by the NLRB in August 2005; and

WHEREAS: HTH Corporation began negotiating with the ILWU but had no intention of negotiating a collective bargaining agreement in good faith; and

WHEREAS: HTH Corporation engaged in various unlawful maneuvers to avoid unionization by transferring all employees to a management company after a few months, and requiring all employees to reapply for their jobs the second time they had to reapply for their own jobs in less than a year; and

WHEREAS: On December 1, 2007, HTH Corporation discriminated against and did not rehire 32 workers who were some of the union's strongest leaders in the hotel and the majority of the union negotiating committee members; and

WHEREAS: After December 1, 2007, HTH Corporation claimed the ILWU no longer represented the majority of workers at the Pacific Beach Hotel and refused to continue bargaining with the union; and

WHEREAS: The ILWU joined the community in forming a coalition called Justice at the Beach and urged an international consumer boycott of the Pacific Beach Hotel and HTH Corporation; and

WHEREAS: Local labor unions in Hawaii have stood in steadfast solidarity with the workers at the Pacific Beach Hotel; and

WHEREAS: In February 2008, the AFL CIO called on all U.S. unions to boycott the Pacific Beach Hotel and HTH Corporation; and

WHEREAS: Japan labor federations and unions such as RENGO, Zenkowan, and Service Rengo, ITF JC and organizations such as Labor Now have joined the boycott and provided extraordinary support to the workers of the Pacific Beach Hotel by meeting with Japan travel bureaus, leafleting, organizing rallies, and collecting over 65,000 signatures on a petition asking HTH Corporation to comply with U.S. labor law, reinstate fired workers, and recognize the ILWU as the collective bargaining agent for Pacific Beach workers; and

WHEREAS: Japanese labor organizations that support the Pacific Beach Hotel workers include: Japanese Trade Union Confederation (RENGO); Japan Federation of Service and Tourism Industries Workers' Unions (Service Rengo); All Japan Dockworkers' Union (Zenkowan); National Federation of Dockworkers Unions of Japan (Zenkoku kowan); Council of Dockworkers' Unions of Yokohama; Council of Dockworkers' Unions of Kanmon; Council of Dockworkers' Unions of Nagoya; Council of Dockworkers' Unions of Kawasaki; Council of Dockworkers' Unions, Suruga Kowan; Council of Dockworkers' Unions, Shimizu Branch, Tokai Region; Japanese Council of Transport Workers' Unions (ITF JC); National Railway Workers' Union (KOKURO); All Japan Federation of Transport Workers' Unions (UNYOROREN); All Japan Seamen's Union (JSU); Japan Railway Trade Unions Confederation (JR RENGO); Railway and Transport Agency Workers Union (TEKKORO); Japan Confederation of Railway Workers' Unions (JRU); Japan Airlines Cabin Crew Union; Kensu Rouren; Japan Federation of Aviation Industry Unions (Koko RENGO); and International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF JC); and

WHEREAS: Other Japanese organizations that have played key roles in the international solidarity effort and the boycott of Pacific Beach Hotel include the ITF Asian Pacific Regional Office and Labor Now; and

WHEREAS: In August 2008, the NLRB has upheld sixteen unfair labor charges made by the ILWU against HTH and brought the company to trial before an NLRB Administrative Law Judge, who is expected to make a ruling around September 2009; and

WHEREAS: Proponents of the Employee Free Choice Act (EFCA) have been using the Pacific Beach Hotel case as an example as to why Congress should pass that law; and

WHEREAS: In May 2009, Canadian unions, including the ILWU Canada, distributed information on the hotel's unfair labor practices to Pacific Beach Hotel investor Sun Life Financial at its annual shareholders meeting, and took steps to inform the Canadian public about the boycott against this lawbreaking hotel; THEREFORE BE IT

RESOLVED: This Convention of the ILWU thanks Zenkowan, RENGO, Service Rengo, ITF, Labor Now, the AFL CIO, Canadian unions, and the many other organizations for their solidarity and support in this struggle for justice at the Pacific Beach Hotel.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Discussion.

DELEGATE DAVE MORI (Local 142): I am in support of the resolution. R 26 recognizes the importance of union solidarity. Without the support of our rank and file, our local unions, our International Officers, I know we would not have gotten the great support from the AFL CIO and international unions like RENGO, Service Rengo, Zenkowan and many others.

While the workers at Pacific Beach Hotel have endured many hardships, such as enduring two elections over three years, enduring and defeating a deceit attempt by management, enduring two firings in less than ten months and witnessing most of the strongest union supporters being fired, including 70 percent of the Negotiating Committee, what I have learned is that our union solidarity is strong while our current labor laws are weak. Therefore, we need to continue to educate our rank and file of the importance of building union solidarity and being actively involved in political action.

The workers of Pacific Beach are currently waiting for a favorable decision from a federal administrative law judge on 16 unfair labor practice charges. But no matter what the outcome, I know we can proudly say that we fought the good fight.

Thank you.

[Applause]

DELEGATE DOUGLAS CABADING (Local 142): I am in favor of this resolution. I hope you support it, brothers and sisters.

This is my first triennium as an LEB for 142. I am from Maui. I am the trustee for the Maui Division. I am not from Oahu. But I went out and picketed for the brothers and sisters. I met them for the first time in my life. They asked for help. I went out and picketed. Next time I came back, a handful of them were fired. I asked my leaders why. The management of HTH lied to them. And because they were strongly for the union, the management got rid of them or made them managers and then got rid of them.

So at the Executive Board we asked how could we help. So, we brought in help. And he went ahead, went to the Asian Pacific, Mr. Itoh, and he worked for the boycott. He is strong. He came up and spoke. We had him as a guest speaker.

The Canadians stepped in. The AFL CIO stepped in.

Brothers and sisters, we ask for your help. Please help and keep boycotting HTH Corporation. Thank you. Mr. Itoh, thank you.

[Applause]

DELEGATE LANCE KAMADA (Local 142): For a little over a year I was the coordinator for the boycott of HTH Pacific Beach Hotel in Honolulu. I met a lot the employees, many of the employees who got fired. It's a crime. It's a crime that this kind of thing has to happen when all they are doing is fighting for working people, fighting for the rights of the people who are too scared to come forward and say what they really feel.

The fight is not over. It's been a long fight over the last seven years. We need to fight as long as it takes to get these people the rights and dignity that they deserve under a union contract. That is all they ask for. They are not asking for any increase in benefits or pay that the company has already given them. All they're asking for is the dignity of the union contract, something that I feel is a human right.

I thank all of you for supporting this resolution. I ask all of you to support it. I ask all of you to please continue to boycott this employer.

Don't patronize Pacific Beach Hotel, Pagoda Hotel, HTH Corporation.
Thank you very much.

[Applause]

CO CHAIR COTÉ: Seeing no more debate, all those in favor of
Resolution R 26, say "aye."

Opposed.

Passes unanimously.

*RESOLUTION R 27
HEALTH CARE FOR ALL*

CO CHAIR COTÉ: Please go to Resolution R 27, Health Care For
All.

WHEREAS: The U.S. is the only developed country in the world
that does not guarantee health coverage for all its citizens; 46 million
Americans are uninsured and another 25 million are underinsured; and

WHEREAS: In 2008, health care spending in the U.S. reached \$2.4
trillion, 17% of the country's gross domestic product (GDP), and is
projected to reach \$3.1 trillion in 2012; and

WHEREAS: Despite these huge expenditures for health care, the
quality of patient care is disparate and dismal; the U.S. is ranked 29th out
of 37 countries for infant mortality, below Cuba and Hungary, double the
rate for France and Germany, and even worse for African Americans;
and

WHEREAS: One reason for high costs and poor outcomes is that
too many people without health coverage forego or delay health care,
resulting in illness and injury being routinely treated in costly hospital
emergency rooms or left untreated and later requiring far more intensive
and thus expensive care; and

WHEREAS: The cost of care for catastrophic illness and injury of
the uninsured is largely borne by those who have insurance; providers
charge more to private payers to make up for uncompensated care and
insurers charge more in premiums; and

WHEREAS: If everyone in the U.S. had health insurance, cost
shifting would diminish or become non existent; if everyone in the U.S.

were part of a large pool of insureds, premium costs would be reduced; universal health care makes economic sense; and

WHEREAS: Universal coverage alone will not solve health care problems in America; and

WHEREAS: A critical look at what is driving the health care spending that President Obama calls an "unsustainable course that threatens the financial stability of families, businesses, and government itself" is needed to determine how to contain these costs; and

WHEREAS: One cost driver is the intensity of health care as chronic illnesses like diabetes and heart disease, coupled with people living longer, create more demand for health care; and

WHEREAS: Another cost driver is medical technology such as magnetic resonance imaging (MRI), which is costly and generates increased consumer demand, as well as complicated procedures like heart lung transplants that are made possible by innovations in research and technological advances; yet the irony is that the cost for magnetic resonance imaging in Japan is \$100 compared to \$1,200 in the U.S.; and

WHEREAS: Still another cost driver is the growing use of prescription drugs to treat and control chronic illnesses; the pharmaceutical industry has grown in revenue and influence over the past several years, partly due to the Medicare Part D program implemented in 2006, which specifically bans the federal government from negotiating with drug manufacturers to lower the price of prescription drugs; and

WHEREAS: A huge cost driver, the potential of which has yet to be determined, is the aging of the American population; in 2011, the first baby boomers will qualify for Medicare, raising increased concerns about the stability and viability of Medicare for future generations; furthermore, an aging population raises issues about the enormous cost of long term care and whether the U.S. will be equipped to meet the challenge; and

WHEREAS: A final cost driver is the spending on healthcare marketing, billing, and administration; pharmaceutical companies spending inordinate amounts of money on advertising to encourage patients to use their drugs and on influencing physicians to prescribe

their drugs; in addition, health information technology is currently fragmented and ineffective, yet has the huge potential to save money and increase efficiency; and

WHEREAS: A comprehensive plan to control costs, make health care accessible to all, and ensure quality of care is urgently needed; inaction will mean that health care will consume even more American dollars and lead to more home foreclosures and more bankruptcies due to medical debt, already at 50% of all bankruptcies; and

WHEREAS: No one knows what the best solution will be, but key elements of a comprehensive health care system are: (1) all Americans must have health coverage to ensure access to care, without mandating the purchase of private insurance, yet assuring quality and personal choice of providers; (2) individuals, employers, government, providers, and insurers must bear and share responsibility for the problem; (3) primary care and chronic disease management must be strengthened at the same time that prevention and wellness must be promoted and incentivized; and (4) government must serve as the watch dog on costs, quality, abuse and waste while providing for public health needs; THEREFORE BE IT

RESOLVED: That this Convention of the International Longshore and Warehouse Union supports comprehensive health care reform, including consideration of a single payer, system that will ensure access to quality health care for everyone in the U.S. without compromising the employer based system; and BE IT FINALLY

RESOLVED: That this Convention encourages each ILWU member to promote wellness for themselves and their families and participate in chronic disease management.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

DELEGATE BRITTA DUNCAN (Local 5): I would love to speak for this resolution, in favor of it. However, with the line, "without compromising the employer based system," we are keeping our brothers and sisters down.

Three years ago at the convention, we voted to support single payer health care via the single payer system so we would all be on the same level playing field. By keeping that employer based system which I enjoy, believe me, I've got it. My kids benefit from it. But I cannot stand before all of you and say that because I have it and we fought for it that I am not going to let my other brothers and sisters have access to it.

How are we going to get insurance and turn this country around if we don't get away from that system? Are we going to go against what people have fought for? Our brothers and sisters are dying every day because they don't access to health care. We as the ILWU have had a strong tradition of pulling people up to what we have. If we vote this up and keep that line in there, "without compromising the employer based system," we are writing the death sentence for them. We are turning our backs on everything that we have stood for. We need to strongly affirm that we need health care reform. I believe in everything else that this resolution says. I really do. But we cannot stand for that employer based system. We have got to have a different way to do it.

I hope that we can get that out of there and show the nation we are looked to as a huge supporter of the single payer system. Let's reaffirm that and vote this down.

CO CHAIR COTÉ: Is that an amendment or are you speaking against the resolution?

DELEGATE DUNCAN: I would consider making an amendment to strike that.

CO CHAIR COTÉ: I'm going to ask the parliamentarian for a ruling.

DELEGATE MAX VEKICH (Local 52): Thank you. I inadvertently made a little mess earlier. You all know what it was. Amendments on resolutions are out of order. They are out of order at the convention. I talked generally about no such thing as a friendly amendment. At this level there is no such thing as amendments. That is what committees are for. They're the filter. That is where it has to happen. Unless there a one way to save something but I am not going to get into that now.

Amendments generally well, there are no amendments. That is a change in the committee report. They're not allowed. If you refer to

Convention Rules, Convention Rules say no amendments to committee reports. A resolution is part of the committee report.

Thank you.

PRESIDENT McELLRATH: Parliamentarian. Max. I have a question for you. If we get into something where we do want to make a change in one of resolutions, how would I go about doing it?

DELEGATE VEKICH: We write a new resolution and we unanimously consent to bring it before the body.

PRESIDENT McELLRATH: We can do that here on the floor. I thought resolutions were done at 4:30 yesterday.

DELEGATE VEKICH: Well, the body can do whatever they want to do.

PRESIDENT McELLRATH: Okay. I don't want to argue with you. Here is my point. We wait three years I am not an expert on Robert's Rules of Order, although I am Robert and I am going to rule on this one.

[Laughter and applause]

PRESIDENT McELLRATH: Here is my point. We wait three years to come to convention. If we have something on the floor that we want to do, and I feel somehow this body ought to have a way of getting there, because to have somebody stifle it and you can't get something if it's good for the membership. That is all I want to know, how do we do it. I don't want these guys coming up here, I amend this, I second that, I just want to know if it's something good for organization, how would I do that.

DELEGATE VEKICH: It's just rewritten with the consent of the body and we would just bring it right back. Get it all done, clean it up, resubmit, and the body will almost always say yes.

DELEGATE DAVID PRITCHETT (Local 500): Point of information. This might be of use. I have attended many conventions up in Canada, the B.C. Fed. What we do, if we have a committee report on deck and you have dissatisfaction that needs to be addressed, you refer it back to the committee with instructions. Now, the committee would be the Resolutions Committee, has to have a special meeting. They can take the feeling and the recommendations of the body. Then they have to kick

it around, bring it back to the floor, which means the committee has to go back to the work. That is how we do it, refer with instructions. If that is any use to this body. Thank you.

CO CHAIR COTÉ: I'm going to follow Robert's rule of order.

[Laughter]

DELEGATE DAN IMBAGLIAZZO (Local 13): What is the procedure that you are going to follow? I think this body wants to listen to the sister, wants to eliminate those few words. We are making this far too difficult. We are getting way too technical. This is way above my pay grade. Let the body vote on whether we want to suspend rules and take the words out. I think it's that simple.

CO CHAIR COTÉ: Well, first of all, some procedure is necessary because when we have this large number of people and this many things going on, I don't think we have a horrible system already now set up to do that if we simply have the sister rewrite the resolution, as Max suggested, and then we would bring it back before you. If you vote unanimously to put it back on the deck, it's on the deck.

CO CHAIR CAVALLI: Could I make a motion to suspend the rules and move on? It takes two thirds vote and away we go.

[Seconded]

PRESIDENT McELLRATH: A motion has been made and seconded to suspend the rules. It takes two thirds to suspend the rules.

All those in favor of suspending the rules, say "aye."

All those opposed.

The motion carried.

Go ahead.

DELEGATE LUISA GRATZ (Local 26): I'm not clear on the changes that are being suggested, and I will tell you why. Many of us have fought very hard to develop defined benefit trust funds. Most of us in the ILWU get our benefits through negotiations. Those benefits are part of wages. Many of us have given up wage increases to protect the benefits.

If it is being proposed that we take that recognition out of the resolved, I can't support it. We worked too hard for our benefits. Until there is a system in place that equals what we have, I am not prepared to compromise or sacrifice what keeps our families and our children with medical care.

I need some clarification on what the sister is proposing. What I understand this resolution now provides for is without compromising the employer based system, which is what we bargain over to today.

[Applause]

CO CHAIR COTÉ: Make your amendment.

DELEGATE DUNCAN: My amendment would be to simply remove "without compromising the employer based system."

I agree with Luisa. My father, my mother, I continue the fight for that employer based system that I have that my kids enjoy. Longshoremen, warehousemen have lost their lives fighting for those benefits. We have given up wages.

All I am saying is if we remove those simple words, we reach out to others who are not in our union and we make it clear we hold up our health care system that we all enjoy as being part of the ILWU. That is what we should be reaching for. But if we keep these words in there, "without compromising the employer based system," we are asking for people to keep the same system that is killing us today.

I am just asking with my amendment to remove those words, "without compromising the employer based system."

CO CHAIR COTÉ: Is there a second on the amendment?

[Seconded]

CO CHAIR COTÉ: Is there discussion on the amendment.

FRATERNAL DELEGATE DAVID ARIAN (Southern California Pension Group): I agree with the amendment in terms of what she is saying. But that is a disaster for us in the Longshore Division and others. The idea that we have negotiated with our employer a benefit package, you know, we can't send a message out that that has no value any more. This amendment says that. That needs to stay in this resolution. We have negotiated and I tell you what, when we take that first step, if we take

this out of the resolution, the second step is, now you're going to be paying for everybody else's benefits because they're going to begin to tax our benefits.

This is going in the wrong direction. I would hope that you I wasn't going to get up and speak hardly at all at this convention, I'm a pensioner. But there are two things that I want to protect, in addition to the union, and that's the pension and health and welfare benefits that they have negotiated for me.

[Applause]

CO CHAIR COTÉ: Discussion on the amendment.

FRATERNAL DELEGATE ARTHUR MINK (Seattle ILWU Pensioners Club): I rise in favor of the amendment. I think there is a principle involved here. And that principle is, are we better than all the other workers that aren't us? Are we going to say, never mind everybody except us, we want to keep what we've got and basically that means that we're not supporting all the people that aren't us. I can't go for that. Thank you.

[Applause]

DELEGATE RUSSELL MIYASHIRO (Local 34): I rise to speak in favor of amendment. I am a beneficiary of all of this. My father was a clerk. My mom is in the post office. They are all union people. My kids are benefiting from all our struggles. But what happens is, the health care system we have stinks. It is hurting all of the United States. It has to be put away. We have to move towards single payer health care.

I urge the body to vote in favor of amendment. Thank you all.

[Applause]

DELEGATE DAN IMBAGLIAZZO (Local 13): Brothers and sisters, had we never seen these words, this wouldn't have been offensive to us, I don't believe. I don't believe my benefits are threatened. Had you never seen these words, it would have been acceptable. But you saw them and now all of a sudden taking them out means something. It really doesn't.

That is a good resolution. My benefits are better than the President of the United States. I don't feel threatened. We need to fight for things.

This is what we need to fight for. It's going to come out different anyway. Let's not get all in a tizzy about it. Just take the words out and fight for a system it's not going to be the system that we imagine anyway. Let's not get over technical on the thing. Let's fight for health care. That is the message. That is the message. Thank you.

DELEGATE ADAM SANCHEZ (Local 5): I want to speak in support of the amendment. I appreciate what people have said up here, speaking about the struggle it took under the employer based system to win the health care that we have now. But, unfortunately, I also believe that as long as we have an employer based system, that struggle is going to continue. They are always going to be able to pit health care against wages, health care against other benefits that we want to see.

That is why I am in support of striking that language from this resolution. When we go to the bargaining table we don't have to weigh should I have health care you know, should we fight for health care or should we fight for better wages. Like some European countries can do, we don't have to have health care at the table. We can have a government run system without the employer base to it. I think that is important.

I am in support of striking these words.

[Applause]

DELEGATE LUISA GRATZ (Local 26): I am speaking against the amendment. As a negotiator you don't go in there empty handed. If you go into bargaining with a proposal like this, the employers will have a field day. In the first place, everybody in this room knows that the employers and manufacturers associations and Republicans and all of our enemies in the legislature want to do away with defined benefit trust funds.

You don't ever go in and say, well, we are going to give up minimum wage laws because we want to negotiate a wage increase. You don't give up what you have. You use what you have as leverage to get something for everybody. But you don't compromise your family's benefits; you do not compromise your pensioner's benefits, your survivor benefits, and then go begging for something that you may or may not get. That is a position of weakness. You never bargain on your knees. You protect what you have and you get something more for everybody. You don't go back to the bottom, that's crazy.

Vote this amendment down.

[Applause]

DELEGATE RICHARD MEAD (Local 10): I am speaking for the amendment. It's been said up here that if we take this amendment out of it we are sending a message. If we leave this amendment in, we are sending a message, and the message is, I got mine.

Look, in all the other industrialized nations that have government run health care, it's illegal for private insurance companies to get involved in primary care. That is what we are talking about here. There is no compromise; there is no threat to our benefits. Our benefits, when they're negotiated, it's a matter of power. If we get single payer we all get a baseline coverage. And we negotiate on top of that. It will help every one of us. The employer's price for health care takes a nose dive. They no longer have to contribute, whatever it is, per container to cover our health care benefits. It costs like nine bucks an hour or something—I don't know what the hell the statistic is—for every container to cover our health care benefits. We get single payer, that price drops to like a buck.

It is in our own best interest to get single payer. Understand that. Get your membership to understand that. We need it. Every other country in the world that is industrialized has it. Understand it. An injury to one is an injury to all. Take this out. We've got ours; let's help everybody else get theirs. Thank you.

[Applause]

DELEGATE LEAL SUNDET (Local 8): I rise in opposition to the amendment. First of all, I don't really read it the way it is. I think the let me say this first. I believe in single payer. I believe in what we already passed. We endorsed single payer plan.

We have to be careful. We have a lot of false gods, if you will, out there right now. We have people who are thinking that any change in our health care system is better than what we have right now. We've got to be aware of what we might accept. What is on the table right now, which most likely is going to come out of the Senate, is going to be private insurance companies still on the table. We may not see a public option, probably won't by the end of the day, and then you are going to have like

the Massachusetts plan where every individual is going to be required to purchase insurance from a private insurance plan.

In order to partially pay for that, you are going to go into the Taft Hartley plan, which most of us have in here, the employer based system, and they are going to tax us. Little by little we are going to be going down from even the benefits that we have right now. People are going to be thinking about, I can't ask for something more because I might be taxed.

I also want to say one other thing. There are a lot of other options out there. How about an employer mandate? How about a mandate by law that if you want to have a business in this country, if you want to open the door and have a business, you have to provide health coverage for your employees. There is nothing wrong with that. That is an employer based system. It's a mandate. If you can't afford to provide health coverage for your employees, then don't open the damned business. That is another option.

We don't know what it's going to look like out there. What it appears in this great system of ours, with the Democrats and the Republicans being of the same kind, we're not going to get single payer, not any time soon. What we've got to do is protect what we've got until we get something out there that we are willing to accept, that can supplant what we have, just like the previous speaker was talking about. In the meantime we have to protect what we have.

The longshore side is going to have a caucus next week. A lot of you probably haven't read the Longshore Coast Committee Report, but that is what we're going to recommend to the Longshore Division, is we need to be awake and protect what we've got until it can be supplanted effectively, and not take something half ass just because it's being offered to us.

I suggest that we turn this down and pass this motion. It's a broad motion. It covers everything. Pass the original resolution.

[Applause]

DELEGATE LARRY MUNSEE (Local 30): I am speaking in opposition to the amendment. No. 1, I want to make the point very, very clear. I am in favor of universal health care. I believe it is like clean

water and clean air. This is the only way we are going to maintain civilization as it exists as the world is now.

Now I am going to ask you to look exactly at the language of this resolution. It says, "The Convention of the International Longshore and Warehouse Union supports comprehensive health care and reform" key phrase there. Then it gives an example of the type of reform we're talking about.

It goes on and says, "will ensure access to quality health care for everyone in the United States," another key phrase. We are for everybody to get universal health care.

Then it makes a statement, "without compromising the employer based system." I think we are discussing an argument that basically people are inferring from this that the last clause there is somehow going to restrict or prevent universal health care. That is a total misconception. The one is nonexclusive of the other.

I rest there.

[Applause]

DELEGATE DANIEL MIRANDA (Local 94): I rise in opposition to this amendment. I'm going to have to agree with Luisa Gratz, and that is a big thing for me.

[Laughter]

DELEGATE MIRANDA: I agree with her on this.

We don't want to bring people down. We want to bring people up to our level of the Taft Hartley plans. Resolution No. 7 that we approved, HR 676, this body has already approved that, basically supports our right to protect Taft Hartley plans. What we want to do is bring people up to that level.

I would hope that we vote this amendment down. I still believe that it's in violation of Rule 23, but our parliamentarian is sitting back over here. I would hope that we vote it down. We need to bring people up to our level, not bring our plan down. It does stop us from negotiating. What it does, it doesn't give us a right when we go in there to seek better benefits. That is the key to everything we do as union people, to make

sure that our retirees and children and ourselves have the benefits we need and we can get more.

Thank you.

[Applause]

DELEGATE PAUL SANCHEZ (Local 13): Mr. Chairman, I call for the question.

[Applause]

CO CHAIR COTÉ: The question has been called. All those in favor of ending debate, say "aye."

On the amendment, to strike "without compromising the employer based system," all in favor say "aye."

Opposed.

I believe the "noes" have it.

On the resolution. Is there further debate? Seeing none, all those in favor of Resolution R 27, say "aye."

Opposed.

Passes.

Lunch.

PRESIDENT McELLRATH: Brothers and sisters, wait a minute. Let's be back here at 2:00 o'clock. We're going to have a speaker. Then we're going go into executive session. We will go into executive session after that. We will be looking at our financial report.

[Whereupon, the Convention recessed at 12:20 o'clock p.m., to reconvene at 2:00 o'clock p.m.]

WEDNESDAY AFTERNOON SESSION-JUNE 10, 2009

[The Convention was reconvened at 2:04 o'clock p.m., President McEllrath presiding]

PRESIDENT McELLRATH: Brothers and sisters, take your seats, please.

I'm going to ask that because of the dinner at Tacoma tonight that we suspend the rules and recess at 4:00 o'clock. It takes a two thirds vote. Someone make a motion and second it.

[Severally moved and seconded]

PRESIDENT McELLRATH: Any discussion.

A DELEGATE: Question.

PRESIDENT McELLRATH: The question has been called for. It takes a two thirds vote to suspend the rules. All in favor of recessing at 4:00 o'clock, please say "aye."

Opposed.

[Motion passed]

DELEGATE RICHARD GURITZA (IBU): Mr. Chairman, I stand for a point of personal privilege.

PRESIDENT McELLRATH: Go ahead, brother.

DELEGATE GURITZA: I would like to thank the International for last evening, the reception and the unveiling of the exhibits. If you looked in the back of the room, there was an exhibit by Region 37 of our cannery workers. It was a great opportunity for us to share some of our history. It was a long struggle, being part of the International, and we have always walked hand in hand with the longshore and warehouse, with the struggles. Dating back to when Harry Bridges was going to be deported, our union president and secretary treasurer were also indicted, to be deported back to the Philippines. There is a long history and tradition being in the ILWU. And by those pioneers, you hear it from the mouths, if you look at the oral histories and had an opportunity to read some of that. It's very troubling that in that time when we had social unrest what they had to struggle for.

It was great that we were able to share that with you.

As a couple points of interest, during the last convention, we asked for the support of the International to fund at the Wing Luke Museum an exhibit that has just recently been completed. It's down in the International District on Eighth and King. On the table, the literature table that we have out there, there is some information on the museum. Those of you who are interested, or your guests, if you pick up the card there and take it to the museum, they will give you free admission until Friday.

The Wing Luke is the largest Asian museum west of the Mississippi. They have a large Polynesian Pacific Island exhibit. It's great if you have some time to go through there.

Again, thanks to the International for giving us the opportunity to share our struggle with you.

[Applause]

PRESIDENT McELLRATH: Thank you. That display, when we come up here and we make resolutions about teaching our people and teaching the organized and unorganized, the people in our own rank and file, that's part of the steps that we're trying to take. The Longshore Division has stepped up. Others in the ILWU have stepped up. Those are the things we're trying to do to educate our young people and educate people who are not in our union.

I had the distinct honor and pleasure to go down to Los Angeles and help push through a proclamation that they were going to build a school and they are going to name it Harry Bridges School. That's the first school named after Harry Bridges.

[Applause]

PRESIDENT McELLRATH: One thing about these things that we have, it's stuff like that that you can place in a grand opening somewhere, such as the Harry Bridges School. We have the 1934 and we have the 1948. When we put that in that school, when it's completed and filled, that's the first step in teaching those people in the community who don't have union families what a union is all about. This is to the ILWU. This is what we're looking to in the future.

Thank you for those statements, brother. That's we're trying to do.

[Applause]

PRESIDENT McELLRATH: Before we get into the financial report, I would like to call up another speaker, Russell Mayn, the General Secretary of the Maritime Union of New Zealand. Russell.

[Standing ovation]

*REMARKS
RUSSELL MAYN
MARITIME UNION OF NEW ZEALAND*

BROTHER RUSSELL MAYN: Thank you for that warm welcome. It's overwhelming.

Brothers and sisters, I bring fraternal greetings from the Maritime Union of New Zealand and the land of the long white cloud, Aotearoa.

I would just like to start with the traditional Maori greeting, tena koutou, tena koutou, tena koutou, ta kai. That's how we welcome people in New Zealand.

Internationalism and solidarity, that means an awful lot to our union in New Zealand. The ILWU has always been great friends and supporters of our union. We hope that that will last for many years to come.

I know you have a very tight schedule so I will try not to take too much of your time. If I can just sort of relay the story of what happened in the Port of Napier in New Zealand. It's a small port in New Zealand. We have 80 full time members and 40 casuals. In New Zealand we call casuals sea gulls. That's the nickname that they have.

Two Christmases ago, the CEO in that port embarked on the most sinister and cowardly act that I have seen in New Zealand for a long, long time. He attempted to replace all the bona fide union labor in the port with scab labor. As always, that gets the support of the politicians and the police and every right winger in New Zealand. We spent two weeks on the picket line. As always, you never have to ask the MUA for anything, they just deliver. They sent a delegation over. We managed, with the ITF, the MUA, and the German union, we managed to keep every ship from coming into that port for two weeks, bar one.

[Applause]

BROTHER MAYN: There was nothing coming into the port.

The real meaning of solidarity is that it was on the 23rd of December. The employer had offered full time jobs to our sea gulls if they went to work for this scab company. None of them took it. They stayed on the picket line.

[Applause]

BROTHER MAYN: I was standing on the picket line and I overhear two of the sea gulls talking to each other. One of them said, "Jeez, I hope the barbecue is good on Christmas Day because I've got no food left in the house. My telephone is going to be cut off tomorrow."

What we always do in New Zealand, I walked down the road, got a box of beer, back to the motel for a bit of think and drink with the MUA. The MUA, this is real solidarity, five minutes on the phone to all the branches in Australia, \$20,000 Australian deposited in our bank account in New Zealand to pay the casuals so that they could get through Christmas.

[Applause]

BROTHER MAYN: Five minutes, mate.

I went back down to the picket line that afternoon on the 23rd of December, if you had seen the look on the casuals' faces, especially their wives, it just about brought a tear to your eye. I could actually see that the union was going to get them through Christmas. The union was going to mean that they had something to eat. And the union was going to allow them to buy their kids Christmas presents.

This employer, it was so well planned, he targeted this for Christmas because he knew he could create the maximum hurt, destroy families.

In the end, we won. We got 80 full time dockers back in the port. It's fully unionized. We managed to get about five of the casuals up to permanency. For those five, it was a big move. The port now is 100 percent unionized and running like a watch.

[Applause]

BROTHER MAYN: He was a real piece of work, this guy.

I was in the court on the 23rd of December as well. I got in the lift to come down. He gets in the lift with his lawyer. And on the way down he says, "Your international and your union and your local can go and have sex with yourselves. I'm going to destroy you. Once I have destroyed you in this port, I'm going to destroy you throughout New Zealand, mate."

Well, that guy two weeks later was on the phone saying, "Well, Russell, how about we go out for dinner, we need to have a bit of a chat."

I said, "Mate, I ain't going out to dinner with you. You can go have sex with yourself."

[Laughter]

BROTHER MAYN: It means an awful lot to a New Zealander. It's only a small country. We are only four and a half million. We get enormous support from the ILWU, the MUA who have been excellent friends to us. The Australians were overwhelming in their support. Paddy Crumlin spent hours and hours on the phone talking to international shippers, dealing with the ITF, where we could put pressure on the ship owners. It was a great success for our union, and it held us in great stead.

You look up on the wall and there it is: an injury to one is an injury to all. There's nothing truer.

It's a great honor to be here. Your hospitality has been overwhelming. Thank you very much.

[Standing ovation]

BROTHER MAYN: I have a small gift from our union, Bob. I hope it fits, mate. It's not Russian, it's not leather and there is no money in the pockets either.

[Laughter]

PRESIDENT McELLRATH: Thank you, Russell.

Russell, we have been giving out these posters for the 75th anniversary. It is signed by the four living presidents, David Arian, Jim Spinosa, Brian McWilliams, and myself.

[Applause]

WEDNESDAY AFTERNOON SESSION, JUNE 10, 2009

PRESIDENT McELLRATH: I'm going to turn it over to Willie Adams. We are going to go through the financials. I would ask that anyone who is not a delegate, fraternal delegate or member to please leave the auditorium. We're going into executive session.

[Whereupon, the convention went into Executive Session at 2:16 o'clock p.m.]

[Whereupon, the Convention went from Executive Session into regular session]

PRESIDENT McELLRATH: I know there is a long line. We are going to recess at 4:00 o'clock. Come back at 9:00 a.m.

Herald has some announcements. I don't mean to cut you off, but it's past 4:00 o'clock. Herald has some announcements. Please listen to Herald. When he is finished, we are going to recess until 9:00 a.m. tomorrow. We have lots of work to do.

Herald, go ahead.

DELEGATE HERALD UGLES (Local 19): We are going to start loading the buses at 4:15. Go down to the lobby. We will be going out of the lobby where the registration is, down to the valet. We want to get the first bus at 4:30. We want to try to get all 12 buses done by 5:15. Down in the lobby, 4:15. The first bus will load at 4:30.

PRESIDENT McELLRATH: Go ahead, Max.

DELEGATE MAX VEKICH (Local 52): Thanks to all the brothers and sisters for the encouragement last night at the impromptu fundraiser. Thanks, Big Bob, for the use of your room. We did really well. We raised over \$5,000. It was great. Thank you.

PRESIDENT McELLRATH: We are recessed until 9:00 a.m.

[Whereupon, the Convention recessed at 4:04 o'clock p.m., to be reconvened at 9:00 a.m., Thursday, June 11, 2009]

THURSDAY MORNING SESSION-JUNE 11, 2009

[The Convention was called to order by President McEllrath at 9:00 o'clock a.m.]

CALL TO ORDER

PRESIDENT McELLRATH: Delegates, take your seats. All right, brothers and sisters, let's come to order.

The first thing I would like to do is thank Tacoma, the Host Committee and the IBU and everybody. That was a fantastic fish feed last night.

[Applause]

PRESIDENT McELLRATH: They did a fantastic job. I don't know how you could do it any better. It was great.

Host Committee, do you have some announcements?

HOST COMMITTEE ANNOUNCEMENTS

BROTHER SEAN O'DONNELL (Host Committee): Today we have the wine tasting tour for your guests. If they could be there for the 12:30 bus, it would be great.

Tonight is the banquet. There will be a seating chart. We do have a seating chart and we will have that posted. We will have the tables marked. Check that out.

If you haven't picked up tickets yet for the banquet, you need your tickets, please talk to Terri Mast at some point today. You'll need your tickets for that.

Other than that, I hope everybody had a good time and is having a great time.

[Applause]

BROTHER O'DONNELL: We should have another great event tonight. Hope to see you all there.

BROTHER DOUG JOHNSON (Host Committee): Thank you for last night. Although the event was held in Tacoma, the participation was from all the Puget Sound area locals. It's not just about Tacoma. We

couldn't have done all this without the help and support from the IBU and the local members who don't get to come and enjoy these things, but they pay their dues and they pay their assessments. They don't really get recognition. I want to make sure that we recognize the brothers and sisters who helped out in that area. It's not just Tacoma. Thank you.

[Applause]

PRESIDENT McELLRATH: A couple more announcements. First, we have a lot of work to do today and tomorrow. I would like to get it done. I know we have chairmen of committees and this and that, but I am going to start pushing this convention along. If you are going to take a caucus or do anything, it's only going to be five or ten minutes, and that's it. We have work to do. We wanted get to this point and we are here. When you get up to the mike, make your point and sit down and let's move on the agenda.

[Applause]

PRESIDENT McELLRATH: Good. Next thing. We have to take a photo of the whole delegation. That is going to happen right here in this room. They're going to adjust this up here. We are going work until 12:30. Then they're going to adjust and then we are going to take our picture. We will reconvene at 2:00 o'clock. The more you mess around, the shorter your lunch break is. 12:30, it will be right here. Don't leave. If you do, you won't be in the photo. At 12:30 Craig Merrilees will explain how it's going to be so we will go from there. Any questions on that?

Hearing none, we are going to move on. Does somebody want the mike? Did you want the mike?

We are going to have one speaker this morning. Our next speaker is James Gregory, professor at the University of Washington, where he holds the Harry Bridges Chair of Labor Studies.

Professor Gregory is passionate about discovering and documenting the history of working people. He wrote an award winning book about the great migration of workers from the south, both black and white, who changed the history of our nation after the Second World War.

He wrote another book about migrant workers who came to California during the Dust Bowl days in the Depression and who transformed that state.

Brothers and sisters, please give a warm welcome to James Gregory, holder of the Harry Bridges Chair.

[Standing ovation]

REMARKS
JAMES GREGORY
PROFESSOR, HARRY BRIDGES CHAIR

PROFESSOR JAMES GREGORY: Thank you, Mr. President. Thank you all for inviting me here. It's a great honor, second only to the honor I have had for the last 18 months of being named the Harry Bridges Endowed Chair of Labor Studies at the University of Washington.

This is my first chance to welcome you to Seattle. I know you've been here for three days. As a member of the Seattle community, we welcome this great union and all of you.

I do have to apologize for the weather. I know you were expecting nice Seattle rain. I don't know what is going on, I think another manifestation of global warming. We will see what we can do about it.

I want to tell you a story. Nineteen years ago, in 1990, the great labor leader Harry Bridges passed on. His friends, his colleagues, members of the ILWU up and down the coast were looking for a way to preserve the memory and honor the accomplishments of Harry Bridges. A committee came together led by some very, very famous longshoremen, some of whom are no longer with us, Jug Jugum, Phil Lelli, Pat Vukich. Some are still with us. I see Rich Austin. Others of you remember the campaign to build a lasting memorial for Harry Bridges.

The committee decided to do something unorthodox, to create an endowed professorship, a chair at a university and build with it a center for labor studies that would be not only a memorial but an active force in producing education about labor and about the ILWU.

The University of Washington was chosen, fortunately; otherwise it could have been Berkeley. The University of Washington was honored with what turned out to be an amazing gift from the members and locals of the ILWU and others, but mostly members and pensioners from the ILWU, put together the campaign and raised the money over the course of two years, raised more than a million dollars to establish the Harry

THURSDAY MORNING SESSION, JUNE 11, 2009

Bridges Chair and Center for Labor Studies. The center opened in 1992 and has been operating ever since.

I want to tell you a little bit about this because there are some surprises here. This turned out to be more than the founders expected. It turned out to be more than a memorial. It is an important memorial. If you take an afternoon and come out to the University, I would love to show you around. Andrew Hedden. He is the program coordinator for the Harry Bridge's Center. He would love to show you around.

One of the things we will show you is the monument to Harry Bridges, the bust. I am not sure if it's showing up very well here. This is prominently placed in the beautiful Suzzallo Library where it is on display for students and faculty and visitors. You can see a visitor here looking at the bust that honors this great labor leader and the union that he led. And below the bust you can possibly see the list, the honor roll we call it, of original donors. Ultimately more than 1,000 men and women contributed the funds to build this center. Many of their names are permanently inscribed there on this memorial, the statute.

The founders wanted a lasting, permanent memorial, and have it. What they didn't understand is that they were going to be building something for the future as well as something that honors the past. The Harry Bridges Center for Labor Studies has turned out to be an amazingly productive and powerful force on the university campus, in the Seattle area, in the Pacific Northwest.

I want to tell you a little bit about what this is. I call it the gift that keeps on giving. It was an original gift, but it keeps moving. It's one of the many things that this great union has done for those who are not members of the union, has done to produce a better Washington State, a better America.

Here are a couple of things that we do. Mostly we teach students. Before the Center for Labor Studies, you could be one of the 30,000 students at the University of Washington and learn nothing about the legacy of labor or the importance of labor in producing an equal and just society. But since the Harry Bridges Center for Labor Studies, hundreds of students have gone through our classes. We have up to 60 faculty members who affiliate with the center and teach courses. Hundreds of students every year take our classes and learn something that they

otherwise would not have learned. It's not just learning, there is an activism to all this that is a legacy that Harry Bridges would really appreciate.

We give out scholarships that come from the endowment and other endowments. The Jugum family, after Jug Jugum passed on, contributed money to produce a scholarship that every year funds three or four undergraduates or who otherwise wouldn't have their tuition paid. It's one of many of these endowments that helps students who are interested and committed to labor go through their course work.

It's not just an academic program. There is an activism to this that is just amazing. Students who go through labor studies often go off into the labor movement to help in various ways. On campus, the Student Labor Action Project, and here are some pictures from one year's activities of the Student Labor Action Project. The Student Labor Action Project keeps this campus it's three miles from here alive. It causes problems for the president because they're in his office every couple weeks demanding he do something different about sweat shop apparel and other labor issues. In addition, they have actually built unions. There is one entirely new union that was created by veterans of the Student Labor Action Project and the Harry Bridges Center. There are other laborers, and the laborers union owes several of their contracts to the work that the Student Labor Action Project has done, and thus part of what the Harry Bridges Center has done.

Beyond students, we fund research activities for faculty and graduate students. Many, many different grants, books, articles have come about because of the support of the Harry Bridges Center. Faculty members who hadn't thought that labor was very important to research have been doing so because of our presence.

I want to tell you about two of our recent projects. If you have a moment to visit our table right outside these doors you will learn more about both of them. One is the union democracy reconsidered, reexamined project. This is led by Professor Margaret Levy and David Olson. It has been looking at the political practices and democratic traditions of the ILWU and showing how other labor unions can profit and learn from the model of internal democracy that was pioneered and still practiced by the ILWU. Out of this are coming articles and a book at some point.

Working groups consist of faculty and our labor movement advisers. Many ILWU people serve on our board of visitors, our visiting board and on these working groups.

This is our new project, waterfront workers history project, which just this week finally on line. It's still in process. You can see a slide show about it out in the entryway at our table. Gene Vrana, your amazing archivist. If you don't understand how important Gene Vrana is to the world of labor archives and labor libraries, please, please do understand.

[Applause]

PROFESSOR GREGORY: He is right over there. He is not only a gift to your union; he is a gift to the entire labor movement. He is world famous among labor archivists.

Gene Vrana has helped with this project and several others. This is a web site that is publicly available that explores the history of waterfront workers of many, many kinds cannery workers, longshore workers, inlandboatmen, seamen. Anything that comes near the waterfront we are working to develop the stories and resources to make this history understood broadly so that it can be taught in schools as wells as in union locals.

Let me just tell you a little bit about what this project entails and will entail. We have articles, an amazing photograph collection which now has close to 800 images, many of them from the Ron Magden collection of Local 23 and Local 19. Pictures. These are not going to show up very well. The one on the right is a historic photo of a Chinese longshoreman from 1910. It is fascinating to look at, as are the others.

The web site includes important publications that have been produced by waterfront worker unions. Gene Vrana hand carried up from San Francisco in order to digitize and make available on line for anyone to read the entire collection of Waterfront Worker, the pioneering publication that helped build the 1934 Strike and subsequently the ILWU.

Local 37. You heard Rich Gurtiza yesterday talk about the legacy of Local 37 and how important that is to the ILWU. Here is one of the documents. He mentioned the attempt to deport Local 37; it was at that

point Local 37, leaders. And here one of the documents that we have on line and available for anyone to read.

There is art. We have discovered some amazing art and buttons and all sorts of materials that relate to the history of waterfront workers. This is a scene from a local artist chronicling the Smith Cove fight that was so pivotal to the 1934 Strike in Seattle.

Then we have a film.

[Video]

PROFESSOR GREGORY: I am just giving you a little taste of that. That is original news reel footage from 1934, the Smith Cove fight, courtesy of Ron Magden and a film he has made. You can see the entire film about the Seattle and Tacoma experience in 1934 on our web site. That is an example of the kinds of things that we have been doing.

Now I want to tell you what we are now starting to do, our next big project. It is totally critical to preserving the history of unionism in Pacific Northwest. We're building a labor archive. Here is the problem. Our history, your history, union history is disappearing. It disappears every time a union clears out the closets and says, "I don't know, these old records, what are we going to do with them," and dumps them. When those records are dumped they are lost. That history disappears. It cannot be recovered. The next generation will never know the stories, will never know the fights, never the victories, they won't know the defeats either, that build unions and sometimes destroy unions. Preserving that history is absolutely critical. As a historian, I feel this intensely. I think you feel it intensely because you know how important the history of your union and other unions is.

Well, in Washington State we are finally building a labor archive to make sure that this history isn't lost. In it are going to be materials from all kinds of unions, especially the important legacies of the locals of the ILWU and IBU and cannery workers in this state and region. Already we've got problems. Phil Lelli passed on a couple years ago and his papers have to be preserved. Del Castle, his papers have to be preserved. The local's papers have to be preserved. Otilie Markholt, many of you know, spent a lifetime collecting materials about longshore and waterfront workers. Her papers have to be preserved, otherwise they get lost. We are building a labor archive. Again, we unfortunately have to do

it ourselves. The state won't do it. The university doesn't have the funds to do it. We are raising the money to make sure that labor's heritage is preserved. Locals and other union bodies around the state are contributing.

I understand that there is a resolution that will come before you supporting this effort. I urge you to read it carefully and support it if you can.

The Washington State Labor Council is pledging \$10,000 a year to make this archive possible. We're going to be talking to locals. We are going to be talking to you. We are going to be trying to duplicate the campaign of 1990 and 1992 in order to build a future for the history of unions in this region.

Let me just close with an important thought or an inspiration. This is what Harry Bridges said, he said so many powerful and important things, this is what he said that guides the Harry Bridges Center for Labor Studies, just as I know it guides the ILWU today. "We were organized to do a job for working people. We were organized to fight for unity and understanding. We were organized to try to bring people together without any distinctions of race, color or religion or political faith." That's how the Harry Bridges Center was organized. That is the motto we live by. It's part of our slogan. It's part of our web site. This is the web site. We live by that. I know this great union lives by it. This is part of why this union means so much to people who are not members of the union. It's part of what the ILWU has done for cities and people up and down this coast and in Hawaii. It's part of how the ILWU keeps building a better America, and I thank you for that.

I look forward to your visiting the University of Washington campus. I hope you will visit the web site. I hope you will tell your members when you get home that the ILWU exists on the University of Washington campus. You have built a unique institution. It is the gift that keeps on giving. It's building young people who will be part of this labor movement in the future.

Thank you very much.

[Standing ovation]

PRESIDENT McELLRATH: James, we have a little gift for you. You are the keeper of all the historical documents. This is signed by the four living presidents, David Arian, Jim Spinosa, Brian McWilliams and myself. We would like to have you take it with you.

[Applause]

PRESIDENT McELLRATH: Yesterday when we left off, we were on finance. At this time I would like to go back into executive session. Let's finish that project. I know we have people lined up. There was a whole line of speakers. Let's keep it short. Let's get to the point and get our work done. We have a lot of work to do today.

[Whereupon, the Convention recessed for Executive Session from 9:25 o'clock a.m. to 10:00 o'clock a.m.]

[Whereupon, the Executive Session concluded at 10:00 o'clock a.m.]

PRESIDENT McELLRATH: Very good. We will move on the agenda. We will go back into the committees. Richard, are you ready to finish? Then we will have the Constitution Committee and whatever is left.

We are no longer in executive session. If people want to come in, they can come in. Thank you.

Members of the Resolution Committee, come on up, please.

RESOLUTIONS COMMITTEE

RICHARD CAVALLI, CO CHAIR

ALAN COTÉ, CO CHAIR

CONRAD SPELL, SECRETARY

RESOLUTION R 42

ILWU SUPPORTS WOMEN'S RIGHTS

CO CHAIR COTÉ: Would you please find R 42, ILWU Supports Women's Rights.

WHEREAS: From its birth the ILWU has a proud tradition of defending the rights of workers; and

WHEREAS: Our union also has a history of demanding equal treatment for all people; and

WHEREAS: As working class people we understand the plight of those struggling to raise a family and make a better life; and

WHEREAS: Our record shows that the ILWU has always respected and toiled for the equal treatment of women in the home, the workplace, and the world; THEREFORE BE IT

RESOLVED: In the Home: that the ILWU dedicates itself to committing resources in the political battle for legislation in Congress and at the State levels to guarantee health care for children and childcare for working families, and supporting the creation of Domestic violence Information Centers so women can get the facts they need to combat the all too common violence and rape crisis women can be subject to; and THEREFORE BE IT FURTHER

RESOLVED: In the Workplace: that the ILWU and all its locals commit themselves to guaranteeing in all our labor contracts that women be paid the same wages as their male counterparts, that the "glass ceiling" for women be abolished so women can be promoted according to their abilities and not denied advancement because of their gender, that harassment will not be tolerated in the workplace and when encountered will be adjudicated immediately; THEREFORE BE IT FINALLY

RESOLVED: In the World: that our union supports the nomination of Sonia Sotomayor for Justice of the United States Supreme Court and that we also dedicate ourselves to appointing more than just two women to the Supreme Court and that the ILWU stands against North Korea's show trial of American journalists, Laura Ling and Euna Lee, and that we hereby demand that the Afghan government of Hamid Karzai immediately revise the Shia Family Law wherein girls are not allowed to attend school and women are not permitted to leave the home or receive medical care without their husbands' permission and must submit to sex upon their husbands' demand, and that the ILWU will use every political influence possible to demand that rape kits in Los Angeles and other cities be analyzed and not allowed to languish on evidence room shelves while the guilty go free.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

DELEGATE DAN IMBAGLIAZZO (Local 13): I wrote this resolution. Some people may be surprised because I don't like the name of our union. But I did this to show, first of all, the things that I believe in and I think this union believes in that are not being articulated.

I was raised by a woman who was taken out of school by her father, an Italian immigrant who thought women should get skills not an education. My father and mother broke up. My mother raised us. She was a waitress for a while. Just before I got my high school education, she got her GED. After waiting on tables she got a job in the bank as a teller. My mother was a damn good worker. She had to train people, men, who were right next to her and they made more money walking in the door than she made.

She made sure that we understood equal rights. She couldn't breathe in a bank the word "union." She worked for the Bank of America for 25 years and couldn't breathe the word "union." But she taught me politics, taught me to pay attention to what is going on in the world. And when it came to the glass ceiling, she lived it.

I would like to talk about the Supreme Court for a second. For some reason a lot of people are happy that there is a second woman on the Supreme Court. Why? Fifty percent of the population in this country is female. Why are we settling for two women? I don't understand why we don't speak up.

CO CHAIR COTÉ: Three minutes.

DELEGATE IMBAGLIAZZO: Yes, sir. Thank you, brother.

Laura Ling and Euna Lee were just sentenced to 12 years of hard labor by North Korea.

There are going to be elections in Iran. Iran has fundamentalist laws that suppress the rights of women. Our allies in Pakistan and Afghanistan, the Taliban has tremendous influence there. If a woman does not submit to Shia law, does not submit to prearranged marriages, often they throw acid in the children's faces, they might be 12 or 13 years, and they have shamed the family by not agreeing to a marriage.

One last thing. We can do these things without a lot of money. Please take this resolution back to the local and get people involved. When it comes to rape crisis centers and domestic violence information centers, it's a donation of time. When it comes to DNA, the statute of limitations runs out. Can you even imagine going through the indignity

CO CHAIR COTÉ: Thirty seconds.

DELEGATE IMBAGLIAZZO: Yes, sir. Thank you, brother.

the indignity of going through a rape crisis kit or the rape kit and then having it sit on a shelf and the statute of limitations runs out. We spend more money on three strikes law when somebody steals a pizza and goes to jail for 25 years rather than catching a criminal.

There is something wrong with our priorities. This union with its political influence can try to change things.

Thank you very much for listening. I appreciate your indulgence. Thank you.

[Applause]

DELEGATE LUISA GRATZ (Local 26): Thank you, Dan, for submitting this and Local 13 for taking the initiative.

I would like to add one other thing. Rape is not just something that happens to women. Men are also victims of abuse. It's a lot harder for men to come forward. But I think it is very important that when we talk about this kind of discrimination is how we raise our sons. I have a son who is 42 years old and I have a granddaughter who is seven. She has come home from school talking about some boy pulling her hair. My son ran off to school and talked to the teacher.

These habits start when you are young. I would like I don't want to amend this, but there has to be some understanding that there are two people involved in rape, it's not just a sexual act, it's an act of control, it's an act of abuse. The man involved has to have a place to go to get counseling, to get some rehabilitation. A lot of times this kind of abuse is passed on from family member to family member to family member, and oftentimes the rapist has been abused. It has to be much broader than just a woman's issue. It's really a human issue.

I support this resolution.

[Applause]

CO CHAIR COTÉ: Any more discussion?

DELEGATE RYAN TAKAS (Local 5): I rise in support of the resolution. I want to say for the record that I don't believe that this resolution actually goes far enough. I am not sure of the legalities of this, but I think we need to be looking in our own houses and we need to be throwing out anybody who has been convicted of pedophilia or rape from our union because the situation starts here. We need to make sure that those people are held accountable for their actions. The way to do that is not by necessarily just setting up things in the community. We have to start in our own houses. We have to start in our own locals. We have to start with the people who work next to us and hold them accountable for this as well.

[Applause]

CO CHAIR COTÉ: Seeing no more discussion, all those in favor, say "aye."

Opposed.

Passes unanimously.

Please find R 36. We are going to try to get back in numerical order. Support for Local 30.

A DELEGATE: We don't have that.

RESOLUTION R 8
NEW CHARTER CONTRACT NEGOTIATIONS

CO CHAIR COTÉ: How about R 8? Perfect. New Charter Contract Negotiations.

WHEREAS: Throughout the history of the ILWU it has been the strength in solidarity and militant unionism that has made it possible for the Union to have success in bargaining; and

WHEREAS: Beginning with the march inland that capitalized the "W" in ILWU and continuing to organize the unorganized, it has been through experienced leadership at the bargaining table, combined with our membership's powerful resolve that we have won good contracts; THEREFORE BE IT

RESOLVED: That all new charters shall have at least one ILWU Titled Officer or a representative appointed by the International President assisting throughout contract negotiations for the first contract.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Discussion.

PRESIDENT McELLRATH: You guys don't have this?

FROM THE FLOOR: No.

PRESIDENT McELLRATH: You are supposed to have this in your packets. It was supposed to have been passed out. All right.

CO CHAIR COTÉ: If you have an R 8 that does not say what I just said, this was sent back to the committee and amended. What I read is the amended R 8. We will wait until you guys get it. I was handed a copy of it.

I now have the list of what you don't have.

Let's try R 12. Does everyone have R 12? Endorsing Single Payer, Universal Health Care.

You guys are getting a little surly. We are going to go for R 12.

*RESOLUTION R 12
ENDORISING SINGLE PAYER, UNIVERSAL HEALTH CARE
(HR676 SB840)*

CO CHAIR COTÉ: Does everybody have R 12?

WHEREAS: The American working class is currently in crisis when it comes to healthcare; and

WHEREAS: The rising costs of health insurance block the progress of ILWU members, and the entire Labor Movement, in wages and other areas; and

WHEREAS: The crisis extends far beyond union members to the 47 million people in the U.S. who had no health insurance during all of 2006 and the more than 75 million who went without it for some length of time within the last two years; and

WHEREAS: People of color, immigrants and women suffer from inequalities in access and delivery of health care, while the elderly and many others must choose between necessities and life sustaining drugs; and

WHEREAS: The Institute of Medicine reported that each year more than 18,000 in the U.S. die because they had no health insurance; and

WHEREAS: We in the United States spend approximately twice as much of our gross domestic product as other developed nations on health care, we remain the only industrialized country without universal coverage; and

WHEREAS: The U.S. health system continues to treat health care as a commodity distributed according to the ability to pay, rather than as a social service to be distributed according to human need. Insurance companies and HMO's compete not by increasing quality or lowering costs, but by avoiding covering those whose needs are greatest; and

WHEREAS: Congressman John Conyers, Jr. (D MI) (joined by 86 co signers) has introduced HR 676, the United States National Health Insurance Act, also called Expanded and Improved Medicare for All. This single payer health care program proposes an effective mechanism for controlling skyrocketing health costs while covering all 47 million uninsured Americans. The bill also restores free choice of physicians to patients and provides comprehensive prescription drug coverage to seniors, as well as to younger people. HR 676 would cover every person in the U.S. for all necessary medical care including prescription drugs, hospital, surgical, outpatient services, primary and preventive care, emergency services, dental, mental health, home health, physical therapy, rehabilitation (including for substance abuse), vision care, chiropractic and long term care. HR 676 ends deductibles and co payments. HR 676 would save billions annually by eliminating high overhead and profits of the private health insurance industry and HMO's. The transition to national health insurance would apply the savings from administration and profits to expanded and improved coverage for all; THEREFORE BE IT

RESOLVED: That the ILWU 34th International Convention wholeheartedly endorses Congressman Conyers' bill, HR 676,

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"Expanded and Improved Medicare for All," a single payer health care program; and BE IT FURTHER

RESOLVED: That the ILWU 34th International Convention wholeheartedly endorses California State Senate Bill 840 (authored by termed out Senator Shelia Kuehl), which would provide for single payer health care for all in the State of California (where presently 7 million people are without health insurance; and BE IT FURTHER

RESOLVED: That the ILWU 34th International Convention will work with other unions and community groups to build a groundswell of popular support and action for single payer universal health care until we make what is morally right for our nation into what is politically possible.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

Seeing none, all those in favor.

Opposed.

Passes unanimously.

RESOLUTION R 14
SUPPORT OF THE EMPLOYEE FREE CHOICE ACT

WHEREAS: In 1935, the United States established, by law, that workers must be free to form unions; and

WHEREAS: The freedom to form or join a union is internationally recognized by the 1948 Universal Declaration of Human Rights as a fundamental human right; and

WHEREAS: The free choice to join with others and bargain for better wages and benefits is essential to economic opportunity and good living standards; and

WHEREAS: Unions benefit communities by strengthening living standards, stabilizing tax bases, promoting equal treatment and enhancing civic participation; and

WHEREAS: States in which more people are union members are states with higher wages, better benefits and better schools; and

WHEREAS: Union workers earn 29 percent more than workers without a union, are 35 percent more likely to have access to health insurance and four times more likely to have access to a guaranteed defined benefit pension; and

WHEREAS: Unions help raise workers' pay and narrow the income gap for minorities and women by increasing median weekly earnings by 31 percent for union women workers, 31 percent for African American workers, 50 percent for Latino workers, and 9 percent for Asian American workers; and

WHEREAS: Workers across the nation are routinely denied the freedom to form unions and bargain for a better life, with 25 percent of private sector employers illegally firing at least one worker for union activity during organizing campaigns; and

WHEREAS: In the experience of ILWU Local 6 and the ILWU International Organizing Department, employers have routinely done everything imaginable to prevent workers from organizing including firing organizers, spreading outright lies about unionism, and threatening workers with job loss; and

WHEREAS: Employers, such as Rite Aid in the current case of Lancaster, California, warehouse workers organizing with ILWU Local 26, often refuse to bargain fairly with workers after forming a union by dragging out first contract bargaining for up to two years in 45 percent of successful campaigns; and

WHEREAS: When the right of workers to form a union is violated, wages fall, race and gender pay gaps widen, workplace discrimination increases and job safety standards disappear; and

WHEREAS: A worker's fundamental right to choose a union free from coercion and intimidation is a public issue that requires public policy solutions, including legislative remedies; and

WHEREAS: The Employee Free Choice Act has been introduced in the U.S. Congress in order to restore workers' freedom to join a union, and is strongly supported by President Obama but not so strongly supported by the entirety of the majority Democratic Caucus; and

WHEREAS: The Employee Free Choice Act will provide more stability between employers and employees by requiring arbitration to resolve disputes in the negotiations of the first contract; and

WHEREAS: The Employee Free Choice Act will safeguard workers' ability to make their own decisions with these abuses, provide for first contract mediation and arbitration, and establish meaningful penalties when employers violate workers' rights; THEREFORE BE IT

RESOLVED: That the ILWU does everything in its power to make the Employee Free Choice Act the law of the land, including but not limited to pressing our allies in the halls of Congress to quickly pass this legislation which is vital to the long term survival of our union.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Discussion.

[Question called]

CO CHAIR COTÉ: The question has been called. All those in favor of R 14 say "aye."

Opposed.

Passes unanimously.

Let me explain something. Not everything has been passed out this morning. This is my stack in the order that I have it. These are the ones we are going to do. So, don't tell me from the floor which one I am going to do. R 28.

RESOLUTION R 28
MARITIME LABOR CONFERENCE TO DUMP THE TWIC

CO CHAIR COTÉ: WHEREAS: Port workers have been forced to carry the Transport Workers Identification Credential (TWIC) in all West Coast ports since April 14, 2009; and

WHEREAS: Longshore union members and officers are being denied entry to do their jobs because they may not have a TWIC card in their possession; and

WHEREAS: This clearly poses a threat to the hiring hall won in the '34 maritime strike; and

WHEREAS: Because of the unconstitutional background checks done to obtain the TWIC card, thousands of our brother and sister maritime workers in the U.S. have been denied work, some are about to lose their homes, and some have been deported; and

WHEREAS: The Coast Guard has allowed maritime employers to designate the Facility Security Officer in charge of security for each terminal; and

WHEREAS: There has been a long history of the government trying to control and bust maritime unions, targeting workers for screening, imprisonment and deportation including Harry Bridges and thousands of other maritime workers especially during the McCarthy witch hunting period which the ILWU successfully challenged; and

WHEREAS: Now maritime unions find themselves in a weakened position because of the ironclad control imposed by TWIC which will be used to stop union protests in the port; THEREFORE BE IT

RESOLVED: That the ILWU will demand the immediate escorting of ALL port workers, especially longshoremen; and BE IT FURTHER

RESOLVED: That the ILWU will call a conference of all workers to be held in San Francisco in October to hammer out a program of united action to eliminate TWIC altogether.

Is there a second?

[Seconded]

PRESIDENT McELLRATH: First of all, the ILWU did demand escorting of all port workers. We have already gone through that. We will go through it again. We are not done yet.

I am against this resolution. And I am against the TWIC. I am against putting any more committees together to tell the officers up here that we are against the TWIC and against the government going into our background and everything else. We will be moving to eliminate the TWIC cards and all the background. As we all know, we got in this politically and everything else with the Democrats because the Republicans had it. It was a big push. We all know how we got here.

I am completely against the TWIC. I do not like the TWIC. We are going to move to eliminate the TWIC and to prove to the American people and to Congress and the government that they don't need a TWIC, that we are good people and good Americans. Now we are going to have another meeting a couple months from now to bring everybody together to do what? To say what we are saying right here, to dump the TWIC. We are going to dump the TWIC. We are going to push to dump the TWIC.

I am against this resolution because that is exactly what we are going to do. Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion? Three minutes.

DELEGATE JACK HEYMAN (Local 10): I support the resolution. I support the resolution because it is in the best tradition of the ILWU. If you heard the history professor this morning, the Harry Bridges Chair, he said you need to learn the historical lessons that the ILWU went through. We fought the employers time and again. And because of our militancy, the government has come after us. That is what is happening now.

In 1950, it was the Korean War. Shortly after the Korean War broke out, guess what happened, there was a succession of anti labor, anti immigrant legislation pieces that came down against us. The whole purpose of it was to control the unions and to attack immigrant workers. It was the McCarran Act. It was the Magnuson Act. Truman issued special executive orders that codified into law and the Coast Guard came down with special screenings. We fought that time and again in different ways. But guess what, it was the rank and file that fought from the bottom up. It wasn't top down with the officers telling us what to do.

We knew TWIC was coming down for the last several years. It's here. Several hundred of our members cannot go to work. This is a crisis situation that we have to address. We need to have some rank and file input here. Let's do what we done before. We have picketed around

CO CHAIR COTÉ: 30 seconds.

DELEGATE HEYMAN: Go through the history. We have had strikes against port security measures. We have had special caucuses. We

have even gone to court to try to get an injunction against this kind of legislation. Our attorneys went to jail over it.

Let's pay careful attention to this. We need to have a rank and file conference to give direction. And it is not just for ILWU, there are a lot of other workers out there that are affected by TWIC. It's IBU. It's our Warehouse Division. It's Canada. It's Hawaii. It's all of our other divisions that work in the port areas. Let's all come together. Even non union workers

CO CHAIR COTÉ: Brother, your three minutes are up.

DELEGATE HEYMAN: Thank you, Mr. Chairman. I appreciate that. I hope everyone else gets the same time.

DELEGATE JAMES DAW (Local 8): I won't take three minutes. I am opposed to this resolution. All workers. Where are we going to hold this? It's just ridiculous to say that we are going to have all workers go down there for a conference, San Francisco in October, to hammer out a program.

Give me a break. We're going to have all workers come to a conference. All workers. What are we going to do, shut down the West Coast and have all longshore people go down? I am sure some people would like that. I don't think that is realistic. The program that we have going on, I have been involved with port security since its inception, and we have gone battling it from Day 1. We're continuing to battle it. I don't think we need a conference of all workers to figure out what we are going to do with it.

[Applause]

DELEGATE MAX VEKICH (Local 52): Next week I will be chairman of the Legislative Committee of the Longshore Division. TWIC is already bleeding thanks to our officers who went back and beat on TSA, went to the White House, talked to our friends in the Obama administration about the BS that is involved in the TWIC. They are building up evidence for what we all know is going to be a case. We could fight this because we just like to fight so much or we can kill this thing. Our officers, Big Bob's leadership, have a strategy to go for the throat. This thing needs to be killed and then a stake driven in its heart. If you want to divert from a different thing and try another approach, go

ahead, brothers. But this thing needs to die. They have a strategy to do it. They're already working on it. It's bleeding right now. When TSA got in the room with our officers and our legislative members and our Hawaiian brothers, it was you know, they didn't look too impressive. And they are pissing off members of Congress who have oversight over their agency, who happen to be friends of ours. They're bleeding.

Hang in there. This is not going to be a quick fight. Let's fight smart. We're going to sting them and we're going to sting them hard. It will be a death blow. Thank you.

[Applause]

DELEGATE LARRY MANZO (Local 13): Call for the question, please.

[Applause]

CO CHAIR COTÉ: The question has been called. All those in favor of ending debate, say "aye."

All those against.

SECRETARY TREASURER ADAMS: All those in favor of Resolution R 28, say "aye."

All opposed.

It went down.

[Resolution failed]

[Applause]

*RESOLUTION R 30
COMMEND SOUTH AFRICAN DOCKERS*

CO CHAIR COTÉ: Do you have R 30? Commend South African Dockers.

WHEREAS: The South African dockworkers union in the port of Durban organized a heroic action against the ZIM lines ship Joanna Russ on February 5, 2009, protesting the Israeli massacre in Gaza in solidarity with the plight of the Palestinian people; and

WHEREAS: A report entitled "Victory for Worker Solidarity Durban Workers Refuse to Offload Israeli Goods" issued February 6, 2009, by Randall Howard, General Secretary of the South African Transport and Allied Workers Union (SATAWU) and Patrick Craven of the Confederation of South African Trade Unions (COSATU) stated "Israel's terror included flagrant breeches of international law, the bombing of densely populated neighborhoods, the illegal deployment of chemical white phosphorous, and attacks on schools, ambulances, relief agencies, hospitals, universities and places of worship"; and

WHEREAS: The Durban dockworkers announced that their action was inspired by the ILWU's 1984 anti apartheid action in the port of San Francisco against the ship Nedloyd Kimberly from South Africa; and

WHEREAS: Unions around the world have lauded the SATAWU for their action; THEREFORE BE IT

RESOLVED: That this Convention direct the Titled Officers to send a solidarity message commending our brothers and sisters in the South African dockworkers' union (SATAWU) for their exemplary action; and BE IT FINALLY

RESOLVED: That the ILWU demands an immediate end to the continuing Israeli siege of Gaza which is blocking food, medical and construction supplies to rebuild their houses from rubble.

Is there a second?

[Secoded]

CO CHAIR COTÉ: Is there debate?

Seeing none, all those in favor of Resolution R 30, say "aye."

Opposed.

Passes.

RESOLUTION R 34
UNIVERSITY OF WASHINGTON LABOR ARCHIVES

CO CHAIR COTÉ: Resolution R 34, University of Washington Labor Archives.

WHEREAS: Working people and their unions built this state and this nation; and if that understanding is lost, the labor movement will weaken and democracy itself could be threatened. History matters and it needs to be preserved and used; and

WHEREAS: For decades the University of Washington Special Collections Library has served as the repository for the records of the State Labor Council; several county labor councils, and many union leaders, and activists; and

WHEREAS: This library has suffered funding cut backs and for some time has been unable to process donated collections, meaning that vital historical documents remain inaccessible, raising the concerns that other materials will not find a home at the major research library of the Pacific Northwest and that history will be lost; THEREFORE BE IT

RESOLVED: That the Washington labor community supports a campaign to raise funds to create the Washington Labor Archives (WLA) at the University of Washington Library; and BE IT FURTHER

RESOLVED: That the WLA will combine the dozens of labor collections already housed in the library with new collections that will be added in the years ahead and that the WLA will be managed by a professional labor archivist who will be employed by the Harry Bridges Center for Labor Studies at UW; and BE IT FURTHER

RESOLVED: That the labor archivist will supervise the development of the Labor Archive, adding go and organizing the historical materials already deposited in the Special Collections Library, that the labor archivist will also work with unions, advising them on records management and arranging for the donation and processing of materials to the Labor Archive and, in addition, the labor archivist will develop educational projects and materials that will be widely accessible to union members, schools, and the general public, and will be both a repository and a vehicle for teaching about the vital history and vital presence of unions in our region; and BE IT FURTHER

RESOLVED: That the Washington labor community will assist in fundraising \$100,000 per year to pay salary and benefits for a labor archivist and also fund an ongoing program of labor heritage and labor education events that will guarantee at least five years of funding until the WLA is able to have a permanent endowment in place and is able to

attract grants from foundations and governmental sources; and BE IT FINALLY

RESOLVED: That the International Longshore and Warehouse Union request from all ILWU Locals locals to make financial contributions to assist in this worthwhile effort.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

Seeing none, all those in favor.

All those opposed.

Passed unanimously. Thank you.

*RESOLUTION R 37
JACK WYATT, SR*

CO CHAIR COTÉ: Resolution R 37. Jack Wyatt, Sr.

WHEREAS: Jack Wyatt, Sr. has been a member of the ILWU Warehouse Local 17 since 1966 when he was working at United Grocers Distribution Center in Sacramento, California; and

WHEREAS: Jack was elected Chief Steward by his co workers in 1976, and elected Vice President of Local 17 in 1981 and served in that position until he was elected Secretary Treasurer in 1988, and has been reelected to that office for the last 21 years and will retire on June 3, 2009; and

WHEREAS: Jack has earned the reputation of being fearlessly dedicated to the membership he serves and through his unique sense of humor has always managed to make even the most dire circumstances seem bearable; and

WHEREAS: Jack has always been accessible to the membership 24/7 and is a labor leader who has never thought he was anything more than a rank and file warehouseman who had the privilege of serving his co workers; and

WHEREAS: No amount of words can describe the positive impact Jack has had on the thousands of ILWU members and people who have known him; and THEREFORE BE IT

RESOLVED: That this 34th Convention of the ILWU recognize Jack Wyatt, Sr. for more than four decades of membership in the ILWU, the majority of which were in service to this great union; and BE IT FINALLY

RESOLVED: That the ILWU congratulate Jack on his much deserved retirement and thank his family for letting us have all of these years.

Is there a second?

[Seconded]

[Applause]

CO CHAIR COTÉ: Is there discussion?

DELEGATE EVERETT BURDAN (Local 17): I wrote the resolution. I don't have a lot to say other than Jack is not here because he felt that the local couldn't afford for him to come here, and that is the kind of guy he is.

I just recommend that we vote this up. Thank you.

[Applause]

DELEGATE FRED PECKER (Local 6): Local 6 and Local 17 for many years have negotiated a master contract jointly. Over the last years Jack Wyatt has been one of the chief spokespeople for our warehouse negotiations.

On behalf of the membership of Local 6, I want to have on the record that we have appreciated his efforts, we have benefited from his efforts.

On a personal level, whatever has come at him, no matter how ugly or how raucous it could be, he has taken it on and faced people on an honest level, on a decent level, on a human level, and expressed his point of view, and had the highest respect for his membership, knowing that if he won, he won, and if he lost, he still did the bidding of his membership.

He's not here to hear it, but it has been a pleasure working with him. He is somebody who will be sorely missed. It leaves a gap that those of us who are still here, both in Local 17 and Local 6, have to step up and fill because he had a lot of experience. The experience that we have is not experience that you can go to school and get. It's the school of hard knocks and dirty socks. He was a master of it.

Thank you.

[Applause]

CO CHAIR COTÉ: Any more discussion? Seeing none, all those favor, say "aye."

Opposed.

Passes unanimously.

PRESIDENT McELLRATH: Brothers and sisters, sometimes the staff needs to take a break. What are the wishes of the body, do you want to take a 15 minute coffee break? All right. Be back here in 15 minutes. Be back here at 11:00 o'clock, we're going to bang the gavel. 15 minutes.

[Recess from 10:40 o'clock a.m. to 11:00 o'clock a.m.]

PRESIDENT McELLRATH: Sergeant at arms, bring them in.

While the delegates are getting seated I would like to read a letter.

"Please extend my greetings and wishes for a fruitful and successful convention, to the staff and to the delegates. I am looking forward to reviewing the convention resolutions and actions which I am sure will be in the ILWU traditions.

"Thanks again to you and all the officers.

"Sincerely, Joe Ibarra, Secretary Treasurer Emeritus."

[Applause]

*RESOLUTION R 6
SUPPORT FOR LOCAL 30*

CO CHAIR CAVALLI: Everybody take out Resolution R 6, Support for Local 30.

WHEREAS: The Company, RTM Borax (U.S. Borax), has within the last two contracts, during negotiations as well as throughout the contract period, created an unprecedented attack on the union per se and its representatives, and furthermore on the bargaining unit as a whole. The strategy has created a hostile environment of intimidation and coercion to silence any employee, be it union rep or common employee, on any subject wherein the employee's position is not in line with the corporate will. We have suffered a burdensome grievance load, though we can be heartened in part that we have a high success rate in our arbitrations. Our lawyers have made it clear that this is an outright war a war for our very survival as a union. The most recent attacks in previous negotiations have gone to the very core of our definition of a union, the principle of seniority rights and the employment guarantee; in essence, job security; THEREFORE BE IT

RESOLVED: That we, the rank and file of Local 30, petition the ILWU for the following: The International provide support in all forms necessary, be it international representation, economic, and legal as well as research assistance in our upcoming 2009 contract negotiations.

That resolution carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: Is there any discussion? The President wants to speak.

PRESIDENT McELLRATH: I am in favor of all this. I am in favor of it for every local, every sector we have.

I want to be clear on the record. When we start giving economic and legal help, we've got a retainer, I will have the attorneys do as much as possible, but that bill adds up real quick. Obviously we will give you representation. I hope that we have been doing that in the past, as all the past officers have been doing it.

I am for this, but when you talk about economic maybe the maker of the motion can tell me what he means by economic. Go ahead, brother. Thank you very much.

DELEGATE LARRY MUNSEE (Local 30): Brothers and sisters, first of all, the question immediately to be addressed, economic. I have

personally spoken with our president; the key area that he is interested is assistance in the cost of our lawyer. It has become quite clear within the last two contracts, for us, the last eight years, we have an all out war. In fact, I am quoting our lawyers.

We're dealing with a global, national mineral commodities company, mining company. They were able to take out of cash flows \$3.2 billion to buy Kennecott Copper in the Nineties. We are talking about a massive power that will impact the ILWU anywhere in the world. It will impact warehousing. It will impact shipping. It will impact all of us. We need to take a stand.

We are dealing with a company that will take a first class electrician and put him out on the road in front of the plant to pick up trash to intimidate the rest of the work force. We're talking about a company that would take a first class mechanic and have him do nothing but laborer's work although we are short handed in mechanics. We are talking about a company that wants to silence anybody and everybody that is against the corporate will. They will even attack their own. They are a monster beyond belief. They attack the environment. They have murdered people in the Pacific. Let there be no doubt, this is a war.

We need every bit of support, from every brother and sister, including the top level of the International to help us survive. Thank you.

[Applause]

CO CHAIR CAVALLI: Any other speakers?

DELEGATE GARY HARVEY (Local 20): I am not going to get into all the issues again because you heard it from Larry and you heard when I came up for my resolution. I want to get up and let the brother from Local 30 take a picture of me in support so I can put it on the union board down at the plant and let the company see it. Thank you.

[Laughter and applause]

CO CHAIR CAVALLI: Any other speakers.

DELEGATE SHADRACH BAILEY (Local 5): I think this is a classic David versus Goliath story. We should stand strong with our brothers and sisters. I wholeheartedly endorse this.

CO CHAIR CAVALLI: Any other speakers.

THURSDAY MORNING SESSION, JUNE 11, 2009

DELEGATE JOHN PHILBROOK (Local 21): I didn't catch why there was a request for three months of exoneration.

CO CHAIR CAVALLI: That is no longer in the resolved.

DELEGATE PHILBROOK: Thank you.

CO CHAIR CAVALLI: Any other speakers?

Seeing no other speakers, the vote will occur on the resolution as explained.

All those in favor, please indicate by saying "aye."

Opposed.

No opposition. So ordered.

*RESOLUTION R 9
ILWU MEMBERS ARE NOT TERRORISTS*

CO CHAIR CAVALLI: The next resolution we are going to deal with is Resolution R 9, ILWU Members are not Terrorists.

WHEREAS: Members of the ILWU are not now, nor have we ever been, terrorists; and

WHEREAS: The phony TWIC program does not provide for any real security in a way that would legitimately protect against or stop a terrorist attack; and

WHEREAS: The rules and guidelines the government and Coast Guard apply to disqualifying offenses to the TWIC cardholder could easily be framed to include ILWU members as individuals or groups; and

WHEREAS: The language of the "ACT" states that TWIC cards can be revoked in cases of environmental, transportation or economic threats. This could create situations where the ILWU is attacked port by port, or in its entirety. A strike action, picket action, demonstration or contract compliance action could under some circumstances be deemed a violation of the Maritime Transportation Security Act by the government to break an ILWU action for bargaining purposes; THEREFORE BE IT

RESOLVED: That the ILWU President pursue all avenues to ensure the elimination of the TWIC Card Program ASAP and especially before the expiration of the current ILWU PMA Coastwide Agreement.

The resolution carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: The floor is open for debate. Brother Heyman.

DELEGATE JACK HEYMAN (Local 10): Once again, the question of TWIC is before us. It's a critical issue.

One quick question to the officers. About how many members of the ILWU of all the divisions cannot get TWIC cards?

CO CHAIR CAVALLI: The chairman of the convention has just told me that we do not have a figure.

DELEGATE HEYMAN: In the hundreds?

CO CHAIR CAVALLI: We do not have a figure. Do not have a figure is do not have a figure, Brother Heyman.

DELEGATE HEYMAN: Mr. Chairman, let's have a little decorum.

CO CHAIR CAVALLI: That is decorum. I'm not pissed off yet.

DELEGATE HEYMAN: In fact, we do know that it goes into the hundreds. We do know that much. I was just trying to figure out how many.

The ILWU in the past has stood up against these port security things. It's not about port security. It's not about anything about fighting terrorism. It's about moving cargo. The proof of the pudding is that in 2002 when we went into contract negotiations, it was right after 9 11. The Department of Homeland Security and the Secretary of Defense called our Negotiating Committee and said if there any job actions on the dock they are going to send in the military. They didn't care anything about the cargo moving when a few days later the employers shut down every port other on the West Coast. There was no penalty for the employees.

These security acts are nonsense. It's a hoax to come after the union. Let's wake up. That is what it's about. That's why we have to defend these brothers and sisters regardless of what division they are in and make sure that they are able to work on the docks. We need to end the

TWIC altogether. It's way, way too late. We can't simply depend on the officers. We need some rank and file action. It's a critical issue.

Thank you.

[Applause]

CO CHAIR CAVALLI: Thank you, brother. Next speaker. The chair will apologize if he allowed the speakers to go out of order. It was my error.

DELEGATE BRUCE HOLTE (Local 8): I am extremely in favor of this resolution. This resolution came out of Local 8 from a brother who is a good friend of mine.

The TWIC program, which I know the President and the Coast Committee are fighting in D.C. along with Mr. McLaughlin, I thank you for that, but we need to slam this TWIC program up the United States, with all due respect, you know the other word I would use, and I won't in this room.

Hopefully you guys will vote this up. Thank you.

[Applause]

DELEGATE JOHN PHILBROOK (Local 21): First of all, I am speaking against this. We are on record as far as not being terrorists. Our officers have been very clear that we are against the TWIC. I don't think we would ever want to go on record saying that we are terrorists. If we're not terrorists, we all know this, this needs to be voted down.

The other problem with this resolution, what does "all avenues" mean? That could mean a realm of different things. I think our officers are doing a hell of a job trying to get rid of the TWIC. The rank and file needs to continue to support them. Let's move on.

Thank you.

[Applause]

DELEGATE ROBERT IRMINGER (IBU): I rise in support of the motion. It has pretty much been said. I just think "all avenues" is a very good way to go. I think we need to engage as many different people within the ILWU, also other workers, who are being denied ability to work in other industries. We need to reach out to them as much as

possible. I think this allows for that, you know, in conjunction with what the officers are doing. But we certainly need to broaden this fight as much as possible. I think this allows us to pursue those avenues.

CO CHAIR CAVALLI: Further speakers on this motion.

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): I'm speaking against the resolution. None of the whereases count, it's the resolved. And the resolved reads, "That the ILWU President pursue all avenues to assure the elimination of the TWIC Card Program ASAP and especially before the expiration of the current ILWU PMA Coastwide Agreement."

Our International President, the International Officers and the Coast Committee are already doing that, as our President explained to us. If you adopt this, it seems innocent, but it's actually saying they're not doing everything. They are doing everything. That is why this motion should be voted down.

[Applause]

DELEGATE LARRY MANZO (Local 13): I call for the question.

CO CHAIR CAVALLI: The question has been called for. All those in favor of the motion to close debate, please indicate by saying "aye."

Opposed.

Hearing no opposition, the debate is closed. The vote will now occur on Resolution R 9. All those in favor of the resolution, please indicate by saying "aye."

Opposed.

The "noes" obviously have it. That motion is defeated.

***RESOLUTION R 13
SUPPORT OF IMMIGRANT RIGHTS AND IN SUPPORT OF
MAY DAY MARCHES***

CO CHAIR CAVALLI: The next one is R 13, Support of Immigrant Rights and in Support of May Day Marches.

WHEREAS: Since the last ILWU International Convention no resolution has been achieved in the area of immigration reform; and

WHEREAS: Millions of hard working, tax paying immigrant workers still languish in the shadows of our society while making massive contributions to the welfare of the United States; and

WHEREAS: Federal immigration authorities (including ICE) have been conducting brutal raids on workplaces and people's homes from the arrest of 1,300 workers at Swift & Co. meatpacking plants in six states on December 12, 2006, to more recent raids in the Bay Area, at the Smithfield hog processing plant in North Carolina, and elsewhere terrorizing and separating families, intimidating the workers and interfering with union organization at the workplaces, in a massive violation of civil and union rights; and

WHEREAS: On May Day 2006 history was made. The world watched as millions took off from work and school to march for the rights of immigrants and all workers, in the largest International Workers Day demonstrations in the United States in living memory; THEREFORE BE IT

RESOLVED: That the 34th International Convention endorse and encourage participation in the May Day marches and other protest activities in cities within our jurisdiction; and BE IT FURTHER

RESOLVED: That the 34th ILWU International Convention calls upon the members of Congress within our geographical jurisdiction to advocate for the following reforms in regards to immigration:

- 1) Legalization and equal rights for immigrant workers;
- 2) Stop ICE from their brutal raids on immigrant workers;
- 3) No "guest worker" programs;
- 4) A moratorium on deportations; and
- 5) Streamline the visa application process.

That resolution carries with it a motion for concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: Any speakers? Seeing no speakers excuse me, brother.

DELEGATE DANIEL MIRANDA (Local 94): I have a couple of questions. In the first resolved, what do you mean by "endorse and encourage"? I want to know what you mean by "endorse." If they say to stop work on the West Coast, do we stop work? Is that endorsing that?

CO CHAIR CAVALLI: It doesn't say to stop work. I would interpret that if there are May Day marches in the communities that we endorse them and encourage participation.

DELEGATE MIRANDA: Let's say one community decides to shut down their ports on the West Coast, would that be endorsing that action? That's my question.

CO CHAIR CAVALLI: If it's a longshore stop work, it's going to require at least a vote of the particular unions that are involved. Just as we did in the May Day thing in 2008, it required a motion of the caucus to do that.

DELEGATE MIRANDA: That is my point. Isn't the individual division's right to do whatever they see fit.

CO CHAIR CAVALLI: I would say yes.

DELEGATE MIRANDA: with the word "endorse."

CO CHAIR CAVALLI: "Endorse" means that you support something. It doesn't necessarily mean that you have to ask the workers of your division and workers of your local to stop work. That takes a vote of those workers.

DELEGATE MIRANDA: As long as that is clear to the body. I just want to make that clear for the record. It says "encourage participation." As long as everybody is clear with that I am good with it. Thank you.

CO CHAIR CAVALLI: Any other speakers.

DELEGATE CAREY DALL (Local 6): This resolution came out of our Executive Board and our annual convention. I wanted to speak on it briefly.

Our local in the Bay Area is largely made up immigrant workers or, like myself, sons and daughters of immigrant workers. Our experience in the last few years has been incredibly negative from the federal government. Workers of ours in the recycling industries and other industries have experienced raids on their jobs and in their

neighborhoods. Children of some of our members have come out of school to find that their parents were being detained. Some of them were able to come back, some weren't.

This is a human issue, but it's a labor issue. We feel as though if people in the society are going to be doing work, then that work needs to be respected, especially if they have been brought up to the society from whatever they have may come from because the employer wanted some cheap labor. We don't stand for cheap labor in Local 6. We certainly don't stand for any workers being harassed.

Thank you.

[Applause]

CO CHAIR CAVALLI: Any other speakers.

[Question called]

CO CHAIR CAVALLI: All in favor, please indicate by saying "aye."

Opposed.

No opposition. So is the order.

*RESOLUTION R 33
FREE THE CUBAN 5*

CO CHAIR CAVALLI: There are two resolutions in here having to do with Cuba issues. We're going to do 33 first, then we are going to do 38. Free the Cuban 5.

WHEREAS: President Obama is allowing Cuban Americans to make unlimited transfers of money and visits to relatives in Cuba; and

WHEREAS: Congresswoman Barbara Lee led a delegation of Congressional Black Caucus members, which included Congresswoman Laura Richardson of Southern California, and they met with President Raul Castro and Fidel Castro; and

WHEREAS: Five Cuban men are in United States prisons for infiltrating a Florida Parliamentary organization that carried out terrorist acts against the Cuban people; and

WHEREAS: The Mission of the Five was never to obtain U.S. military secrets, but infiltrate and monitor the activities of these criminal groups in Miami and to report their planned threats back to Cuba; and

WHEREAS: Two of the five have been denied their basic human rights to receive visits from their respective wives as the U.S. government continues to deny them U.S. entry visas is contrary to proper treatment of prisoners, and their families; and

WHEREAS: ILWU, Local 10 sent a letter to President Obama urging him to look into the case of the internationally known Cuban 5 and immediately free them so they can return to their families; and

WHEREAS: During a visit to Cuba an ILWU delegation met with the immediate family members of the Cuban 5 and made a commitment to seek support for the Five at the ILWU 34th Convention;
THEREFORE BE IT

RESOLVED: That the Convention delegates instruct the International President to write a letter to President Obama, urging President Obama to look into the case of the Cuban 5, and immediately allow their wives and families to visit them and move to free them so they can return to their families.

That carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: The floor is open for debate.

FRATERNAL DELEGATE DAVID ARIAN (Southern California Pension Group): A number of years ago, 1999, 2000, the Harry Bridges Institute took two or three delegations to Cuba on a worker to worker exchange program. After Bush came in, it was no longer legally possible to do that. We recently took a trip there through Labor Exchange, a Detroit organization. You couldn't do it legally, but we went anyway, to meet with workers particularly on the waterfront and so forth.

As part of the delegation, we had delegates from the Puget Sound, San Francisco, and Southern California. I didn't know much about the issue at the time, but we met with the families of the Cuban 5. The issue was basically this government has carried out since the Bay of Pigs various operations against the Cuban government and the Cuban people.

Castro sent five individuals to the United States to look into the Cuban terrorist organizations in Miami. When they had made documentation about actions against Cuba they met with the different federal organizations and turned over that information and were immediately arrested and accused of being terrorists and put in jail. They were tried in Miami. And naturally in Miami they couldn't get a fair trial. They have been in jail now for nearly ten years.

Meeting with their families, the majority of their families have not been allowed to visit their husbands or sons in the United States. They have been put in five different jails across the United States.

I just think that what really is being asked for by their families is a trial, a new trial outside of Miami, the right of visitation by their families, and try to get Obama to be moving on these issues.

The last thing I wanted to say, when we go to Cuba with the HBI, wherever we travel we are not a political organization, we meet worker to worker. The people who travel with us are individual members of the union and don't have usually a political agenda. I think that is important when you do travel that you are just going to meet the workers, not the government or organizations and so forth.

Again, I hope that you would support this resolution. The people that we met with, it's very clear that there are communications taking place between Continental Airlines and the Cuban government about a hub in Cuba. There is discussion going on by the stevedore operators of Miami with the organizations in Cuba. I just think it's a matter of time before the embargo, or at least parts of the embargo, falls apart and we develop normal relations with Cuba. Again, I hope that you would support this resolution. Thank you.

[Applause]

DELEGATE JACK HEYMAN (Local 10): This resolution comes out of Local 10. I would like the delegates to take a look when you have a chance at the letter from Local 10 President Melvin Mackay to President Obama.

The ILWU has had a long history with the Cuban working class, going back to the Forties when Lou Goldblatt was head of the Warehouse Division. We represented sugar workers in Hawaii, and the

main industry in Cuba was sugar. There was a conference of sugar workers back in 1948 that Lou Goldblatt chaired. We have had very close relations with the Cuban working class since then.

When the Cuban revolution took place, the ILWU did not stand on the sidelines. We supported that revolution. Harry Bridges spoke in San Francisco at rallies calling for hands off Cuba because the owners of the sugar refineries there were attempting to overthrow the government.

The terrorism that exists comes from people like a guy named Posada who the United States government is protecting, a man who blew out of the sky a civilian airline, killing many people, and he is being protected by the U.S. government. The Cuban 5, on the other hand, have committed no acts of terrorism. They are trying to protect their country against terrorism.

I hope you vote this up. I hope President McEllrath will send a letter as President Mackay has done. Thank you.

[Applause]

CO CHAIR CAVALLI: Further speakers.

DELEGATE FRANK GASKIN (Local 10): I call for the question.

CO CHAIR CAVALLI: The question has been called for. All those in favor of closing debate, please indicate by saying "aye."

Opposed.

No opposition. So is the order. Debate is closed. A vote will occur on Resolution R 33.

All those in favor of the resolution, please indicate by saying "aye."

Opposed.

No opposition, so is the order.

RESOLUTION R 38
CHANGE US CUBA POLICY AND RESTORE DIPLOMATIC
RELATIONS

CO CHAIR CAVALLI: We are going to move to Resolution R 38.

WHEREAS: The time has come under the current administration to seize the moment and finally bring to an end the ineffective embargo and travel ban against Cuba; and

WHEREAS: Cultural, health, academic, and humanitarian exchanges should be prompted by the Obama administration to move away from the politically motivated restrictive and failed policies of the Bush government; and

WHEREAS: We, the workers in this country, are the best ambassadors for important exchanges of ideas; THEREFORE BE IT

RESOLVED: That in that spirit we call for an end to the senseless travel ban that is counterproductive and unnecessary; and BE IT FINALLY

RESOLVED: That now is the time to demonstrate to the Cuban people that the American worker is interested in building a new and lasting relationship based on diplomacy, dignity, respect and mutual dialogue, in solidarity together to make this hemisphere a more peaceful place.

That carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: The floor is open for debate.

DELEGATE RUSSELL MIYASHIRO (Local 34): I rise in favor of this resolution.

Brother Chair, I have a question. Upon close review of this, our delegation realized there were three typographical errors. The first two are minor. One is just changing a word, adding a word. The second is changing a word. But the third is major, it's adding another whereas.

CO CHAIR CAVALLI: The whereas had to be added in the committee. That is why we have the committees, to make sure that the resolutions that get here are complete. It cannot be added here.

DELEGATE MIYASHIRO: Thank you, Brother Chair.

CO CHAIR CAVALLI: You're welcome. We will take care of the typos.

DELEGATE MIYASHIRO: Like I said, I rise to speak in favor of this motion. I think it's time we normalize our relationship with Cuba, and so does Local 34. Brother Juan Del Poso, Brother Arian, Brother Clarence Thomas, and there was another brother, who all went on this trip. They speak so well of Cuba. I look forward to my opportunity to travel to Cuba also.

Thank you all.

[Applause]

CO CHAIR CAVALLI: Any other discussion.

DELEGATE TRENT WILLIS (Local 10): I call for the question.

CO CHAIR CAVALLI: The question has been called for. All those in favor of closing debate, please indicate by saying "aye." Any opposition?

Hearing no opposition, so is the order. A vote will now occur on the resolution. All those in favor, please indicate by saying "aye."

Opposed.

No opposition. So is the order.

The next resolution is Resolution R 39.

RESOLUTION R 39
75TH ANNIVERSARY OF BLOODY THURSDAY

WHEREAS: July 5, 2009, marks the 75th anniversary of Bloody Thursday and the birth of our union, the International Longshore and Warehouse Union (ILWU); and

WHEREAS: ILWU Local 34, Local 10, the Bay Area Longshore Association, the Transport Workers' Solidarity Committee and the Laborfest have formed the 7th Anniversary Commemoration Committee; and

WHEREAS: This committee has planned numerous celebratory and educational events in honor of Bloody Thursday and the 1934 Maritime and San Francisco General Strikes throughout July and August 2009, including a reenactment of the 1934 funeral procession, a labor history and educational conference, an international labor solidarity conference,

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film premieres, book signing, photo exhibits and labor walks;
THEREFORE BE IT

RESOLVED: That the 2009 ILWU Convention donate \$2,500 to the 75th Anniversary Commemoration Committee.

The question I have is this. I'm not speaking for or against. I want it made clear by the makers of this resolution, is the \$2,500 exclusively for events taking place in San Francisco? That is my question.

The floor is open.

DELEGATE RUSSELL MIYASHIRO (Local 34): Yes, it is.

CO CHAIR CAVALLI: Thank you. Any other speakers?

DELEGATE MIYASHIRO: I'm rising to speak in favor of this motion. We got it backwards. We have two motions about the 75th commemoration event. We want the endorsement first, then we are going to ask for money. Local 34 is really aware of how bad it is economically for us. It was important for the Organizing Committee to get the endorsement of the convention. After we get the endorsement we are going to ask for \$2,500. That is what I am speaking on.

Local 34 worked closely with the International Officers. We wanted more, but in discussing with them, we decided to ask for \$2,500. There is a flier on the table out there. There are ten days in July and August that Local 10, Local 34, Laborfest are having all different events. And during those ten days there will be over 12 events. Some days we will have double headers. Everyone is welcome. Come on out and enjoy it. All of it is free.

The showcase of the piece will be the 75th anniversary commemoration of the Bloody Thursday funeral procession. Everyone is going to be wearing the white longshore Stetsons, the hickories and the black pants. We have the Sailors' Union of the Pacific, Gunnar Lunderberg gave me a call and said his sailors will show up also.

It's going to be quite an event. We encourage you all to show up. We would like you to donate \$2,500 to the commemoration. Thank you all.

[Applause]

DELEGATE JOHN PHILBROOK (Local 21): I am speaking against the resolution. I appreciate the amount of time that the locals and brothers and sisters are putting into organizing this event. However, the International has had to really tighten up the budget, specifically in organizing. To me, I would ask that the brothers take this to the Longshore Division caucus to do something about it if they want a donation. We have heard it over and over again that the International is running on a shoestring budget.

I urge you to vote this down. Maybe the brothers can go to the division caucus and ask for some money there.

CO CHAIR CAVALLI: The chair is going to accept that statement as a motion to refer to the Longshore Caucus.

[Seconded]

CO CHAIR CAVALLI: All those in favor of the motion to refer to the longshore caucus, please indicate by saying "aye."

Opposed.

It's referred. Thank you.

*RESOLUTION R 45
SUPPORT ILWU LOCALS SUFFERING LOSSES DURING THE
ECONOMIC DOWNTURN*

CO CHAIR CAVALLI: Resolution R 45.

WHEREAS: The United States is currently in the midst of the most difficult economic crisis facing the nation since the Great Depression; and

WHEREAS: The financial and banking industries on the brink of collapse are bailed out with billions of U.S. taxpayer dollars; and

WHEREAS: The American auto industry, once home of the world's leading and dominant automakers, secured billions of government bailout money and subsequently GM filed bankruptcy and Fiat Motors takes over Chrysler; and

WHEREAS: The unemployment rate is approaching 8.5% and rising with millions of American workers across all economic sectors applying for unemployment insurance benefits; and

WHEREAS: The entire labor movement is under attack by corporate America in seeking contract relief by obtaining concessions not achievable through "end of term" contract bargaining; THEREFORE BE IT

RESOLVED: That the 34th ILWU Convention and the ILWU International Officers support all locals reinstating any conceded terms or losses suffered during the economic downturn through collective bargaining.

It carries with it a motion of concurrence. It requires a second from the floor.

[Seconded]

CO CHAIR CAVALLI: Speakers.

DELEGATE JOHN PHILBROOK (Local 21): I guess I need the whereases read.

CO CHAIR CAVALLI: All right. I will read them.

WHEREAS: The United States is currently in the midst of the most difficult economic crisis facing the nation since the Great Depression; and

WHEREAS: The financial and banking industries on the brink of collapse are bailed out with billions of U.S. taxpayer dollars; and

WHEREAS: The American auto industry, once home of the world's leading and dominant automakers, secured billions of government bailout money and subsequently GM filed bankruptcy and Fiat Motors takes over Chrysler; and

WHEREAS: The unemployment rate is approaching 8.5% and rising with millions of American workers across all economic sectors applying for unemployment insurance benefits; and

WHEREAS: The entire labor movement is under attack by corporate America in seeking contract relief by obtaining concessions not achievable through "end of term" contract bargaining; THEREFORE BE IT

RESOLVED: That the 34th ILWU Convention and the ILWU International Officers support all locals reinstating any conceded terms

or losses suffered during the economic downturn through collective bargaining.

DELEGATE JOHN CASTANHO (Local 10): Can somebody please explain to me what the resolved means. I have no clue what this means, and I read it three or four times.

CO CHAIR CAVALLI: I will explain it as best I can. The brother from the local where it came from will do a better job than me.

DELEGATE MANNY GARCIA (Local 63 Office Clericals): What we're doing here, we all understand that the predicament that we are in, the labor movement, it had nothing to do with our doing. These are actions and decisions made out of corporate greed that got us into this financial mess. What has happened is that now we see a series of events where corporate America is going to the employee and asking them for a bailout. We don't believe as the labor movement that this is the proper course of action.

We have had the experience, for example, at Local 63 Office Clericals that we had to engage in some contract relief. What it was is that we either talk about relief or the company starts laying off people. As a means of averting that, we made some concessions. This agreement will end in May of 2010. In June our contract will expire. When we start to prepare our proposals for 2010 we will propose to reinstate those concessions that we made.

We are asking for the International to support our efforts in obtaining those reinstated items. This is nothing more, in short, than what we have done in the past except that we have a starting point. And the starting point is get back and return to us what we conceded.

CO CHAIR CAVALLI: Brother Ortiz, there are two other speakers. Have they

DELEGATE RAY ORTIZ (Local 13): They yield to me.

[Laughter]

DELEGATE ORTIZ: I learned that from 142.

The body of the resolution, we understand that. My point on this with Office Clerical Unit 63, I am a little unclear here. You're asking to require that we get these things back. To me it sounded like you

negotiated this and didn't put any language in there to get these things back, or why did you even go there? You said because of layoffs. I understand that.

Then my question is: was this brought to the International Officers for an understanding of what was going on here? I have no problem with the motion. The support that we will give the office clericals is always there. But when we start doing things like this and not reporting to the Titled Officers what is going on, you jeopardize other things, and that is the Longshore Division.

We are getting the same letter, too. We have already had one group do this with no explanation. We've got to start communicating, especially when both of us are on the docks. I mean no disrespect to any officer around this. But the key to organizing and the key to contracts is people communicating, especially when you are wearing the title of ILWU.

[Applause]

DELEGATE ORTIZ: I have no problem with the motion, but I wish, damnit, somebody would have told our Titled Officers what the hell was going on. Thank you.

[Applause]

DELEGATE JOHN CASTANHO (Local 10): I'm rising in opposition to this resolution as written. I am still not exactly clear on what it means. I tried to listen to what the brother was saying. The resolution carries with it an insinuation that there is a bargaining unit in this room that is not getting support or not getting enough support. If that is the case, I would like someone to come up here and flat out say it. If that is not case, let's vote this down and move on to the next resolution. Thank you.

[Applause]

DELEGATE DUANE JOHNSON (Local 51): I am going to have to oppose this also. I firmly believe our International supports every division and every local in here. This resolve, I am not convinced that it doesn't insinuate, as Brother John said, that the International is somehow tied financially due to economic losses of a local or a division. I just can't see voting something like this up and then trying to work it. The International is backing up every local and every division here I am

absolutely certain and will continue to do that. But this sounds like there are financial strings attached.

DELEGATE JOHN FAGEAUX (Local 63 Office Clericals): I am the president of Local 63 Office Clerical Union. I want to clear a couple things up first. In no way are we insinuating that the International Officers don't support us. No way are we insinuating that. In no way are we insinuating that the longshore doesn't support us. They're all our brothers and sisters. We get a great deal of support from the Longshore Division. That is why we have what we have today.

All we're saying is, you know, exactly what it is. We're asking that the International Officers support any locals that have suffered any losses. We are not asking for any financial support. I agree that it may look like that. It wasn't intended to look like that. It was intended just to kind of put forth out there that a lot of our locals have suffered serious losses and to kind of put a spotlight on that and make sure that we focus on getting anything that we lost back.

As far as communication, I agree there needs to be better communication. It takes two to communicate. It is not always just incumbent on one side to say here is what is going on. We could have done a better job educating the International officers on what we were doing. The concessions that we made were actually very minor. But I am sure there are other locals out there that have made some major concessions. This isn't just about the OCU, this is about all the locals out there that have taken a hit. We're looking that there is some recognition going forward and we address those issues.

Thank you.

[Applause]

CO CHAIR CAVALLI: Bob has asked to speak, Conrad. Would you yield to him?

PRESIDENT McELLRATH: Thanks, Connie. Listening to what is going on here, let me put it out this way, John and to the OCU and to the other people, we work for the same employers, and I think this is where Ray Ortiz was going. We work for the same employers. Next week we will have a Longshore caucus. Last Tuesday the CEO of the PMA handed me a letter. The first thing he is going to do now is he is going

after our pension, to lay out some other kind of way of drawing out his payments. The next thing, he says, here is how you are going to help straighten this out. I don't know what happened with the OCU. He is asking us to give all kinds of things back on our welfare plan, give back any 401(k) money, do without the pay increase, and take the clerks from ten hours back to eight hours, all this economic backlash. Now, we already go back to the hall, and thank God we've got a hall because that is where we go. We circulate the jobs as we see fit.

I think where Ray was going is that we do need more communication, especially in that section of dockworkers. We need to communicate more. My door is always open, I'm always there to listen. I did not get any of that information from the OCU until it was handed to me by the employers. Two days later they handed me the letter and said, now, this is what you're going to do. If you think this is good, wait until next week, it's going to get real good.

At any rate, the officers are here to support any local. Are we going to take concessions? If you do, I don't know how to help you. I will tell you something, this economic time is all for the employers. They're going to cut and slash. The next time negotiations open up, you are going to start from a position that you probably had eight years ago, six years ago, ten years ago.

We support everybody. We are going to do everything we can to help any sector of the ILWU. Thank you.

[Applause]

DELEGATE CONRAD SPELL (Local 23): I have one question on the resolved.

CO CHAIR CAVALLI: Are you speaking in favor or against or just asking a question?

DELEGATE SPELL: Against. I am against it. But I need a little clarification. The resolved, "That the 34th ILWU Convention and the ILWU International Officers support all locals reinstating any conceded terms or losses suffered during the economic downturn through collective bargaining."

Would then the International Officers be collectively bargaining to get these items back? If you can answer that.

DELEGATE JOHN FAGEAUX (Local 63 Office Clericals): The intent is to have what the officers have done in the past. The officers have always supported us. The International Officers have always supported us in our bargaining, as some of the officers from other locals have. That is all we are asking.

Again, this isn't specific for the OCU. This was a general statement meant just to bring light to all the locals that have suffered some losses and concessions, and that will most likely continue.

As far as not calling Big Bob, I apologize, I should have done that. As an officer we do things on a daily basis, we make decisions. Most of us don't make that call. It's something that we thought that was right for our local at the time, but I see it could possibly have an impact on other locals. We will do our part to make sure that we communicate better in the future.

This wasn't meant to be a Trojan horse or slide anything by at all, just to bring light to the situation. That was it. Thank you.

[Applause]

DELEGATE PAUL SANCHEZ (Local 13): Mr. Chairman, I call for the question.

CO CHAIR CAVALLI: The question has been called for. All those in favor of ceasing debate, please indicate by saying "aye."

All those opposed, please indicate by saying "no."

Hearing no opposition, the debate has ended. We will now vote on the resolution. All those in favor of R 45, please indicate by saying "aye."

Opposed.

The chair believes the "noes" have it. Let's move on to the next resolution.

RESOLUTION R 43
NORTH AMERICAN MARITIME CONFERENCE

CO CHAIR CAVALLI: Resolution R 43. It's entitled North American Maritime Conference.

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WHEREAS: Dockworkers of all nations, hemispheres, and regions have everything to gain and nothing to lose by acting in solidarity; and.

WHEREAS: A call has been made to this Convention for a North American Longshore Conference by the officials of the International Longshoremen's Association; and

WHEREAS: This call received overwhelming support from the body in the form of a standing ovation; THEREFORE BE

RESOLVED: We call upon our International Officers to coordinate with the ILA in Canada and the U.S., Canadian ILWU, Alaskan and Hawaiian Longshore Divisions, and Caribbean Islands and Mexican Dockworkers to make this conference a reality; and BE IT FURTHER

RESOLVED: That this conference take place within the next two years, with an eye towards strategic timing in regards to bargaining for any of the participating organizations; and BE IT FINALLY

RESOLVED: That the priority of this conference be the issue of jurisdiction of the participating bodies with the goal of united action in the protection and expansion of jurisdiction for Union Longshoremen in North America and around the world.

[Seconded]

CO CHAIR CAVALLI: Any discussion.

DELEGATE RICHARD MEAD (Local 10): What it says in the whereases is that when Ken Riley addressed this body and he made the suggestion, it was greeted with a standing ovation. This is definitely needed. I have a dream, you know, not as grandiose as Martin Luther King, but it is a longshoreman's dream where we work together, Vancouver, Seattle, Oakland, L.A., and then the ship goes through Panama Canal, but we're still working together in Charleston and New York, and that shipper really gets the message that he had a problem back in Vancouver.

This can be a reality. Can you imagine that? That the same ship that calls in Vancouver, Canada, gets a message sent to them in Charleston, South Carolina, that can become a reality as a result of this conference.

Please, brothers and sisters, vote this up. Thank you.

[Applause]

DELEGATE TRENT WILLIS (Local 10): I call for the question.

CO CHAIR CAVALLI: We have to have pro and con. We haven't had any con yet. The motion is out of order. You have to have pro and con. Those are the rules.

Brother Imbagliazzo.

DELEGATE DAN IMBAGLIAZZO (Local 13): Mr. Chairman, I make a motion we refer this resolution to the Longshore caucus.

CO CHAIR CAVALLI: A motion has been made to refer this resolution to the Longshore caucus. It requires a second.

[Seconded]

CO CHAIR CAVALLI: All those in favor, please indicate by saying "aye."

Opposed.

Hearing no opposition I haven't announced the decision yet. Take it easy.

DELEGATE MEAD: Point of order.

CO CHAIR CAVALLI: What is your point of order, brother?

DELEGATE MEAD: Because the resolution concerns longshore in Hawaii, Alaska and Canada, how can we make a decision at the caucus concerning those bodies?

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): Point of order, Mr. Chairman. A motion to refer is in order at any time. It takes precedence over any other motion and it is only debatable as to time and place.

CO CHAIR CAVALLI: Where is the parliamentarian? Is the parliamentarian here? We need some help. I need some help.

Here is what has happened. A motion was made to refer. During the course of the vote on that motion, a delegate got to the mike and raised a point of order. The chair has not announced the decision on the motion to refer yet. We haven't done that. That motion has not passed or has not failed although it has been voted on because the chair hasn't announced it yet.

I want to ask Brother Max how I get out of this quandary.

[Laughter]

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): Point of order, Mr. Chairman. A motion to refer, you didn't announce that, takes priority over all other business. My point of order was simply that the motion to refer is debatable only as to time and place and it's allowable before a decision is made on the point of order by the brother from Local 10 or the announcement of the vote.

CO CHAIR CAVALLI: I understand. I understand.

DELEGATE MAX VEKICH (Local 52): Vekich, parliamentarian. Mr. Chairman, I cannot give you an opinion until you make a ruling on the vote.

CO CHAIR CAVALLI: The motion to refer passed. Does that help you, Brother Vekich?

DELEGATE VEKICH: Now there is a point of order, Brother Vekich, retired, and his point is well taken. He is correct. You said the motion passed. The parliamentarian would agree with the chair that the motion has been referred.

CO CHAIR CAVALLI: Thank you. The order of the chair is that this motion to refer to the Longshore caucus has been passed. It's referred to the Longshore caucus.

DELEGATE FRANK PONCE DE LEON (Local 13): Point of order, Mr. Chairman. When this issue is presented before the body at the caucus that it actually attach a cost factor to it so that it's presented properly before the caucus. Thank you.

CO CHAIR CAVALLI: You will have to do that at the caucus. There is no way to amend this. It will be noted and it's in the minutes of what took place.

DELEGATE RICHARD MEAD (Local 10): I have a question for the parliamentarian. When this motion goes before the caucus, the fact that it includes Canada, Alaska, and Hawaii, will it then or could it then be ruled out of order in the caucus?

PRESIDENT McELLRATH: Just a second. I have a question to that, Richard Mead. This body is going to impose its will on Canada and

maybe they don't want to, or maybe 142 doesn't want to. They will be at the Longshore caucus and they will make up their mind and go along with what happens.

[Applause]

CO CHAIR CAVALLI: I am going to relinquish the chair to the co chair. There is one thing I want to say, because the way resolutions get handled and because of the number of them, it's obvious to everybody that we have kind lost track of where we are. I think we've got everything covered. We may be back with a couple more this afternoon that we have not brought before the body. I want to let everyone know before I leave this position. Thank you.

Brother, why do you rise?

DELEGATE GEORGE KUVAKAS (Local 94): Point of special privilege, Mr. Chair.

There is a resolution that will be coming to us, R 44, regarding Brother John Tousseau. John, would you please leave for a moment. Thank you. Get out of here, John.

My point of special privilege and request is this. Brother Tousseau privately has acknowledged he would be glad to come forward tomorrow with his guitar and sing, possibly for the last time, the Ode to the Old Longshoreman that he wrote. If you haven't heard, it's a special song. It probably takes five minutes, if the floor would allow that. I don't recall if R 44 has come up yet. If it comes up, can we hold it over until tomorrow and do that all at one time.

CO CHAIR COTÉ: Is there any objection? Seeing none, Resolution R 44 will be tomorrow.

RESOLUTION R 40
RICHARD CAVALLI

CO CHAIR COTÉ: Resolution R 40.

Before I read this I want to say one thing quickly. There was a lot of confusion this morning, and I apologize. If I cut off a speaker or my voice seemed a little tense, there was no intention. I truly apologize.

Resolution R 40, Brother Richard Cavalli

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WHEREAS: Union leadership is a difficult but gratifying job; and

WHEREAS: Union leadership has tremendous responsibilities and high stress; and

WHEREAS: Union leadership requires countless unpaid hours away from loved ones, family and friends; and

WHEREAS: Very few choose this very difficult path;
THEREFORE LET IT BE

RESOLVED: That ILWU Local 34 and the 2009 ILWU Convention thank Richard Cavalli for all his years of service to and sacrifice for the International Longshore and Warehouse Union.

[Secoded]

[Standing ovation]

CO CHAIR CAVALLI: Could we have some order so I can say good bye.

[Laughter]

CO CHAIR CAVALLI: I didn't expect anything like this. I think for the years I have been in and out of the International I can't do this. Let me sit down.

I think for the years I have been in and out of here, all people who have come to this room who sat at this front table, sat in the committee meetings and gone through all the stuff that we all go through, and obviously there are arguments, and obviously some of them are bitter, some of them become personal, it just happens. I don't think I have ever seen a person where I walked away with the idea that he wasn't here to try to better the lives of working people everywhere not just within this union. It's a small, little nut, a small, little group that's had a huge impact on the world. I am aware of that every day. All I have ever tried to do is the same thing. That is all I ever ask of the people that I vote for and the people that I elect.

I never expected anything like this, ever. And I am not sure I deserve it.

I just want to thank everybody for that vote. I want you to note one thing, it doesn't say I am retiring.

[Laughter and applause]

CO CHAIR CAVALLI: But I am at some point this year. It is time to go. As Harry moved on, as Louie moved on, as Jimmy Herman moved on, as all the local leaders from all the locals have moved on, it is just simply what has to happen. And none of them wanted to go because this is their life.

I thank everybody here for this. No one knows, or maybe you have figured it out, because I am having trouble here and I normally don't have trouble speaking. I am having trouble with this. I want to thank you for this. This means a lot to Richard Cavalli. Thank you again.

[Standing ovation]

CO CHAIR COTÉ: This resolution has been seconded. Is there any more debate?

DELEGATE MARINA SECCHITANO (IBU): I rise to support the resolution. When I became an officer of the IBU, Rich Cavalli was very active in the local.

One of my favorite stories, where I really got to know him, was when we went to the California Labor Federation convention in San Diego. What I learned about him is he really enjoys eating. I swear, at every meal he was always present, and those days obviously have not changed. We had some different folks and leadership in Local 34. It was wonderful experience, I have to say. He made the ILWU delegation proud in all his work. He has had some difficult challenges on the IEB.

I want to say that I think he has always done a great job standing up and taking hard positions because he believed it was the right thing to do. I hope he continues to participate in our district council and different things, to keep that leadership and that role model alive for our folks to follow.

I want to personally thank him and thank the body for allowing me to speak. Thank you, Rich.

[Applause]

CO CHAIR COTÉ: President McEllrath has asked to speak.

PRESIDENT McELLRATH: I rise also in favor of the resolution. Richard, I got to know you back in the Eighties. I was a junior delegate

sitting in the conventions and caucuses. I didn't know him very well. Then time went on and I listened to him speak. Time went and then I got to be an officer for the ILWU. I got to know him better through the E Board. Then I got to be president and I really got to know Richard Cavalli.

On the last negotiating team, we couldn't have done it without him. He was a guy who always came off the wall with, "Where did that come from?" Ninety nine percent of the time he was right. Richard did one hell of a job. When you spend five and a half months with a group of guys in a small room, you get to know each other.

Richard, you are one hell of a man. Thank you very much.

[Applause]

CO CHAIR CAVALLI: I have one more thing to say. I always have one more thing to say. I want to tell you a little story and then you will understand my embarrassment.

A walking boss in San Francisco retired many years ago. I'm not going to mention his name. They have a dinner for him. These two guys go to the dinner, a couple other walking bosses. They are sitting there and all the accolades, just like I got here, are coming out. One guy nudges the other guy and says, "We are in the wrong place."

He said, "What do you mean that we are in the wrong place? We can't be in the wrong place."

"Yeah, we are in the wrong place. Man, I've worked with this guy for 40 years and I have never heard anybody say anything about good about the son of a bitch."

[Laughter and applause]

DELEGATE ADAM MENDEZ (Local 10): There are a great many of us here who have benefited from Brother Cavalli's experience and years of service. On behalf of Local 10, I rise to speak in favor of the resolution. I am personally grateful for all of the years of service. This is my first caucus and convention. Part of the reason I am here is because I had the opportunity to spend a little time with Richard Cavalli.

I would hope that after he retires he continues to sit over there with the rest of the individuals who have made Northern California locals

some of the best locals in the world. I am very grateful, very appreciative. Again, we thank you for your years of service.

[Applause]

DELEGATE FRED PECKER (Local 6): You heard it: Richard is a teacher whether he thinks so or not. He is a person who is honest, direct, does not accept assumptions, but questions them and makes sure he understands exactly what people are talking about when they talk to him. In so doing he makes sure well, he doesn't make sure, but in so doing he allows those of us who may not be thinking as fast as him to benefit by the questions that he has asked.

Having sat on the board with him, having been around him as an activist in Northern California, he is a person who stands on what to me he stands for everything the ILWU stands for, not just that we go for the best contracts and the best jobs, but that we as human beings stand up with other beings so that everybody has what we understand what everybody wants. He really is to me the leadership that walks the walk, not just talks about it.

I will say on behalf of Local 6, when our members got locked out at Waste Management in 2007, Richard was in our hall when our people were down there very upset about being out the door behind the Teamsters, locked out. He was there physically. He spoke to the membership. His message was that you support your union. You stand up and you support your union. He was part of what helped us keep things together and let Local 6 know that we have a family around us. People gave money. Richard not only brought money but also brought his words and his presence to our hall when we needed it. It was greatly appreciated.

You are a leader, you are my leader.

[Applause]

DELEGATE JOHN TOUSSEAU (Local 63): I rise in support of this resolution also. I have known Richard for a lot of years. We have had some good things to say to each other, some bad things to say to each other. But through it all, we always went out and could have a cup of coffee together. That is the kind of guy he is. I respect him very much.

Richard, I don't take offense when we had an argument one time and you told me I didn't have a leg to stand on.

Good luck, Richard.

[Laughter and applause]

FRATERNAL DELEGATE RICHARD AUSTIN (President, PCPA): This is both an expression of support for resolution and a recruitment drive. I have known Richard for a long time. We have agreed on almost every issue. On those issues where we disagreed, I still respected his right to be wrong.

[Laughter]

FRATERNAL DELEGATE AUSTIN: Richard, as you retire later this year, pull your plug on Local 34, we expect you to plug into the Bay Area Pensioners, become active in the pensioners association.

Good luck, brother.

[Applause]

DELEGATE BRIAN McDONALD (Local 91): I want to respond briefly to one remark that Richard made earlier when he held up the resolution and said this means a lot to Richard Cavalli. After everything he has done for us and everything he has taught us, this means a lot to all of the rest of us in the Bay Area locals.

[Applause]

DELEGATE EVERETT BURDAN (Local 17): A lot of my members probably never knew who Richard is. The officers certainly do, and some of the Executive Board. But one thing they should know, and I know, is that if you're a working person, not just with the ILWU, if you're working person, you have a friend in Richard Cavalli. He will stand up for you if you're right, and he will tell you when you are wrong.

On behalf of our membership we wish Richard a good time in retirement and hopefully he can still do a lot of good in the Northern California District Council. I hope to see him around for a long time.

Richard, you're also a friend of mine. Thank you.

[Applause]

DELEGATE LUISA GRATZ (Local 26): Richard, on behalf of the Local 26 membership we want to express our appreciation for all the things that you have done in your service to the ILWU. I have served with you for many, many years on the International Executive Board. I have always found you to be an individual of the highest character and highest integrity. Even when people disagree, you are a gentleman. I don't know how you act in the caucus. At the International Board meeting, we're going to miss you. I hope you will continue to influence the rest of us with your integrity and participation at any level that you choose.

Thank you for your years of service.

[Applause]

DELEGATE DAN IMBAGLIAZZO (Local 13): Brother Cavalli, we wish you the best. The International President mentioned the fact that 99 percent of the time you were right. I know that one percent because that one percent of the time is the time that I am right. Not being right very often, I am right about this.

We have learned a lot from you. You have a distinctive walk, Brother Cavalli. It is a walk of confidence. When you walk down the aisle it is a walk of confidence. That kind of confidence is infectious. I am sure that over the years with your walk and your example you have given us what we need to pass on to the next generation what they need.

Thank you very much, Brother Cavalli. We appreciate very much your actions. Thank you.

[Applause]

DELEGATE GARY IBARRA (Local 34): I noticed Richards's demeanor changed a little bit when he saw me walking up here. He and I have not always seen eye to eye on a lot of things.

During my time as shop steward over the past ten years at Maersk a situation arose where I was fired. It was because of Richard that I got my job back. We had an arbitration. He was very good in it. Even though he and I had had these problems, he put them aside and did what he had to do to make sure that I got my job back. I was out of work for a long time, several months. They found a way for me to stay on the payroll to help my family. At the time we had just had a new baby.

Even though there are times when you don't get along with the people that you work with, ultimately we are all here for the same goal. That is one thing that I will always take with me, that I have learned from Richard Cavalli. He inspired me to become more involved, to take a hand in our own destiny. That is ultimately why we are all in this room in the first place. I want to control what happens to me. This is the way for us to do that, for to us take our numbers and to use it for the mutual benefit of each other. That is one of the things that I will always take from Richard Cavalli. Thanks.

[Applause]

DELEGATE TOM DUFRESNE (Local 500): I am the president of ILWU Canada. On behalf of all the members of ILWU Canada, Richard, I want to thank you for your camaraderie and your friendship on the Board.

If you haven't been to the IEB, Richard didn't always take the popular position. As a matter of fact, I don't think he ever took the popular position. He always would ask pointed questions. You would have to make your point, you would have to explain and have it understood what your motion was about, whatever we were discussing.

Richard was always the best dressed guy on the IEB. I remember when I first showed up about 1996. He is a hard guy to get to know, but once you do get to know him you realize that he doesn't suffer fools gladly, but at the same time he is always willing to help and encourage and teach those coming after him.

On behalf of all our members, I want to thank you for your friendship and my predecessors, Brothers Westrand and Garcia. Thank you very much.

[Applause]

[Brother Spell imitating walk of Brother Cavalli]

[Laughter]

DELEGATE CONRAD SPELL (Local 23): I had to do that, Richard.

This has turned into a warm shower, and he deserves that. There are a couple things I want to say. In the interest of time, it will be a couple.

When I was first elected to the International Executive Board I saw this Cavalli guy. I know he had been around a long time before I ever came around this union. I had been going to caucuses but I had never made his acquaintance. Well, I tried to, and that was tough. He is not an easy guy to get to know, especially if you're from a little local up north. At any rate, getting to know him took me about two and a half years. My dad came down for one of the meetings. I don't know what clicked, but all of a sudden Richard figured out I wasn't the anti Christ.

[Laughter]

DELEGATE SPELL: He took my father and me to dinner.

It's been a pleasure getting to know him. He is everything that you have heard. He's a teacher. His character is second to none.

I personally want to thank you for your service. I look forward to continuing our friendship.

[Applause]

DELEGATE JOE CORTEZ (Local 13): I came to my first convention in 1969, 40 years ago. Back then, when we came into session we all wore ties. That is what I always related to Richard.

When I first met him, it was over elections, when Jimmy Herman left. He was on the opposite side of the table that I was on so we were going at it. He reminded me of the old days, wearing a white shirt and a tie. During negotiations, the past negotiations, white shirt and tie. Boy, Richard, what happened to you? I haven't seen you wear a white shirt and tie this whole week. Have you changed?

CO CHAIR CAVALLI: I'll take care of it tomorrow morning. I have one in the bag.

DELEGATE CORTEZ: Even though Richard and I have been on different sides 90 percent of the time, the ten percent was great. We became friends, I believe.

The other night I was serenading him. I think he appreciated that.

Richard, good luck in the future. I know I will be seeing you around. It was a pleasure working with you. Thank you for all your hard work.

[Applause]

DELEGATE RUSSELL MIYASHIRO (Local 34): Richard, Local 34 thanks you very much for all the good work you have done for our local.

We would also like share a little secret. Richard Cavalli is the only Teddy bear that growls.

Thank you all.

[Applause]

CO CHAIR CAVALLI: Before this thing stops, as it should have stopped long ago, I want to thank everybody for your kind remarks. I am not sure they are deserved, but I am going to take them anyway. Thanks again.

[Standing ovation]

CO CHAIR COTÉ: Resolution R 40 has been seconded. There is no more debate. All those in favor of Resolution R 40, clap your hands.

[Standing ovation]

CO CHAIR COTÉ: The resolution passes unanimously.

All the resolutions that we have on the deck at this time seem to be complete. We may be bringing a couple more later.

DELEGATE FRANK GASKIN (Local 10): I rise on a point of personal privilege to allow Martina Davis Correia to thank the convention for allowing her to speak yesterday. She just wants to say thank you.

PRESIDENT McELLRATH: That's fine. Thank you.

We have about eight minutes. We are going to take the convention picture up front here. As soon as we get that done you can go to lunch and we will recess until 2:00 o'clock.

Now, when we get back we are going to have to adjust our time again because we have to clear this room for the banquet. We are going to quit early again. Let's get to business at 2:00 o'clock.

VICE PRESIDENT FURTADO: Maui tourism caucus. Meet in the back of the room.

DELEGATE FRED PECKER (Local 6): Personal privilege, brother. On behalf of the Programs Committee, I hate to do this, but there is a resolution that ended up spammed, in the junk mail box since they were coming in by e mail. We have one more resolution that we have to consider. I am asking that the committee come together at the close of the session this afternoon. Hopefully we can have a thorough discussion in a rapid manner.

The committee will either meet in this room or we will find a room nearby to meet in.

PRESIDENT McELLRATH: Go ahead.

DELEGATE LINDA URSIC (Local 63 Office Clericals): For clarification. I am not sure, we are seeing that R 8 is still open. Is that correct?

PRESIDENT McELLRATH: I don't know. Let us review that. We will find out.

DELEGATE URSIC: Thank you.

PRESIDENT McELLRATH: Pictures up here at 12:30. Recess until 2:00 o'clock.

[Whereupon, at 12:25 o'clock p.m., a recess was taken until 2:00 o'clock p.m. of the same day.]

THURSDAY AFTERNOON SESSION-JUNE 11, 2009

[The Convention was called to order by President McEllrath at 2:03 o'clock p.m.]

PRESIDENT McELLRATH: Delegates, take your seats.

Like I was telling you this morning, we're going to have to shorten up this afternoon. Unfortunately they're going to have to take some chairs, we have the dinner tonight. I need to suspend the rules. It requires a two thirds vote.

All in favor of suspending the rules, say "aye."

Opposed.

We're going to recess at 4:00 o'clock so they can take down the tables and do what they have to do.

Having said that, we have the president of the Pacific Coast Pensioners Association, Rich Austin. Would you address the delegates, please, Rich. Thank you.

REMARKS

RICHARD AUSTIN, PRESIDENT PACIFIC COAST PENSIONERS ASSOCIATION

FRATERNAL DELEGATE RICHARD AUSTIN (Pacific Coast Pensioners Association): Thank you. Officers, delegates and guests. The Pacific Coast Pensioners Association section on Page 32 of the Officers Report provides an overview of some of our achievements over the past three years. I'm going to add a few more specifics.

Within the PCPA we have local pensioner clubs and at large members. All do good work to support and implement the policies and programs of the ILWU. Here are some examples. Our Southern California Pensioners comprised of retirees from Locals 13, 63 and 94 participate in and help coordinate the May 15th tribute to the fallen heroes of 1934 and to all those who were lost on the job. The group proudly participates in the ILWU scholarship program, the Yes We Can Holiday Gift Basket program, the Los Angeles Maritime Museum, the Harbor Area Boys and Girls Club, Bloody Thursday ceremonies where they honor three pensioners for their community service. And in

conjunction with Carol Chapman, president of the women's auxiliary, provides grants for needy families.

The group also holds a brunch on Harry Bridges' birthday as a way to say thank you to the volunteers who help with the group's programs.

The group donates to the S.S. Lane Victory Foundation, hosts a Labor Day pancake breakfast, sponsors an appreciation luncheon for the staff working for the locals, the Harry Bridges Institute and for area and local benefits representatives.

Last but not least, the club always sends delegates to the PCPA conventions and longshore caucuses and ILWU conventions.

Moving north, the Bay Area Pensioners with members from Locals 10, 34 and 91 has thrown itself into political action and is establishing a phone tree in order to get vital messages of action out to its members and others in a timely manner. The club wrote a letter to Rite Aid CEO Mary Sammons. They even received a response. The letter was written on behalf of our Local 26 brothers and sisters.

Dianne Feinstein is also on their mailing list. Club members wrote letters to her, calling on her to support the Employee Free Choice Act. The club remains an integral part of the Bloody Thursday ceremonies in San Francisco. Each year the club hosts a luncheon for the office staff and the folks from the Benefits Plans Office.

Our Eureka pensioners from Local 14, although being one of our smaller clubs, nonetheless packs a big wallop. The members there got more signatures from the community in support of our Local 26 members at Rite Aid than any other club. In addition, the club mounted an effective get out the vote campaign last November and is active in the labor council.

The Northwest Oregon Pensioners in North Bend is another club that remains active in the Rite Aid struggle. In addition, the club has participated in port expansion efforts. Like other clubs, they remain active in the struggle for social and economic justice.

The Columbia River Pensioners of Portland with members from Locals 8, 40 and 92 were instrumental in helping elect Democratic Senator Jeff Merkley who defeated a Bush supporting Republican incumbent. Last year the club participated in any number of people

helping programs and is active in the Alliance for Retired Americans. In December they hold a holiday luncheon and old friends, both active and retired, come together to recollect old times as well as talk about current events.

Pensioners in Longview, Washington, are another active group in the Rite Aid struggle. They leafletted Rite Aid stores in Kelso and Longview several times and also wrote letters to its CEO. When Congressman Brian Baird shows up to hold town hall meetings, members of the club turn out to advocate for people helping legislation. They, too, host a holiday luncheon that draws large numbers of people from near and far.

Our Tacoma Pensioners work with the active Local 23 workforce to raise money for people in need. They volunteer at food banks and reach out to folks who have fallen on hard times. Each year around Christmas time they help collect toys so that kids from financially strapped families in the community can wake up and find presents under their Christmas trees. As with other clubs up and down the coast, the active workforce in Tacoma has been very supportive of the retired brothers and sisters.

Our Seattle Pensioners Club also hosts an annual luncheon. They participate in the Harry Bridges Center for Labor Studies and several members of the club are part of the center's visiting committee. The club is comprised of retirees from Locals 19, 52 and 98. Each year they join with the active workforce and help collect toys for underprivileged children. They also remain active in the local, state and national political arena.

The Everett Pensioners, of which I am a member, had a showing of Eye of the Storm about the 2002 longshore bargaining. Members and spouses watched the video. At its conclusion we had a discussion of the importance of political action and our union's Political Action Fund. A spouse asked, "Where do we send our checks?" Although the club only has 40 members, we nonetheless raised \$10,000 for the ILWU Political Action Fund.

[Applause]

FRATERNAL DELEGATE AUSTIN: Our Newport Pensioners and our Astoria Pensioners in Oregon and our Aberdeen Pensioners and our Olympia Pensioners in Washington also serve the union in many

different ways, and so do our at large members, most of whom are located in Alaska.

Our two Canadian Pensioner Clubs, one in Naimo, British Columbia, and the other Vancouver, British Columbia, are every bit as dedicated and involved in working class struggles as those of us here in the U.S. Up in Canada when politicians get out of line, Canadians are not timid about taking to the streets to win social and economic justice. Our pensioners are always near the front of the crowd.

In September our pensioners convention will be held in Vancouver. We hope you can make it. Our conventions are always very informative with some hard work and lots of merriment and fun.

Part of the preamble to the PCPA bylaws states, "We, the retirees, are united in a common bond, to be of aid and assistance to our union." As you can see, we live and breathe those words. We may have retired from the job, but we will never retire from the union.

Now I would like for our pensioners to stand up and be acknowledged.

[Standing ovation]

FRATERNAL DELEGATE AUSTIN: And our women's auxiliaries that stand with us shoulder to shoulder. Thank you.

[Applause]

PRESIDENT McELLRATH: Thank you, Rich.

DELEGATE RICHARD MEAD (Local 10): I move that Brother Austin's comments be excerpted and distributed to the delegates so that we can use it to report back to our membership.

[Seconded]

PRESIDENT McELLRATH: Thank you.

Willie.

SECRETARY TREASURER ADAMS: Is Sister Jean Ordano here?

A DELEGATE: Not yet. She is on her way.

PRESIDENT McELLRATH: Brothers and sisters, there comes a time in a convention when we break off into our area groups and you

pick delegates to run for Executive Board and so on. A lot of times that happens like this afternoon. It's not going to happen because we have a lot of business in front of us. We're going to listen to another speaker and then we're going to get into the Constitution resolutions. We're going to quit at 4:00 o'clock to get ready for the banquet tonight. I'm just throwing out suggestions. You can meet after 4:00 o'clock. You can meet at 8:00 o'clock in the morning. We will be meeting at 9:00 and if people aren't done, then we are going to have to caucus and then break out into our groups. Just think about it. We'll just shorten up the day tomorrow, the more we do tonight. Thank you.

I think our next speaker is in the elevator and should be here in a few minutes.

DELEGATE JACK HEYMAN (Local 10): Mr. Chairman, while we're waiting for the next speaker, on Tuesday I requested an opportunity to ask some questions and respond to the keynote address by the president. Can I use that opportunity now?

PRESIDENT McELLRATH: I'll give it to you if you just ask me the questions and don't elaborate and expound on everything. Just ask me the questions, that's no problem. Go ahead.

DELEGATE HEYMAN: I want to ask you a question and I want to make a statement as well. Why were you alluding in your keynote address to possibly leaving the AFL CIO?

PRESIDENT McELLRATH: I don't believe I ever said once we would leave. I said we would evaluate the situation. I will tell you what I think. I think right now the AFL CIO and the labor movement is floundering. Floundering. Change to Win. The Teamsters went there. SEIU is fighting each other. HERE went together, now they're going to split.

I go to the AFL CIO executive councils. I take officers with me. They have done some good things for us. They have done some good things for us. But we don't sit on the board. You guys were there four years ago when I got up, some of you were, when I got up at their convention and tried to modify the constitution. They shot it down. We're spending \$300,000 plus a year for me to go. I sit and I listen and I have no voice.

So you ask me why would I allude to that? Well, I believe the whole leadership of the AFL CIO has to change. People have to step up, people have to move laterally or something because it's just not working. They're not energetic. They're not pushing the labor movement in the United States, in my opinion. They have been turned into a ----- and it's for the record, they have turned into a bunch of fat bureaucratic bastards that aren't doing anything.

[Applause]

PRESIDENT McELLRATH: Now, that's not to say it's not a good place to be, because we all get mad at each other in this house, too.

I think something has to happen. I think they need a new man in there with some new energy and some electricity in his body to get this thing moving. If they do that, I'll stay. I'm willing to stay. You will make the decision. The executive board in the end will make the decision. But right now, all I do is go there, I eat, I have a few drinks.

Let me give you another example. Last Christmas, the Coast Committee and the International Officers had a hell of a go around with the iron workers. They pull a ship in to the Port of Oakland and are going to unload a steel ship. They are going to do it with steel workers and operating engineers. If you ever read the AFL CIO guidelines it says you take care of what you do, Bob, you don't build a bridge, but they don't unload ships.

Joe Radisich did a hell of a job. The Coast Committee did a hell of a job, along with Local 10, picket signs and everything. Wound up with a court order, stay away, you can't do it. Do you know who is unloading those ships today? Iron workers.

Joe Radisich and I personally talked to the International President, Joe Hunt. Personally. He said, "Well, I'll see what I can do." He didn't get close to me the rest of the week, because he didn't do a damned thing.

I said to Rich Trumka, sat right next to him, "What are we doing?" I'm not going to go out and build bridges, that's his job. Why is he unloading ships with steel in Oakland? Why can't you stop him? Why can't we do something? Nothing happened.

This is what I'm talking about. We need new leadership and we need new energy. I'm not advocating getting out. They're going to be a big

force in going after EFCA and we're going to get behind them. But I'll tell you, I am not going to stop speaking, I tell them what I think. I'm not a guy who is going to be a politician. I just tell them what I think. So, remember that.

[Applause]

PRESIDENT McELLRATH: I think that's the way we have to be because that's the way the ILWU is.

Jack, I went on and on and on. I'm not talking about getting out. I'm talking about the telling them that the ILWU is tired of the way AFL CIO is running the labor movement in the United States of America.

[Applause]

DELEGATE HEYMAN: Thank you, Brother McEllrath. I think what I was a little concerned with when I read the summarized minutes, and you made it clear just now, is that that decision is not going to be made by you, it's going to be made by the rank and file, it's a referendum vote. That's how we went in.

PRESIDENT McELLRATH: Let me stop you. That decision, and I have researched it, was debated when we went in. Jimmy Herman was the president. It goes to the Executive Board. The International Executive Board is the one that will make the decision.

DELEGATE HEYMAN: I believe, if you check, you will see that there was a referendum vote for us to go in or not because AFL CIO unions were scabbing on the IBU strike the year before, and a lot of us were very upset about going in to the AFL CIO, and I was one of them. There were a couple other delegates who were opposed to it. We are in the AFL CIO now. Yes, there are problems with the lack of solidarity, a bureaucracy on top. If we're going to change things, we're going to have to fight within the AFL CIO to change it. That's how it's done.

PRESIDENT McELLRATH: Let me interrupt you just a second. You made a statement that is not true. To get out we do not have a referendum ballot. That is a fact. I'm not going to argue the facts with you. That is a fact. It's up to the International Executive Board.

DELEGATE HEYMAN: As I recall, in 1988, and the convention was here in Seattle by the way, we had a lot more liberties to speak.

THURSDAY AFTERNOON SESSION, JUNE 11, 2009

PRESIDENT McELLRATH: You said you were going to ask me a question. I gave you the answer. You have another question for me, otherwise we're going to rule you out of order because we have business to do.

DELEGATE HEYMAN: Does a delegate have a right to speak at the microphone without asking a question?

PRESIDENT McELLRATH: You asked to speak because you wanted to ask me a question.

DELEGATE HEYMAN: And make a statement.

PRESIDENT McELLRATH: Point of order.

[Inaudible comment from the floor].

A DELEGATE: Come to the microphone.

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): Point of order, Mr. Chairman. He is over the three minute rule. He is no better or worse than any one of the brothers here

DELEGATE HEYMAN: I haven't been speaking for three minutes, I'll tell you right now. The chairman has been speaking.

FRATERNAL DELEGATE VEKICH: Rule on my point of order first.

PRESIDENT McELLRATH: Yes. I'm going to rule on your point of order.

The chair is being challenged go ahead, Randy.

FRATERNAL DELEGATE VEKICH: You have to rule on the point of order. I have the ability to challenge the chair. I just asked the brother to please let me have the microphone in case I choose to do that. Would you rule on my point of order, please.

PRESIDENT McELLRATH: Yes, I will. We have a three minute rule. Jack Heyman, your three minutes are up. Sit down. Next order of business.

DELEGATE HEYMAN: Mr. Chairman, for the record, this union convention is being run differently than any other union convention in the history of the ILWU.

[Chorus of boos]

SECRETARY TREASURER ADAMS: Brothers and sisters, we'll move on the agenda.

Our next guest is Sister Jean Ordano, president of the ILWU Federated Auxiliaries. Jean.

[Standing ovation]

*REMARKS
JEAN ORDANO, PRESIDENT
ILWU FEDERATED AUXILIARIES*

FRATERNAL DELEGATE JEAN ORDANO (ILWU Federated Auxiliaries): Well, thank you. After that I don't know whether I should say all this.

I bring greetings from the ILWU Federated Auxiliaries for a successful and productive convention.

In previous years I have reported that we are holding steady with 12 active auxiliaries. I'm now very pleased to report that we gained previously an inactive auxiliary back into the fold, namely Auxiliary 12, Vancouver, Washington.

[Applause]

FRATERNAL DELEGATE ORDANO: At this time, I would like to thank Brother Adams for the help and friendship he has given the auxiliaries. We were out in the cold for a number of years, but I am pleased to see that we have now come full circle.

To all the locals, please look after your auxiliaries. They are still and always will be a very vital part of this organization. They are always there when needed.

My job was made much easier by the many people of the ILWU who went out of their way to support me and the auxiliaries. I'm so grateful for the lasting friendships that have been formed during the past 30 years of my membership in the Federated Auxiliaries and especially the past 16 years as president.

Good luck to you all. Fraternaly, Jean Ordano, President, ILWU Federated Auxiliaries. Thank you.

[Standing ovation]

VICE PRESIDENT FURTADO: We're going to call the committees up. Constitution Committee, you are on the deck. Come up to the podium.

CONSTITUTION COMMITTEE

GEORGE O'NEIL, CO CHAIR

NATE LUM, CO CHAIR

MIKE MITRE, SECRETARY

CO CHAIR O'NEIL: While we're waiting for the secretary, I want to thank Brother Nate Lum and Mike Mitre. Nate is the co chair and Mike is the secretary and all the members of the Constitution Committee, they worked real hard and did a good job.

[Applause]

RESOLUTION C 1

STATEMENT OF POLICY ON CONVENTION LOCATIONS

CO CHAIR O'NEIL: We will start with Resolution C 1, Statement of Policy on Convention Locations.

The Titled Officers and the International Executive Board recommend that Article XI, Section 1.A of the International Constitution be updated to reflect the current Convention schedule. The revised section will read:

SECTION 1. A Convention of the International shall be held every three (3) years beginning at 10 a.m. on the second Monday following Easter Sunday. However, the International Executive Board may authorize a different Convention location and starting date, which shall be no earlier than March 1st nor later than June 30th of the year in which the Convention is to be held.

Conventions will be held on the following rotational basis in a host city of each area enumerated, except when granted an exception by the International Executive Board as stated above:

- | | |
|-----------------------------|------|
| 1. Southern California Area | 2012 |
| 2. Hawaii Area | 2015 |

3. Oregon/Columbia River Area 2018
4. Northern California 2021
5. ILWU Canada 2024
6. Washington/Puget Sound/Alaska 2027
7. Southern California Area 2030

This comes with a recommendation to adopt.

[Seconded]

CO CHAIR O'NEIL: Any discussion on this?

Seeing none, all those in favor signify by saying "aye."

All those opposed.

It passed. Unanimous.

RESOLUTION C 2
STATEMENT OF POLICY ON THE POLITICAL ACTION FUND

CO CHAIR O'NEIL: We will go to Resolution C 2, Statement of Policy on the Political Action Fund.

If you look at the bottom, all it does is cross out all the things that were taken out.

Several years ago the Titled Officers, based on legal advice, stopped diverting part of the International per capita into the Political Action Fund (PAF). At that time we began a campaign of soliciting our members for voluntary contributions to the PAF. Since then our members have been responding by digging deep into their pockets and have provided the PAF with substantially more funds than was ever collected through the diversion of the per capita. As a result, our voice is heard through the halls of Congress and our position on issues is taken under serious consideration.

We believe that Article X, Section 2 of the International Constitution should be amended to delete the language referring to the "diversion," as that language is no longer appropriate. This is a housekeeping amendment and will have no effect on how the PAF is

currently operating. The revised section will read as follows (language to be added is underlined and language to be deleted has a line through it):

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

This comes with a recommendation to adopt.

[Seconded]

CO CHAIR O'NEIL: Is there any discussion on this?

Seeing none, we will vote on Resolution C 2. All those in favor, signify by saying "aye."

All those opposed, say "nay."

That passed.

RESOLUTION C 3
STATEMENT OF POLICY ON TITLED OFFICERS SALARIES

CO CHAIR O'NEIL: Resolution C 3, Statement of Policy on Titled Officers Salaries.

The Titled Officers and International Executive Board recommend that the Titled Officers continue to be compensated on the same basis as is presently provided for in the International Constitution, Article VI, Section 13. In accordance with that section, which permits the Titled Officers to suspend or postpone their salary increase, the Titled Officers have elected to suspend their May 1, 2009, salary increase due to the economic and financial difficulties thrust upon our members and affiliates. Section 13 should be updated to reflect May 1, 2009, salary

levels as follows: (The proposed additions are underlined and the proposed deletions are lined out):

SECTION 13. The titled officers shall receive such salaries as may be provided for by action of the Convention.

The salary of the International President shall be One Hundred Seven Thousand Eight Hundred Seventy three Dollars and Fifty eight cents (\$107,873.58) per annum, and the salary of the other titled officers shall be One Hundred Four Thousand Eight Hundred Seventy Seven Dollars and Eighty four Cents (\$104,877.84) per annum. Commencing May 1, 2010, and effective May thereafter, the annual wages of the titled officers shall be adjusted by a percentage equal to the average of the increase in percentage terms in the base rate of pay in the ILWU's three major industries Longshore, Northern California Warehouse, and Local 142's major hotel agreements (Tourism) during the previous calendar year. The titled officers shall have the authority to suspend or postpone any salary increase to which they are entitled to pursuant to Article VI, Section 13 based on the financial situation of the International Union. Further, they shall have the authority to reinstate any or all suspended or postponed increases without retroactivity without any time in between Conventions.

This recommendation updates the titled officers' salaries to their current rates.

This comes with a recommendation of "yes" from the committee. Is there a second?

[Seconded]

CO CHAIR O'NEIL: Speakers.

DELEGATE RYAN TAKAS (Local 5): I would like to rise in favor of the resolution. I want to go on record for commending the officers for taking a look at their own salaries in these economic times and agreeing to freeze their own salaries when we're looking at such a difficulty with keeping the union afloat, the financial solvency of the union.

I also want to say, I hope moving forward over the next three years that they will continue looking at it with a hard eye as well as all the other costs that they have in their discretionary budgets and just keeping on an eye on keeping the union afloat. I appreciate that. Thank you.

[Applause]

DELEGATE MICHAEL FRIDAY (Local 142): I rise in opposition to this resolution for the simple fact many of my members have lost their jobs altogether and quite a few have had their hours reduced. I cannot support a pay increase for our officers.

CO CHAIR O'NEIL: There is no pay increase. They are suspending their pay increase.

DELEGATE FRIDAY: I understand they have suspended their pay increase, but it also stipulates an increase in pay.

CO CHAIR O'NEIL: I believe what it does say is in the future, maybe if things are great, they can go ahead and get their salaries back to where they would have been without the suspension.

DELEGATE FRIDAY: Then I apologize.

CO CHAIR O'NEIL: They are suspending any increases.

Are there any other speakers?

Seeing none, all those in favor of Resolution C 3, signify by saying "aye."

Opposed.

Carried.

*RESOLUTION C 4
STATEMENT OF POLICY ON OFFICERS AND STAFF
PENSION PLAN*

CO CHAIR O'NEIL: The next we will go to is Resolution C 4, Statement of Policy on Officers and Staff Pension Plan.

The ILWU Pension Plan for Officers and Staff employees 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 Committee, and the administrative staff of the ILWU PMA Benefit Plan's Office, including the Welfare Area Directors and the ADRP Coordinators. These three employers each contribute to the Plan, an amount equal to about \$1,700,000 per year. The International Union's share this total is about \$590,000 or 35%.

The participants of the Plan are presently accruing benefits at the rate of one hundred and fifty dollars (\$150) per month per year of service, the maximum benefit is \$5,250 per month (\$150 x 35 years); normal retirement age is 62; early retirement is available at 55; and surviving spouses are entitled to fifty five (55%) of the participant's benefit as of the participant's date of death if the participant is retired or seventy five percent of the participant's benefit if the participant is active. While the Plan is administered between Conventions by the International Executive Board, any changes in benefits are subject to Convention action.

It is the policy of the International Union to keep the benefits available under the Officers and Staff Pension Plan in line with those benefits available under the longshore industry pension plan. We, therefore, recommend the following changes to the Officers and Staff Pension Plan to bring it in line with the pension improvements recently negotiated in the longshore industry pension plan. These improvements will increase the minimum pension contributions by \$500,000 when fully phased in (in 2013). The ILWU's share of the \$500,000 increase will be \$175,000.

Retiree Benefits

We recommend that the benefit for retirees under the Officers and Staff Pension Plan, except for those who retired from terminated vested status, be increased, over six years, from \$80 per month per qualifying year to the amounts listed in accordance with Table 1. Note, this phase in schedule is identical to that provided under the recently negotiated longshore contract.

Surviving Spouses

We recommend that the benefit for surviving spouses of active employees and those who retired after June 30, 2008, be increased to seventy five (75%) and that for other employees be increased in accordance with the schedule listed in Table 2. Again, this recommendation will maintain 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 under the Officers and Staff Pension Plan be increased from \$150 per month per year of service to \$180 per month per year of service in accordance with the scheduled listed in Table 3. 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, 2009, through January 31, 2010, and a second one from August 1, 2012, through January 31, 2013, for individuals who are at least 59 1/2 years old and have at least 13 years of service. Individuals who meet these requirements and who retire during these windows would receive an unreduced pension benefit, that is, there would be no actuarial reduction for early retirement.

Finally we recommend that the maximum years of service under the Plan be increased from 35 to 37 and the bridge benefit (which is payable only to individuals with 25 or more years of service) be increased by 25% (from \$400 to \$500 per month for those retiring age 62 or later) and be extended to survivors of actives or pensioners who die on or after July 1, 2008. The bridge benefit is payable only under the individual's social security normal retirement age. Both of these improvements are the same as the benefits under the longshore industry pension plan.

All together, these changes will increase, over six years, the annual pension contribution from the International by \$175,000. This increase has been factored into the International's budget for the 2009 2011 budget cycle. It is anticipated that for the 2012 2014 budget cycle there will be no need to increase the pension contribution rate.

This comes with a recommendation of adoption.

[Seconded]

CO CHAIR O'NEIL: Speakers.

DELEGATE GARY HARVEY (Local 20): I have a question about the windows that you're looking to open. I was wondering, would that be a cost to the plan by opening the windows, besides the early retirement?

CO CHAIR O'NEIL: We have no idea. I don't know.

DELEGATE HARVEY: The reason I'm asking, I know the retirement plan that I'm in, if you open a window there is a monetary cost to that window. I was just wondering. Maybe Russ can answer that later.

CO CHAIR O'NEIL: We'll ask him.

DELEGATE HARVEY: Thank you.

CO CHAIR O'NEIL: Do we have any other speakers?

Seeing no other speakers, we will vote on Resolution C 4, Statement of Policy on Officers and Staff Pension Plan. All in favor, signify by saying "aye."

All those opposed.

Carried.

*RESOLUTION C 6
CORRECT OUR MISTAKE*

CO CHAIR O'NEIL: We will go to Resolution C 6, Correct our Mistake.

DELEGATE STAR MEDEIROS (Local 142): With the permission of the body, I ask that the resolution be read in its entirety.

CO CHAIR O'NEIL: I don't have a problem with that. I will be more than happy to do that.

Resolution C 6. Correct our Mistake.

WHEREAS: After a life and death struggle in 1934 our Union won recognition; and

WHEREAS: In a disagreement between Harry Bridges and Joe Ryan over the right of membership to vote and decide the union's future, the Pacific Coast District of the International Longshoremen's Association left the ILA and became independent. The ILWU was born; and

WHEREAS: In 1937 our founders had to decide upon a name for this newly independent Union. The name chosen by our forefathers was International Longshoremen's and Warehousemen's Union; and

WHEREAS: We kept that great name until someone decided in a thoughtless, careless manner to shorten the name and incorrectly spell the name of the ILWU; and

WHEREAS: A "Longshore" is not a person. Unions are made up of people. There is no such thing as a "Warehouse" Union unless you desire to be a union of buildings. Bluntly said, there is no acceptable reason to keep the name International Longshore and Warehouse Union unless one desires to insult our forefathers and retain our present name as a badge of ignorance. The new name is not a salute to gender. It is an insult to intelligence; THEREFORE BE IT

RESOLVED: The name of this Union will again respect the gift given by the loss of lives and return to its correctly spelled name, a name that is a badge of honor of respect, the International Longshoremen's and Warehousemen's Union.

Along with this comes a minority report which will go next.

DELEGATE STAR MEDEIROS (Local 142): In its entirety, please.

CO CHAIR O'NEIL: Absolutely. I'm not cutting you short. I'm smarter than that.

[Laughter]

MINORITY REPORT ON RESOLUTION C 6

CO CHAIR O'NEIL: The minority report.

WHEREAS: The International Longshore and Warehouse Union has a strong record of supporting rights issues, laws against sex discrimination, and supports the rights of all working women to work in non traditional jobs; and

WHEREAS: There are a significant number of women members in the ILWU; and

WHEREAS: Historically, gender based professions have had the effect of excluding and limiting women from traditionally male occupations; and

WHEREAS: The U.S. Commission of Civil Rights in its 1974 Sex Bias Report recommended that gender based or bias references be eliminated in job titles and that not to do so would have a continued

adverse impact on women in, or seeking to enter the labor force; and THEREFORE BE IT

RESOLVED: That the International Longshore and Warehouse Union organizational name must be consistent with its national commitment to equal rights, and must be committed to being a union of inclusiveness not exclusiveness and must be cognizant of the current diverse membership and refrain from the use of any gender based reference in its organizational name and Constitution; and BE IT FURTHER

RESOLVED: Out of respect to Ah Quon (AQ) McElrath which this convention has been dedicated to and was a supporter of inclusiveness not divisiveness this Convention reaffirms that the name shall remain International Longshore and Warehouse Union.

THE DELEGATES: That's right!

[Applause]

CO CHAIR O'NEIL: Let's have some order. What's your point of order?

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): My point of order is that this resolution is not properly before this body for the following reasons. Convention Rule No. 25 reads: "A delegate or delegation appearing before any committee on any specific resolution or specific constitutional amendment shall be entitled to a voice but not vote on the committee except where a delegate or members of said delegation are already members of the committee."

If you want to ask for names, I have seven people, official delegates to this delegation not on the Constitution Committee, who voted by coercion or whatever.

Also in support of my point of order, Robert's Rules of Order Newly Revised 10th Edition, Page 395, Item 15, Page 401, Items 1 through 35, Page 447, Items 1 through 25.

That's my point of order.

CO CHAIR O'NEIL: You're killing me. You know that.

[Laughter]

PRESIDENT McELLRATH: We have a problem. Just a second on your point of order, Randy. We all know what we have in front of us. We have whether we are going to stick with "Longshore and Warehouse" or "Longshoremen and Warehousemen." It's that simple. I've heard some other speakers today, and you read it right here, it's even in the whereases. Jack Heyman just got up and said it. It says right here, and I offer this, that Harry Bridges and Joe Ryan argued over the right of the membership to vote and decide a union's fate.

This is not going to get decided here. All we're going to do is divide this house. There are some sitting, some standing. We'll never get through this.

Why don't we take this thing and put it on ballot and let the membership decide and be done with it once and for all.

[Applause]

PRESIDENT McELLRATH: I don't care how it goes, just be done with it. I think we have a real division. Let's let the membership do it. If we're going to argue with each other, let's let the membership do it.

Randy, I know I didn't answer your point of order.

FRATERNAL DELEGATE VEKICH: My point is this, if that is the ruling of the chair, I withdraw my point of order and that should cease debate and it goes on the ballot for the rank and file of this union.

PRESIDENT McELLRATH: I would like to say that that's a point of order, but I don't want to be challenged again because I know we have all these speakers. I will tell you, this is tough. We can sit here, and we're going to sit here if we have to go through all of them.

I believe, as your president, we should let the rank and file decide on it, not here. Somebody get up and make that motion.

FRATERNAL DELEGATE VEKICH: Mr. Chairman, I don't want my point of order ruled on if what you said occurs. But my point of order is correct, in my opinion. I will withdraw it with the understanding that nobody else speaks further on this thing and it goes on the ballot.

PRESIDENT McELLRATH: I have a question. I totally agree with you. If I agree with you and it goes on the ballot, are we going to get challenged again?

FRATERNAL DELEGATE VEKICH: I wouldn't think so. Well, anybody has a right to challenge, whether it's valid or not. The convention delegates will determine that.

PRESIDENT McELLRATH: Then the order is this. We will order it to go on the ballot and we will vote on it. The rank and file will have a voice and a vote on what they want to be called. That's my ruling.

FRATERNAL DELEGATE VEKICH: All right. I withdraw my point of order.

DELEGATE CAVALLI: Article XV of the Constitution, Page 44, sets out the procedure to do referendum votes. I believe it requires 15 percent of the membership acting through their locals to request a referendum vote.

My question is, does this convention have the ability to order a referendum vote on this issue?

PRESIDENT McELLRATH: They did the same thing when we joined the AFL CIO. Isn't that right, Jack?

[Laughter]

DELEGATE CAVALLI: I withdraw my point of inquiry.

PRESIDENT McELLRATH: Thank you very much. I'm just taking a page out of Jimmy Herman's book.

CO CHAIR O'NEIL: Go ahead.

DELEGATE STAR MEDEIROS (Local 142): Special privilege just to speak? Just myself.

CO CHAIR O'NEIL: You are going to talk the only problem I have, you're going to talk and there are 50 people behind you and they want to talk. Do you guys mind if we have one speaker? Is that what you're saying? Okay, go ahead.

DELEGATE MEDEIROS: Thank you, Mr. Chair, and the body for your indulgence. Again, my name is Star Medeiros, Local 142.

When I spoke in committee, I addressed the body and let them know that I'm very passionate about this. I tried to keep the emotion out of my first plea to drop this resolution. I think I did a pretty good job, but not enough because the resolution was passed.

There were several speakers in favor of it. They spoke of heritage, their grandparents, their grandfathers, their fathers, uncles, brothers, and how they fought for this union. They spoke of themselves being members and what their fight was. They talked about how long they have been in this union.

As I sat there and listened, it brought back remembrance of my thoughts and how my grandfather was in this union in Hawaii. My mother walked the line in Maui in the Seventies for the hotel workers. She was one of the first of a few to be seated at the E Board. I'm not sure if many of you know or knew of her, her name was Edwina Smythe. If I had not filed the minority report, I don't think that she would let me forget it. She has passed on. That was her legacy to me.

If I fall behind, you guys know that I am nervous, you know how emotional it is to be up here to speak about this union and how we all love this union.

I have been a rank and file member for 34 years. Steward, editor, treasurer, unit chair. I have also been an organizer, seated at the local executive board, served on the local elections committee, negotiating committee. I also was a member and a chair of the Maui Planning Commission. Lastly, I have been asked more than once to run for a council seat on Maui.

All this would not have happened without this union. This union has given me and my family the confidence and opportunities that many have not been given out there. I learned this through training that the local offered at the International, education because we needed more sisters in this union. I took that and flew with it because I wanted to help other people who weren't given that opportunity.

That being said, I wish, and I beg of you, that when those words were removed, because everybody is asking, what's the big deal, what's the big deal, it's eight letters, two apostrophes. Let me say this. When those letters, eight letters and two apostrophes were removed that day in 1997, it was replaced by seven letters. The seven letters were r e s p e c t. It's not a gender issue.

[Applause]

DELEGATE MEDEIROS: It's not an equality issue. It's the respect that we gained and I believe earned to be seated at the same table, shoulder to shoulder, toe to toe, our heads held high, chins higher. You do not realize what you did for us. Maybe some of you do. We have a few of our brothers up here, too.

Please, I urge you to vote the minority report up, in favor. That is our legacy. That is your legacy here, right here, to your daughters, granddaughters, great granddaughters, all the way down. That will be your legacy to them. Thank you.

[Applause]

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): I rise on a point of information. Are we going to continue debating this issue? She was given a special point of privilege.

CO CHAIR O'NEIL: No, we're not. This is going on the ballot.

FRATERNAL DELEGATE VEKICH: Okay. I was hoping I did not have to renew my motion.

CO CHAIR O'NEIL: You do not, sir.

FRATERNAL DELEGATE VEKICH: I have a point of order. My point of order is that this whole matter is not properly before this body because Rule No. 25 was violated when at least seven members who weren't on the committee voted. That's a violation of every rule. You go 50 pages of the New Robert's Rules of Order, 10th Edition, that violates everything. We have no business discussing it. I would have bought into the compromise of putting it on the ballot. But right now I want a ruling on my motion that that is out of order and not properly before the body. I withdrew it on the basis of a secret ballot referendum. I'm not talking about that now. I want a ruling on whether this thing is legally before this body or not.

CO CHAIR O'NEIL: The bottom line is that it is going to be on the ballot, Randy.

Then I'm going to rule against you.

FRATERNAL DELEGATE VEKICH: Just a minute. I made my point of order. If you're going to rule against me, I'm going to challenge the chair. But I would advise you to get advice from your

parliamentarian because you have no business no one has any business completely violating the rules of order, I don't care who it is.

CO CHAIR O'NEIL: Who are the seven people who voted against this?

FRATERNAL DELEGATE VEKICH: I said I will name them and name the threats and intimidation, but I choose not to.

My point of order has to be ruled on. If you're going to rule me out of order without consulting your parliamentarian, then I'm going to challenge the ruling of the chair.

CO CHAIR O'NEIL: He's coming right now, Randy. Thank you.

DELEGATE MAX VEKICH (Local 52): I'm sorry, anything else that gets in the way of the parliamentarian's opinion on this ruling will be out of order, Brother Kuvakas.

Just to also note, suspended rules, normally when you convene and reconvene a session, then you're back under the rules.

Rule 25 says, "A delegate or delegation appearing before any committee on any specific resolution or any specific constitutional amendment shall be entitled to a voice but not vote on the committee except where a delegate or members of said delegation are already members of the committee."

This gets back to the goldenrod pages that you are given right off the bat about committee changes. Only the members of the committee have a right to vote in that committee. Those are the only people who have a right to vote in that committee. If members who were not on that committee voted and it was not caught by the chairman, then the issue is, in my opinion my opinion would be that the issue is not properly before the body right now. That would be my ruling.

[Applause]

DELEGATE VEKICH: That being said, this body still my ruling will not preclude doing something like the International President suggested, though, in some subsequent motion.

CO CHAIR O'NEIL: Ruling on Brother Vekich's point of order, and I agree with him, because there were people who voted who were not on

that committee. There were. You don't have to name the seven. I know there were.

FRATERNAL DELEGATE VEKICH: Thank you. That disposes of the question except if the International President would choose to make a special privileged motion or something like that, right? I don't like to cut all the brothers and sisters off who are in line, but that does cut them off on this subject matter with your ruling, right?

CO CHAIR O'NEIL: Correct.

FRATERNAL DELEGATE VEKICH: Thank you.

A DELEGATE: Point of order.

CO CHAIR O'NEIL: Before your point of order, I want to apologize to this body because, you know what, it was pointed out to me, and I don't think it really made a difference in the vote, but that's not the point. This is the first time I have ever chaired anything like. Trust me, it is not easy. Believe me. I apologize for my mistake. We're all human. We all make mistakes. I should have nipped it in the bud. I didn't, I let it go. I apologize.

[Applause]

DELEGATE GEORGE LUJAN (Local 13): In light of the last point of order and the ruling of the chair, shouldn't this go directly back to committee?

DELEGATE DAN IMBAGLIAZZO (Local 13): I also would like to raise a point of order, Mr. Chairman.

CO CHAIR O'NEIL: Hold on. One at a time, please. You will get your shot, Bags.

DELEGATE IMBAGLIAZZO: May I say something, Mr. Chairman?

CO CHAIR O'NEIL: Absolutely, Brother Imbagliazzo.

DELEGATE IMBAGLIAZZO: As a point of order, this issue was brought up to the chairman of the committee and ruled on. Now we are shopping for a venue. It was already ruled on. The chairman of the committee made a ruling then against the same individual. The same thing. The ruling was made.

As a point of order, fraternal delegates are allowed to speak, they're not allowed to make motions. That's what points of order are. If we're going to stick to the rules, we're going to stick to the rules. They don't make motions and they don't get up and raise points of order. We have given some people a lot of latitude, and that doesn't kill this resolution.

No one that I saw on that committee was intimidated. I didn't see it. Apparently he saw it. I never saw it. What are we doing here?

CO CHAIR O'NEIL: I'm not saying anybody was intimidated. I'm saying there were people who were not on that committee who voted.

DELEGATE IMBAGLIAZZO: Wasn't that ruled on? That was ruled on by the chairman, I believe.

FRATERNAL DELEGATE VEKICH: I know I'm not supposed to interrupt, and I'm going to shut up. But it was not ruled on in the Constitution Committee where it should have been properly ruled. A couple delegates who were on that committee asked me if that was an improper vote. I said that can't be determined until the official list of convention committee assignments come out. By the time the official committee member assignment came out, the committee was adjourned.

CO CHAIR O'NEIL: At the very beginning of the Constitution Committee, we had some people possibly voting or something or being a part of it, and what was explained to us was, you know how everybody got to change committees if you wanted to, well, we didn't have the list of who wanted to change committees so we figured if you were in here, you were changing to be on this committee. This happened I think the second day towards the very end. You know what, there were people who voted. But at the very beginning we thought people who were on this committee we didn't know for sure because we didn't have the updated list.

DELEGATE DAN IMBAGLIAZZO (Local 13): Didn't you make a ruling on that issue? It's done now.

CO CHAIR O'NEIL: At that time.

DELEGATE IMBAGLIAZZO: Then it's done. It was already ruled on.

DELEGATE GEORGE LUJAN (Local 13): Mr. Chairman, could you please make a ruling either on my point of order

CO CHAIR O'NEIL: Tell me again.

DELEGATE LUJAN: My point of order was this, there was a challenge on procedure. You ruled on procedure. My question, at that point shouldn't it go back to committee?

CO CHAIR O'NEIL: I tell you what, in my opinion, and if you guys disagree, please challenge me, but in my opinion, in all fairness and as important as this is, I believe it should go back there and we will get the proper committee and we will vote on whether we bring it back here or not.

DELEGATE LUJAN: This isn't your opinion. This is your ruling

CO CHAIR O'NEIL: This is what the chair is ruling.

DELEGATE LUJAN: Thank you.

CO CHAIR O'NEIL: As it stands, this will go back to the Constitution Committee.

[Applause]

DELEGATE DANIEL MIRANDA (Local 94): I have a question. What happened to the motion that the International President made, that you accepted as a motion? We haven't voted on that motion. You had a motion on the floor, which is in order. Get Max up here. You accepted the President's motion to put it on the ballot. You took that motion and you accepted that motion. That motion is on the floor. Before you make your recommendation for Brother Lujan's point

CO CHAIR O'NEIL: So, your point of order

DELEGATE MIRANDA: There is a motion on the floor that you accepted, that we would let the rank and file vote in a referendum vote. Then you ruled Brother Cavalli out of order. You're on a motion. We still have a motion to vote on. He can give you the record. There was a motion before you guys raised your point of order. He accepted it.

CO CHAIR O'NEIL: I want to speak on what Danny said. I guess what Danny said was right, except it really wasn't a motion per se. It was what an agreement was, instead of having 50 people speak on this and not get our business done, that if we have one person speak for the minority report, that it would go on the ballot.

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It wasn't a motion. It was an agreement that it would go on the ballot and we let the sister speak for the minority report. She was the only one going to speak.

DELEGATE DAN IMBAGLIAZZO (Local 13): Is it on the ballot or not?

CO CHAIR O'NEIL: Will you let me finish, please? I don't interrupt you.

DELEGATE IMBAGLIAZZO: I agree. I apologize.

CO CHAIR O'NEIL: Thank you. I know you are very passionate about this.

Talking with the voices in my head, because I have nobody else up here. Max left me. I don't know where he is.

[Laughter]

CO CHAIR O'NEIL: Brother Danny, you are absolutely right. Brother Lujan, I was wrong. You know what, it's gets a little confusing up here. You're right. As far as what the International President said, this is going to go on the ballot. If you guys want to start challenging that, let's go for it. We will have some fun.

It is on the ballot.

DELEGATE IMBAGLIAZZO: As the maker of the motion, and since you let the minority report I would like about 30 seconds, please, just to say something.

[Chorus of "no's"]

CO CHAIR O'NEIL: It will go on the ballot. We are going to move the agenda.

DELEGATE IMBAGLIAZZO: I agree with it going on the ballot. I would just like to say something wait a minute.

CO CHAIR O'NEIL: Let's have a little order, please. We're democratic. It's not up to me, it's up to you guys. Do you want to let him talk or not?

[Chorus of "no's"]

CO CHAIR O'NEIL: The body spoke. We're going to move the agenda.

DELEGATE FRED PECKER (Local 6): I rise on a point of personal privilege.

CO CHAIR O'NEIL: Go ahead, Fred.

DELEGATE PECKER: What's before us right now, we have had a lot of talk today about what kind of gun we are under. We have had a lot of talk today about how we are in hard times and we expect them to stay with us for a while. We have talked a lot today and over the last few days that if we don't continue to push forward an aggressive organizing program, then this union is going to die. We have talked about a lot of these things. We have talked about how we as the membership of the ILWU stand up for each other; an injury to one is an injury to all.

CO CHAIR O'NEIL: Where are you at, Fred?

DELEGATE PECKER: Excuse me, my brother. Let me finish.

CO CHAIR O'NEIL: I don't know where you are at. You're not just going to hit the microphone and make a speech.

DELEGATE PECKER: I'm making a point on what is in front of us. You just said that it's going to a ballot. I'll get to my point real quick. The point is this, it would be a horror for the defining issue that we come out of this convention to be whether we maintain a gender specific name. We have all kinds of problems coming at us.

CO CHAIR O'NEIL: Fred, You're out of order. We had one speaker on this. We moved on. We're going to move the agenda, Fred. We're not going to continue to speak on this.

[Applause]

DELEGATE PECKER: It would be a crime.

[Simultaneous discussion]

CO CHAIR O'NEIL: We didn't let Imbagliazzo speak on it. We're not going to let you speak on it.

DELEGATE RICHARD MEAD (Local 10): Point of order.

CO CHAIR O'NEIL: What is your point of order, brother?

DELEGATE MEAD: If we are sending this to a referendum vote, that's a motion to refer. If we are sending it to the referendum ballot, we have to know exactly what we are sending. We need to know the wording that is going to be on that ballot or else it is absolutely improper. We have to take a vote on the motion to refer, and that was not done.

DELEGATE MAX VEKICH (Local 52): Well, you know, that is probably right.

[Laughter]

DELEGATE VEKICH: If you guys hadn't let so much time elapse and move on, the motion was made to move the agenda. That was passed. The chairman made a suggestion up here. You all sat there and didn't say anything, no one objected at that time. The chair has a great deal of latitude. We moved on. Now we're on to the next item. You have to bring these issues up in a timely manner. That's what you have to do. We only have a couple days here, guys.

DELEGATE LINDA URSIC (Local 63 Office Clericals): The way we understood it back there, Brother Bob made the suggestion that this go on the ballot. But to our knowledge it wasn't voted on by the delegation, which is why we're here.

Two, if this was done wrong, it needs to be referred back to the committee to give it its fair shot. Why would we not put this back in committee for consideration and a vote. It doesn't get to all of a sudden just be because one person decides that we're going to all of a sudden put it on a ballot, and we're not voting here, we're doing that wrong, and the vote was done in committee wrong what do we have rules for if we're not going to follow them?

DELEGATE VEKICH: Sister, you're out of order. Rather than talk about it, you should have just made a motion to refer.

DELEGATE URSIC: Do you mean back to committee?

DELEGATE VEKICH: You have not already talked on the motion. I would think the chairman is going to rule you out of order at this point in time. You make a motion or you speak. You don't do both.

DELEGATE URSIC: Then I'm speaking against your motion to put it

DELEGATE VEKICH: You're out of order.

DELEGATE URSIC: They said the motion was on the floor.

DELEGATE BRITTA DUNCAN (Local 5): I want to make a motion to refer this back to committee.

[Seconded]

DELEGATE FRANK PONCE DE LEON (Local 13): As a point of order, what is at stake here is the whole committee's work on all of the resolutions now. What should be done democratically so that both sides get to air it again, we should reconvene the committee immediately in the other room, take a roll call vote from those who are on the committee in order to put it properly before the body today. With that, it will solidify anything else that came out of committee so that everything is done properly so there will be no other challenges for the rest of the committee's resolutions.

PRESIDENT McELLRATH: I hear you, Frank. We convene the committee, take a roll call vote, then it comes back to the floor, right?

DELEGATE PONCE DE LEON: That would be correct.

PRESIDENT McELLRATH: Order. This is 75 years of history. We all know what we're talking about. I thought we had it settled when we said we were going to put it on the ballot and let the membership decide. Now we're going to back into a committee and let them decide. Why don't you just let me decide? You would say, "Get the hell off the stage, Bob."

If it's going to be easy to do, let's take it to committee. But it's going to get voted on and brought back right here.

I'm going to ask you the next question. Do you want to put it on a ballot or do you want to take a roll call vote here? That's the question you ought to ask yourself.

Here's what we're going to do. It's 3:25. Would the Constitution Committee go back in that room, bring that thing back to the floor. Take your roster with you and have a roll call vote. We'll see you back here. If it's not at 4:00 o'clock, it will be 9:00 o'clock in the morning. Let's make it quick.

[Recess from 3:25 o'clock p.m. to 3:50 o'clock p.m.]

CO CHAIR O'NEIL: Brothers and sisters, order, please.

Back on Resolution C 6. We went in the room. We took a vote on Resolution C 6, Correct Our Mistake. We went in the other room and we took a roll call vote. The vote was 16 "yes," 76 "no." Resolution C 6 is dead.

[Applause]

CO CHAIR O'NEIL: I'm turning it over to Big Bob. Thank you.

PRESIDENT McELLRATH: There we go. Democracy. Good.

Here's where we are. We are going to recess, be here at 9:00 o'clock in the morning, we have business to do. Pick up everything you have because they're going to take everything down. Pick up everything you have or it will not be here in the morning.

A DELEGATE: Point of information. Where do you want the area caucuses to meet to nominate you said something earlier.

PRESIDENT McELLRATH: I suggested it. I'm not going to order it. I suggested it. If not, we'll be here at 9:00 in the morning and if you haven't done it, we will have to caucus and work into the afternoon and night.

DELEGATE TERRI MAST (IBU): Delegates, for the banquet tonight, please bring your tickets with you because that will determine your meal. If you ordered a special meal, please tell your wait person your name because they will have your special meal held for you by your name.

The tables are reserved. Look for your local's number on the table. If you don't have tickets, see me.

PRESIDENT McELLRATH: Thank you, Terri.

A DELEGATE: Point of personal privilege, Mr. Chairman. Could the speech from this morning's Harry Bridges Chair be made available to the delegates?

PRESIDENT McELLRATH: We'll do that. Done.

All in favor, say "aye."

[Motion passed]

THURSDAY AFTERNOON SESSION, JUNE 11, 2009

PRESIDENT McELLRATH: 9:00 o'clock in the morning.

[Whereupon, the Convention recessed at 3:55 o'clock p.m., to be reconvened at 9:00 o'clock a.m., Friday, June 12, 2009]

FRIDAY MORNING SESSION-JUNE 12, 2009

[The Convention was called to order by President McEllrath at 9:05 o'clock a.m.]

PRESIDENT McELLRATH: Delegates, take your seats.

We have some announcements from the Host Committee.

HOST COMMITTEE ANNOUNCEMENTS

DELEGATE SEAN O'DONNELL (Host Committee): We will have coffee service out here for today. We figured we might need it after last night.

[Applause]

DELEGATE O'DONNELL: We have one more function this evening. The buses will be leaving about 5:00 o'clock for those going out to Emerald Downs. We will meet again down in the lobby.

Our first excursion was to the Space Needle, EMP. We did end up with extra tickets to the EMP. If somebody wants to use those tickets, come and see us, we have tickets to that and we have tickets for the monorail left. If you want to take a trip to the Seattle Center, come let us know.

We will be around, just find us. You will see us. We are pretty easy to pick out, we are in red.

Again, just hope you're having a good time. Thank you very much.

[Applause]

PRESIDENT McELLRATH: Brothers, let's get some order. We have a speaker.

FRATERNAL DELEGATE LEWIS WRIGHT (Southern California Pensioners): I just wanted to let you all know, if you give me your e mail I would be happy to send you a site where you can see your pictures, or where you can get them, even.

PRESIDENT McELLRATH: Lewis has been taking a lot of pictures. You should get his e mail address. He has been doing a hell of a job. Thank you, Lewis.

[Applause]

PRESIDENT McELLRATH: Sorry for the hoarse voice, but I guess it's because we had such a good time. I was trying to sing karaoke.

Let's map out today. The way I see it, we have five resolutions. We have a couple of speakers and five resolutions. Then I think we will take a break, you guys can caucus and finish up your area caucuses, whatever you have to do. Then we will come back and have nominations. Then the deck will be open, new business, old business, adjourn. That will be the order of the day. If there is anything that anybody wants to say, we will go from there. Is that okay with you guys?

Let's start off this morning with a speaker. His name is Frank Leys. He is Secretary of the International Transport Workers Federation, Dockers Section. He heads up the Dockers Section of the ITF. He has been helping us a lot. Today we have new challenges. But I will tell you, Frank is still out there making connections. He is building a lot of world solidarity. He's a great guy. I've gotten to know him the past few years.

Frank Leys, come on up. Let's give Frank a big warm welcome.

[Standing ovation]

*REMARKS
FRANK LEYS, SECRETARY
INTERNATIONAL TRANSPORT WORKERS FEDERATION,
DOCKERS SECTION*

BROTHER FRANK LEYS: Brothers and sisters, it's good to be here. It's good to see that there are so many people here who think about the workers.

We are confronted with the worst crisis we have seen in many years. Transport is international. The ILWU is international. The dockers have to be international. But also our opponent, capital and the employers, is international.

What we have to avoid is to start thinking in little boxes. Yes, we transport boxes from one part of the world to another part of the world, but we are one dockers community along the transport chain. We can make things move, but we can stop things from moving. And that is something we have to remember, brothers.

[Applause]

BROTHER LEYS: Now the work is that your leaders aren't just a bureaucrat, a bureaucrat who was a docker, a longshoreman in the Port of Antwerp, but the work that your leaders are doing, the guidance they are giving me, the way they are making the idea progress is a change. It's a change from a paper machine to an organizing machine, an international machine that is in the interest of all of you along the transport chain. The work that Bob and Paddy changes things within the ITF. The dockers section is no longer that little corner. No, the dockers section is the section everyone appeals to when they're in trouble. We have to do it for them. Bob's solidarity is a two way street. When we are in trouble, they will have to help us, too.

The POC campaign, the Ports of Convenience campaign, is a worldwide campaign. It's a global campaign, but with a local focus. What happens in your port is not standing alone. It's happening in the port next to you and in the port across the ocean. In Rotterdam, the wages of the dockers are under siege. The same thing is happening here.

We are dealing with big global network terminals. Global network terminals, in most occasions, are also part of a shipping company. Shipping companies put pressure on the terminal operators to make concessions, concessions in handling fees, concessions in what a terminal can have as an income. Who will they try make to pay for that? The workers of those terminals. This is happening right at this moment in Rotterdam, brothers and sisters.

Maersk Terminal made a concession of 1.6 million Euro. Maersk Line doesn't think that is enough. They want another 1.6 million on top of that. And now my brother Nick Stam is presented with the invoice because they want to recover the next 1.6 million from the wages of those who handle containers.

In the Port of Antwerp, where I come from, people are renegotiating conditions that my father and grandfather fought for. We are talking about the hiring hall, brothers and sisters. They are putting the use of the hiring hall in question. The hiring hall is "the" point for which trade unions have to fight. They want to use electronic systems, which puts the unions out of work because we will lose the contact with the bases, we will lose the contact to intervene.

Let me stop with this, brothers and sisters, because we can't forget that we have many sisters in the post with us now, Many important workers who do new jobs. I know that the symbol of your union is a hook. I used to work with that hook. But things have changed. Not that our mentality should change, but we have to take into consideration that things are automated, that things are being done electronically these days.

We have to fight for these new jobs. And many of these jobs are done today by women and young workers. We must fight for these jobs. These are our jobs. We will stand by these new workers.

I thank you, comrades.

[Standing ovation]

PRESIDENT McELLRATH: Good job, Frank. We would like to present you with a poster. It's signed by all the living presidents. We hope you will take that back and hang it in your hall.

BROTHER LEYS: This will hang in my office. When you enter my office, I now have a T shirt, a black one, from the ILWU, Trade Unions Make you Strong. Well, that will be just on top of it. Thank you, brothers and sisters.

[Applause]

DELEGATE MAX VEKICH (Local 52): Mr. President, I rise on a point of privilege.

PRESIDENT McELLRATH: Go ahead.

DELEGATE VEKICH: Brother Leys and the ITF, the IDC and the ITF, they walk the talk, brothers and sisters. When government tried to screw dock workers and port workers in Europe in 2006, they had a little meeting of 10,000 of our brothers and sisters in Strasbourg, the European capital, and we let them know what we thought.

I was part of a delegation. Brother Familathe, Brother Adams, Brother Ugles were there. The gendarme decided that peaceful demonstrations weren't appropriate so they opened fire on us with tear gas. At the end of the day, 10,000 workers, MUA members from Australia, ILWU members from the United States and Canada, we stood there in solidarity. We had our banners. We were with the brothers while

they were battling with the gendarme. At the end of that week, the European Union decided port privatization isn't such a good idea and overwhelmingly slapped it down because the workers went to the streets and sent the message to the politicians, and they got it.

Thank you, Brother Leys. Keep up the good work.

[Applause]

PRESIDENT McELLRATH: I am going to run down what I believe is left for us. Resolution C 17, C 20.

A DELEGATE FLOOR: C 14, Bob.

PRESIDENT McELLRATH: C 14?

A DELEGATE: Yes, sir.

PRESIDENT McELLRATH: All right. C 14. C 17. C 20. Programs No. 8. Resolution No. 8. And Resolution 44. Hopefully the delegates all have those. At this time I will call back up the Constitution Committee.

A DELEGATE: Resolution 16.

PRESIDENT McELLRATH: Motion, seconded and carried as amended. That has been handled.

If it hasn't, get with me and we will figure it out.

Would the chairs of the Constitution Committee come up.

We will get done with the resolutions and then we will have our area caucuses.

CONSTITUTION COMMITTEE

GEORGE O'NEIL, CO CHAIR

NATE LUM, CO CHAIR

MIKE MITRE, SECRETARY

CO CHAIR O'NEIL: Good morning, brothers and sisters. Before we are ready to go, since I have the microphone, I told you yesterday how proud I was of our committee, for all the hard work they did. Yesterday afternoon we go in that room, and whether you're for C 6 or against C 6, Henry Kreutz, I am not mentioning any names, people went in there and they voted, not necessarily the way they felt within their hearts, but what

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they felt was best for the ILWU. You saw how divisive that was. Listening to Big Bob and the other officers, the fights that we have been going on, it was just best for the ILWU to move on.

I appreciate my committee. I appreciate the brothers and sisters who voted in the way that it was best for the ILWU.

[Applause]

RESOLUTION C 14
STATEMENT OF POLICY ON IEB WAGES

CO CHAIR O'NEIL: Now we will go to Resolution C 14, please. Statement of Policy on IEB Wages.

Article VI, Section 13 of the International Constitution provides that, among other things: "Executive Board members when attending meetings of the Board shall be paid One Hundred Dollars (\$100) per day wages." This amount has been in effect since 1983. Therefore, the Titled Officers, the Trustees and the International Executive Board recommend that the wages paid to IEB members be increased to \$150 per day and that the appropriate section of Article VI, Section 13 be amended to read:

"Executive Board members when attending meetings of the Board shall be paid One Hundred and Fifty Dollars (\$150) per day wages."

That comes with a recommendation of concurrence.

[Seconded]

CO CHAIR O'NEIL: It's been seconded. Any discussion?

Seeing none, we will vote on it. All those in favor of Resolution C 14, signify by saying "aye."

Opposed.

It is carried.

RESOLUTION C 17
STATEMENT OF POLICY ON REVISING 30 PERCENT
ORGANIZING MANDATE

CO CHAIR O'NEIL: Next, Resolution C 17, which will have a minority report. Statement of Policy on Revising 30 Percent Organizing Mandate.

In 1997, the International Convention adopted a resolution, Commitment to Organizing, that mandated thirty percent (30%) of the International's per capita income be reserved for organizing. The rationale for this mandate was to have adequate monies to fund expenses for organizing.

After a thorough review of the organizing program by a subcommittee of the International Executive Board, this International Executive Board recommends that the 1997 30% mandate be changed to authorize organizing expenses up to thirty percent (30%) of the per capita income.

MINORITY REPORT ON C 17

CO CHAIR O'NEIL: Now the minority report on C 17.

The 1997 policy allocating 30% of the per capita revenue to organizing shall be maintained.

We will let the sister speak on the minority report.

DELEGATE MARINA SECCHITANO (IBU): First I want to say, as I said earlier in the convention, that I appreciate all the support that the Inlandboatmen's Union, particularly the San Francisco region, has received in the Alcatraz Cruises/Hornblower struggle. God knows, it's been very costly. We shared the expenses with the Master Mates and Pilots. But at the end of the day, we couldn't have funded that on our own without the help of the International.

What that means to us is, when you have contracts with companies that are subbed out by the National Parks or someone else, that all the other companies, if it's not a level playing field, you need to try and protect your base. I want to thank the officers for their commitment and support.

I do want to say that the reason, as a regional director of my office, and I sit on our executive council, the Inlandboatmen's Union has completely had to revamp our financial structure from time to time, and we have even been delinquent in our per capita. We understand what it is to have to make the tough decisions.

The reason I filed the minority report is not out of disrespect to our leadership or our International Officers or the Executive Board. It's

because I believe that we made a commitment in 1997 to organizing. We decided at that time, and I read the different comments from some of our brothers and the leadership and some of our IEB members, that the commitment was needed to be made, that it was the life blood of the organization, particularly now when our industries are suffering because of the economy and such.

For us, in order to maintain what we have, it's not a matter of bargaining with one company; for us it's a matter of maintaining the competition, making sure that they have the same expense that our employer does. Time after time we have lost contracts, whether it's towing up to Alaska, petroleum work in San Francisco, because a nonunion faction underbid us, less manning, no health benefits for the family, no pensions, 401(k)'s. That is why from the Inlandboatmen's Union position it's a crisis in our industry. We won't keep the jobs we have if we don't continue to organize.

It's not that I disagree with leadership when we have to make the tough cuts. Yes, we do. But I believe that if there is any way possible to keep this 30 percent, that is the direction we had in '97, it was reaffirmed three years ago, and I would like the convention to reaffirm it today.

Thank you.

[Applause]

DELEGATE ROBERT IRMINGER (IBU): I rise in support of the minority report. As Marina just said, I certainly do want to thank Willie Adams for all the hands on things he has done in supporting our organizing drive at Alcatraz Cruises.

For 27 years I have been a member of the ILWU. There have been many times that I have been very proud of that. And one of those, I attended as an observer the 1995 AFL CIO Convention in New York when Sweeney was elected president. Out of that convention, it was put forward that all the member organizations of the AFL CIO—there was a commitment made to put one third of their budget towards organizing. That's what all the unions were to do. Well, consequently many of them did not do that.

The ILWU at the following convention, 1997 in Hawaii, followed through with that commitment. When they say they're going to do

something, they do it. That has always made me proud to be a member of this organization, that willingness to do that, to follow through no matter how difficult it can be, no matter what adjustments you have to make. The ILWU says they're going to do something, they do it. They took the commitment seriously from that convention of the AFL CIO, which was important to change the direction of the labor movement, and they have followed through ever since.

For me, organizing absolutely is imperative. I would be willing myself to forego quite a few other things within the ILWU, some of the more what I sometimes think are even extravagant things that we do when we come here, even though they are wonderful.

I think that we really have to have that dedicated funding to maintain the resources that we have to put into organizing.

Once again, I rise to speak in favor of the minority report. I hope you support it. Thank you.

[Applause]

CO CHAIR O'NEIL: Just so everybody remembers, we do have three minutes. Not just you, Ryan, but everybody.

DELEGATE RYAN TAKAS (Local 5): I rise in favor of the minority report. I believe that organizing is the lifeblood of this union. If we're going to move forward, we have to be engaged in that struggle. We have to bring new workers into our family. If we don't, we will wither and we will die.

The only way we are going to be able to organize is if we have funding for organizing. Now, I believe that the officers do have the best intentions with this, and I appreciate the difficult times that we are in.

However, having an absolute mandate from this body to spend money on organizing I believe is an important objective today. To move from the mandatory 30 percent to up to 30 percent means that, if needed, we could spend zero percent on organizing. Now, I don't believe that that is what is going to happen.

As a rank and file member of this union, I believe we have the obligation to mandate that that absolutely will not happen regardless of who is in office, regardless of who is making decisions. We made the decision. We made the decision today that organizing is important

enough to have 30 percent—absolutely 30 percent—go to organizing. If cuts must be made, I am sure the officers will be able to find the necessary cuts in other line items. Thank you.

[Applause]

DELEGATE ALAN COTÉ (IBU): I stand opposed to the minority report. I was on the committee, the organizing subcommittee. I am a trustee of the ILWU. I am an IEB member. I am a trustee on pension plans. I wear a lot of hats in the union. Many of these hats have fiduciary responsibility. I know what our union is going to face in the next year or two. Not that I know specifically, I just know it's going to be bad. We have already seen some of it.

If I were the president of an organization, which, of course, I am, I would not want to be tied down to a percentage of a budget locked in right now. This is going to be all hands on deck to get through this. Bob needs the flexibility possibly just to pay the rent. That is how desperate this could get.

I agree with the speakers. I have been organizing, helping to organize for many years. I know how hard it is. I know how much it costs. We spent a lot of time changing the Organizing Department to a new model, a model that I think is going to be more successful, a model that I think is going to do more for empowering our own rank and file to organize, and I think it's going to be successful.

I also believe wholeheartedly that Bob McEllrath absolutely supports organizing. I know that he will not take the organizing money and use it for some purpose unless he absolutely has to and it's an emergency.

Thank you.

[Applause]

DELEGATE JOHN PHILBROOK (Local 21): I also am opposed to the minority report for the same reasons that Brother Coté gave.

I would also ask that as we move forward and we talk about the tough times and the budget that we ponder a couple things. One of the things that we need to consider, we talked about the problems that we have had within the AFL CIO, if I recall, in the budget we roughly spend \$300,000 a year in affiliation fees. Sometimes we might want to consider

the tough discussion of freeing up some fees in order to put forth some serious organizing. These are some tough things that we have to talk about.

Again, I am opposed to the minority report. I urge you to vote it down. Thank you.

[Applause]

DELEGATE BRITTA DUNCAN (Local 5): Privileged motion.

CO CHAIR O'NEIL: There is a motion on the deck right now.

DELEGATE DUNCAN: The Warehouse Division would like to call a caucus.

CO CHAIR O'NEIL: Absolutely. Let's try to make it quick.

[Caucus from 9:40 o'clock a.m. to 10:00 o'clock a.m.]

CO CHAIR O'NEIL: I see warehouse is coming back in. Let's get ready to go back to work.

The only thing I did not do, and correct me if I am wrong, C 17, on the main motion, I never said it was put to the body for concurrence. I didn't do that. I am going to do that now before we have any speakers.

If I could get a second on that, please.

[Seconded]

CO CHAIR O'NEIL: Thank you. We are still on the minority report. That is on the deck as a motion. Next speaker, please.

DELEGATE EVERETT BURDAN (Local 17): I would like to speak on a point of personal privilege, just an idea on this whole thing.

I think what we ought to do, given the importance of organizing and the amount of money and looking at what we're facing the next three years, if the majority passes that we sunset that after three years, then it goes back to the 30 percent. That is my idea. Thank you.

DELEGATE BRITTA DUNCAN (Local 5): I would like for you to consider what the brother from Local 17 said. In preparation—

CO CHAIR O'NEIL: Are you for or against the minority report?

DELEGATE DUNCAN: I am for the minority report.

CO CHAIR O'NEIL: Let's stay on this. He had an idea. But let's stay on the subject, please.

DELEGATE DUNCAN: I would like to ask for a suspension of the rules so we can consider the idea and get all voices heard on this.

CO CHAIR O'NEIL: That would take a second.

[Seconded]

CO CHAIR O'NEIL: Okay. It takes two thirds to suspend the rules. All those in favor of suspending the rules, signify by saying "aye."

Opposed.

That fails. It is not two thirds.

DELEGATE RICHARD MEAD (Local 10): I speak in favor of the minority report. I would like to say that the budget we passed yesterday, 30 percent of our funds are dedicated to organizing. That is in the budget that we passed. The commitment is there.

I can change my mind and vote for the resolution if we could get a commitment from our International Officers to say something like, okay, we will go up to 30 percent, meaning that it can be cut, but we commit ourselves not to going below, say, 25 percent.

Now, I wouldn't ask for that in any kind of an amendment or anything like that, to suspend the rules or anything like that. But just for our officers to commit themselves to doing everything possible not to go below 25 percent, not that they wouldn't have the freedom to do that. I am in the Longshore Division. I have seen our local get hit with lawsuits. You don't know what is going to come down the pike, where we are going to need money. I understand they need the freedom. I understand that their intention is legitimate and it's honest and they're not looking to gut organizing.

Having said that, this body committed to a hard 30 percent nine years ago. When they did that, we had a Republican Congress, we had a Republican President. Organizing was the hardest thing to do in this country. Yet we came out of it with Local 5. People are calling them failures since then, but they really weren't. We fought the good fight. A lot of those people that we lost in those campaigns, they got a good union

education. Now, it might not pay off dividends right then and there, but you plant that seed. That is how organizing is.

Now we have a Democratic Congress. We have a Democratic President. We have a chance for the Employee Free Choice Act.

CO CHAIR O'NEIL: You have 30 seconds, Richard.

DELEGATE MEAD: Thank you. It's as if the dawn is about to break and we are saying we need to pull back. Well, I don't think that is true. I think we that we need to go forward.

Now, "an injury to one is an injury to all." That came from the Wobblies. That is where we came out of. Joe Hill, when he was facing a firing squad in Utah, the most famous Wobbly of all, told the world, do not mourn for me, organize.

Thank you.

[Applause]

PRESIDENT McELLRATH: First of all, I can't disagree with any of the speakers. We have to organize. We are going to continue to organize. That is what we are going to do.

I will tell you something. Yesterday and the day before, we talked about our financial situation. You heard about the 1.8 million. 1.6 is in organizing, that is what we're going to spend it on. The International has \$200,000 as a cushion right now.

We heard brothers get up and make motions that they're taking concessions. As we speak, they take concessions on their contract. People are not working, giving money back. We have people in hotels and other areas, warehouse, who are losing their jobs. Nobody, no officer up here is telling anybody that we are not going to spend 30 percent.

You have to be realistic. Longshore has lost 40 percent of their work, 40 percent of their wages. Some of these guys lost more money than I make in a year. That's unbelievable. We want to be truthful with ourselves.

Do you want to put 30 percent into organizing? Yes, we do. But if it comes down and we are in the worst recession in our lifetimes—and I am 58 years old and we're going to tie the officers' hands, Big Bob is not going to take this money and spend it helter skelter. We are going to use

it wisely. We are going to organize up to 30 percent. But you can't sit here and say you're going to spend 30 percent and you're going to lay off Linda Kuhn, Gene Vrana, Russ Bargmann, all the other office staff that we have, because we start from the bottom. They are going to go, I have already warned them. I gave every one of them a notice. They know it's coming. When the money coming goes below money going out, I am going to bring the money down and I'm going to lay people off.

All I am asking for, all the officers are asking for, all the Executive Board is asking for is the flexibility to run the International Longshore and Warehouse Union.

Please vote the minority report down. Thank you.

[Applause]

DELEGATE GENEVIEVE CLUBB (Local 142): I will be voting this down.

[Applause]

DELEGATE GARRETT HERA (Local 142): I call for the question.

[Applause]

CO CHAIR O'NEIL: Calling for the question stops debate. All those in favor of stopping debate, signify by saying "aye."

All opposed, "nay."

We are stopping debate.

We will vote on the minority report on C 17, which states the 1977 policy allocating 30 percent of per capita to organizing shall be maintained. If you vote "yes," that means we will keep 30 percent going to organizing.

All those in favor, signify by saying "aye."

Opposed.

It fails. There is no division. The chair is not in doubt at all on that one.

Now we have a motion on the deck. Resolution C 17. Are there any speakers?

DELEGATE RYAN TAKAS (Local 5): I would like to make a motion.

CO CHAIR O'NEIL: There is a motion on the deck.

DELEGATE TAKAS: I would like to make a privileged motion to go to committee as a whole. If I could speak to that for a moment.

CO CHAIR O'NEIL: To do what?

DELEGATE TAKAS: To go to committee as a whole. It's in Robert's Rules of Order.

CO CHAIR O'NEIL: I guess you need to explain to me what you want to do.

DELEGATE TAKAS: To go to committee as a whole, it means that we take the motion and we act as a full body, we can discuss the motion as a body and make amendments as if we were in committee.

I would like to speak to the motion.

CO CHAIR O'NEIL: That goes against the convention rules. If you want to speak on this motion, go ahead. I am going to rule your other one out of order because under convention rules we cannot amend.

DELEGATE TAKAS: In that case, I would like to rise against C 17.

DELEGATE MAX VEKICH (Local 52): Point of order.

CO CHAIR O'NEIL: Uh oh, I am in trouble now. Again.

DELEGATE VEKICH: The brother made a motion and it was ruled out of order. Now he has to relinquish to the next person in line.

DELEGATE ADAM SANCHEZ (Local 5): I have a question. When Big Bob was speaking, he implied that the Titled Officers are in danger of losing their jobs—

CO CHAIR O'NEIL: Possibly laying staff off.

DELEGATE SANCHEZ: Staff. Is that true? Are we in danger of losing staff?

CO CHAIR O'NEIL: The International President told you that is a possibility. I usually believe what he says.

DELEGATE SANCHEZ: All right.

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DELEGATE GARY IBARRA (Local 34): This is the motion to eliminate the 30 percent.

CO CHAIR O'NEIL: No. It's not to eliminate the 30 percent. It's to spend up to 30 percent.

DELEGATE IBARRA: Okay. I have heard a lot of people talking about organizing. Pretty much everything that has been brought up here that had to do with organizing has pretty much been shot down. What I was always taught about this union is that organizing is the life blood of the union. If we don't replenish our ranks, our members who retire, who go off to do something else, they may be put in a position where their pensions go away because the ILWU no longer exists. Now, that is very real option as well.

My concern is one of the level of importance that we are putting on organizing in general. I was lucky to be born into this union. Over the years, I have been able to acquire a wealth of knowledge from some of the best organizers in the history of the ILWU. Don Wright, my father Joe Ibarra, from Local 142, Richard Baker, and also from 142 a person who was very close to me, the late Fred Paulino. These men instilled something in me throughout the years, not just about what the ILWU stands for, but about organizing in general.

What we have is second to none. We are some of the luckiest workers in the world. For us to eliminate how we go about bringing other people up to where we are is a travesty. We need to continue that. We need to make sure that the ILWU will be here for our children.

CO CHAIR O'NEIL: Thirty seconds, brother.

DELEGATE IBARRA: By eliminating organizing now seems like a good situation because—I apologize, sister, we are not eliminating organizing. Sorry.

All I am saying is that the level of importance that the ILWU needs to put on organizing needs to be exactly where it is right now and not be changed. We are all talking about the worst case scenario. In the event that we need to use that money that is dedicated to organizing, in the event that the ILWU gets put in dire straits, that is the worst case scenario. But what is the best case?

CO CHAIR O'NEIL: Your time is up, brother. Time is up.

[Applause]

CO CHAIR O'NEIL: Sister Marcy Rein said she is having trouble keeping the minutes because of all the movement and the chatter. If you could keep it down, please, for the young lady down at the end of table who is working very hard for us. Thank you.

[Applause]

DELEGATE PAUL SANCHEZ (Local 13): Mr. Chairman, has there been pro and con?

CO CHAIR O'NEIL: Yes.

DELEGATE SANCHEZ: I respectfully call for the question.

CO CHAIR O'NEIL: The question has been called for. That would stop debate. All in favor of stopping debate, signify by saying "aye."

Opposed.

It carried.

We will vote on Resolution C 17, Statement of Policy on Revising the 30 Percent Organizing Mandate. Just to be clear, if we vote this up, it will mean we will spend up to 30 percent.

All in favor, signify by saying "aye."

Opposed.

It carried.

*RESOLUTION C 20
CREATING A FRATERNAL DISTRICT COUNCIL DELEGATE*

CO CHAIR O'NEIL: Last, but not least, Resolution C 20, Creating a Fraternal District Council Delegate.

WHEREAS: The ILWU District Councils are established in Southern California, Northern California, the Columbia River and the Puget Sound to represent the political interest of the ILWU; and

WHEREAS: A majority of resolutions presented at previous ILWU Conventions have a political element in them which require Political Action; and

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WHEREAS: Any future resolutions that call for Political Action can be helped by having a fraternal delegate from ILWU District Councils to provide informed debate to the issues; and

WHEREAS: These fraternal delegates from the District Councils can bring the Convention resolutions back to their District Councils with a fresh understanding of the direction of the rank and file; THEREFORE BE IT

RESOLVED: That the 2009 Convention shall establish a fraternal delegate from each District Council for future conventions; and BE IT FINALLY

RESOLVED: That the delegate costs shall be borne by the individual District Councils.

This comes with a recommendation to adopt. May I have a second.

[Seconded]

CO CHAIR O'NEIL: Brother Thibeaux.

DELEGATE LAWRENCE THIBEAUX (Local 10): I rise in favor of Resolution C 20. I just want to make a few comments. I was in the committee when the question came up from some of the people from 142 that they were not familiar with what the district council does on the mainland. For those members who were not at that committee meeting, I would like to explain a few things.

I am the president of the Northern California District Council. It's the political arm of the ILWU on the mainland. This committee meets with all the locals in our area, along with the pensioners from the Warehouse and Longshore Division. We have a meeting once a month and we discuss political things that are going on in these areas.

We also have a legislative lobbyist who goes up to the capital every Monday and monitors all the bills that are being put forth, to make sure that none of those bills are a detriment to our contract. It's a vital part of the political process that we use.

That is why I rise in support of Resolution C 20.

[Applause]

DELEGATE JEFF SMITH (Local 8): I rise in favor of this also. I want to echo what Lawrence just said. I want to make it clear to everyone out there. This isn't costing the International a dime. It's not costing them a dime. This money, if they were to send let's say, a district council representative to the convention, the district council will pay all costs that are incurred. Most of us, like myself, there are some Local 5 people here, and Lawrence is here and other people, were already delegates to the district council and were here. It works very good that way.

I rise in favor of the motion.

[Applause]

DELEGATE JEFFERSON DAVIS (Local 21): I rise in favor of this motion for several different reasons. I will highlight all of them.

In our packets in front of us that we have dealt with at this convention, we've got, by my estimate, ten resolutions that require some sort of political or governmental action. Stateside here, we have four district councils, Southern, Northern California, Columbia River Area and the Puget Sound, each encompassing Washington and Oregon respectively.

At the last convention in B.C., one in every three resolutions that came before the body required some sort of political action or government intervention. The question became, where does that happen? What I mean by that, it's up to the individual locals to take these resolutions that we have in front of us and do something about them. It requires action. It requires writing letters. It requires talking to our representatives. It requires going out and talking to these people so we can actually enact what we pass in these conventions. The district councils are set up in place to deal government and political action. They have been recognized by the International for at least two decades.

I have taken these resolutions seriously, just as all the other district councils, and see what we can do as far as enacting these things. As I stated earlier, in our current package we have R 12, R 13, R 14, R 15, R 25, R 27, R 32, R 33, R 36, R 42 and P 4 that require some sort of action. Words are simply words that don't mean anything unless we do something about them. The district councils have been charged by the

International to take intervention. The district councils are put in place to require action to go out and enact these resolutions.

It is my fear, brothers and sisters, that down the road the district councils will not be understanding of what is happening at the convention. It's been fortunate to this time that I, as a representative from my local, have been a convention delegate. And it's been fortunate—there are situations that come up that representatives or presidents from the district council are at the convention. But at a very minimum, at a very minimum I think we owe the district councils a fraternal position to where they can speak and, most importantly, understand the issues that are addressed at these conventions. That is why I would encourage that. That's why the Puget Sound District Council put this forth. I hope you join me in voting this up.

[Applause]

DELEGATE FRED PECKER (Local 6): I call the question.

CO CHAIR O'NEIL: The question has been called for. That stops debate. Everyone in favor of stopping debate, signify by saying "aye."

Opposed.

All those in favor of Resolution C 20, Creating a Fraternal District Council Delegate, signify by saying "aye."

Opposed.

It carried. That will be it for the Constitution Committee. Thank you very much.

[Applause]

PRESIDENT McELLRATH: Brothers and sisters, the chairpersons for Programs. We have Program resolutions. Would the chairmen please come up.

PROGRAMS COMMITTEE

*FRED PECKER CO CHAIR
ROBERT ZAHL, CO CHAIR
MICHAEL DAVENPORT, SECRETARY*

CO CHAIR PECKER: Good morning, brothers and sisters. On behalf of the Programs Committee, we have P 8 in front of us.

Before that, I would ask the parliamentarian—Brother Vekich. The issue came up in committee on a resolution that was voted down, whether a resolution that has been disposed of by the committee can have a minority report on it. I have heard things both ways. We are going to refer to you.

DELEGATE MAX VEKICH (Local 52): Committees are like work units, work gangs. They have been delegated to do a task and to deal with issues. When you vote something down in committee, you dealt with the task. It doesn't move on. If you kill it in the committee, it's dead. No minority report. No resurrecting of the dead. It's dead.

The body, though, you, you own everything, you always have a right to reach into the grave and pull something out, but that is never done. Don't do it. Let the committees function. That is what their job is. They are a filter. We are moving towards a smaller number of things that are our positions, and that is what you are going to vote on. The things you actually pass, that is going to be a lot fewer than everything that was introduced obviously.

So, dead is dead in committee. No minority report, no nothing.

RESOLUTION P—8 THE IMPORTANCE OF ORGANIZING

CO CHAIR PECKER: Thank you, brother.

Brothers and sisters, do you have Resolution P 8, The Importance of Organizing, in front of you? All right.

WHEREAS: The ILWU has a strong commitment to Organizing;
and

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WHEREAS: The ILWU's commitment to organizing is consistent with and gives meaning to our motto, "An Injury to One is an Injury to All"; and

WHEREAS: Organizing is not a matter of altruism but a matter of survival for the Warehouse, Marine, and other Allied Division; and

WHEREAS: For the ILWU to survive as a labor organization which has a rich and diverse membership base; and

WHEREAS: The ILWU has struggled with developing an organizing program for over a decade, with the understanding that Organizing unorganized workers is necessary to maintain the jurisdiction of our Union, and the standard of living of our membership; THEREFORE BE IT

RESOLVED: The ILWU International maintain organizing as a top priority of the ILWU; and BE IT FURTHER

RESOLVED: The ILWU continues to put its money where its goals are; and BE IT FINALLY

RESOLVED: That should austerity measures become necessary due to the current world economic meltdown, funding for organizing be maintained as a core function of our International Union.

It carries a motion from the committee. Is there a second?

[Secoded]

CO CHAIR PECKER: All right. Speakers.

DELEGATE LUISA GRATZ (Local 26): I am speaking in favor of the motion. But I want to address a bunch of issues because we had some debate on the 30 percent. I want to talk a little bit about money.

When the labor movement got started, it didn't have a bank account. When the underground railroad got started, it didn't have a bank account. It had allies; it had a network; it had committed people. When the ILWU got started, we didn't have permission, we didn't have a bank account. We had a belief that we could and we had people who were willing to lay down their lives and other people who supported that goal of getting the ILWU formed as an organization.

What we need today is that spirit. We either believe in unionizing—and that means everybody in this room is an organizer. It doesn't mean that the International has to hire a staff. It means that we need to decide on projects. We need to train ourselves. And in three years, we might be able to add 10,000 people. But if we just focus on 30 percent or 29 and two thirds or 25, that means we are going to rely on hired staff, and there is no guarantee that that will produce results, as you know. The only results we ever get in history are what we collectively agree to fight for and make sacrifices for.

I support this resolution. But the resolution shouldn't be anchored to a percentage on a dollar sign. This resolution means that when everybody in this room leaves, you look for targets in your family, where your kids work, where your neighbors work, where your friends work. And we try to build the ILWU. I believe that is possible. Without a lot of excuses, without a lot of arguments we can do this.

Thank you.

[Applause]

CO CHAIR PECKER: For the record, Sister Gratz completed in two minutes and ten seconds. A world record.

[Applause]

DELEGATE KATY IMBROE (Local 5): I want to remind everyone that this resolution doesn't actually have anything to do with 30 percent or any money involved, it's just appreciating organizing.

I wrote something up. I'm really nervous, so bear with me. Nine years ago at the 32nd convention, delegates stormed through Powell's Books in Portland, Oregon. This action, combined with dedication and hard work of the Organizing Department and Powell's workers, led to the first charter and contract of Local 5.

Some years later, Local 5 signed its first contract with the Food Service Workers at the Evergreen State College campus in Olympia, Washington. This is how I as a 22 year old barista from Olympia became an ILWU member two years ago.

I feel immeasurably fortunate to be in this great union and for the chances it has afforded me—becoming a steward to stand up for my co

workers, and participating in contract negotiations this past fall, and attending this convention, making a difference.

Though I am by no means the average delegate, I feel welcomed and respected by my brothers and sisters in the ILWU. I am so proud to say that I am a member of the strongest and most progressive and most democratic and most powerful union in this country.

The thing is, there are countless me's out there, young workers who want the chance to be part of a union, to participate and to be active in it. As we face the most difficult economic climate any of us will ever see, more and more workers are searching for the protection of a union. This economy, combined with the recent government administration change in this country, we are truly on the brink of a labor revolution.

For these reasons and for my own experiences in this union, I cannot be more passionately in support of this resolution. Organizing these workers is essential both to this union and the labor movement. Please vote in support of this resolution. Let's stay on the forefront of this labor revolution.

[Applause]

DELEGATE FRED GALDONES (Local 142): Brothers and sisters, I am going to speak against P 8. Let me explain why. There has been a lot of discussion about the importance of organizing. Local 142 recognizes the importance of organizing. We have a very active organizing drive under the auspices of Brother Wes Furtado. The Officers' Report speaks to what we have accomplished in Local 142.

The problem that we have with P 8 is that there has been a lot of discussion about the resolutions we passed regarding the 30 percent. When I read this resolution I do not want it to be interpreted later on, in the next three years, that spending of the money that has set aside for organizing is going to be in question. President McEllrath already has spoken to this delegation about the importance of organizing and what they will do as administrators of this organization, where the priorities will be. I do not believe that we need another resolution like this to tell us about the importance of organizing. Later on down the road it may be misconstrued or misinterpreted about the directions that the administration or International Executive Board has to take.

That is the reason why I am urging my brothers and sisters to vote this down and uphold the traditions we have, that organizing still be an important piece of our programs. Thank you.

[Applause]

DELEGATE BRUCE HOLTE (Local 8): I call for the question.

CO CHAIR PECKER: The question has been called.

Can we give the President the privilege of speaking on this motion?

PRESIDENT McELLRATH: Thank you for the latitude. Thank you, Fred, for what you said, because I underlined it and I was talking with the delegates. Please, we are here to do a job. I know we have Robert's Rules of Order. What if we said funding for organizing be a core function of the International? We're going to continue with organizing. I think he is right, it says "maintain." Later on somebody comes back and says, well, you have two opposing resolutions. Funding for organizing be a core function of our International Union. And it is. Like I said before, we are going to continue to organize and organize.

We're just trying to get through this economic crisis. We will be back here in three years. We will talk about it again. So, if you change that and reword it, take that word out, I would agree with this resolution. Thank you.

CO CHAIR PECKER: The question has been called—

DELEGATE DAN IMBAGLIAZZO (Local 13): I rise to make a privileged motion, that we suspend the rules, eliminate two words from the resolution, "maintained as," I believe the two words are, and then submit the resolution for approval from the body.

CO CHAIR PECKER: I am going to ask for a ruling from the parliamentarian.

Brothers and sisters, I am ruling it out of order. To hear any kind of suspension of the rules to allow for modification of this resolution will require continuation of debate. Depending on what you want to do, you know how to vote.

All those in favor of suspending debate, please signify by the sign of "aye."

All those opposed, "no."

The chair says that the debate is going to continue. Let's go.

DELEGATE IMBAGLIAZZO: Brother Chairman, I rise to ask for a suspension of the rules in order to amend the resolution in question and eliminate the words "maintained as" in the final resolved—do I have it wrong, Rich? Help me, Richard. We just want to take two words out. It's above my pay grade.

I make a motion to suspend the rules, Mr. Chairman.

CO CHAIR PECKER: There is a motion on the deck to suspend the rules. Is there a second?

[Secoded]

CO CHAIR PECKER: Any speakers on the motion or is that an unspeakable motion?

All those in favor of the motion to suspend the rules, please signify by the sign of "aye."

All those opposed, "no."

The "ayes" have it.

I see Brother Imbagliazzo at the microphone.

DELEGATE IMBAGLIAZZO: Brother Chairman, I make a motion to strike two words from the resolution, "maintained as" in the final resolved.

[Secoded]

CO CHAIR PECKER: There is an amendment and a second to strike "maintained as." Everybody has the resolution in front of them. We are looking at the final resolved. We are looking at the middle line, the end of the line.

Any speakers on the amendment?

Seeing no one rising to speak, all those in favor of the amendment, please signify by sign of "aye."

All those opposed, "no."

The amendment passes. On the main motion, which now reads in its final resolved, "That should austerity measures become necessary due to the current world economic meltdown, funding for organizing be a core function of our International Union."

Seeing no one coming to the microphone, ready to vote. All those in favor of Resolution P 8, the Importance of Organizing, as amended, please signify by the sign of "aye."

All those opposed "no."

The "ayes" have it.

At this time I would like to thank the Program Committee for all their hard work and for coming back into session yesterday, for disagreeing with each other and keeping the chairs and the secretary on a straight and narrow path. I thank my co chair, Robert Zahl, and our secretary, Mike Davenport, for the hard work that we all did.

[Applause]

PRESIDENT McELLRATH: Resolutions Committee, come up.

RESOLUTIONS COMMITTEE

RICHARD CAVALLI, CO CHAIR

ALAN COTÉ, CO CHAIR

CONRAD SPELL, SECRETARY

CO CHAIR COTÉ: Please find R 8.

RESOLUTION R 8

NEW CHARTER CONTRACT NEGOTIATIONS

CO CHAIR COTÉ:

WHEREAS: Throughout the history of the ILWU it has been the strength in solidarity and militant unionism that has made it possible for the Union to have success in bargaining; and

WHEREAS: Beginning with the march inland that capitalized the "W" in ILWU and continuing to organize the unorganized, it has been through experienced leadership at the bargaining table, combined with our membership's powerful resolve that we have won good contracts; THEREFORE BE IT

RESOLVED: That all new charters shall have at least one ILWU titled officer or a representative appointed by the International President assisting throughout contract negotiations for the first contract.

Is there a second?

[Seconded]

CO CHAIR COTÉ: Is there discussion?

Seeing none, all those in favor—sorry, I didn't see you.

DELEGATE BRITTA DUNCAN (Local 5): We rise in support of this motion. As you know, we are the youngest local in the ILWU. We have had fantastic help over the years from many of you, the Executive Board, from Local 8, from all of you who came out during the convention.

My one caveat to this is that maybe we could do a little better. As the secretary treasurer of a local, you're under a lot of pressure. I don't have an accounting background. I have a fighting background.

I have a good joke for you. For three years, we knew how to organize, but we didn't know how to manage an office. We were a for profit organization.

[Laughter]

DELEGATE DUNCAN: Luckily we realized our mistake and with the training of the International, seven years later when you had that fantastic secretary treasurer's LEAD, we turned around a lot of little mistakes that could have been very costly to all of us.

I would urge you to support this measure. But think, next time you get a new local in your shop how can all of you, with all of the history and knowledge of running your local, help out the young ones who don't know. As you have seen us demonstrate today, you can teach us. You need to help us in every way possible.

[Applause]

DELEGATE RONALD SOLOMON (Local 5): I rise in support of the resolution. We at Local 5 still count our age in contracts. We are on our third contract. Each one of those has had different dynamics. But none of them would have been gained out without the support of the IEB.

None of those would have been gained without the support of the other locals. None of those would have been gained without the support of our area organizer. None of those would have been gained without personal connections to the Executive Board. We have a lot of people to thank. We have a big list.

Big Bob was there at the table on our second contract. When he banged his fist on the table, our company listened. When Rob Remar came by and spoke to our members, our company's lawyer was there in rapt attention, learning from one of the top lawyers in the country.

These are the kinds of resources that shops need to organize. Shops need the support of the Executive Board. We need the support of everyone.

I encourage every one of you to support this resolution. We need organizing. We need everyone involved. We need the Executive Board involved. Thank you very much.

[Applause]

DELEGATE RYAN VAN WINKLE (Local 5): I stand in support of this resolution.

We had a lot of help from the International Executive Board and the Organizing Department for all our contracts. As a young local, we didn't know how to do a whole lot. But thanks to Brian McWilliams, Paul Bigman, Peter Olney and the Columbia River district organizers, they were able to help us and teach us how to organize the shop and get that first contract.

Fast forward to the second contract. President Spinosa and Big Bob were there. Leal Sundet was there helping us with strategy. Rob Remar, Willie Adams and a really excellent Columbia River district organizer were really invaluable in helping us organize our shop and organize our people.

The third contract, the International provided resources for training our bargaining team and rank and file activists.

In each of our contracts we also had the support of all the surrounding locals, and they really showed us by example what solidarity really is. The help we received from the International sent a message to the employer and to our rank and file workers that the strength of this

great union was at our side, that we weren't alone, that this bigger body, with all its history, was there and we were part of that. It had a positive effect on bargaining and the attitude of the company.

Another example. My brother works at Powell's. He was a brand new employee. We had been bargaining for 16 months, going on 18. He is a punk rock kid with a mohawk. Marching on May Day, we became separated when the cops started shooting rubber bullets and macing the crowd. He became separated from the group. Traveling through the crowds, he saw down the street rows of white hats. Whoa, that's the longshore. He goes towards them. And while trying to get to them, a police officer tried to usher him away, to keep him away from there. A longshoreman saw his ILWU button on his jacket and he said, "Hold up. He is with us. He is coming with us. He is in the ILWU." He brought him forward.

My brother, this new employee, who had never known what it was to be union, marched with the delegates from the convention down to Powell's, down to his work place where he saw them surround it and shut it down for first time ever. That store had only been closed one time before, and that is when Walter Powell died. It was a powerful thing. It changed him and it changed everyone who worked there. It made them feel like, wow, look, we are a part of something.

I feel this resolution—if we start making new shops, and that is what it's calling for—

CO CHAIR COTÉ: Thirty seconds, brother.

DELEGATE VAN WINKLE: I support this resolution. I hope you all do, too.

[Applause]

DELEGATE CONRAD SPELL (Local 23): This resolution originally came out of our local. I wrote it. The reason that we wrote it is because we had a charter granted in our area, and it would have been helpful, I think, had we had a little bit of a structure on our way to help them, do their business and negotiate their contract. It's nobody's fault up there, they were available, but they weren't asked for help.

In trying to make this more palatable, we allow the International President to appoint someone, it doesn't have to be a Titled Officer. Instead of three contracts, it's one contract.

I urge you to vote this up. Thank you.

[Applause]

CO CHAIR COTÉ: Any more debate? Any more debate?

Seeing none, all those in favor, say "aye."

Opposed, say "no."

Passes.

[Applause]

RESOLUTION R 16
75th ANNIVERSARY GENERAL STRIKE COMMEMORATION
EVENTS

CO CHAIR CAVALLI: Resolution R 16, which we failed to act on yesterday.

WHEREAS: The lessons of the West Coast Marine Strike and San Francisco General Strike of 1934 are of importance not only to the International Longshore and Warehouse Union (ILWU) but to the entire labor movement, and to the nation and the generations that follow; and

WHEREAS: In the midst of the 1930's depression, millions of workers, including the founders of the ILWU, were able to build unions despite anti union labor laws and massive repression; and

WHEREAS: Northern California ILWU Local 10, Local 34 and LaborFest are planning to commemorate this historical event with a 1934 SF General Strike History and Educational Conference on July 3, 2009, a Bloody Thursday 75th Anniversary Procession on July 5, 2009, and an International Labor Conference on July 6, 2009; and

WHEREAS: Throughout July and August 2009 ILWU Local 10, Local 34, and LaborFest are hosting film premiers, book signings, photo exhibits, labor walks, conferences, celebrations and a 75th Anniversary Bloody Thursday Procession throughout San Francisco; and

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WHEREAS: The lessons of the ILWU and the general strike are that international labor solidarity, collaboration, and education is a critical task for the defense of the ILWU and the rest of the labor movement; THEREFORE BE IT

RESOLVED: The 2009 ILWU Convention endorses and supports these two conferences and procession and the Southern California 75th Anniversary programs and urges representation from all ILWU locals to participate in and for the International to publicize and support Local 10's, Local 34's and Laborfest's 75th Anniversary General Strike Commemoration Events.

Any speakers?

DELEGATE RUSSELL MIYASHIRO (Local 34): Local 34, Local 10, and the Bay Area Longshoremen's Association invites everybody up to the San Francisco Bay Area to participate in all these events. Your endorsement would mean a lot to us. We look forward to seeing you all on Bloody Thursday.

Thank you all.

[Applause]

CO CHAIR CAVALLI: Any other speakers?

Seeing no other speakers, the vote will occur on Resolution R 16. All those in favor, please indicate by saying "aye."

Opposed.

Hearing no opposition, so be the order.

RESOLUTION R 44
JOHN TOUSSEAU

CO CHAIR CAVALLI: We finally come to the last resolution. Resolution R 44, John Tousseau.

WHEREAS: Union leadership should be honored encouraged; and

WHEREAS: Union leadership has tremendous responsibilities; and

WHEREAS: Union leadership requires enormous sacrifices by the individual and their families and friends; and

WHEREAS: Very few have the courage to take that difficult path;
THEREFORE BE IT

RESOLVED: That ILWU Local 63 and the 2009 ILWU convention thank John Tousseau for all his years of service and sacrifice for the International Longshore and Warehouse Union.

That carries with it a motion of concurrence. It requires a second.

[Severally seconded]

CO CHAIR CAVALLI: The chair asks all those in favor to stand and start applauding.

[Standing ovation]

CO CHAIR CAVALLI: Johnny, would you come up here.

The chair will ask that that applause show an indication of unanimous support for Resolution R 44. Thank you very much.

I believe Johnny is going to sing a song and play his guitar. Then we will hear from all the speakers.

DELEGATE JOHN TOUSSEAU (Local 63): Before I do this song, I would like to say a few words, if you don't mind.

It's a great honor to be honored by your peers. I want to thank God, first of all, for letting me be born into the ILWU family. I was born into the Tousseau family, but my father was a member of the ILWU since 1935.

I would like to thank my wife Betty who is back there.

[Applause]

DELEGATE TOUSSEAU: Can she come forward?

[Standing ovation]

DELEGATE TOUSSEAU: She just said, "Oh, God."

[Laughter]

DELEGATE TOUSSEAU: Without her love and support, I wouldn't have been able to do what I have been privileged to do for the ILWU. She has given me all the love, all the caring, all the understanding, has

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shared my ups, has shared my downs. Through it all, she has given me all her love, and she is still here after 35 years.

[Applause]

DELEGATE TOUSSEAU: I would like to thank all my mentors, all the people who helped me and shared their information, their understanding of the union and how it worked.

I would like to thank all the staff, Linda Kuhn, Russ Bargmann, everybody who has helped this great union and helped me in my journey through it. The International Officers, the present officers, Big Bob, Wesley, Joe, and my friend right here, Brother Willie. He blames me for wanting him to run for office, but I am glad you're here.

To all the past officers. And especially to you, the rank and file, I would like to thank you for your love, your friendship and your kindness over all these years.

It seems like just yesterday I came into this great union. I just celebrated 41 years, working on 42. I remember coming into Local 13 as a TW with Jo Jo, Dave Arian, Spinner, Larry Hansen, Ronnie Costa. These are names that you know and have heard.

I was a proud member of Local 13 for 20 years. I still feel very close to Local 13. For 21 years I have been a member of the Marine Clerks. I have served as a president for them, a vice president, dispatcher, caucus and convention delegate.

I thank Southern California and all the people who gave me the honor and the privilege of being a five term IEB member. It's been an honor serving on the IEB, the highest governing body of the ILWU when the convention is not in session. We have had ups and we have had downs in those committees. But understand this, that it is one of the fairest, truest and honest parts of our union. The people who fill those positions deserve applause themselves because of the hard work that they do.

I have been privileged to serve you on four negotiating committees, the Safety Committee in 1987, and then the 1999, 2002 and 2008 negotiations.

I only ask one thing, and that's for the young people, keep your fire up. Local 5, you have a lot of fire. You're working your way through this minutia, but it's really not minutia. It's a great organization, the ILWU.

My father, like I say, come in '35, my brothers, my uncles.

I just want to say I thank you from the bottom of my heart for letting me share my wife and my life with you.

I wrote a song some years ago for my father, for my uncles, for my retired brothers and sisters, and for the young people, discussing the importance of what our history is. We have to remember our history before we can go on into the future. Our history comes from the bellies of the ships. 1934, when the men were steel and the ships were wood. I want to continue to make sure the men are steel, and the women who work down there are also steel. They worked hard.

The song I sing talks about hold men, working black sand from Hawaii, working copra, working sacks. It talks about swingmen. It talks about clerks, walking bosses. It talks about the young men and the young women who are our future. Most importantly, it talks about our retired brothers and sisters, like I said.

Young men and young women, you will hear it in the song, stay strong and protect this union, protect it from greed. Protect it from greed. Protect your own selves, that you don't get enveloped in the system of greed.

It is my privilege to thank you all for letting me share myself and yourselves with me. I would like to sing you my song. It's called The Ballad of an Old Longshoreman.

God bless our retired brothers, God bless them one and all

God bless the ones who passed away, and the ones who all stood tall

God bless the man who stood on strike, and held his head with pride

God bless the men who died for us on two warm West Coast nights

God bless our Brother Harry who lived his life for you and me

He stood on strike and led the fight that brought us dignity

He showed us that 'An Injury to One was an Injury to All'

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God bless you Brother Harry for always standing tall
Young men and young women, hold your heads high,
Take care of our union, keep up its pride
The men who came before you are all calling on you
To take care of our union is their message to you
God bless the old hold man, who broke his back all day
He'd use his hook on cotton bales, then roll 50 gallon drums away
He'd work powdered bales of rubber, hides, bone meal and black sand
God bless the old hold man, God bless my old dad
God bless the old winch driver, who had steam in his face all day
And all that noise that he made from afar as he drove the Johnson bars
He'd snatch that cargo right out of the hatch, and put it on the dock
And, brothers, let me tell you he was always on the spot
Young men and young women, hold your heads high
Take care of our union, keep up its pride
The men who came before us are all calling on you
To take care of our union is their message to you
God bless the old dock man who sorted cargo in every which way
God bless the jitney driver who put it all away
God bless the clerk and walking boss for brothers can't you see
God bless every single one of them, they gave us unity
Now we've come full circle, we're children of the past
Our union's great thanks to the strong, now it's up to us to make it last
Don't sell your souls to the company man for your own greed

Look out for your union brother and God bless our solidarity

Young men and young women, hold your heads high

Take care of our union, keep up its pride

The men who came before us are all calling on you

To take care of our union is their message to you.

Take care of our union, the ILWU.

[Standing ovation]

CO CHAIR CAVALLI: Delegates, please be seated.

Before we start the discussion, which will be in favor of this resolution, I want to say one thing. I never, ever told John Tousseau he didn't have a leg to stand on.

[Laughter]

DELEGATE MICHAEL CARRANZA (Local 63): I'm glad I had the privilege to be the first one up here. Several people would like to say a few words. I will keep it nice and sweet.

John Tousseau is a great man. He is going to be missed by a lot of us. Some of you don't know him, there are some new comers here. John has been around quite some time.

He said he would like to thank his mentors. Well, I can honestly say that Johnny is my mentor. My first year coming here, a convention in San Francisco, and I had just ran for the office, and when I saw John, I kind of stuck by him. He is a great man. I know he is going to be missed by a lot of us, coming to these conventions and all the negotiating stuff, his whole involvement with this great union. He is going to be missed greatly.

I can only honestly say, yesterday—right to the last minute, he was telling me yesterday, you know Mike, some of the stuff he is hearing, he feels like he should rip up his papers, but he has got a problem, the only problem he would have had, he would have to live alone.

[Laughter]

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DELEGATE CARRANZA: Betty, his wife, is an awesome person. She has been right by his side. Everywhere he goes, she is with him at the conventions and the caucuses.

I would like to let Johnny know, hopefully, all of us can keep this going, representing this great union. I hope we can all learn something from John Tousseau.

God bless you, John and Betty. We're going to miss you. Have a happy and great retirement. Thank you.

[Applause]

DELEGATE ANTHONY POMELLA (Local 63): Johnny Tousseau is one of the biggest men I have ever known. Big in spirit, big in heart and big in his desire to do everything he could for this great union. I don't know how many times we have called on him to step up, and he has always stepped up, even at times when perhaps Johnny was not feeling that well. His sacrifices were enormous, time, money, and sometimes perhaps even his health.

Great thanks to Johnny for all things he has done. Great thanks to Betty for standing by him for all those years.

One of the things I especially appreciate about John, and many of us do, is that great sense of humor that never failed. There are so many stories about the times when he made us laugh or lightened up the moment.

I can remember one in particular, a card game he had with an old veteran longshore, an ex fighter by the name of Vic Ponce. They were betting back and forth, play cards. Ponce finally gets frustrated and said, "I will see your bet." Ponce, poor guy, had lost an eye. He puts his glass on the table and said, "I will raise you my glass eye."

Johnny, without breaking stride, said, "Well, I will see that bet and I will put my wooden leg over there to see that glass eye."

[Laughter]

DELEGATE POMELLA: That is Johnny's humor in a nutshell.

I can remember, just a couple days ago, he is always teasing somebody and make the moment light. He was walking out in the hall. One brother was a little tired, a little under the weather. I saw him out in

the hall, he's making up a song up about him and he is singing it to him in the hallway.

Johnny, thank you for everything you have done. It's been a pleasure to be a member with you and be a good friend. Take care.

[Applause]

DELEGATE PETER PEYTON (Local 63): If you think about what John has done in terms of four negotiations, you're talking about years away from your family, literally years if you combine them. If you ask John, and I haven't asked John, but if you ask John what it was all about, it would be about fighting for the people who came before him. It would be about knowing that our responsibility is to know what John is becoming, and that's the people who set the table for us. That is what John fought for.

Now, here we are, John is retiring after years of negotiating time, away from his family. The challenge becomes ours to do what John did for the people that came before him, and that is to carry this union another 75 years. It's our time to fight. That is what John did when he took those years away from his family, to be there in the fight for the people who came before him. That is where John comes from.

Local 63, we salute him and we will miss him.

[Applause]

DELEGATE HERALD UGLES (Local 19): Brother Tousseau, thank you for being a mentor to me these years and especially during the 2008 negotiations. I had the honor of representing Local 19 in 2008.

Larry Hansen gave me a little bit of advice, he said, when you go down there and it gets tough and you get frustrated, talk to John. He will help you out. He will keep you even. Believe me, during negotiations you have those ups and there seem to be more downs, personally, with family, kids are at home, your wife is dealing with them, the kids are getting in trouble, you're trying to deal with them, you are trying to deal with the employers, trying to deal with your own committee. He made it real. He kept it grounded.

Every morning John came and picked me up. He had Tony DePaul, he picked up Philbrook, Marc Cuevas. Sometimes we had a few others in that car. That was like a little moment of us talking about our family. We

always kidded each other. Tony DePaul and I always had to give the twin tower jabs at each other. We made it fun and we made it real.

We switched every other week from the International down to the PMA. John would be driving his Suburban. There was one intersection where we were supposed to yield to the other traffic going through. Johnny would just take it and just drive right through there every time. We are going, "What the hell are you doing? That was a tour bus."

He said, "Don't worry, they will never hit us." Every day we went down there, everybody is like, oh, oh, here comes that intersection.

[Laughter]

DELEGATE UGLES: He said, "God is watching over us."

I want to say thank you very much, John Tousseau. You are a hell of a man, you are a hell of a mentor. We will miss you. You will always be in our heart. We are very proud to have been part of that family.

[Applause]

DELEGATE GEORGE KUVAKAS (Local 94): I worked with John for a lot of years, many, many years. Good times, bad times. A lot of the bad times the rank and file didn't see because of people like John in San Francisco, Seattle, across the country and internationally that were giving of themselves to ensure that things were working well back on the home front.

John faced a major adversity, physical adversity years and years ago. It probably was a major crossroad in John's life. He faced it. He gained strength through it that set an example for all of us, to make us wonder at times who really had the disability, was it him or was it me. John is that type of person.

He doesn't say much at times, but when he does, you listen. His humor, by far, is just amazing. He has a way about him that everybody just flocks to him. He's a sage. John will be missed.

John does things sometimes that are unconventional. And there are a hundred stories you could tell, and I am not going to go into them, but I will tell you this one as an example.

Many, many years ago negotiations were going on and the issue of prosthetic devices came up. The employers obviously didn't know that

John was one of those who had a prosthetic leg. One of the employers made the statement that they thought that a very small percentage of the longshoremen on the West Coast had that type of disability and it really wasn't an issue worthy of moving into. John unstrapped his leg and put on the table.

[Laughter and applause]

DELEGATE KUVAKAS: John, you are going to be missed physically, that is for sure. But I have to tell you, you are in the blood stream of everybody who has ever touched you or come close to you. You will always be in our hearts. The ILWU will move forward without you physically, John. But what you've done, your legacy, what you are giving us and will continue to give us in our hearts will go on forever.

Finally, I do have a message from one of your dear friends, Norm Parks. Norm worked with John for over 30 years on the coastwise level and internationally for this great union. Unfortunately, Norm had to leave this morning and could not be here. He was heart broken. He really wanted to do this yesterday, but we weren't able to. On behalf of Norm and Diana, I want to say thank you, sir. We love you.

[Applause]

DELEGATE TOM DUFRESNE (Local 500): I rise in support of the resolution honoring Brother John Tousseau. I want to thank John for his solidarity and his comradeship throughout the years.

When he first got on the microphone this morning, he showed us the one thing that he has always shown me, and that is that he has a lot of class. He has been a good mentor. He is always prepared to get into debate and to search out solutions to problems. A lot of times in life you run into people and all they do is bring you problems. John is one of those guys who could sit there and listen to you and help you work out a solution to the problem, rather than go away confused.

John, I want to thank you once again for your friendship, for your solidarity. You are always welcome in Canada. I am sure you will be an active member of the pensioners association. Thank you.

[Applause]

DELEGATE GARY HARVEY (Local 20): When I first started coming to the conventions 15 years ago, as some of you newcomers

know, I was quite nervous. I didn't know that many people. The first person who came up to me was John. He shook my hand and welcomed me. I have never forgotten that. I want to thank him for that.

The main highlight to me is coming to this convention and hearing his song. Thank you, John.

[Applause]

VICE PRESIDENT RADISICH: This is a happy day for you, John. Congratulations. You're going to have a great future, you and Betty.

For me, it's real emotional. A lot of you may not know, but a lot of us in this room, myself, Frank Ponce, a lot of the Local 13 delegation, David Porter from Portland, we have known John for years. He was our football coach. We knew him way before we started working on the waterfront. He taught us so much.

John is one of the finest human beings you could ever meet, and I mean that from the bottom of my heart. There is no doubt, it has been said here today, what a fine union man he has been. His record shows that. That is without a doubt.

There are other aspects of John—I will just say he has had such a positive impact on all our lives. I look up to the man. I look up to the relationship he has with Betty. They are truly in love. They truly have respect for each other. He is a blessed man.

John, I'm going to miss you.

[Applause]

DELEGATE FRANK PONCE DE LEON (Local 13): On behalf of Local 13, I would like to say congratulations from our delegates and the local itself. We congratulate you on this great day. It's an honor for you to go out in front of the convention. I only wish that some of us will have the opportunity to be in your shoes one day.

We always talk about work and we always talk about what people did on the job. I'm going to address John on the family side. My family first came in contact with John when he called; he was a night dispatcher when my dad got hurt on the job. He had a tragic accident. We didn't know if he was going to be able to walk one day. We went through two

or three very difficult years for my family. John and Betty were always there.

Later on, as we progressed, I didn't have the opportunity to play under John, but the values of the competition in football and other sports that we did at the high school level, and what our coaches meant to us during those times led us to this point in our careers on how we represent our locals. I thank you for that, John.

Then we had a tragic accident. I lost my mother in a tragic accident. John and Betty were right there.

Beside every great man is a greater woman. Betty and John gave us love and supported us during those difficult times. They were there for my dad to lean on, and our family to lean on. I thank you from the bottom of my heart. It feels like yesterday that that happened. The support was always there.

We haven't always seen eye to eye, but we always remained part of the family. John roots for UCLA, I root for SC. We know some of guys root for Washington and Oregon teams, too. We hold that against you.

[Laughter]

DELEGATE PONCE DE LEON: John, from the bottom of my heart, you have taught me a lot.

Just last week, John told me to remember one thing, remember what somebody once told him, to keep fighting. Keep down the straight path. Stay straight. Don't get caught up in the greed. Remember one thing, if the good guys quit, the bad guys win. John, I thank you for that.

We will truly miss you. God bless you and Betty. Enjoy all the free time you are going to get. I'm not giving you any more strokes from now on. Thank you.

[Laughter and applause]

DELEGATE TOM HARRISON (Local 63): I have been a clerk for a 46 years, in August. I have known John a long time, even when he was longshoreman, and a longshore caucus delegate. Then he transferred over. Back in those days, in the Eighties, there was a struggle going on between the clerks and the longshoremen about a one door entry. The clerks were concerned that we couldn't get all the qualified people that

we needed out of the longshore group. It seems kind of silly saying that now. One of the large groups that we took over, John was one of the people who came over. He did quite a bit to dispel what kind of talent and energy that you can get from the Longshore Division. He was sort of like an icon. When he went to the job, he did a marvelous job. He was an excellent supercargo. He went into the computer age, worked the computer, did yard management systems and stuff like that.

He is an excellent worker. Excellent workers, when they speak and they fight for worker's rights, it carries a lot of weight. He is not a politician. He's worker. He has been there, he has done that. He is always constantly fighting for the worker's rights, fairness on the job.

I have had the pleasure of working with him on the Executive Board. Just like Frank Ponce De Leon said, there were times when John and I were at odds on issues. We had different points of view. But in the end, a vote was taken and we just moved on to the next issue. Never once did I think, and I hope it's reciprocal, that our points of view had the same goal in mind, and that was fairness and do the right thing for the worker.

I just want to thank you for being the icon and having the strength and the leadership that you have done for Local 63. It's been wonderful. I wish you the best of luck in your retirement. Congratulations. I hope everything goes well for you.

[Applause]

FRATERNAL DELEGATE DAVID ARIAN (Southern California Pension Group): Welcome, John. When you retire, there is going to be plenty to do. The role of the pensioners in this union is to do a couple things. No. 1, to pass on the knowledge particularly to the younger guys and to continue to help educate. No. 2, to be active politically in the things this union is concerned about. No. 3, to participate in the community and building those relations that John has done all his life. In all these arenas, John has always been there.

Even a bigger question, we came in together as terminal warehousemen in 1969. I think our group has played a role for the last 30, 35 years. Ray Ortiz, who is on the Coast Committee, has played a leadership role. Jo Jo has played a leadership role. Johnny Tousseau and

I can go down the list of many others who have served in leadership positions in this union.

Johnny was one of the first in Local 13 out of our group, a couple of us, it was time to get involved, and Johnny was one of the first to be elected to a major position in Local 13 out of our group. I think when the history books are written, we know about the Thirties, Forties and Fifties, but we when we talk about the Sixties, the Seventies, the Eighties, to this day you will see that individuals like Johnny have played a particularly important role in transition of the ILWU to where we are today.

The task in front of all of us is to keep this union strong. His song reflects that more than anybody can say.

The long list of people who are going to be speaking, and I appreciate the patience of this body, but it's really necessary to put on the record when somebody like Johnny retires. Then it's part of the history of this union in a recorded way for future generations to look back at. I appreciate the patience of everybody here listening to all the various speakers.

The last thing I want to say, on a personal level, I have always had clear points of view, been a little bit controversial now and then, had some support, had a lot of opposition. Johnny would always be honest with me on his positions, but he would always tell me, keep fighting for what you believe in. He has always been there. You've always have to lean back on those people in the union who accept your right to have a different point of view, because many people don't believe that. They will fight you in a destructive way rather than in a way that allows you to express your point of view, even if they don't like it. Johnny has always embraced that.

In the community, we wanted to start an education program in the high schools through the Harry Bridges Institutes. Through Mary Star, one of the major Catholic schools in our area, Johnny set it up. We ended up teaching an elective. We had a whole class three days a week for an entire semester teaching labor history. We could only service 30 children, and 120 children at Mary Star signed up for it. That was because of what Johnny did, he got us into the school, and he made a difference.

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I just want to say that there is a lot more to come from Johnny Tousseau, no question. You retire from the job, but you don't retire from the union. I'm sure he won't. I have already pitched him on a few projects. Let's get together, Johnny.

Thank you.

[Applause]

DELEGATE MICHAEL PODUE (Local 63): It's going to be hard, and I knew it was when I got up here. Like a few of the other brothers before me, I know Johnny from way back in the Junior All American Football days. John was real young then, so I was.

I would be remiss not to get up here and thank Johnny. Johnny was one of the persons who encouraged me to get involved. He did it today again with Local 5.

Johnny is a coach. He is a mentor. He is someone that I have always aspired to be.

Johnny, you don't realize what you have done for my life. He encouraged me to transfer to Local 63 from Local 13. I followed Johnny doing that. He encouraged me to get involved with the union. I did that. He encourages me with his relationship with Betty. It's an inspiration. It's something I think everybody should aspire to.

The one thing Johnny told me a long time ago when I even thought about getting involved in politics or involved with this union was to always speak from the heart and tell the truth.

John, a lot of people are going to miss you. In my heart and in this union's heart, you will always be here, brother.

[Applause]

DELEGATE RAY FAMILATHE (Local 13): Twenty two years I have been in the ILWU. I came into the ILWU through an organizing drive through Local 13's Allied Division. It's the greatest thing in the world to be brought in the ILWU, over 300 of us with a new contract.

Unfortunately, five years later, Southern Pacific Railroad, one of the ILWU, gone. We were locked out with over 200 federal railroad police officers, automatic weapons, bus loads of scabs giving us the finger, spitting on us. To make a long story short, we lost our contract. We all

came to the union hall and many Southern California officers helped us and supported us. But just like when John sang the song today, he came to our rallies. He sang to us. It was a calming sense of what the union was about in the darkest day of 318 people who had permanently lost their jobs. My wife Cathy was a member of the Allied Division. John Fageaux from the Office Clericals was a shop steward of mine. We all know what it meant. It was said here today that John is a good union man. I know he is a great father, a great husband.

But I want to tell you something, John Tousseau is a great human being. John, as Director of International Affairs for the ILWU, I would love to get your music and distribute this to unions throughout world because your music—

[Applause]

DELEGATE FAMILATHE: your music in this convention, has got a little bit of politics, it sucked the politics right out of the air. And I know dock workers and trade unionists throughout the world would love to hear your music. I look forward to getting it from you and distributing it throughout the world.

I love you, John. Thank you.

[Applause]

DELEGATE DANIEL MIRANDA (Local 94): John, I want to thank you very much for everything you have done. There are three things, and I want to make this brief, that John Tousseau brings to me. No. 1 is his faith. No. 2 is his family. No. 3 is his integrity. We can sit there and we can all disagree.

He always asks me how my father is doing. My father loves him, tells me to listen to what he has to say. I am stubborn, I don't always do that. I want to thank you for that.

His faith is without question. Anybody in this room will tell you, there is no question about John's faith. There is absolutely no question about the man's integrity.

I love you. God bless. I wish you the best. I hope you get as many pension checks as you got years in the union. Thank you very much.

[Applause]

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DELEGATE JOE CORTEZ (Local 13): John, you finally made it. I'm happy for you.

People talked about football. John was a coach for my son. It was an honor to go to the games and watch him coach my son.

John and I came in together, started off together, sort of got in the politics together. When he left for 63, I really made a move in 13.

I will never forget, John was always loyal. There was this one situation where we were dealing with the biggest steamship line in the world. They wanted a neutral spot, they didn't want to come my office. They suggested going to 63 and President Tousseau will host it. He was sort of the mediator. Talks got heavy. Things came to a stalemate. John, with his sense of humor and his personality, it got cold. I was on the verge of telling them four letter words. All of a sudden John says, "You know what, I think we can move this forward. Shit, I will give my right leg again." Lo and behold, the employers didn't know that John had a leg to give. He took it off and put it on the table. Negotiations changed and they said, "Oh, you got it. You got it."

We had our problems in 2002. I have always had a dream, and I still have the dream, that the clerks will back home to Local 13 and we will be one.

[Laughter]

DELEGATE CORTEZ: I have the dream, and it still may happen. Clerks, come back to your roots, come back to longshore, we will take care of you.

That was John's argument with me. Every time we would mention it, the room would split.

John, I hope to see you. I hope to play some golf with you. I know you are going to be coaching football. Good luck to you and Betty. I will be seeing you around. Thank you.

[Applause]

DELEGATE LUISA GRATZ (Local 26): Hi, John. John and I go way back. We didn't play football together.

[Laughter]

DELEGATE GRATZ: In fact, we didn't play together at all.

[Laughter]

DELEGATE JOHN TOUSSEAU (Local 63): I swear, Betty.

DELEGATE GRATZ: I just had to say it.

John, everybody spoke about your uniqueness. It's been a real privilege for me to know you. I can't repeat all the war stories because I wasn't part of them.

I have known you through the International Executive Board. I have been on the board for many, many years. As you know, Local 26 has had its ups and downs financially. You are one of the few people that reached out to us and came down to our local to talk to us in South Central Los Angeles with the girls on the corner, the guys watching the girls from the church steps, making sure they got their share of the money. People don't like to come down to Local 26. They say it's a bad neighborhood. I think it's a great neighborhood because there are human beings there. You helped us work out our problems. You probably took a lot of heat for trying to mediate the differences that we had with the people in the union at the time. We made a pledge to you. You kept your word to us. That is worth all the money in the world. All the money in the world. For that, I am grateful. We will miss you.

There is a lot of politics in our union. We take sides and we hate each other for a couple weeks and then we hate each other for another couple of weeks and then we talk about each other for months and months. I have found you to be one of the people who is rare. Your goal is more than a goal, it's an action. It's incorporated into your very existence, to bring people together and try to mediate and keep this union going forward in spite of the differences. You will be missed.

I want you to know you always have a friend in Local 26, all of us. You're always welcome in our union hall. If there is anything that we can do to show our appreciation for your work now and even after you have retired, we are only a phone call away.

Thank you very much.

[Applause]

DELEGATE EDDIE GUTIERREZ (Local 34): On behalf of Local 34, we want to say thank you, John, for all your hard work over the years. When I first got involved at this level in the union, approximately 1985 I was coming to the caucuses, and my feathers were a little ruffled most of the time. John always found a way to come over and kind of smooth my feathers out. I thought to myself, who the hell is this guy, him and Art Almeida coming over here—I mention Art because I know he is a good friend of yours.

Over the years I have found out that he was a very sincere guy. He extended his fraternalism towards me and just about anybody else who was new in the industry, coming to this level.

His fraternalism also extended down in L.A., when I would come down there and visit, I ran for Coast Committee in 2000, and went down there seeking votes, even though Ray whipped the hell out of me. He put me to work. He told me to take this job at APL. We will try to help you out. He really did help me out. I appreciate it.

I want to say thank you. You're probably the most honorable union brother I have met in the ILWU. Thank you.

[Applause]

SISTER LINDA ORTIZ: I'm Linda Ortiz, retiree. It's been a long time since I have been in front of a microphone.

I want to tell you a little story about John and his song. I know he remembers this. It was about 1986 or '87. Andrea Lewis and I put together a theater and art workshop to promote unionism through the arts. We're going to put on a Christmas program, with Christmas carols. John Tousseau, Bill VonNagel, Isabelle Signs, Joe Kevassa and others were going to perform. I wanted to promote the Christmas program, to have some of the guys sing at the membership meeting.

Lou Loveridge was president at the time. I asked him if a couple of them could sing. He said, "Oh, no, Linda, no way. It has never been done before. We can't do that."

I said, "Come on, Lou, just three people."

He said, "No."

"Just John and Isabelle."

He goes, "No way."

"Okay, just John."

He said, "Okay."

If anybody has ever been to Local 13 meetings, it's so noisy, just really noisy. If you want to hear, you have to sit up front. John Tousseau got up and he sang The Ballad of the Old Longshoreman. You could hear a pin drop. He got a standing ovation.

Lou Loveridge comes up to me and said, "Linda, Linda, we've got to do this again."

I believe in that, I believe in promoting unionism and using union songs at meetings.

I know that John is retiring. I wish you well. But don't retire your song, just like Ray Familathe said. He also sings at church. He was also my son's coach. He is an awesome person.

Thank you, John, for all your contributions.

[Applause]

DELEGATE MICHAEL MITRE (Local 13): I would like to say two things. I will try to be real short.

First of all, when I came on the International Executive Board, everyone sits next to somebody, has a partner where they talk to them all the time. John is my seat mate, sits next to me. He is the guy who showed me the way. Everyone comes up with a good idea now and then. John is quiet. And all of sudden, he will come up with an idea. When John figures it out, it's usually the right way. I think that is really important.

The other thing I want to say is, and some of the others have said, when we first came into the union, I came in with one of John's kids, a couple of John's kids, my brother and me. You come in the union in Local 13, it was crowded in that dispatch hall, it's something that you had never seen before. You're overwhelmed. You have dispatchers who are really on you right away. If you weren't there at 7:00 o'clock at that time, you might as well just go home. The guy who came out on the floor, always had something good to say or you could ask, it was John Tousseau. It wasn't just for his kids, but for all the kids that were there. I

look at Local 13's delegation and some out of 63, and there are so many of us who came in within that three, four year period. I appreciate it. I appreciate it now. When I look back, those are the first impressions and first memories.

I thank you, John. Some people are just really good people. And that is John. He is a good person.

[Applause]

DELEGATE MARC CUEVAS (Local 54): Before I stumble through this, John, I just want to say thank you, thank you personally for what you've done, for what you meant to me. All the things that people have said so far, I am not really going to add to, except my personal experience with you.

I was on the 2008 Negotiating Committee with you. I was the new kid on the block. I got some advice to see John, go talk to Tousseau when you get there. I am coming in and want to stake my claim, stake my territory. I go right up to John and said, "John, Marc Cuevas, Local 54. I need help."

John said in his calm, level voice, "Don't worry. It will be fine." And it worked out. I got to know John well after that, spent some time with him.

As you can tell from his singing voice, John has clarity of voice, clarity of vision, clarity of purpose. By his presence, by the type of man he is, by his manner, he was my example. I learned from him. That will be his legacy. Everybody who has heard you, John, everybody who has talked to you, everybody you have given a moment of your time to, you're now part of them, as you are part of me. That legacy will live on in this union. There are very few of us who will ever be able to aspire to that.

I hope that when the CD comes out, you'll reserve a copy for me. Thank you, John.

[Applause]

FRATERNAL DELEGATE IAN KENNEDY (Seattle ILWU Pensioners Club): I started attending caucuses and conventions in 1984. Somewhere in the first couple of years, John took notice of me. He knew I wasn't a delegate. He introduced himself to me, and he introduced me

to other people who he thought I should meet. He made sure that I had all the information so that I could go back and help others.

John has been an inspiration to me all these years. He was there constantly for me. I want to thank you, John.

I know you are retiring, but I know it's not goodbye because I am sure you are going to join the pensioners and continue your work. I thank you.

[Applause]

FRATERNAL DELEGATE MIKE PULISELICH (Southern California Pensioners): I went to school with John. I was a couple of grades ahead of him. There are few things you don't know about him. He was a good running back. He was on the only championship team Mary Star ever had. In fact, they wrote a book about it.

When I got into longshore, I actually caught his brother's gang, Gang 55. John was a good winch driver. I know his kids. And I went to school with Betty, too.

He sings at the 8:30 mass at Holy Trinity. He goes to church all the time. I see him, because I live a block away. I can't believe how good of a Catholic he turned out to be—

[Laughter]

FRATERNAL DELEGATE PULISELICH: I go to mass. I leave early. But he sings a solo once in a while that really puts chills in me. This guy can really sing. I can't believe it.

He doesn't look like he was a good running back. He doesn't look like he can sing.

[Laughter]

FRATERNAL DELEGATE PULISELICH: I am looking forward to seeing him over at the pensioners club. I know how old he is. It's about time, Johnny, to retire.

I am glad I know you, Johnny. Thank you.

[Applause]

DELEGATE MELVIN MacKAY (Local 10): John, I don't want to ask you what you are going to do. I made that mistake with one retiree, Mr. Cavalli.

John has helped all of us through the negotiations in 2008. He was the God Father. If you had a problem, you asked John. If you had anything else you wanted to do, John would give the direction on what you can do for your own local. It didn't make any difference how bad it was, John was the person to bring the tone down. We got a little heated sometimes, John would tell you, it will be all right.

I got up one day, I told the delegation, I've got a problem out on the terminals. John said, go handle your problem. I was able to shut them down that day.

I looked up to John. Every time I was out of order, let's hold it down, let's hold it down.

There is another gentleman named Tony DePaul. He would sit and tell you, it will be okay, listen to Johnny.

Johnny, I am going to miss you. I know what you'll be doing. Take care. Thank you

[Applause]

FRATERNAL DELEGATE RICHARD AUSTIN (PCPA): I have served on several Negotiating Committees with John. The most memorable one was the 2002 negotiations. In a word, they were extremely difficult. Finally, we got a contract. It was an emotional time when we got that contract. Not only were we negotiating for the active rank and file, but we were negotiating for our pensioners and our surviving spouses and our dependents. That's an example of how we have an ILWU family and take care of each and every one of us. So, thank you, John, for that.

I know you're going out July 1st. Through the grapevine, I know that there is going to be a pensioners meeting in Los Angeles on July 2nd. I expect that you're going to show up, pay your dues and become a member of the PCPA, John. Thank you.

[Applause]

DELEGATE CONRAD SPELL (Local 23): I would like to start first by congratulating you. I think I can say that for the Tacoma delegation.

Just two things. One, the first caucus I went to, I was thoroughly intimidated. Looking around the room, all these guys who had been there for a long period of time, had lots of knowledge. As I got into my second or third day, I walked through the door at the Japanese Pavilion at the Cathedral Hill, Mr. Tousseau handed me a packet. He knew my name already.

There were a couple things said here. When you talk about class, right there (indicating). What a class act.

[Applause]

DELEGATE SPELL: There has been a lot said, and I agree with all of it.

The last thing I would like to say, I was elected to an office in my local a few years back. You have days that you ride the bull and you have days that the bull rides you. I think you guys all know what I am talking about. Well, I had about a week of the bull riding me. John happened to come to town for some technology issues. He was on the Technology Committee. Randy Whitman, who was also on the committee and a member of Local 23, took him out to dinner at a place close to my house. John said, "Where is Conrad? Let's call him up." I wish I could have made it over that night, but the last minute, they were already at the table eating. But he called me just to say hello. He said, "How is it going, kid?"

I told him, "Well, the bull has been riding me for about a week."

He said, and I will never forget this, and he we often say to each other, "Just keep putting one foot in front of other."

Thank you.

[Applause]

DELEGATE ADRIAN DIAZ (Local 63): John, I want to thank you for everything you have done. I want to congratulate you on your retirement.

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I have attempted to go through life and stop and take a look and reflect on the important things in my life, the important people. This has given me an opportunity to reflect on Johnny and the impact he has had on my life. As I do that, I didn't realize how much of an impact he has made.

The reason I am here today is because John talked me into running for local office. He has supported me throughout the time that I represented my local, in good times and in bad. He has always encouraged me, and he does it to this day. John, I want to thank for that. I want to thank you for your kind words, your warm heart.

I also want to thank you for the song that you sang. It really touched my heart and my soul.

Johnny, I wish you the best of luck in retirement. You deserve everything you get in retirement. You have worked very hard for it. You and Betty deserve the best. Thank you very much, Johnny. Congratulations.

[Applause]

DELEGATE RICHARD FINLAY (Local 63): I have known John my whole life. He is my cousin.

I'm going to try to get through it.

[Applause]

DELEGATE FINLAY: Not just through work, but through life, he has been my mentor. He helped me bury my father.

I have always said that when I grow up, that is what I want to be, that man right there. He is strongest, kindest person I've ever known. Although I won't see him at work, I am lucky, I get to see him all the time because he is my cousin. I love you, John.

[Applause]

DELEGATE JOHN PHILBROOK (Local 21): Brother Tousseau, I believe knowing you there are lessons to be learned across the board. But as Brother Ugles pointed out, there were four or five of us who generally rode with you down to PMA. I need to set the record straight in the lessons that I learned on those rides. Be careful which side of the Suburban you sit on.

[Applause]

DELEGATE PHILBROOK: I can guarantee you, my eyes are open wide, not just sitting next to Brother Tousseau during negotiations, but certainly sitting in the passenger side of the Suburban as those buses came very close to us on that side.

[Laughter]

DELEGATE PHILBROOK: I love you, John. Good luck with everything. I look forward to many rounds of golf with you. Love you.

[Applause]

DELEGATE TONY DePAUL (Local 23): I was fortunate enough to sit on those last three Negotiating Committees with John. I would be remiss if I didn't come up here and tell John, I love you, John. Good luck. I appreciate you. I love you, man.

[Applause]

SECRETARY TREASURER ADAMS: John, I would like to tell you one thing. I'm glad I was born when I was. If I had been born at a different time in life, we would have missed each other. I am really glad you and I have built a friendship and you have been a part of my life.

One thing about you, John, you are like a compassionate samurai. You're a warrior, you're a fighter, but you have always had a lot of compassion for people.

I had an opportunity to be down in L.A. for the May 15th deal when the first two guys died in Wilmington in 1934. I think a lot about you because your kids and your grandchildren, all those coming behind you, anybody can be your relative. They will be able to look at you and say that you were one of their ancestors. That is something to be proud of.

One of the highest moments in my life, John, I saw a look in your eye, you remember the night down at PMA at 4:00 o'clock in the morning, Big Bob got pissed off and told the Negotiating Committee, we are out of here. I saw the look in your eye. You had so much pride, you gathered up your stuff. The guys from PMA were saying, "Come back, come back, Bob, let's talk." It was so emotional, I could tell in your heart that you were so proud of Bob and the Negotiating Committee because

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you had reached that climax in negotiations. You really stood up for the true militancy and the humanity that this great organization is about.

Betty, I have to tell you, you guys are true soul mates. John is really blessed to have a woman like you.

John, you have everything in life that money can't buy. You have pride, integrity, a good family, common sense and love.

I love you. Thank you.

[Applause]

FRATERNAL DELEGATE JOE LUCAS (San Francisco Bay Area Pensioners): John, I can say that my life will be better having known you. I don't want to be redundant because so many good things have been said.

I'm glad you are joining our ranks. I just want to give you a little advice. I have been retired for 14 years. Don't make any plans until you get up. If you don't get up, don't do nothing.

[Laughter and applause]

FRATERNAL DELEGATE LUCAS: You've always encouraged the officers, the Titled Officers and the Negotiating Committee.

Tell the young guys to keep working and tell them how to do it.

Don't forget to kiss the mail man on the forehead on the 1st and the 3rd of every month when you get that check.

[Laughter and applause]

VICE PRESIDENT FURTADO: I had the opportunity to work with John on the Executive Board. I have watched John throughout the years that he represented Southern California. I want to say that John represented his area very well. He always got his point across. He thought his message through very well. He argued his points very well for his area.

John, I would like to wish you and Betty the best in your retirement. It's well deserved.

John, you always respected the Hawaiian delegation at the caucuses, E Boards, conventions. John has always come to me and says to me, "Aloha, you Hawaiian." John, I appreciate that.

From the bottom of my heart, John, I want to say to you, mahalo and thank you for everything you have done for this organization.

[Applause]

DELEGATE HENRY KREUTZ (Local 142): Brother John, thank you, mahalo. I left the longshore group. I became a clerk. I began representing the clerks from Hawaii not knowing a damn thing. Brother John offered his help. I was able to call him from Honolulu. He advised me. He showed a lot of patience. He asked me to be patient. He asked me to keep my cool. Like some of you know, I have a nice personality, but

[Laughter]

DELEGATE KREUTZ: I tend to lose it every now and then.

John, mahalo. Come see us. Thank you.

[Applause]

DELEGATE DUANE JOHNSON (Local 51): My first caucus I believe was '93. I came there not knowing what to expect, a small port delegate. John was the first person to come up, shake my hand. He was my friend from that day on. I hope I have been as good a friend to you as you have been to me.

A few years ago I came down to Southern California. John invited me to his place. I called him, he says, come on over, and gave me directions. He asked me if I brought my swimming suit. I said no. Well, you have to buy one because we have a pool, we are going to take a dip. I go to the store, but I can't find anything that fits me other this yellow flowery thing.

[Laughter]

DELEGATE JOHNSON: I got to his house. His whole family is there, kids, his grand kids, Betty. They had a big party going on. "Get in your suit, we're going to go swimming. I asked him not to laugh at my suit. When I came down, they all started howling. "Come on, man, I told you not to laugh at my suit."

Johnny said, they're not laughing at your suit, man, they're laughing at your legs.

[Laughter]

DELEGATE JOHNSON: A great family, I'll tell you.

Just about everybody who has been on the negotiating team has come up here, and everything everybody said is true.

But the one thing nobody mentioned is how great his imitation of Cavalli is. We had a lot of fun on that team.

I tell you, Johnny brought us through a lot of it. Thank you, John. Thank you, Betty.

[Applause]

DELEGATE DENNIS YOUNG (Local 200): John, I take great pride in having the opportunity to meet you a little over ten, twelve years ago. I'll never forget, every time I showed up at a caucus, you were right there to greet me and say hello. The fun time on the golf course last year, that was a blast.

I hope that you get the opportunity to take a cruise up to Alaska. When you do, please give me a call, we will play around in Juneau. Thank you.

[Applause]

DELEGATE RAY ORTIZ, JR. (Local 13): Ray Ortiz, Coast Committee. Well, John, you're going to hang it up, huh?

We came in the industry together. John has always been rock solid. It was very unfortunate, in some ways a blessing, when John got hurt in a severe accident. The industry, the longshoremens and the clerks got together and we took care of that man, like we try to take care of all our brothers and sisters.

John went over to the clerks, but John never left his home ground. Everybody saw John out on the job and everybody wished him well. He was back to work. Everybody was very happy that John Tousseau was still kicking with all his—that's pretty tough when you have one leg and you're still kicking.

[Laughter]

DELEGATE ORTIZ: John is a rock, the foundation that he brings with him. When the industry was leaving the break bulk and going into containers, I remember a lot of guys trying to understand what this industry was going to come to, they would go over to John, since he had been a longshoreman and now a marine clerk, and even talk to John, "How are things on that side? What are you guys doing," different items that come along.

John coached me in Little League—

[Laughter]

DELEGATE ORTIZ: I always wanted to look like John, you know. He's my idol.

Betty, you have got him. I can hold it up, a month, trial basis. But I know you two are not leaving, it's just a time that you guys can enjoy, the family of ILWU, 142, warehouse, IBU, office clerical, Local 5 out there, the dream that one day I can walk proudly, like John says, one step at a time, one foot in front of the other. I know I can be taken care of. We'll fight. John Tousseau, Joe Lucas, and our brother from the Bay Area, Cavalli, although he doesn't have a suit on today. We are proud. We are proud that we still have the power, the power to negotiate and the power that Johnny will lead on into the pensioners, and the communication, which is a key part. And I am sure we will be seeing John sitting with the other pensioners. If we need advice, John Tousseau will be there.

On the song, John, I want to really thank you for that. I was in that Christmas play where John sang. I was Santa Claus.

[Laughter]

DELEGATE ORTIZ: I had a motive, because I had my beautiful wife. I want to thank you for that, John.

So with that, I know the convention is proud to say thank you, John. On behalf of the Coast Committee, the Titled Offices and the Longshore Division, Johnny, go get 'em, guy. Go get 'em. Thank you.

[Standing ovation]

PRESIDENT McELLRATH: I would like to say a couple of things, John. I have also had the pleasure of working with you over the years. Everything that was said, I repeat. I will tell you, 75 years because of

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people just like you. You are a hell of a union man. I am proud to call you my friend and proud to have served with you and for you. Thank you.

[Applause]

CO CHAIR CAVALLI: The chair wants to recognize Johnny. He wants to say a couple things. Then we will have all the time we need to give him applause.

DELEGATE JOHN TOUSSEAU (Local 63): Just one thing. Keep the fire going and keep fighting those sons of bitches.

God bless you all. God bless the ILWU.

[Applause]

CO CHAIR CAVALLI: Resolution R 44, Johnny Tousseau, passes.

That concludes the work of the Resolutions Committee. On behalf of Brother Coté, the co chair, and myself, I want to thank you for your hard work. I want to thank the convention for putting up with our excellent chairmanship, our excellent co chairmanship, and some of the difficulties that we have had keeping track of everything we were doing.

I want to turn the chair back over to the convention chairman, Brother McEllrath.

[Applause]

PRESIDENT McELLRATH: I'm going to go through the agenda so we realize where we are. We are going to break for lunch and be back at 2:00 o'clock. We will then have nominations for officers. Then the microphone will be open for any other business. Then we will have good and welfare and then we will adjourn.

Recess until 2:00 o'clock. Be here sharp. We have some more business to do.

One announcement. The winner of the Union Privilege raffle is Local 142 member Garrett Hera.

[Applause]

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PRESIDENT McELLRATH: Recess for lunch. Be back at 2:00 o'clock.

[Whereupon, at 12:25 o'clock p.m., a recess was taken until 2:00 o'clock p.m. of the same day.]

FRIDAY AFTERNOON SESSION-JUNE 12, 2009

[The Convention was called to order by President McEllrath at 2:00 o'clock p.m.]

PRESIDENT McELLRATH: Delegates, take your seats. Sergeant at arms, can you bring everybody in. Come to order. Delegates, come to order.

Jeff, did you want the microphone?

DELEGATE JEFF SMITH (Local 8): Brothers and sisters, I just got word that Marvin Ricks, who was the last 1934 survivor in Local 8, passed away in the last few hours. May we have a moment of silence for that.

PRESIDENT McELLRATH: Please stand for a moment of silence.

[Moment of silence]

PRESIDENT McELLRATH: We're going to have nominations. Then I'll open the floor up for any other business, good and welfare, and then we will be adjourning.

At this time I'm going to turn the gavel over to Rich Cavalli. He will do the proceedings for the nominations.

DELEGATE CAVALLI: Before I open the nominations, I would like to announce that Convention Rule No. 17, nominations for International Officers, shall be limited to one nominating speech and three seconding speeches. They shall be limited to three minutes, with a small amount of leeway, either on the front end or the back end.

I declare at this time that the nominations for the position International Secretary Treasurer are open. If there are any nominations, any delegates who want to come to the microphone and make a nomination, now is the time.

Any nominations?

NOMINATIONS FOR TITLED OFFICERS

NOMINATIONS FOR INTERNATIONAL SECRETARY TREASURER

DELEGATE CONRAD SPELL (Local 23): Willie Adams. It's my pleasure to nominate Local 23 member Willie Adams for Secretary Treasurer for the ILWU.

Just to note, the support for Willie was unanimous in the Washington Puget Sound area. I know that normally when these speeches are made that there is a lot of fluff. I'm not a very fluffy person so I'm going to keep it real. I'm going to make it short.

I think Willie's accomplishments are noted by the record. Willie's dedication to the union, his work ethic, is second to none. He's a self starter. The guy does his work, does his job. And he even does some other people's jobs at times.

I've been a friend of Willie since I was 18 years old. He's like a family member. He calls my father Uncle Bill. Willie and I are like family. We get in some fights now and then. We had one going at the beginning of the week.

It is my pleasure to nominate him for Secretary Treasurer. I love the man. He will do a good job. Thank you.

[Applause]

DELEGATE CAVALLI: Second to the nomination?

DELEGATE JOHN CASTANHO (Local 10): Good afternoon, brothers and sisters. It's my privilege to stand before you today to second the nomination of Brother Willie Adams for the position of Secretary Treasurer of the ILWU.

Brother Adams happens to be a good friend of mine. I have gotten to know him pretty well over the last ten or so years. I can tell you a few things about him. When he worked on the docks over in Tacoma, he had a reputation of being a hard, conscientious worker. The type of guy who wouldn't mind taking time out of his day to talk to a younger worker and answer questions that young workers often have.

Six years ago Brother Adams was nominated and was elected to his first term as ILWU Secretary Treasurer. He took that work ethic with him from the docks to 1188 Franklin Street in San Francisco. He has served this union well over the last six years. During this time he has accomplished a great deal on behalf of the ILWU. With his tireless work ethic he strived to forward the interest of the ILWU, never putting his own interest before the interest of our collective union.

Some examples of his work. He has collaborated with the International Officers and members of the International Executive Board. In the first three years he worked towards bringing financial solvency to the International.

He has also been a tireless lobbyist, working for workers' rights issues, nationally and internationally.

DELEGATE CAVALLI: One minute, brother.

DELEGATE CASTANHO: He has promoted union solidarity to people of many different races and cultures in many different countries.

Brother Adams has been a tireless advocate for all the progressive principles that our union stands for, including equal rights for men, women, and minorities, bringing an end to racism, sexism and discrimination, and promoting the ideal that an injury to one is an injury to all.

Brother Adams is one of the most intelligent, principled and compassionate man I have had the privilege to know. It's my privilege to call you my brother.

We are the most progressive union in the United States. I support who I believe to be the most progressive person for the job of International Longshore and Warehouse Union Secretary Treasurer, Willie Adams.

God bless you all. God bless the ILWU. Thank you.

[Applause]

DELEGATE CAVALLI: Thank you, brother. Further seconding speeches.

DELEGATE FRED GALDONES (Local 142): On behalf of Local 142 and its 117 delegates, I rise before this convention to second the

nomination of Brother Willie Adams to the office of International Secretary Treasurer.

As we all know, the world is in very difficult economic time. It is impacting each and every local in this room and our membership. Therefore, we must watch our spending as we go forward. We need someone in the office of Secretary Treasurer who has a proven record. We look at Brother Willie Adams to be that person to keep the International Longshore and Warehouse Union economically viable.

Brother Adams, our wishes are with you for much success. Thank you.

[Applause]

DELEGATE CAVALLI: Thank you, brother. Further seconds to the nomination.

DELEGATE ALAN COTÉ (IBU): I am very proud to second the nomination of Willie Adams. He has been a great asset to my division. Everyone in my delegation supports Willie. I support Willie. He has been a true champion for all of us. He is a great man. I, once again, have to say I am very proud to know him and very proud to call him a friend.

[Applause]

DELEGATE CAVALLI: Are there any further nominations for the office of International Secretary Treasurer? Any further nominations?

Seeing no other persons with nominations, the chair declares the nominations for International Secretary Treasurer closed. Brother Willie Adams' name will appear on the ballot.

[Applause]

*NOMINATIONS FOR INTERNATIONAL VICE PRESIDENT
MAINLAND*

DELEGATE CAVALLI: The next office we nominate will the office of International Vice President Mainland. The chair declares that the nominations for International Vice President Mainland are open. Any nominations for the office of International Vice President Mainland?

The chair recognizes Brother Radisich.

VICE PRESIDENT RADISICH: I rise today to nominate my good friend Ray Familathe from Local 13 for the office of International Vice President.

I have known Ray for quite a few years. He and his wife Cathy, who is here today, have been tireless union activists on behalf of the ILWU for many, many years. Cathy is not running for office so I'm going to talk a little bit about Ray.

[Laughter]

VICE PRESIDENT RADISICH: The way I see Ray's career as a union activist, as an ILWU activist, I think that he has three defining moments. One of the moments, and he brought it up earlier today, at one point in his career, when he first started in the early Nineties, he was a worker at the ICTF rail yard in Los Angeles. As he said earlier, 300 workers were thrown out by the railroad at that time. I remember the battle that ensued after that. Ray Familathe was at the forefront of that battle. They fought the railroad for months and months and months and put up a hell of a struggle. Ray was at a forefront of that. I think it really put his name on the map. It made people like me realize what type of a union person he is.

The second defining moment I believe in Ray's career was something that Paddy Crumlin had talked about, and I think most of the people know. In 1996 a ship called the Columbia Canada pulled into the Port of Los Angeles. That ship was loaded by scab labor in Australia. Ray coordinated a boycott of that ship where thousands of people showed up on the day the ship arrived. The longshoremen refused to unload that ship. It was a defining moment in Ray's career.

[Applause]

VICE PRESIDENT RADISICH: Ray for the past maybe 15 years has served the International as its International Representative overseas and its liaison to other unions throughout the world. He has done some very, very good work with that. He has made some great connections with other unions throughout the world, not just in longshore, but in other sectors as well. He has fought the fight for international causes, like the murders of Columbian unionists, the murder of Pedro Zamora in Guatemala. He did some great work there.

These are three things that lead up to where Ray is today. He has also served in Local 13 as an officer. He has a lot of experience with LRC and dealing with their members.

To wrap up, I think that Ray would be a great candidate to succeed me. I think he brings a lot of strengths. To tell you the truth, Ray is just a genuinely nice guy. I think that's a good thing. I think our members like that and they appreciate it. He speaks to people nice. I wish him the best. Thank you.

[Applause]

DELEGATE CAVALLI: Is there a second to this nomination?

DELEGATE CONRAD SPELL (Local 23): It's my pleasure to second the nomination of Ray Familathe. My first experience meeting Ray was in the late 1980's when Southern Pacific took over the rail yard where he worked. He came up to Local 23 to rally support for the issue. When I got to the hall that night, I was working nights, some guys came up to me and said, "Who is this guy from California?" I said, "I don't know. I don't know him."

They said, "Is he even a member?"

I said, "I don't know. I don't know him."

I'll tell you what, after that man finished his passionate speech in front of about 200 workers, we all knew him. It didn't matter whether he was a member or not. He was fighting for workers. He was fighting for the ILWU.

That was my first experience with Ray. Since then, I have had the honor and pleasure of being asked by the International to travel at times for the union. Approximately six years ago we went to Rotterdam on a self handling initiative. I was asked to go over there. Ray warned me and said that this is going to be wild. It isn't going to be like anything you ever saw in the United States. And he was right. There were 10,000 people who marched through the streets. 25 police officers went to the hospital. A whole bunch of longshoremen or dock workers went to jail. It was an eye opener.

The only other thing I would like to say about Ray is that I have a lot of respect for the man. As I have traveled with him, he has this aptitude for names. He remembers everybody. When we were in

Rotterdam for that trip, there were guys from France, guys from all over Europe were coming up to him, and would say hello to them, he knew their names. I said, "When was the last time you saw that guy?" "I don't know, a few years ago."

In closing, I would just like to say that I have confidence that Ray in this job will do his best job. I think his best job will meet the needs of the union. Thank you.

[Applause]

DELEGATE CAVALLI: Any further seconds to the nomination of Ray Familathe.

DELEGATE TERRI MAST (IBU): On behalf of the IBU, I rise to second the nomination for Ray Familathe. I have known Ray for about ten years. I have watched him develop into a truly committed trade unionist. I believe that Ray would represent this union well, that he would represent all divisions of the ILWU.

I had the opportunity to work with Ray one year at the ITF convention when he and I were the only ones there because all the other Longshore Division members were busy in contract talks. Ray and I worked the crowd, the other international delegates, to talk about the longshore contract before Big Bob and folks could get up there. It was truly amazing to work with Ray. He was very organized, good at building relationships. I think he is a good organizer. I think he will do well for this organization.

He also has a truly international perspective and understands the need to build international solidarity. I think he will represent us and be a great face for the ILWU.

[Applause]

DELEGATE CAVALLI: Any further seconds to the nomination of Ray Familathe?

DELEGATE MIKE MITRE (Local 13): I have known Ray a long time. I have had the opportunity to travel with Ray. I'll tell you, around the world, this is the guy who has got more connections than a guy who has 72 cousins in the Port of L.A. and San Pedro. Everyone knows Ray. That's a benefit that is hard to overlook.

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Ray gets up at 6:00 o'clock in the morning and he goes to bed at 10:00 o'clock at night. When you go somewhere with Ray, you had better be ready not to go sightseeing because you are going to work early and you are going to stay till late. That's how the guy is. The guy is a hard worker. There is no doubt about it.

I think Ray must have worked under four different International Presidents. Ray has been around, but it's the international contacts that benefit us the most. Right now we're in a situation we all know it from longshore, but as far as the International goes, hey, we're in a really binding situation, not only the economy, but the way the shipping outlook is. The shipping outlook for the whole West Coast, every port, is not good. This is a guy that when we need to have our contacts, no matter who you are or what you do, Ray has got contacts all around the world.

I just called a guy this morning in L.A., a good friend of mine who didn't come up here, he said, you know, when things happen, Ray calls his friends around the world. And that's true.

One of the things I believe is that Ray is a hard worker, he has a strong work ethic. No matter who you are, the guy will be there. He answers his phone. The only other person I know that calls me back every time is Big Bob. Big Bob never, never lets a phone call go unanswered.

DELEGATE CAVALLI: One minute, Brother.

DELEGATE MITRE: I think Ray will be a big advantage for the International. I want all you guys to really consider him. I think he's a great guy. Thanks.

[Applause]

DELEGATE CAVALLI: The chair declares that Brother Ray Familathe's name has been placed into nomination and seconded. Are there any—

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): Mr. Chairman, on a point of information. Have three people seconded his nomination?

DELEGATE CAVALLI: Yes.

FRATERNAL DELEGATE VEKICH: Okay. Cool. I was just going to unanimously endorse Brother Familathe, but I guess I can't.

[Laughter]

DELEGATE CAVALLI: Strike the previous remarks from the record.

Are there any further nominations for the office of International Vice President Mainland?

Selling no speakers, the chair will declare that the nominations for the office of International Vice President Mainland are closed.

[Standing ovation]

*NOMINATIONS FOR INTERNATIONAL VICE PRESIDENT—
HAWAII*

DELEGATE CAVALLI: The next office the chair will declare open for nomination is the office of International Vice President Hawaii. The nominations are now open for the office of International Vice President Hawaii.

DELEGATE NATE LUM (Local 142): It's an honor for me to rise to nominate Brother Wesley Furtado on behalf of Local 142 for International Vice President Hawaii. I've been working with Wes for 30 plus years as a friend and a union brother. I'm not going to talk about his longshore skills because we all know that he can't perform that.

[Laughter]

DELEGATE LUM: There is a lot of talk and debate on organizing, and that's where Brother Wes is very, very good, in the organizing department. The past negotiations I was fortunate to work with him as a co spokesman for the Hawaii longshore negotiations statewide. Twelve months with an individual every day banging heads with the employers, you learn a lot about a guy. He showed me a lot. I learned a lot from him. He is a true leader. He is for the rank and file. He is for the little guy in the rank and file.

Again, I endorse Brother Wes Furtado 100 percent. Thank you.

[Applause]

DELEGATE CAVALLI: Is there a second to the office of International Vice President Hawaii?

DELEGATE CONRAD SPELL (Local 23): I know you guys are sick of me, you won't see me up here again.

Wesley Furtado. It's my pleasure to nominate our fellow brother, Wesley Furtado, for the office of VP Hawaii. I have had numerous opportunities personally to work with Wes. I have found him to be supportive. I have found him to be hard working. I know his integrity is second to none.

Nate just talked about Wesley's fight for the little guy. Wesley is a true rank and filer. Wesley is a classy man. Wesley doesn't really get involved in a lot of gossip and politics. I don't see him in that arena. We all get dragged in there now and then. Wesley is a true rank and filer and a true brother.

I also know the sacrifice that he has made to do this work. I reside in Tacoma, Washington. Our brothers in the Puget Sound, we do our thing here, we go down to California, we ride on a plane for an hour and a half. We come home. The boys on the islands, they don't do that. They're always on a plane. They're always on a bus. They're always in a cab. They're always in a hotel, living out of a suitcase. That's Wes.

I had the opportunity to meet his wife and his son last night for the first time. I thanked them for their sacrifice. We all know that doing the union work, you spend many, many days and weeks and hours away from our loved ones. I had an opportunity to meet them and thank them.

As far as Wes's accomplishments, I think they speak for themselves. Just a short story about Wes. I was involved in an organizing drive in Tacoma a few years back, five years ago. I had never been involved in an organizing drive. I had just been elected the president of Tacoma at that time. I felt a huge responsibility to deliver what we were promising to that work force. Unfortunately, that drive didn't go very well. Right before we went to count the votes, I called Wes. I was on the edge. I was ready to do something stupid. Wes said, "Connie, you have to keep your cool. You have to keep a cool head. You have to remember that the other folks are watching you and they are expecting you to lead them." I'll never forget that. I appreciate it. I appreciate your friendship. Thank you very much.

I hope you support Wes as VP from Hawaii. Thank you.

[Applause]

DELEGATE CAVALLI: Further seconding speeches?

DELEGATE GENEVIEVE CLUBB (Local 142): I would like to second the nomination of Wesley Furtado. I know that all the wahines in here will vote for him because he is tall, dark and handsome.

[Cheers]

DELEGATE CLUBB: We don't need to know his strength or anything. We just have to look at him and we'll vote for him.

[Laughter]

DELEGATE CLUBB: He is one of our best organizers. He has done a lot of arbitrations in Hawaii. He is one of the best negotiators that we have. He's very silent in his ways. But when you look at him, you know the answer. He has earned our respect. We all love him very much.

Please vote for Wesley Furtado. Mahalo.

[Applause]

DELEGATE CAVALLI: Further seconds to the nomination of Brother Furtado.

DELEGATE JOE CORTEZ (Local 13): I probably rise to second the nomination of Brother Wesley Furtado. I have known Wesley over 20 years. When he was an organizer and I couldn't understand why he gave up longshore to go organizing, but I guess Nate answered the question, he can't handle the longshore.

[Laughter]

DELEGATE CORTEZ: It's already been said. Wesley is a good man, a good family man.

Wesley has three qualities that I see in him that puts him apart. He has desire. When he starts something, he gives it his all. His dedication to the union. He has proven that. His determination. Once he gets going, he is determined to see the project to the end. With those three qualities, you can't lose.

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I hope you support Brother Wesley Furtado as our International Vice President for Hawaii. Thank you.

[Applause]

DELEGATE CAVALLI: Are there any further nominations for the office of International Vice President Hawaii? Any further nominations?

Seeing no other persons wishing to nominate for this office, the chair declares the nominations for the office of International Vice President for Hawaii closed.

[Standing Ovation]

NOMINATIONS FOR INTERNATIONAL PRESIDENT

DELEGATE CAVALLI: At this time the chair announces the opening of nominations for the International President. Are there any nominations for International President?

DELEGATE JOE CORTEZ (Local 13): It's a great honor to nominate a rank and file leader to be our next president of this great union. I'm nominating Big Bob because he serves our union well. Through his leadership skills, our union has continued to put forth our union principles. He has continued to bring solidarity, and one of the most important is that of international solidarity.

I'm nominating Bob because he is a proven negotiator he showed that during the last longshore negotiations and held it together. Even when he lost his mom during negotiations, it was tough, but he held strong. He is a man of great strength.

I'm nominating Bob because he is a man of great integrity, who doesn't play games, and tell you what he thinks. But most of all, I'm honored to nominate Big Bob because he is really and truly one of us. He came up from the ranks. He is proud of his working class roots. He hasn't forgotten who he is or where he came from.

For all these reasons and more, I am honored to nominate Big Bob for President of the ILWU. Thank you.

[Applause]

DELEGATE CAVALLI: The name of Bob McEllrath has been placed in nomination. Is there a second?

DELEGATE NATE LUM (Local 142): On behalf of Local 142, I second the nomination of Brother Bob McEllrath for President of the International.

Brother Bob has been a strong leader for our organization the last three years. The economy speaks for itself. We're in tough times, he has to make tough decisions. He is not a politician. He is going to do what is right for the organization and the majority of the organization. Again, he is not there to be popular, he is there to do what is right.

His word is solid. If he says something, he will keep it. He won't play games or talk or say something and do the opposite. This guy is a man of his word.

As for a longshoreman, he's a line man so I can't say much about that because I come from the lines gang, too. So, I support him about that.

Bob, it's a pleasure to be seconding you're your nomination. Thank you

[Applause]

DELEGATE TOM DUFRESNE (Local 500): It gives me great pleasure to get up here on behalf of our delegates and second the nomination of Big Bob McEllrath. I have known Bob for 20 plus years. I've watched him develop as an officer and as a leader in this union. From watching Bob how he handles different meetings of the International Executive Board, the way he handles himself internationally when he is on the road representing this great union, the respect the ILWU is shown around the world is part and parcel, the reason that we have that is because of people like Big Bob.

The current world we're in, this union is going to require a steady hand on the tiller. We're going to need someone who is a tireless worker, someone who can separate the bullshit from the good stuff. I believe Bob is that person.

It gives me great pleasure to second his nomination. I would urge the delegates to support the nomination of Bob McEllrath as President of the International. Thank you.

[Applause]

DELEGATE CAVALLI: It's my intention to make the third seconding speech. I would ask the forbearance of the body, if they would let me do it from here instead of down below. I haven't been able to get down in line because I am up here.

Hearing no objection, that's what I'm going to do.

[Laughter]

DELEGATE CAVALLI: I rise to second the nomination of Brother McEllrath for International President. I have known Bob for a number of years. I can't remember back to the very beginning. I've watched him. I have watched him in the caucuses. I've watched him in the conventions. I've watched him when he was an officer. I've watched him like a hawk, because that's what the rank and file does.

Bob rose out of the rank and file like everybody in the room. Bob has also gone back to the rank and file and rose again like a Phoenix from the ashes. I respect that. I respect that person who is willing to give it a second try, who is willing to give it a third and fourth and fifth try, to keep serving this great International.

I watched him in the negotiations last year. I watched him when the pressures were excruciating. We sat, what do we do, what are we going to do? We've got the judge, we've got the—all around the May Day thing. His response was, we're going to do what the rank and file told us we're going to do, to hell with the judge. He did this in the face of an obvious employer attempt to visit massive destruction upon this union and this division. He did it with a strength and a conviction that I have never seen in anybody, bar none. I've been around a lot of presidents of this union. And for that, he will have my everlasting respect and gratitude. That's the kind of people we put forward. He sits right there. That's the kind of person that I am extremely proud to second the nomination of.

I am going to tell you one more thing. He has asked me to do this speech, as happens with all of them. He didn't ask me yesterday, he asked me a little bit ago. He didn't give me time to say, no, let me think about it—I would never said no anyway. It's an honor for me to be able to make this seconding speech.

I'm out of time. Thank you.

[Applause]

DELEGATE CAVALLI: I ask that we allow Brother Vekich some leeway to speak.

FRATERNAL DELEGATE RANDY VEKICH (ILWU Seattle Pensioners Club): I don't want that. Is that the third one?

DELEGATE CAVALLI: That was the third one.

FRATERNAL DELEGATE VEKICH: If it had been anybody but you, Mr. Chairman, you jumped the line, I would have challenged you. I accept that. I don't want to violate the rules. But I was going to say I unanimously support Brother McEllrath.

[Laughter and applause]

DELEGATE CAVALLI: Thank you, Randy.

Any there further nominations for the office of International President?

Seeing no further nominations, the nominations for the office of International President are closed. Brother McEllrath's name will appear on the ballot.

[Standing Ovation]

DELEGATE CAVALLI: At this time I'm going to turn the chair back over to Brother McEllrath for an announcement.

PRESIDENT McELLRATH: We're not done with nominations yet. Everybody stay seated. I need the Southern California locals to go out in the foyer. Russ Bargmann will be there with Rob Remar. We have to renominate for Executive Board. Everybody stay seated. I would like all the Southern California locals to go out there. It will only take two minutes. Thank you.

[Recess from 2:46 o'clock p.m. to 2:57 o'clock p.m.]

NOMINATIONS FOR INTERNATIONAL EXECUTIVE BOARD

DELEGATE CAVALLI: Will the delegates please seated so we can finish the business of the nominations.

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I'm going to ask that each area, so that the secretary can get the names listed, come to the microphone and announce the nominations you have made for the International Executive Board. Here are the areas that we need up at the microphone. We need ILWU Canada. We need Southern California. We need Southern California Mining, Northern California, Oregon, Columbia River, Washington, Puget Sound, Alaska, Hawaii and the IBU. Can we have some order.

Brother Ugles.

DELEGATE HERALD UGLES (Local 19): Congratulations on retiring, Richard. I didn't get to come up and make one of those big, long speeches about you.

DELEGATE CAVALLI: I haven't retired yet. Go ahead.

DELEGATE UGLES: And, slash, or. We're still fighting over the definition during negotiations. We had that—

DELEGATE CAVALLI: Brother, the purpose of your appearance at the microphone is to announce your nominations.

[Laughter]

DELEGATE UGLES: Thank you very much. That isn't the first time he has corrected me.

The Puget Sound Area submits the following three names for the two positions of International Executive Board. Herald Ugles, Local 19. Conrad Spell, Local 23. Max Vekich, Local 52.

As stated earlier, we gave unanimous support for Willie Adams, Local 23, for Secretary Treasurer.

DELEGATE CAVALLI: It would help if you could submit them on the piece of paper as well. I should have thought of that.

Brother, for what purpose do you rise?

DELEGATE RUSSELL MIYASHIRO (Local 34): The Northern California IEB nominations. Marc Cuevas, Local 54. Rene Ducroux, Local 34. Fred Pecker, Local 6. Melvin MacKay, Local 10. Thank you.

DELEGATE CAVALLI: Will you hand that list to the secretary, please.

DELEGATE FRANK PONCE DE LEON (Local 13): For Southern California IEB, three seats, four individuals. Peter Peyton, Local 63. John Fageaux, Local 63 OCU. Mike Mitre, Local 13. Luisa Gratz, Local 26. For the one seat, IEB, Mining Industry, Southern California, Bruce Wade, Local 30.

DELEGATE CAVALLI: You have announced for both Southern California and Southern California Mining Industry, correct?

DELEGATE PONCE DE LEON: That is correct.

DELEGATE CAVALLI: Thank you, brother.

DELEGATE LORNE PENNELL (Local 502): I nominate Tom Dufresne for Canada.

DELEGATE CAVALLI: Could you write that on a piece of paper and give it to the secretary before we leave today.

DELEGATE PETE HENDRICKSON (Alaska Longshore Division): The Alaska region has nominated Debbie Manowski and Dennis Young for International Executive Board. Thank you.

DELEGATE TERRI MAST (IBU): The IBU places in nomination for the IEB, Alan Coté.

DELEGATE LEAL SUNDET (Local 8): On behalf of the three fresh water ports in the Columbia River and the three salt water ports in the Oregon area and the great Warehouse Local 5 for the two executive board positions we nominate Jim Daw, Local 8, Ryan Takas, Local 5, John Philbrook, Local 21 and George O'Neil, Local 40. I have them on a piece of paper.

DELEGATE CAVALLI: Thank you, brother.

DELEGATE FRED GALDONES (Local 142): The following are the nominees for the International Executive Board for Local 142. I will break it down into the different industrial groupings. General Trades, Francis Kamakaokalani. Longshore Samuel Kaaihue. Pineapple, two nominees, Douglas Cabading and Harold Gouveia. Sugar Industry, Aurora Raposas. Tourism, Cyrus Kodani. These are the names that will appear on the ballot.

DELEGATE CAVALLI: Are there any further nominations for the IEB? Seeing no other speakers in line, the chair will declare the nominations for the IEB closed.

NOMINATIONS FOR BALLOTING COMMITTEE

DELEGATE CAVALLI: A couple more pieces of business before I'm done here. The convention is required to nominate and elect three convention delegates who are not candidates for International or IEB office for the Balloting Committee. It has at times been the decision of the convention to also elect an alternate member of the committee. In keeping with past practice, members of the committee should be able to travel easily to San Francisco for the work of the committee.

The International Officers have asked, as they have in the past, that the convention nominate and agree that the following brothers be elected to the International Balloting Committee for the 2009 election. Jeff Carter, Local 17, Warehouse. That's in Sacramento. Eddie Gutierrez, Local 34, longshore clerk. That's Oakland/San Francisco. Donal Mahon, Local 6, Warehouse, San Francisco. Alternate, Byron Moore, Local 10.

Hearing no objections, so is the order.

NOMINATIONS FOR INTERNATIONAL ELECTIONS PROCEDURES COMMITTEE

DELEGATE CAVALLI: The International Elections Procedures Committee. Convention Rule 15 A of the Election Rules and Procedures state that the Election Procedures Committee will be selected by the convention from incumbent members of the IEB who are not candidates for International office or the IEB. If there are not three such incumbent IEB members, then the convention shall select three convention delegates to serve who are not candidates for International office or the IEB. To help expedite the process, the Titled Officers have in the past recommended three names to the convention. At this convention, the Titled Officers would like to recommend for the International Election Procedures Committee. Richard Cavalli, Local 34. Lawrence Thibeaux, Local 10. Nate Lum, Local 142. Alternate Kenneth Ige, Local 142.

Is there an objection to that procedure?

Hearing no objection, so is the order. Those brothers will be on those committees.

There will be a special meeting on election rules and procedures for all nominees with the ILWU attorney and the election services representative and the ILWU staff in the Grand Crescent Room, right behind this room, as soon as we're done here. We have one more thing to do, then we're done here.

We're going to do it after we adjourn the convention.

With your forbearance, I want to do one more thing. Brother Radisich is leaving International office. We would be remiss if we didn't give Brother Radisich a round of applause for the work that he has done while he was here.

[Standing Ovation]

DELEGATE CAVALLI: With that, I will turn over the chair—

DELEGATE RAY FAMILATHE (Local 13): Mr. Chairman, point of privilege. I want to tell the body, Joe Radisich, International Vice President, outgoing, has done a great job. Joe back at home often doesn't get seen because he is in harbor commission meetings in the Port of Los Angeles. There are tremendous issues coming up in L.A. with the port dredging that's going to be important to the future. Joe is going to continue his work on the L.A. Harbor Commission, his activity and political action up in Sacramento. I just want to thank Joe for all of his work. Good luck, Joe, in the future. Thank you for everything.

[Applause]

DELEGATE CAVALLI: We still have more convention work to do. We have to move on. I'm not going to entertain any more speakers.

FRATERNAL DELEGATE RANDY VEKICH (Seattle ILWU Pensioners Club): You're not? Sorry. I was just going to say that we are looking at the next mayor of Los Angeles, too.

[Laughter and applause]

PRESIDENT McELLRATH: We're just about there. Next on the agenda will be any other business. Then we will go into good and welfare. The mike is open for any brothers want any more business.

No business. Then we go on to good and welfare. Brother, you wanted to speak? I have a couple things.

GOOD AND WELFARE

DELEGATE DAVE PRITCHETT (Local 500): It was a real honor to be at the 75th anniversary convention. On behalf of my dad, who was the founding president of ILWU Canadian area, now called ILWU Canada, I bring a greeting from him. He was a good friend and fellow traveler with Harry and Bob Robertson and all the people who helped bring autonomy to Canada. My dad is pretty frail, but the brain is still sharp. He wanted to send a greeting. On behalf of my dad, I would like to read this into the record:

"Dear brothers and sisters,

"At the request of the Canadian Area Executive Board, Emil Bjarnason, the Director of Trade Union Research, and I as the founding Canadian Area president wrote 'A Look at Labor's Problems' as a reflection on historical and contemporary events of 1959. The objective purpose was to lay the foundation for a program of unity in the labour movement in Canada, the United States, and to reach longshore unions across the Pacific. Canadian unions were up against internal political struggles, jurisdictional fights and seeking autonomy from international unions. Our goals were good working conditions, decent wages, amalgamated pensions and benefits and participation in the political discourse of the day. Unfriendly governments, coupled with anti union forces in the employer groups, stood in our way of survival and progress.

"Fifty years has passed today on the anniversary of ILWU Canadian Area. Look across our great country and around the world and we find many of the same issues pressing us today. High unemployment, privatization, deregulation, deindustrialization, corporate fraud and bankruptcy are placing great burdens on unions and the whole working class. We must hold firm in unity, against those who would push us back into the poverty and social oblivion of the past. Loyalty to union constitutional goals in Canada, the United States and around the world will determine our success.

"For Peace and Prosperity,

"Craig Pritchett."

Thank you.

[Applause]

PRESIDENT McELLRATH: Thank you, brother.

FRATERNAL DELEGATE RICH AUSTIN (PCPA): On behalf of the PCPA I want to thank the Host Committee, the officers, the staff and you, the rank and file, for the very cordial and comradery way that the pensioners have been treated here at this convention. Thank you very much.

Joe, good luck to you.

[Applause]

DELEGATE TOM DUFRESNE (Local 500): I want to thank the Host Committee. I want to thank all the locals around the Puget Sound and the Inlandboatmen's Union, everyone who worked on this great event and worked on holding this great convention. The dinner last night was second to none. The feast on Wednesday night with all that seafood, I'm sure there are people who haven't eaten so much seafood in their lives.

On behalf of all our delegates, I want to thank you very much for the reception and the hospitality. We look forward to the next convention in L.A. Thank you very much.

[Applause]

DELEGATE STUART DOWNER (IBU): Unfortunately, I am up here to inform the body that one of our sailors has been medevaced out of Valdez, Alaska. It took 13 hours to get him to the hospital here in Seattle. He has had two major surgeries on his leg. He is scheduled to have another one in the morning. At 25 years old, it looks like his career is over because they're not sure they are going to save the leg. The name of the brother is Jeremiah Kelly. He works for Crowley Marine Service.

PRESIDENT McELLRATH: All the best to him.

DELEGATE EVERETT BURDAN (Local 17): On behalf of our delegation, I just want to say how much fun we have had. This is my second time to Seattle, I don't know if I'll be around for the third one. Host Committee, you guys did a fantastic job. Thank you very, very

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much. You guys put on a class convention. The staff and the officers, I appreciate all of you. Thank you.

[Applause]

CO CHAIR PECKER: On behalf of the Local 6 delegation, we want to thank the Host Committee. We want to thank the people on staff who really made things run smoothly. Thank everybody for their participation in making this a convention which upholds our democratic traditions.

[Applause]

DELEGATE LUISA GRATZ (Local 26): On behalf of our delegation, we would like to thank the officers and the Host Committee and in particular all the volunteers who prepared everything. It could not have been more perfect. It was something that's going to be hard for us to match, but we will, when you come to Southern California in three years. We hope to see you all then.

[Applause]

DELEGATE ALAN COTÉ (IBU): You know, until you see behind the scenes how all of this stuff gets put together, you don't understand sometimes that things go wrong in the back, but to everyone in the front, everything looks perfect. Well, at the seafood feast four cooks did not show up. Four men basically did all the cooking of all the food that night. I would like their names read into the record. Mike Antonio, Region 37. Reuben Miranda, Region 37, cooked all the salmon. Kevin O'Leary, IBU, he did all of the coordination and purchased all the food and supervised the cooking. And Zack O'Leary did whatever his dad told him to pull him out of a jam.

[Laughter and applause]

BROTHER JAMIE NEWLYN (MUA): Brother Bob, special privilege motion, if I can.

PRESIDENT McELLRATH: Go ahead, brother.

BROTHER NEWLYN: I'm not a delegate here, comrades, brothers and sisters. It's with great pleasure that we accepted an invite from the ILWU to attend your magnificent convention and to witness the great democracy that your union is proud of and well known for. We like to think the MUA is of a very similar nature. We are a very democratic

union as well and rank and file driven. It's an absolute pleasure to come halfway across the world to witness that in Seattle. It really demonstrates the great international solidarity that is shown between dockers unions. I know we have people from Belgium, New Zealand. A Japanese comrade was here as well, a brother. Sorry for the term, comrade, it's not a communist thing, it's just what we say instead of brother.

Thank you to the Host Committee. Everyone from the Australian delegation, and if I can speak for New Zealand as well, are very appreciative of the efforts in the hosting that has gone into this event and to ensuring that your international guests have had a magnificent time. Believe me, we have. To the hosting committees and all the locals here, a very big thank you from the international delegation.

Congratulations to the new officers. Brother Radisich, good luck in the future. To everybody here, good luck. I hope to see you all again. Here is to international solidarity.

[Applause]

DELEGATE FRED GALDONES (Local 142): This is going to be my last official duty as an active member before this International Convention as I will be retiring at the end of this year. It gives me great pleasure on behalf of Local 142 to thank the Host Committee for the work they have done.

We brought a large contingency, as you folks know, 117 delegates to this convention. They have brought their spouses, their guests, their children, their families with them. The Host Committee has done a very wonderful job in providing them with all the social activities. I know there was a lot of planning, a lot of work, a lot of resources that went into it. All I've been hearing from our delegation is that they are enjoying themselves. Thank you very much.

As far as the Host Committee taking care of the movement of our delegation, because we had so many that we brought in from Hawaii, everything went smoothly. Thank you so much for all the work that you have done. It was a collaborative effort. I don't know all of the people and all the locals that have participated in that, but what we can see here is that together we can do the impossible. You have done a great job.

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Thank you so much. We still have the horse races. Whatever you do, don't bet on the losing horse. Thank you very much.

[Laughter and applause]

DELEGATE GEORGE O'NEIL (Local 40): I'll be real short. I didn't want to come up here, but Martha made me. We just want to say thanks.

[Applause]

PRESIDENT McELLRATH: Thank you, George.

DELEGATE JOHN TOUSSEAU (Local 63): On behalf of Local 63, 13, 94 and the Southern California delegation, I would like to say thank you very much to the Host Committee for all your beautiful activities, to all the ladies and gentlemen who passed out all the papers. Everything it was a tremendous, tremendous feat that you put on. We thank you very, very much from the bottom of our hearts.

From the bottom of my heart again, I thank you for all the beautiful things that were said about me.

God bless the ILWU and God bless all of you.

[Applause]

DELEGATE ADAM MENDEZ (Local 10): On behalf of Local 10 and the Northern California area locals, we want to thank in particular Brother Sean O'Donnell, Doug Johnson, they were chairing the Host Committee. I had the pleasure of having a few drinks with Doug last night, that's why I came in here late this morning. I think they all deserve a round of applause.

All the people downstairs who helping to make possible all of the resolutions. Linda Kuhn, Diana Gomez, Frank down in printing. All of them deserve a round of applause. They worked their ass off while we were up here enjoying the fruits of their labor.

[Applause]

SECRETARY TREASURER ADAMS: I just wanted to say before everybody left, the International doesn't have a theme song. But I hope by the time we come to the next convention in three years, I think the song that John did today pretty much hits each and every one of us. I

would hope if we ever get a theme song or a rally song, it should be Ode to Longshoremen. I hope the delegates would think about it.

[Applause]

PRESIDENT McELLRATH: Thank you, brother.

DELEGATE SEAN O'DONNELL (Local 52): Those tickets we gave you to Emerald Downs, they're not really tickets, they're vouchers. If you're going to drive, make sure you talk to us and get a real ticket. We passed those out so we would be more accurate with the cost because it cost us quite a bit of money. We will be passing them out on the bus.

The buses, again, will leave at 5:00 o'clock. That's a voucher for a ticket. We just want to make sure.

DELEGATE STEPHEN WEST (Local 142): I want to thank Bob and Wesley for putting the picture of AQ back up. I want to thank all of the delegates for honoring her.

When you go back to your locals, remember, organizing starts with you. Get out in the community, get out there, volunteer. That's how we're going to start. Thank you very much.

[Applause]

DELEGATE RICHARD MEAD (Local 10): I would like to make a suggestion to the body that the last thing we do before you hit the hammer in adjournment is to have a moment of silence to Ah Quan because her picture is now there. I think it would be a good idea.

PRESIDENT McELLRATH: Let me finish business and we will go from there, Brother Mead. Thank you very much.

A lot of you guys did a lot of things I was supposed to do. If I could have Gene Vrana, Russ Bargmann and Linda Kuhn to come up to the stage, please.

[Standing ovation]

PRESIDENT McELLRATH: Thank you, brothers and sisters. A lot of people had a lot of involvement in this convention. I can tell you, without key staff people, and I can tell you, these are three of the top staff people I believe in the ILWU, they do a fantastic job, they make my

job a lot easier. I can tell you, if your staff doesn't work with you, you're not going to go very far. These three people do a hell of a lot.

Before we go, I would like to read something. In 1969, Brother Gene Vrana became a registered longshore worker in Local 10, San Francisco. He was active in Local 10 as a steward providing excellent representation to his brothers and sisters on the job. As importantly, he absorbed all he could about the history and the traditions of the ILWU, knowledge that would later serve the ILWU as well.

In the 1980's, Brother Vrana returned to college to pursue a master's degree in applied history, archives managements, which he received in 1986. The next year he was hired by the ILWU as an archivist and research librarian where his intimate knowledge of the ILWU and professional training was put to excellent use managing the written story of the ILWU.

Beginning in 1995, Gene took on the responsibility of directing the educational program of the International. He, more than anyone else, was responsible for the development of the outstanding LEAD program, the basic purpose of which was to train future leaders of the ILWU giving them the tools they need to confront today's problems, while instilling in them the sense of history and tradition of the ILWU.

He was also responsible for developing the secretary treasurer's conference where local financial officers, secretary treasurers, trustees and bookkeepers were trained on all aspects of financial management and government reporting.

Gene worked closely with the Longshore Division Education Committee in developing the educational programs for the Longshore Division, such as grievance and arbitration, history and traditions. Finally, he has been involved in putting on a number of steward training workshops for locals, including 17 and 30.

As part of Gene's educational responsibilities, he revised the ILWU story and six decades of militant unionism and continues to work with the Communications Department and The Dispatcher.

While taking on these additional educational responsibilities, he has continued to be active on issues concerning record management and preservation, both at the International and assisting a number of locals,

including Local 142, Local 8, Local 40 and others. This work helps preserve the written history of the union which is crucial for future generations.

Earlier this year, Brother Gene Vrana advised the Titled Offices that he will be retiring in the near future. His unique mix of rank and file experience, professional training and sense of the history and traditions of the ILWU will be irreplaceable.

The Titled Officers and this 34th International Convention of the ILWU extends to Gene our deepest appreciation for all his years of service to the ILWU. Further, we wish to extend our best wishes to Gene, his wife Sally and his entire family for a long healthy and enjoyable retirement.

[Standing ovation]

BROTHER GENE VRANA (ILWU Educational Services Director and Librarian): I didn't know anyone but me could do that kind of research around here.

[Laughter]

BROTHER VRANA: Thank you all. I need to add two things since a bit of my resume got put out here. Two major turning points for me in terms of understanding this entire organization came first beginning as a permit worker in Local 6 in 1962 and working warehouse. In 1989, I was invited by 142 to consult over some issues pertaining to their library. Brother Mel Chang took me out to one of the last of the sugar harvests on a particular plantation in Oahu. And walking up to my ankles in the red dirt and meeting some of the workers who had been in those fields for decades totally changed my understanding and appreciation for all the sections of the union, but particularly what our union has achieved in the islands. I want to thank you, Mel, because I know you're out there.

In 1987, when I was hired at the International I started telling some people, and I repeated it to somebody this week, that if the officers only knew the truth, I would do this job for free. It looks like I'll get a chance to.

[Laughter]

BROTHER VRANA: I will look forward to being of help in any way that I can.

I want to close with one thought that has been on my mind all week. I see AQ's picture up here. I want to paraphrase a motto that I have seen someplace called the motto of the strong woman, which was that you live your life so that when you wake up in the morning and your feet hit the floor—and look at that tiny little woman—that the ruling class looks up and says, "Oh, shit, she's awake."

[Laughter and applause]

BROTHER VRANA: Thank you for this opportunity. I know it's not over. I have some time yet to get, and time after retirement as well.

It also feels good to me knowing for one thing that the library is in good hands as I move along, but particularly that this set of officers have not only been unified themselves in their leadership of the ILWU but also unified in their support of education and historic preservation and doing the things necessary to bring the past into the present and also to be flexible in trying new approaches, such as the exhibits you have seen out there, and supporting the inclusion of new people with new expertise, new talents from outside the union. I think the foundation is built for widening, increasing, making use of new technologies as we see that our traditions never fade.

Thank you.

[Applause]

PRESIDENT McELLRATH: There are a lot of people to thank. Lindsay McLaughlin, our Legislative Director, Craig Merrilees, Senior Editor of The Dispatcher, Peter Olney, Director of Organizing. Our technical staff, Frank Wilder, Alexa Jurczak, Robin Walker, Marcy Rein and Tai Moses.

I want to also thank all of the people who helped put this together, the Host Committee, all the locals, for everything you have done.

Having said that, one more thing. We have to have all the candidates meet in the room back there. All the candidates running for any office, meet back there. Then we're going to close. Before but we close, I would like to say a few things.

It's been a great convention. This is where it all takes place. We had some good fights in here. I have been coming to these things for a long time, and we always have a good fight. There is nothing like a good

fight. When you're on the wrong end of a good fight, you come back the next time and say, better luck next time or better fight next time. But when we leave here, we are all going to fight together. We're all going to fight the guys outside these doors. We're all going to be united. We're all going to be very united. We're going to have differences of opinion, but these—

[Applause]

PRESIDENT McELLRATH: —these officers that you have elected, that aren't elected yet, I will tell you as your president—I think I should get elected, but if I get a huge write in campaign, maybe not. We're going to do the best we can for the next three years to move the International forward. You have my promise on that. I'm looking forward to working with the new officer, Ray Familathe, and the new International Executive Board.

Brothers and sisters, I want to say thank you for one hell of a convention, the 34th Convention of the International Longshore and Warehouse Union.

Now before we adjourn, could the entire Host Committee come up here. We're going to stand for a moment of silence. All of you who were involved, come on up, please. We'll stand for a moment of silence. Sergeants at arms, everyone, please come up front.

The next convention is going to be held in Southern California.

Say your name and walk by the microphone.

BROTHER DOUG JOHNSON (Host Committee): Doug Johnson.

BROTHER TODD WEEKS (Local 19): Todd Weeks, Local 19.

DELEGATE HERALD UGLES (Local 19): Ugles, Local 19.

DELEGATE DAN MCKISSON (Local 19): Dan McKisson, Local 19.

DELEGATE SEAN O'DONNELL (Local 52): Sean O'Donnell, Local 52.

BROTHER TYRONE HARVEY (Local 19): Tyrone Harvey, Local 19.

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DELEGATE RICHARD GURTIZA (IBU): Richard Gurtiza, IBU, Region 37.

BROTHER JOHN ROSS (IBU): John Ross, IBU.

BROTHER RON GUSTIN (Local 19): Ron Gustin, Local 19.

DELEGATE TERRI MAST (IBU): Terri Mast, IBU.

DELEGATE CYRUS KODANI (Local 142): Cyrus Kodani, Local 142.

SISTER KAY HOWELL (Local 142): Kay Howell, 142.

DELEGATE JON GARCIA (Local 142): John Garcia, 142.

SISTER ALISON SEAMONS (IBU): Alison Seamons, IBU.

BROTHER BILL LASSITER: W.T. Lassiter, Local 19.

SISTER WANDA LOGAN (Local 142): Wanda Logan, 142.

PRESIDENT McELLRATH: Thank you very much.

[Standing ovation]

PRESIDENT McELLRATH: Moment of silence, please.

[Moment of silence]

PRESIDENT McELLRATH: I need a motion to adjourn.

[Severally moved and seconded]

PRESIDENT McELLRATH: All those in favor, signify by saying "aye."

Opposed.

See you in three years.

[Whereupon, the 34th Convention adjourned sine die at 3:37 o'clock p.m.]

**Resolutions
and
Committee Reports
Adopted by the
Convention**

AMENDMENTS TO THE CONSTITUTION

C-1 STATEMENT OF POLICY ON CONVENTION LOCATIONS

The Titled Officers and the International Executive Board recommend that Article XI, Section 1.A of the International Constitution be updated to reflect the current Convention schedule. The revised section will read:

SECTION 1. A Convention of the International shall be held every three (3) years beginning at 10 a.m. on the second Monday following Easter Sunday. However, the International Executive Board may authorize a different Convention location and starting date, which shall be no earlier than March 1st nor later than June 30th of the year in which the Convention is to be held.

Conventions will be held on the following rotational basis in a host city of each area enumerated, except when granted an exception by the International Executive Board as stated above:

- | | |
|----------------------------------|------|
| 1. Southern California Area | 2012 |
| 2. Hawaii Area | 2015 |
| 3. Oregon/Columbia River Area | 2018 |
| 4. Northern California Area | 2021 |
| 5. ILWU Canada | 2024 |
| 6. Washington/Puget Sound/Alaska | 2027 |
| 7. Southern California Area | 2030 |

C-2 STATEMENT OF POLICY ON THE POLITICAL ACTION FUND

Several years ago the Titled Officers, based on legal advice, stopped diverting part of the International per capita into the Political Action Fund (PAF). At that time we began a campaign of soliciting our members for voluntary contributions to the PAF. Since then our

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members have responded by digging deep into their pockets and have provided the PAF with substantially more funds than was ever collected through the diversion of the per capita. As a result our voice is heard throughout the halls of Congress and our position on issues is taken under serious consideration.

We believe that Article X, Section 2 of the International Constitution should be amended to delete the language referring to the “diversion” as that language is no longer appropriate. This is a housekeeping amendment and will have no effect on how the PAF is currently operating. The revised section will read as follows (language to be added is underlined and language to be deleted has a line through it):

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

C-3

STATEMENT OF POLICY ON TITLED OFFICERS SALARIES

The Titled Officers and International Executive Board recommend that the Titled Officers continue to be compensated on the same basis as is presently provided for in the International Constitution, Article VI, Section 13. In accordance with that section, which permits the Titled Officers to suspend or postpone their salary increase, the Titled Officers have elected to suspend their May 1, 2009 salary increase due to the economic and financial difficulties thrust upon our members and affiliates. Section 13 should be updated to reflect the May 1, 2009 salary levels as follows:

SECTION 13. The titled officers shall receive such salaries as may be provided for by action of the Convention.

The salary of the International President shall be One Hundred Seven Thousand Eight Hundred Seventy-three Dollars and Fifty-eight Cents (\$107,873.58) per annum, and the salary of the other titled officers shall be One Hundred Four Thousand Eight Hundred Seventy-Seven Dollars and Eighty-four Cents (\$104,877.84) per annum. Commencing May 1, 2010 and effective each May 1 thereafter, the annual wages of the titled officers shall be adjusted by a percentage equal to the average of the increase in percentage terms in the base rate of pay in the ILWU's three major industries—Longshore, Northern California Warehouse, and Local 142's major hotel agreements (Tourism) - during the previous calendar year. The titled officers shall have the authority to suspend or postpone any salary increase to which they are entitled pursuant to Article VI, Section 13 based on the financial situation of the International Union. Further, they shall have the authority to reinstate any or all suspended or postponed increases without retroactivity at any time between Conventions.

C-4

STATEMENT OF POLICY ON OFFICERS AND STAFF PENSION PLAN

The ILWU Pension Plan for Officers and Staff employees 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 Committee, and the administrative staff of the ILWU-PMA Benefit Plan's Office, including the Welfare Area Directors and the ADRP Coordinators. These three employers each contribute to the Plan, an amount equal to about \$1,700,000 per year. The International Union's share of this total is about \$590,000 or 35%.

The participants of the Plan are presently accruing benefits at the rate of one hundred and fifty dollars (\$150) per month per year of service, the maximum benefit is \$5,250 per month (\$150 x 35 years); normal retirement age is 62; early retirement is available at age 55; and surviving spouses are entitled to fifty-five percent (55%) of the participant's benefit as of the participant's date of death if the participant is retired or seventy-five percent of the participant's benefit if the

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participant is active. While the Plan is administered between Conventions by the International Executive Board, any changes in benefits are subject to Convention action.

It is the policy of the International Union to keep the benefits available under the Officers and Staff Pension Plan in line with those benefits available under the longshore industry pension plan. We, therefore, recommend the following changes to the Officers and Staff Pension Plan to bring it in line with the pension improvements recently negotiated in the longshore industry pension plan. These improvements will increase the minimum pension contributions by \$500,000 when fully phased in (in 2013). The ILWU's share of the \$500,000 increase will be \$175,000.

Retiree Benefits

We recommend that the benefit for retirees under the Officers and Staff Pension Plan, except for those who retired from terminated-vested status, be increased, over six years, from \$80 per month per qualifying year to the amounts listed in accordance with Table 1. Note, this phase in schedule is identical to that provided under the recently negotiated longshore contract.

Surviving Spouses

We recommend that the benefit for surviving spouses of active employees and those who retired after June 30, 2008 be increased to seventy-five percent (75%) and that for other employees be increased in accordance with the schedule listed in Table 2. Again, this recommendation will maintain 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 under the Officers and Staff Pension Plan be increased from \$150 per month per year of service to \$180 per month per year of service in accordance with the schedule listed in Table 3. Again, this change brings the benefit for active participants in line with those benefits under the longshore industry pension plan.

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We also recommend that the plan provide two early retirement windows, the first one from August 1, 2009 through January 31, 2010 and the second one from August 1, 2012 through January 31, 2013 for individuals who are at least 59-1/2 years old and have at least 13 years of service. Individuals who meet these requirements and who retire during these windows would receive an unreduced pension benefit, that is, there would be no actuarial reduction for early retirement.

Finally we recommend that the maximum years of service under the Plan be increased from 35 to 37 and that the bridge benefit (which is payable only to individuals with 25 or more years of service) be increased by 25% (from \$400 to \$500 per month for those retiring age 62 or later) and be extended to survivors of actives or pensioners who die on or after July 1, 2008. The bridge benefit is payable only until the individual's social security normal retirement age. Both of these improvements are the same as the benefits under the longshore industry pension plan.

All together, these changes will increase, over six years, the annual pension contribution from the International by \$175,000. This increase has been factored into the International's budget for the 2009 – 2011 budget cycle. It is anticipated that for the 2012-2014 budget cycle there will be no need to increase the pension contribution rate.

Table 1 Retiree Benefit Increases							
Retiree Group	Current Benefit	New Benefit Effective					
		07/01/08	07/01/09	07/01/10	07/01/11	07/01/12	07/01/13
Retired before July 1, 1993	\$80	\$83	\$86	\$89	\$89	\$89	\$89
Retired after June 30, 1993 and prior to July 1, 1999	\$80	\$84	\$88	\$92	\$92	\$92	\$92
Retired after June 30, 1999 and prior to July 1, 2002	\$100	\$100	\$100	\$100	\$102	\$104	\$106
Retired after June 30, 2002 and prior to July 1, 2008	\$150	\$150	\$150	\$150	\$151	\$152	\$153
Retired after June 30, 2008	\$150	\$150	\$150	\$150	\$160	\$170	\$180

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Table 2 Surviving Spouse Benefits
New Benefit Effective

Surviving Spouse Group	Current	New Benefit Effective					
	Benefit	07/01/08	07/01/09	07/01/10	07/01/11	07/01/12	07/01/13
Retired before July 1, 1993	\$55.00	\$56.95	\$58.90	\$60.85	\$60.85	\$60.85	\$60.85
Retired after June 30, 1993 and prior to July 1, 1999	\$55.00	\$57.60	\$60.20	\$62.80	\$62.80	\$62.80	\$62.80
Retired after June 30, 1999 and prior to July 1, 2002	\$55.00	\$65.00	\$65.00	\$65.00	\$66.30	\$67.60	\$68.90
Retired after June 30, 2002 and prior to July 1, 2008	\$82.50	\$97.50	\$97.50	\$97.50	\$98.15	\$98.80	\$99.45
Retired after June 30, 2008	\$82.50	\$112.50	\$112.50	\$112.50	\$120.00	\$127.50	\$135.00

Table 3 Active Benefits
New Benefit Effective

Monthly Accrual Rate	Current	New Benefit Effective					
	Benefit	07/01/08	07/01/09	07/01/10	07/01/11	07/01/12	07/01/13
Monthly Accrual Rate	\$150.00	\$150.00	\$150.00	\$150.00	\$160.00	\$170.00	\$180.00
Maximum Monthly Benefit (based on 37 years)	\$5,250	\$5,550	\$5,550	\$5,550	\$5,920	\$6,290	\$6,660

C-14
STATEMENT OF POLICY ON IEB WAGES

Article VI, Section 13 of the International Constitution provides that, among other things: “Executive Board members when attending meetings of the Board shall be paid One Hundred Dollars (\$100) per day wages.” This amount has been in effect since 1983. Therefore the Titled Officers, the Trustees and the International Executive Board recommend that the wages paid to IEB members be increased to \$150 per day and that the appropriate section of Article VI, Section 13 be amended to read:

“Executive Board members when attending meetings of the Board shall be paid One Hundred and Fifty Dollars (\$150) per day wages.”

C-17

STATEMENT OF POLICY ON REVISING 30 PERCENT ORGANIZING MANDATE

In 1997 the International Convention adopted a resolution, Commitment to Organizing, that mandated thirty percent (30%) of the International's per capita income be reserved for organizing. The rationale for this mandate was to have adequate monies to fund expenses for organizing.

After a thorough review of the organizing program by a sub-committee of the International Executive Board, this International Executive Board recommends that the 1997 30% mandate be changed to authorize organizing expenses up to thirty percent (30%) of the per capita income.

C-20

CREATING A FRATERNAL DISTRICT COUNCIL DELEGATE

WHEREAS: The ILWU District Councils are established in Southern California, Northern California, the Columbia River and the Puget Sound to represent the political Interest of the ILWU, and

WHEREAS: A majority of resolutions presented at previous ILWU Conventions have a political element in them which require Political Action, and

WHEREAS: Any future resolutions that call for Political Action can be helped by having a fraternal delegate from ILWU District Councils to provide informed debate to the issues, and

WHEREAS: These fraternal delegates from the District Councils can bring the Convention resolutions back to their District Councils with a fresh understanding of the direction of the rank and file, THEREFORE BE IT

RESOLVED: That the 2009 Convention shall establish a fraternal delegate from each District Council for future Conventions, and BE IT FINALLY

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RESOLVED: That the delegate costs shall be borne by the individual District Councils.

PROGRAMS COMMITTEE RESOLUTIONS

P-3 LABOR EDUCATION

WHEREAS: Organized labor provides good wages, benefits, and working conditions with result in more jobs and greater prosperity, giving rise to our nation's middle class and a strong economy; and

WHEREAS: Knowledge of the importance, value, and function of labor unions was learned around the dinner table and eventually became a social and historical study in America's classrooms; and

WHEREAS: True and complete labor history studies have all but disappeared from schools, replaced by an attitude of everyone for themselves, leading to the decline of unions. THEREFORE BE IT

RESOLVED: That the ILWU work jointly through education and political action committees to introduce and encourage federal legislation requiring labor education in history and social studies for all public schools at all grade levels; and BE IT FINALLY

RESOLVED: That the ILWU shall assist in the development of these educational programs, including the development of educational materials and resources in order to assure quality labor education.

P-4 INCREASED UNION POLITICAL ACTION NEEDED TO REVERSE THE DAMAGE OF THE BUSH PRESIDENCY

WHEREAS: There is still a lot of work to be done to reverse the damage of the Bush presidency; repeal the unconstitutional provisions of the Patriot Act; renegotiate trade agreements which fail to protect labor rights and the environment; restore the right to organize for all workers including those in Homeland Security and the Justice Department; restore environmental and workplace safety enforcement; reform the voting system and protect the right to vote; and

WHEREAS: We need to prepare for the 2010 elections to gain 60 or more Democratic seats in the US Senate and we need to replace

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Congressional representatives who call themselves Democrats but who think and vote like Conservatives; THEREFORE BE IT:

RESOLVED: That this Convention of the ILWU calls for the continued support of the International Political Action Fund by individual contributions or payroll deduction; and BE IT FINALLY:

RESOLVED: That the ILWU continues efforts at all levels of the union to educate and involve the rank and file in Union Political Action at the community, state, and national levels.

P-5

ORGANIZING THE UNORGANIZED AND MOBILIZING OUR MEMBERSHIP

WHEREAS: Organizing is the lifeblood of labor unions; for a union to grow, new members must be recruited into its ranks, not only for the union's financial viability but to increase the influence that numbers allow; and

WHEREAS: While organizing the unorganized is vital to the strength of the union, organizing and mobilizing the union's membership is equally important; union members who are unified and committed to the organization are the foundation upon which the union will thrive; and

WHEREAS: Especially in these difficult economic times, organizing both new and existing members is crucial to the survival of the labor movement; and

WHEREAS: Yet many union members have become complacent, comfortable with their personal economic gains, satisfied with the numbers in their union, and failing to anticipate economic downturns that could affect the union's finances and authority or loss of jurisdiction through de-industrialization; and

WHEREAS: Union density in the U.S. has declined from a high of 35% in the mid-1950s to 12% today even as public approval for unions has increased; in a 2007 briefing paper for the Economic Policy Institute, Richard Freeman wrote that "32% of nonunion workers reported that they would vote for a trade union in a representation election while 90% of unionized workers said they would vote for their union in a new election"; and

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WHEREAS: As workers feel more threatened in their workplaces and for their livelihood, they will instinctively gravitate towards union representation to give themselves a voice and more power as workers; and

WHEREAS: If workers want to be unionized, why is union density in the U.S. so low? Are unions ineffective? Are they not trying hard enough? Or is the deck stacked against unionizing?; and

WHEREAS: The National Labor Relations Act (NLRA) was enacted in 1935 to give workers the right to form or join a union and engage in collective bargaining; the law encouraged the rationalization of commerce and industry and helped to restore order in the economy following the Great Depression; and

WHEREAS: In 1947, anti-labor forces countered with the enactment of the Taft-Hartley Act to curb the power and activities of labor unions; Taft-Hartley has been used to curtail strikes and other worker actions, charge unions with "unfair labor practices," and allow states to outlaw union security clauses (like union shop) by passing so-called right-to-work laws; and

WHEREAS: Since the 1970s, employers have used consultants to develop an anti-union "toolkit" using captive audience meetings and one-on-one supervisory meetings to convey union avoidance tactics such as: (1) threats, interrogation, and surveillance; (2) fear, coercion, and violence; (3) retaliation and harassment; (4) promises, bribes, and improvements; (5) election interference; and (6) public campaigns; and

WHEREAS: Labor laws are weak and ineffective; even when employers blatantly violate the law, enforcement is slow and penalties are minimal, resulting in employers more than willing to pay the small price to avoid unionization; and

WHEREAS: Today, the recession in the U.S. closely parallels the nation's economic climate following the Depression; hundreds of thousands of workers from virtually every industry are jobless or working for less and uncertain about their future; some say this is not the time to organize workers into a union; and

WHEREAS: As it was when President Franklin D. Roosevelt signed the NLRA into law, this country needs the support and stability

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that unionizing workers will provide; this is precisely the time when workers need to be unified and represented; and

WHEREAS: Workers who seek to unionize face great risks due to employer opposition and weak law enforcement; but, as Kate Bronfenbrenner, Director of Labor Education Research at Cornell, said, "Our country cannot afford a system where the only unionized workplaces are where workers are tough, brave, and lucky enough to make it through the campaign"; and

WHEREAS: That is why the Employee Free Choice Act is so vitally needed; and

WHEREAS: The Employee Free Choice Act will help to level the playing field in the unionizing effort, will allow for card check recognition and/or expedited elections, will assure a first contract through collective bargaining, mediation and arbitration, and will impose penalties for unfair labor practices; in short, the law will help to neutralize the pressures imposed by the company in organizing campaigns and provide workers with the protection of a collective bargaining agreement; and

WHEREAS: President Barack Obama supports the Employee Free Choice Act and has vowed to sign the bill into law once it is passed by Congress; and

WHEREAS: Organizing workers into unions will help to spread the wealth instead of letting corporate CEO's take a disproportionate share, allow workers to join the middle class and provide a meaningful livelihood for themselves and their families, improve productivity and allow the U.S. to compete effectively in the global market, restore balance in the workplace and beyond, and strengthen the economy; THEREFORE BE IT

RESOLVED: That this Convention of the International Longshore and Warehouse Union strongly supports passage of the Employee Free Choice Act and encourages ILWU members to lend their support individually and through their locals; and BE IT FINALLY

RESOLVED: That this Convention also supports the principle of organizing our rank-and-file and urges each ILWU member to get involved in the union, be educated and informed about union business

and national and world affairs, and embraces the ILWU motto ("An Injury to One is an Injury to All") by supporting other workers in their struggle for justice.

P-6

ORGANIZING OF ALCATRAZ CRUISES

WHEREAS: The IBU represented workers on the Alcatraz ferry from its first run in 1973 until Sept. 2006; and

WHEREAS: In Sept. 2006 the National Park Service awarded a 10-year contract to operate the Alcatraz ferry service to anti-union Terry Macrae's Alcatraz Cruises; and

WHEREAS: After six months of pickets and negotiations the IBU/ILWU were unable to come to an agreement with Alcatraz Cruises to rehire the displaced IBU members, a rank-and-file effort to organize the workers was initiated; and

WHEREAS: Alcatraz Cruises has opposed the organizing drive through the usual litany of anti-union tactics, such as surveillance of workers, favoritism and unjustified firings, creating an atmosphere of uncertainty and fear for the majority of workers; and

WHEREAS: Organizing Alcatraz Cruises is an essential first step in organizing non-union tour boat operators on the West Coast; LET IT BE

RESOLVED: That the ILWU fully supports the efforts of the ILWU organizing dept. in securing representation of the Alcatraz Cruises workers by the IBU/ILWU.

P-8

THE IMPORTANCE OF ORGANIZING

WHEREAS: The ILWU has a strong commitment to Organizing, and

WHEREAS: The ILWU's commitment to organizing is consistent with and gives meaning to our motto, "An Injury to One is an Injury to All," and

WHEREAS: Organizing is not a matter of altruism but a matter of survival for the Warehouse, Maritime, and other Allied Divisions, and

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WHEREAS: For the ILWU to survive as a labor organization which has a rich and diverse membership base, and

WHEREAS: The ILWU has struggled with developing an organizing program for over a decade, with the understanding that Organizing un-organized workers is necessary to maintain the jurisdiction of our Union, and the standard of living of our membership
THEREFORE BE IT

RESOLVED: The ILWU International maintain organizing as a top priority of the ILWU, and BE IT FURTHER

RESOLVED: The ILWU continues to put its money where its goals are, and BE IT FINALLY

RESOLVED: That should austerity measures become necessary due to the current world economic meltdown, funding for organizing be a core function of our International Union.

RESOLUTIONS COMMITTEE RESOLUTIONS

R-1

SISTER PORT SOLIDARITY BETWEEN THE MARITIME UNION OF AUSTRALIA, SYDNEY BRANCH AND THE INLANDBOATMEN'S UNION, PUGET SOUND REGION AND ILWU LOCALS 19 AND 52

WHEREAS: The Inlandboatmen's Union of the Pacific, Marine Division of the International Longshore and Warehouse Union represents ferry, towboat and harbor workers and International Longshore and Warehouse Union Locals 19 and 52 represent longshore, super cargos and clerks in the port of Seattle, Washington.

WHEREAS: The Maritime Union of Australia, Sydney Branch represents ferry, towboat, seafarers, harbour workers, divers and, longshore workers in the port of Sydney, Australia.

WHEREAS: The world's maritime employers continue to globalize and monopolize the maritime industries our unions represent.

WHEREAS: There is a constant and real threat by employers to abrogate our labor contracts and reduce the terms and conditions of employment, fought for and won by our rank and file.

WHEREAS: Worldwide labor unions must match industry globalization with worker globalization and industry abuses with solidarity and militancy.

WHEREAS: The workers of the Maritime Union of Australia, Sydney Branch and those workers of the Seattle, International Longshore and Warehouse Union share a philosophy of democracy, militancy and global solidarity. THEREFORE BE IT:

RESOLVED: The port of Sydney, represented by the Maritime Union of Australia, Sydney Branch and the port of Seattle represented by the International Longshore and Warehouse Union Local 19, Local 52 and the Inlandboatmen's Union of the Pacific be united in solidarity as "Sister Ports".

R-2
ABOLISHING DETRIMENTAL BUSH
ADMINISTRATION NLRB RULINGS

WHEREAS: The Bush Administration, for eight (8) years used the Department of Labor as a tool against working people; THEREFORE BE IT

RESOLVED: That the ILWU actively seek to abolish any and all NLRB rulings and decisions of the Secretary of Labor that came about during the Bush Administration that are detrimental and/or contrary to unions, and BE IT FINALLY

RESOLVED: That the ILWU International Officers work with the Locals to compile this list and formally send a Request to Vacate the NLRB rulings to the U.S. Labor Department Secretary, Hilda Solis.

R-4
OPPOSITION OF NATIONAL IDENTIFICATION
CARDS AND OTHER ASSAULTS ON WORKER
PRIVACY

WHEREAS: The Federal Government has a history of using the fear of inflated security threats to undermine fundamental union rights by interfering with collective bargaining processes and portraying the defense of union security as a threat to national security, for example, in 1948 when they tried to force Harry Bridges to sign an anti-communist affidavit or give up leadership of the Union as mandated by the Taft-Hartley Act; and

WHEREAS: The ILWU has a history of opposing such assaults on workers' rights including the 2000 resolution R-43 resolving to defeat HR 318 which sought to implement intrusive Longshore background checks; and

WHEREAS: The flaws in the TWIC program foreshadow ominous problems with a National I.D. Card including but not limited to disproportionate disqualification of African American and Latino workers due to the required background checks; and

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WHEREAS TWIC represents a loss of control over one's own personal biometric information to private companies with few, if any, measures for maintaining security over that information; and

WHEREAS: National I.D. Cards are an ineffective means of securing our ports or indeed the entire country, THEREFORE BE IT

RESOLVED: That the ILWU actively and staunchly oppose any future implementation of a National I.D. Card or Worker I.D. (such as TWIC) and any similar program

R-5

LEGISLATION CREATING VACATION PROTECTIONS AND U.S. MINIMIM PAID TIME OFF

WHEREAS: The United States is the only industrial nation without paid vacation protections for workers and/or a minimum annual paid leave statute; and

WHEREAS: 137 countries have paid vacation leave, including all developed countries; and

WHEREAS: Only 14% of Americans will get a vacation of two weeks or longer this year; and

WHEREAS: A third of women and a quarter of men get no annual leave anymore, as annual leave benefits are being eliminated like pensions; and

WHEREAS: Many workers who do have leave are afraid to use their paid leave for fear of repercussions from their Employer; and

WHEREAS: 25% of Americans receive no paid vacation leave at all; and

WHEREAS: 37% of American women earning less than \$40,000 a year receive no paid annual leave; and

WHEREAS: Americans who do have vacation forfeit three paid vacation days a year to employers—saving corporations \$65 billion in untaken days each year; and

WHEREAS: U.S. workers spend 300 more hours at work each year than Western Europeans; and

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WHEREAS: Vacations have been found to reduce the risk of heart attack in men by 30% and in women by 50%; and

WHEREAS: Americans are twice as likely as Europeans to suffer from anxiety and depression which, many experts believe is caused by lack of free time; and

WHEREAS: In 1980 the US ranked 11th in the world in longevity, but now is 42nd; and

WHEREAS: The principle behind minimum annual paid leave is the same one that has been long enshrined in the minimum wage: that minimum standards of compensation for work is necessary to protect the interests of workers; THEREFORE BE IT

RESOLVED: The ILWU will seek out other groups and coalitions already involved in paid vacation protections and minimum paid leave legislation campaigns to work together in championing those efforts; FURTHER BE IT

RESOLVED: The ILWU will support legislation to pass comprehensive paid vacation protections and minimum annual paid leave legislation for all workers; FURTHER BE IT

RESOLVED: That the ILWU will use its lobbyists in Washington D.C. to promote and advance such legislation; FINALLY BE IT

RESOLVED: The ILWU will use its influence in the Labor Movement to build additional support for this legislation.

*All statistics from www.right2vacation.org

R-6 SUPPORT FOR LOCAL 30

WHEREAS: The Company, RTM Borax (U.S. Borax), has within the last two contracts, during negotiations as well as throughout the contract period, created an unprecedented attack on the union per se and its representatives, and furthermore on the bargaining unit as a whole. The strategy has created a hostile environment of intimidation and coercion to silence any employee, be it union rep or common employee, on any subject wherein the employee's position is not in line with the corporate will. We have suffered a burdensome grievance load, though we can be heartened in part that we have a high success rate in our

arbitrations. Our lawyers have made it clear that this is an outright war—a war for our very survival as a union. The most recent attacks in previous negotiations have gone to the very core of our definition of a union, the principle of seniority rights and the employment guarantee; in essence, job security. THEREFORE BE IT

RESOLVED: That we, the rank and file of Local 30, petition the ILWU for the following: The International provide support in all forms necessary be it international representation, economic, and legal as well as research assistance in our upcoming 2009 contract negotiations.

R-7
SINGLE PAYER HEALTH CARE (HR676)

WHEREAS: The cost and coverage of health insurance has become a major stumbling block in union contract negotiations, causing strikes, lock-outs, protracted deliberations and lower monetary offers by management.

WHEREAS: The United States spends approximately twice as much of our gross domestic product as other developed nations on health care, yet remains the only industrialized country without universal coverage.

WHEREAS: The U. S. health system continues to treat health care as a commodity distributed according to the ability to pay, rather than as a human right to be dispersed according to medical need.

WHEREAS: The complex bureaucracy arising from our fragmented, for-profit, multi-payer system of healthcare financing consumes approximately 30 percent of the United States` healthcare spending.

WHEREAS: The myriad of insurance companies and their different forms and coverage criteria force healthcare providers to hire staff solely to deal with the paperwork, further driving up costs.

WHEREAS: More than 47 million people in the U. S. are currently without health insurance, another 40 million have inadequate coverage with high co-pays and deductibles, and many others are at risk of losing coverage.

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WHEREAS: Even those insured often experience unacceptable medical debt including personal bankruptcies and sometimes life-threatening delays in obtaining health care due to coverage denials.

WHEREAS: Proposals for “consumer directed health care” would worsen this situation by penalizing the sick, discouraging prevention, and burdening many working families with huge medical bills.

WHEREAS: Managed care and other market based reforms have failed to contain health care costs, which now threaten the international competitiveness of U.S. manufacturers.

WHEREAS: We should oppose the inclusion of private insurance companies in our health care system as their interests are counter to and often destructive of ours.

WHEREAS: A single-payer health care program would provide an effective mechanism for controlling skyrocketing health costs while covering all Americans.

WHEREAS: HR676 exceeds the principles of reform set forth in the AFL-CIO Health Care for America Now campaign.

WHEREAS: HR676 would end deductibles and co-payments, and provide free choice of healthcare providers to patients as well as comprehensive prescription drug coverage to all.

WHEREAS: HR676 would save billions annually by eliminating the administrative burdens, overhead and profits of the private health insurance industry and apply those savings to expanded and improved coverage for all.

WHEREAS: HR676 would cover every person in the U. S. for all necessary medical care including prescription drugs, hospital, surgical, outpatient services, primary and preventive care, emergency services, dental, mental health, home health care, physical therapy, rehabilitation (including for substance abuse), vision care, chiropractic and long term care.

WHEREAS: A January 2009 study by the California Nurses Association, AFL-CIO, showed that passage of HR676 would provide a major stimulus to the economy, create over 2.6 million new permanent good-paying jobs, boost the economy with \$317 billion in increased business and public revenues, add \$100 billion in employee

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compensation and infuse public budgets with \$44 billion in new tax revenues; and concluded that the broadest economic benefits directly accrue from the actual delivery and provision of health care, not the purchase of insurance.

WHEREAS: HR676 has been endorsed by over 500 union organizations in 49 states including 125 Central Labor Councils and Area Labor Federations and 39 State AFL-CIOs (KY, PA, CT, OH, DE, ND, WA, SC, WY, VT, FL, WI, WV, SD, NC, MO, MN, ME, AR, MD-DC, TX, IA, AZ, TN, OR, GA, OK, KS, CO, IN, AL, CA, AK, MI, MT, NE, NY, NV & MA). THEREFORE BE IT

RESOLVED: That the ILWU once again endorses HR676, the “United States National Health Care Act”; and BE IT FURTHER

RESOLVED: That ILWU calls on the AFL-CIO and Change to Win to join with and support other concerned organizations in educating and mobilizing broad public and political support for single payer health care; and BE IT FURTHER

RESOLVED: That the ILWU calls on the AFL-CIO and CtW to persevere for passage of single payer health care to meet the needs of our members, our families, and all America, and not endorse or support any fallback program of mandated insurance or public option plans which include the wasteful, for-profit insurance industry; and BE IT FURTHER

RESOLVED: That ILWU calls on the AFL-CIO and CtW to actively lobby the White House and Congress for passage of single payer health care; and BE IT FINALLY

RESOLVED: That ILWU calls on the AFL-CIO and CtW to help organize and financially support a “Healthcare is a Human Right” Solidarity March and Rally in Washington, DC.

R-8

NEW CHARTER CONTRACT NEGOTIATIONS

WHEREAS: Throughout the history of the ILWU it has been the strength in solidarity and militant unionism that has made it possible for the Union to have success in bargaining; and

WHEREAS: Beginning with the march inland that capitalized the “W” in ILWU and continuing to organize the unorganized, it has been

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through experienced leadership at the bargaining table, combined with our membership's powerful resolve that we have won good contracts. THEREFORE BE IT

RESOLVED: That all new charters shall have at least one ILWU titled officer or a representative appointed by the International President assisting throughout contract negotiations for the first contract.

R-12

ENDORISING SINGLE-PAYER, UNIVERSAL HEALTH CARE (HR676-SB840)

WHEREAS: The American working class is currently in crisis when it comes to healthcare; and

WHEREAS: The rising costs of health insurance block the progress of ILWU members, and the entire Labor Movement, in wages and other areas; and

WHEREAS: The crisis extends far beyond union members to the 47 million people in the US who had no health insurance during all of 2006 and the more than 75 million who went without it for some length of time within the last two years; and

WHEREAS: People of color, immigrants and women suffer from inequalities in access and delivery of health care, while the elderly and many others must choose between necessities and life-sustaining drugs and care; and

WHEREAS: The Institute of Medicine reported that each year more than 18,000 in the U. S. die because they had no health insurance; and

WHEREAS: We in the United States spend approximately twice as much of our gross domestic product as other developed nations on health care, we remain the only industrialized country without universal coverage; and

WHEREAS: The U. S. health system continues to treat health care as a commodity distributed according to the ability to pay, rather than as a social service to be distributed according to human need. Insurance companies and HMOs compete not by increasing quality or lowering costs, but by avoiding covering those whose needs are greatest; and

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WHEREAS: Congressman John Conyers, Jr. (D-MI) (joined by 86 co-signers) has introduced HR 676, the United States National Health Insurance Act, also called Expanded and Improved Medicare for All. This single-payer health care program proposes an effective mechanism for controlling skyrocketing health costs while covering all 47 million uninsured Americans. The bill also restores free choice of physicians to patients and provides comprehensive prescription drug coverage to seniors, as well as to younger people. HR 676 would cover every person in the U. S. for all necessary medical care including prescription drugs, hospital, surgical, outpatient services, primary and preventive care, emergency services, dental, mental health, home health, physical therapy, rehabilitation (including for substance abuse), vision care, chiropractic and long term care. HR 676 ends deductibles and co-payments. HR 676 would save billions annually by eliminating high overhead and profits of the private health insurance industry and HMOs. The transition to national health insurance would apply the savings from administration and profits to expanded and improved coverage for all; THEREFORE BE IT

RESOLVED: That the ILWU 34th International Convention wholeheartedly endorses Congressman Conyers' bill HR 676, "Expanded and Improved Medicare for All," a single payer health care program; and BE IT FURTHER

RESOLVED: That the ILWU 34th International Convention wholeheartedly endorses California State Senate Bill 840 (authored by termed out Senator Sheila Kuehl), which would provide for single-payer health care for all in the State of California (where presently 7 million people are without health insurance); and BE IT FURTHER

RESOLVED: That the ILWU 34th International Convention will work with other unions and community groups to build a groundswell of popular support and action for single payer universal health care until we make what is morally right for our nation into what is also politically possible.

R-13
SUPPORT OF IMMIGRANT RIGHTS AND IN
SUPPORT OF MAY DAY MARCHES

WHEREAS: Since the last ILWU International Convention no resolution has been achieved in the area of immigration reform; and

WHEREAS: Millions of hard-working, tax paying immigrant workers still languish in the shadows of our society while making massive contributions to the welfare of the United States; and

WHEREAS: Federal immigration authorities (including ICE) have been conducting brutal raids on workplaces and people's homes -- from the arrest of 1,300 workers at Swift & Co. meatpacking plants in six states on December 12, 2006, to more recent raids in the Bay Area, at the Smithfield hog processing plant in North Carolina, and elsewhere -- terrorizing and separating families, intimidating the workers and interfering with union organization at the workplaces, in a massive violation of civil and union rights; and

WHEREAS: On May Day 2006 history was made. The world watched as millions took off from work and school to march for the rights of immigrants and all workers, in the largest International Workers Day demonstrations in the United States in living memory; THEREFORE BE IT

RESOLVED: That the 34th International Convention endorse and encourage participation in the May Day marches and other protest activities in cities within our jurisdiction; and BE IT FURTHER

RESOLVED: That the 34th ILWU International Convention calls upon the members of Congress within our geographical jurisdiction to advocate for the following reforms in regards to immigration:

1. Legalization and equal rights for immigrant workers;
2. Stop ICE from their brutal raids on immigrant workers;
3. No "guest worker" programs;
4. A moratorium on deportations; and
5. Streamline the visa application process.

R-14

SUPPORT OF THE EMPLOYEE FREE CHOICE ACT

WHEREAS: In 1935, the United States established, by law, that workers must be free to form unions; and

WHEREAS: The freedom to form or join a union is internationally recognized by the 1948 Universal Declaration of Human rights as a fundamental human right; and

WHEREAS: The free choice to join with others and bargain for better wages and benefits essential to economic opportunity and good living standards; and

WHEREAS: Unions benefit communities by strengthening living standards, stabilizing tax bases, promoting equal treatment and enhancing civic participation; and

WHEREAS: States in which more people are union members are states with higher wages, better benefits and better schools; and

WHEREAS: Union workers earn 29 percent more than workers without a union, are 35 percent more likely to have access to health insurance and four times more likely to have access to a guaranteed defined-benefit pension, and

WHEREAS: Unions help raise workers' pay and narrow the income gap for minorities and women by increasing median weekly earnings by 31 percent for union women workers, 31 percent for African-American workers, 50 percent for Latino workers, and 9 percent for Asian American workers; and

WHEREAS: Workers across the nation are routinely denied the freedom to form unions and bargain for a better life, with 25 percent of private-sector employers illegally firing at least one worker for union activity during organizing campaigns and

WHEREAS: In the experience of ILWU Local 6 and the ILWU International Organizing Department, employers have routinely done everything imaginable to prevent workers from organizing including firing organizers, spreading outright lies about unionism, and threatening workers with job loss; and

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WHEREAS: Employers such as Rite Aid in the current case of Lancaster CA warehouse workers organizing with ILWU Local 26, often refuse to bargain fairly with workers after forming a union by dragging out first contract bargaining for up to two years in 45 percent of successful campaigns; and

WHEREAS: When the right of workers to form a union is violated, wages fall, race and gender pay gaps widen, workplace discrimination increases and job safety standards disappear; and

WHEREAS: A worker's fundamental right to choose a union free from coercion and intimidation is a public issue that requires public policy solutions, including legislative remedies; and

WHEREAS: The Employee Free Choice Act has been introduced in the U.S. Congress in order to restore workers' freedom to join a union, and is strongly supported by President Obama but not so strongly supported by the entirety of the majority Democratic Caucus; and

WHEREAS: The Employee Free Choice Act will provide more stability between employers and employees by requiring arbitration to resolve disputes in the negotiations of the first contract; and

WHEREAS: The Employee Free Choice Act will safeguard workers' ability make their own decisions with these abuses, provide for first contract mediation and arbitration, and establish meaningful penalties when employers violate workers' rights; THEREFORE BE IT

RESOLVED: That the ILWU does everything in its power to make the Employee Free Choice Act the law of the land, including but not limited to pressing our allies in the halls of Congress to quickly pass this legislation which is vital to the long term survival of our local.

R-15

SUPPORT OF THE WITHDRAWAL OF AMERICAN TROOPS FROM IRAQ AND AFGHANISTAN AND THE REINVESTMENT IN THE HUMAN NEEDS OF AMERICAN PEOPLE

WHEREAS: The war in Iraq has so far cost the lives of thousands of US and Iraqi soldiers, and tens of thousands of Iraqi civilians; has displaced more than 4 million Iraqis, only a few of whom have returned

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in recent months; and has had a financial cost of more than \$2 trillion; and

WHEREAS: The \$720 million a day that the war costs could pay for 84 new elementary schools, or 12,478 elementary school teachers, or 95,364 Head Start places for children, or a year of free school lunches for 1,153,846 children, or a year of healthcare for 423,520 children, or homes for 6,482 families, or 34,904 four-year scholarships for students at state universities; and

WHEREAS: The 911 Commission found no “collaborative relationship between Iraq and Al Qaeda;” and

WHEREAS: Since the war in Iraq began, Iraq has become a new breeding ground for terrorists prompting a September 2006 US National Intelligence Estimate to state that, “the Iraq conflict has become the ‘cause celebre’ for jihadists, breeding a deep resentment of US involvement in the Muslim world and cultivating supporters for the global jihadists movement”; and

WHEREAS: The longer the war in Iraq continues, the more privatized both destruction and reconstruction become with many of the functions of the military contracted to private firms, with Halliburton getting more the \$20 billion in Iraq contracts and Black water and the mercenary industry more than \$4 billion. THEREFORE BE IT

WHEREAS: As the troops are reduced in Iraq, they are being increased in Afghanistan, with all the attendant costs; human, social, and financial, that such increased military activity implies; and

WHEREAS: The ILWU has been consistent in opposition to both the wars in Iraq and Afghanistan, culminating in the May 1, 2008 West Coast Port shutdowns calling for withdrawal of troops from Iraq and Afghanistan.

RESOLVED: That the 34th ILWU Convention demands that the United States immediately begin a complete withdrawal of armed forces from Iraq and Afghanistan, and BE IT FURTHER

RESOLVED: That the 34th ILWU Convention calls for an end to private war profiteering and that contractors be held responsible for their crimes while engaged in contracted activities; and BE IT FURTHER

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RESOLVED: That the 34th ILWU Convention expresses its solidarity with all Iraqi unions in their efforts to organize and establish free and independent unions, and **BE IT FURTHER**

RESOLVED: That the 34th ILWU Convention supports Iraqi labor efforts to protect the national sovereignty of its oil, other natural resources and public assets; and **BE IT FURTHER**

RESOLVED: That the 34th ILWU Convention calls for a reversal of the current federal funding priorities that create austerity for labor by investing in unending war while at the same time taking funds from education, health care, environmental safety and other human needs; and **BE IT FURTHER**

RESOLVED: That the 34th ILWU Convention calls for full restoration of the fundamental constitutional, civil and human rights that have been suspended in order to pursue the “war on terror” and that ILWU Local 6 advocates for (1) the elimination of the practices of rendition, torture and warrantless surveillance, (2) the closing of the prison at Guantanamo Bay and (3) the repeal of the Military Commission Act and the Patriot Act; and **BE IT FURTHER**

RESOLVED: That the 34th ILWU Convention attempts to establish relationships with organizations of veterans and military families and build a network of union members who are vets or in military families, and **BE IT FINALLY**

RESOLVED: That the 34th ILWU Convention communicates to other locals and state and regional bodies, and the AFL-CIO, the existence and significance of these issues and encourage those bodies to undertake appropriate education and solidarity actions in line with these resolutions.

R-16 **75TH ANNIVERSARY GENERAL STRIKE** **COMMEMORATION EVENTS**

WHEREAS: The lessons of the West Coast Maritime Strike and San Francisco General Strike of 1934 are of importance not only to the International Longshore and Warehouse Union (ILWU) but to the entire labor movement, and to the nation and the generations that follow; and

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WHEREAS: In the midst of the 1930's depression, millions of workers including the founders of the ILWU were able to build unions despite anti-labor laws and massive repression; and

WHEREAS: Northern California ILWU Local 10, Local 34 and Laborfest are planning to commemorate this historical event with a 1934 SF General Strike History and Educational Conference on July 3, 2009, a Bloody Thursday 75" Anniversary Procession on July 5, 2009, and an International Labor Conference on July 6, 2009; and

WHEREAS: Throughout July and August 2009 ILWU Local 10, Local 34, and Laborfest are hosting film premiers, book signings, photo exhibits, labor walks, conferences, celebrations and a 75th Anniversary Bloody Thursday Procession throughout San Francisco; and

WHEREAS: The lessons of the ILWU and the general strike are that international labor solidarity, collaboration, and education is a critical task for the defense of the ILWU and the rest of the labor movement; THEREFORE BE IT

RESOLVED: The 2009 ILWU Convention endorses and supports these two conferences and procession and the Southern California 75th Anniversary programs and urges representation from all ILWU locals to participate in and for the International to publicize and support Local 10's, Local 34's and Laborfest's 75th Anniversary General Strike Commemoration Events.

R-17 113 STEUART STREET

WHEREAS: 113 Steuart Street, the landmark building that was ground zero for the Great Maritime and General Strike of 1934, was targeted for demolition by the multi-billion dollar developer Hines Real Estate; and

WHEREAS: from 1933 to 1935, the International Longshoremen's Association (now the ILWU) Local 38-79 was located on the second floor of this very building and that this local is the direct predecessor of ILWU Local 10; and

WHEREAS: Hines Developers concealed the address of the building to prevent Maritime workers and organized labor from discovering their plan to demolish this historic site; and

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WHEREAS: Hines ordered a false “Historic Study” stating that neither the building nor anyone associated with it had made any significant contribution to the history or development of the city of San Francisco; and

WHEREAS: It was that Bloody Thursday occurred at this very site on July 5, 1934, that the funeral of the Longshore martyrs, Howard Sperry and Nick Bordoise took place in this Hall, that their bodies lay in state there for four days, that the massive funeral procession for labor’s martyrs across San Francisco began here; and

WHEREAS: This great silent march electrified working people around the world and galvanized the broadest support for the General Strike; and

WHEREAS: Police and armed goons fired shotguns, tear gas, chemical gas bombs and explosives into the windows of the Hall killing and wounding untold numbers of working people; and

WHEREAS: Harry Bridges and the leaders of the ILA emerged from this Hall and the great struggles that were planned and organized there; and

WHEREAS: Hines claimed falsely that the building no longer exists in any recognizable form when it is unchanged in all essentials and the Hall is today as it was in 1934; and

WHEREAS: In 1934 the employers sought to make concessions to longshore workers alone and the newspaper headlines screamed “Strike Over”; and

WHEREAS: Harry Bridges declared that the general strike and the struggle was not about longshore alone but was for all organized labor and all working people...

WHEREAS: Harry Bridges refused to allow the employers to pit workers against each other; and

WHEREAS: Harry Bridges and the ILA leadership declared that “an injury to one is an injury to all” and that the struggle was for good jobs and decent wages and workers power for organized labor; and

WHEREAS: Working people everywhere today need good paying union jobs; and

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WHEREAS: There is vast work to be done in creating decent and affordable housing for all working people, schools that are not collapsing around the heads of students and teachers, restoration and renewal of the infrastructure of San Francisco and of cities across the United States; and

WHEREAS: What Harry Bridges and the Great Maritime and General Strike of 1934 taught us is that working people need to stand united as a mighty, mighty union; and

WHEREAS: The jobs we want will only come through the mobilization of all working people as in 1934; and

WHEREAS: It was the very mobilization of Maritime and organized labor across San Francisco and the Bay Areas that exposed the lies of Hines and led to a huge victory for all working people on March 17 when the Board of Supervisors voted overwhelmingly to reject the Hines project and the lies presented about it by the developer and his supporters; and

WHEREAS: Hines seeks to impose a ten story glass building 66% over the height restrictions for the entire Waterfront District; and

WHEREAS: The San Francisco Board of Supervisors voted overwhelmingly to reject the Planning Board's "negative determination" and the demolition of 113 Steuart; and

WHEREAS: Former seven year ILWU International President Brian McWilliams led the fight against the destruction of 113 Steuart Street; and

WHEREAS: Officers, executive board members and ranks of all major Maritime and other union joined this fight, THEREFORE BE IT

RESOLVED: That the ILWU Convention calls for 113 Steuart Street to become a landmarked labor history museum, labor education and training center and calls for good union jobs for working people on projects that restore our cities and serve the needs of our people and not the greed of duplicitous developers.

R-18

SUPPORT APM TERMINALS PACIFIC WORKERS

WHEREAS: APM Terminals Pacific, Ltd., has announced plans to shut down its Oakland, California terminal operations in 2010; and

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WHEREAS: This shut down threatens the livelihoods of ILWU Local 34 Office Clerical Unit members in Oakland, California; and

WHEREAS: APM Terminals Pacific is refusing to honor the “No Lay-off” clause of its current collective bargaining agreement with ILWU Local 34; and

WHEREAS: APM Terminals Pacific is not shutting down because they are not profitable nor because the bargaining unit work will no longer exist; THEREFORE BE IT

RESOLVED: That the Thirty-fourth Convention of the International Longshore and Warehouse Union strongly supports the APM Terminals Pacific workers in their fight to keep their jobs and union jurisdiction; AND BE IT FINALLY

RESOLVED: That the ILWU International provide full support to negotiations in process at APM Terminals Pacific in Oakland, California.

R-20 SUPPORT FOR LOCAL 20

WHEREAS: Local 20’s membership has been reduced to 53 members; and

WHEREAS: Due to the loss in membership, Local 20’s financial assets have been depreciated drastically; and

WHEREAS: Rio Tinto has taken advantage of this hardship by violating the collective bargaining agreement over and over; and

WHEREAS Rio Tinto is forcing every grievance the Union files to arbitration instead of settling them in an amicable process; THEREFORE BE IT

RESOLVED: That all the locals within the Southern California region be made aware of Local 20’s situation; and BE IT FURTHER

RESOLVED: That these locals and the International Officers support Local 20 be it through letter campaigns or attending rallies of support; and BE IT FINALLY

RESOLVED: That the ILWU International helps Local 20 with arbitration needs by allocating International lawyers to assist in arbitration if the need arises.

R-21
CELEBRATE 60TH ANNIVERSARY OF 1949
LONGSHORE STRIKE

WHEREAS: 2009 marks the 60 Anniversary of the 1949 Hawaii dock strike; and

WHEREAS: In 1949 the basic demand of Hawaii longshore members was equal pay for equal work as ILWU West Coast longshore; and

WHEREAS: This demand for equal pay threatened the super profits of Hawaii's powerful business oligarchy who used their wealth and power in an attempt to smash the union; and

WHEREAS: With the support of ILWU membership in other industries, longshore members struck for 157 days and won their goal of parity with the West Coast; and

WHEREAS: The struggle to win the strike taught the union the importance of political action and the need to consolidate the separate ILWU locals into one organization to defend the union against employer attacks; and

WHEREAS: Hawaii longshore has come a long way in 60 years and negotiated one of their best collective bargaining agreements in 2008; and

WHEREAS: The longshore grouping continues to be a powerful force within Local 142 in upholding the principles of democratic rank and file unionism, involvement in social issues, and political action; THEREFORE BE IT

RESOLVED: This Convention of the ILWU celebrates the 60th anniversary of the 1949 strike and the accomplishments of the Hawaii longshore grouping over the last 60 years.

R-22
SALUTE ACHIEVEMENTS OF HAWAII ILWU HOTEL
WORKERS

WHEREAS: ILWU Local 142 represents 25 hotels in Hawaii with over 10,000 members; and

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WHEREAS: The ILWU has more hotel members than the other hotel union in Hawaii, UniteHERE Local 5, which has 24 hotels and less than 10,000 members; and

WHEREAS: The tourism grouping of Local 142 Hawaii is the largest of the five industrial groups of the union with more than half of the ILWU members in Hawaii; and

WHEREAS: ILWU hotel units have organized and involved members following the principles of ILWU democratic, rank and file unionism; and

WHEREAS By mobilizing members, our hotel units have won good contracts which are comparable or better than the other Hawaii hotel union; and

WHEREAS: Even in this recession, our hotel units have continued to achieve good contracts and breakthroughs in job security; THEREFORE BE IT

RESOLVED: That this ILWU Convention recognizes the accomplishment of Local 142 hotel units and their unit officers in improving the lives of thousands of hotel members.

R-23

REAFFIRM THE PRINCIPLES OF RANK AND FILE UNIONISM

WHEREAS: It has been over 70 years since the ILWU was founded in 1938; and

WHEREAS: The leaders who founded this union have passed away and we are losing the next generation of leaders who carried on the principles of ILWU unionism and taught us how a democratic, rank and file union should operate; and

WHEREAS: These principles must remain at the center of our culture, our traditions, and our institutional memories; THEREFORE BE IT

RESOLVED: we need to insure that the principles of ILWU rank and file unionism continue to guide our union; and BE IT FURTHER

RESOLVED: To this end, we urge the International and all ILWU locals to develop programs to educate our members and train future leaders in the principles of ILWU rank and file unionism.

R-24
IN MEMORY OF AH QUON MCEL RATH

WHEREAS: Ah Quon McElrath, retired social worker for ILWU Local 142, was born to poor immigrant Chinese parents, educated in public schools, and became a labor icon for all of Hawaii; and

WHEREAS: Ah Quon passed away on December 11, 2008, just four days before her 93rd birthday; and

WHEREAS: Ah Quon started working as a volunteer for Hawaii's struggling labor movement, using her social work training during the 1938 Inlandboatmen's Union strike and the 1946 tsunami which devastated Hilo; and

WHEREAS: It was during that period that Ah Quon met and married Robert (Bob) McElrath, who worked with Jack Hall to publish the Kauai Herald and organize sugar and pineapple workers; their marriage produced a duo dedicated to organizing the unorganized and advancing the working class; and

WHEREAS: Ah Quon was eventually hired by the ILWU as a social worker and developed an effective membership service program to assist members and their families during strikes and other times of need, to educate them about health care, nutrition and taking care of their children, and to help immigrant workers petition for family members to join them in Hawaii and even return to their homeland when they retired; and

WHEREAS: While providing invaluable service to ILWU members, Ah Quon also gained a reputation for being a smart, articulate advocate for all workers and the disadvantaged; she helped to promote Kaiser Permanente as the first health maintenance organization (HMO) in Hawaii, providing quality health care at predictable costs, and to establish prepaid dental care through Hawaii Dental Service; and

WHEREAS: Upon her retirement from the ILWU in 1981, Ah Quon continued her advocacy work: she co-founded the Committee on Welfare Concerns; she promoted death with dignity, advocating for a

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Hawaii law to allow physician-assisted death, as yet unachieved; she worked for peace, attending the founding convention of the Nuclear-Free Pacific Community in Vanuatu and opposing the war in Vietnam as well as the war in Iraq; and

WHEREAS: Her greatest passion was universal health care; she believed that every American had a right to quality health care and that allowing 47 million Americans to be uninsured and potentially without access to health care was criminal; a Health Authority she advocated as a means to ensure universal health care in Hawaii passed the 2009 Hawaii State Legislature in recognition of her work and was dedicated in her honor; and

WHEREAS: Ah Quon was an eloquent speaker, a lifelong learner, an activist bar none, a fighter, an advocate, and a good friend; she was kind to members and friends, always inquiring about their families and looking out for their interest; and

WHEREAS: Most of all, Ah Quon believed in unionism and would bristle when she heard anyone say that unions were corrupt or unions were irrelevant or unions were no longer needed; she believed that, for workers to gain power over their lives and in their workplaces, they need to be organized; that is the role of unions today and always; and

WHEREAS: But Ah Quon knew that unions are led by men and women with human frailties; they could let power corrupt their principles, they could lose sight of their role and their goals, they could forget the importance of collective action and unity of purpose; and

WHEREAS: That is why Ah Quon scolded and cajoled and became our conscience, to help us stay on the right path; she knew her role and she played it well, admonishing union leaders, elected officials, and even corporate giants; and

WHEREAS: Her voice may have been silenced by death, but Ah Quon's commitment to common values, basic principles, and unionism lives on through those she touched and inspired--if we choose to remember and continue her legacy; and

WHEREAS: Anticipating her "Last Days of Mortality," Ah Quon suggested that a fund be established to educate rank-and-file union leaders in the areas of "political action, economic structural change,

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globalization, equality, and democracy"; she wanted union members and leaders to put their knowledge to action for a better world; and

WHEREAS: To honor the life of this great woman, contributions may be made to the Hawaii Labor Heritage Council, a 501(c)3 tax-exempt organization, and designated for the Ah Quon McElrath Fund for Economic and Social Justice; the Fund will be managed by Ah Quon's daughter, Gail Long, with assistance from the ILWU and a committee of community leaders; and

WHEREAS: The ILWU was Ah Quon's union; though she may not have been a union member from the ranks, her commitment to social justice, civil rights and a world at peace embodies the progressive principles for which the ILWU stands; THEREFORE BE IT

RESOLVED: That this Convention of the International Longshore and Warehouse Union honors the life of Ah Quon McElrath, labor icon and social advocate; and BE IT FURTHER

RESOLVED: The Convention reaffirms the ILWU's commitment as a progressive union that organizes the unorganized, fights for social justice, and promotes solidarity; and BE IT FINALLY

RESOLVED: The Convention urges locals and members to contribute to the Ah Quon McElrath Fund for Economic and Social Justice.

R-25 UNIVERSAL HEALTH CARE, PENSIONS, SICK LEAVE, FAMILY LEAVE

WHEREAS: The US lags behind many countries in social benefits and workers rights--many Americans have no medical insurance and cannot afford health care, which is the most expensive in the world; most American workers have no pension benefits, and must rely on savings and Social Security; family leave is limited and unpaid; and one of three American workers have no sick leave or vacation benefits; and

WHEREAS: Less than 14 percent of American workers have achieved some of these benefits and rights through union organization and collective bargaining; and

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WHEREAS: Workers are prevented from organizing because of weak labor laws which are unable to prevent business from illegally defying the law, retaliating against workers who try to organize, and creating a climate of fear in the work place; and

WHEREAS: In most advanced industrial countries, there is a productive and beneficial relationship between employers and unions and it is common for governments to form tripartite committees which include representatives from labor, business, and government; and

WHEREAS: Because labor is actively involved in shaping government policies, these countries have developed social democracies where citizens have access to affordable health care, pensions, sick leave, vacation, family leave, and workplace safety which are required by law or funded by government taxation; and

WHEREAS: The citizens of these countries understand that government needs to set standards and regulate business to protect the public interest and their governments have nationalized businesses and banks when necessary; and

WHEREAS: In the US, the public has been indoctrinated to believe that “free enterprise” and the “free market” are sacred and the essence of what it means to be American; we are told that private business must be free from any government regulation; European methods are condemned as socialism, and spreading the wealth or nationalizing a business is unthinkable and un-American; and

WHEREAS: The United States has a long history of regulating the economy and running “socialized” businesses such as the post office, state and veteran hospitals, water supplies, commuter ferries, harbors, airports, and schools; and

WHEREAS: There is nothing sacred about “free enterprise” or the “free market”, and the current banking and financial crisis could have been prevented by government oversight and regulation; THEREFORE
BE IT

RESOLVED: In finding long-term solutions to this economic crisis, we need to rationally consider the social programs adopted by other countries and reject the propaganda of the right wing that seeks

only to protect their property and wealth; and THEREFORE BE IT FINALLY

RESOLVED: This Convention of the ILWU supports the establishment of a universal health care system in the United States which can be based on many successful models such as Canada's single payer system, Great Britain's government run health care system, or France and Germany's government regulation of private health insurance companies.

R-26

SUPPORT PACIFIC BEACH HOTEL WORKERS

WHEREAS: Over 400 workers of the Pacific Beach Hotel in Waikiki have been fighting to unionize into the ILWU for over seven years since January 2002; and

WHEREAS: Despite numerous unfair labor practices committed by HTH Corporation which owns the Pacific Beach Hotel and Pagoda Hotel and Restaurant in Honolulu, a majority of workers—in their second election—voted for the ILWU, which was certified as the workers' bargaining representative by the NLRB in August 2005; and

WHEREAS: HTH Corporation began negotiating with the ILWU but had no intention of negotiating a collective bargaining agreement in good faith; and

WHEREAS: HTH Corporation engaged in various unlawful maneuvers to avoid unionization by transferring all employees to a management company under their control in January 2007, firing the management company after a few months, and requiring all employees to reapply for their jobs—the second time they had to reapply for their own jobs in less than a year; and

WHEREAS: On December 1, 2007, HTH Corporation discriminated against and did not rehire 32 workers who were some of the union's strongest leaders in the hotel and the majority of the union negotiating committee members; and

WHEREAS: After December 1, 2007, HTH Corporation claimed the ILWU no longer represented the majority of workers at the Pacific Beach Hotel and refused to continue bargaining with the union; and

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WHEREAS: The ILWU joined the community in forming a coalition called Justice at the Beach and urged an international consumer boycott of the Pacific Beach Hotel and HTH Corporation; and

WHEREAS: Local labor unions in Hawaii have stood in steadfast solidarity with the workers at the Pacific Beach Hotel; and

WHEREAS: In February 2008, the AFL-CIO called on all US unions to boycott the Pacific Beach Hotel and HTH Corporation; and

WHEREAS: Japan labor federations and unions such as RENGO, Zenkowan, and Service Rengo, ITF-JC and organizations such as Labor Now have joined the boycott and provided extraordinary support to the workers of the Pacific Beach Hotel by meeting with Japan travel bureaus, leafleting, organizing rallies, and collecting over 65,000 signatures on a petition asking HTH Corporation to comply with U.S. labor law, reinstate fired workers, and recognize the ILWU as collective bargaining agent for Pacific Beach workers; and

WHEREAS: Japanese labor organizations that support the Pacific Beach Hotel workers include: Japanese Trade Union Confederation (RENGO); Japan Federation of Service and Tourism Industries Workers' Unions (Service Rengo); All Japan Dockworkers' Union (Zenkowan); National Federation of Dockworkers Unions of Japan (Zenkoku-kowan); Council of Dockworkers' Unions of Yokohama; Council of Dockworkers' Unions of Kanmon; Council of Dockworkers' Unions of Nagoya; Council of Dockworkers' Unions of Kawasaki; Council of Dockworkers' Unions, Suruga Kowan; Council of Dockworkers' Unions, Shimizu Branch, Tokai Region; Japanese Council of Transport Workers' Unions (ITF-JC); National Railway Workers' Union (KOKURO); All Japan Federation of Transport Workers Unions (UNYOROREN); All Japan Seamen's Union (JSU); Japan Railway Trade Unions Confederation (JR-RENGO); Railway and Transport Agency Workers Union (TEKKORO); Japan Confederation of Railway Workers' Unions (JRU), Japan Airlines Cabin Crew Union; Kensu Rouren; Japan Federation of Aviation Industry Unions (Koku RENGO); and International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF-JC); and

WHEREAS: Other Japanese organizations that have played key roles in the international solidarity effort and the boycott of Pacific

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Beach Hotel include the ITF Asian Pacific Regional Office and Labor Now; and

WHEREAS: In August 2008, the NLRB has upheld sixteen unfair labor charges made by the ILWU against HTH and brought the company to trial before an NLRB Administrative Law Judge, who is expected to make a ruling around September 2009; and

WHEREAS: Proponents of the Employee Free Choice Act (EFCA) have been using the Pacific Beach Hotel case as an example as to why Congress should pass that law; and

WHEREAS: In May 2009, Canadian unions, including the ILWU Canada, distributed information on the hotel's unfair labor practices to Pacific Beach Hotel investor Sun Life Financial at its annual shareholders meeting, and took steps to inform the Canadian public about the boycott against this lawbreaking hotel; THEREFORE BE IT

RESOLVED: This Convention of the ILWU thanks Zenkowan, RENO, Service Rengo, ITF, Labor Now, the AFL-CIO, Canadian unions, and the many other organizations for their solidarity and support in this struggle for justice at the Pacific Beach Hotel.

R-27 HEALTH CARE FOR ALL

WHEREAS: The U.S. is the only developed country in the world that does not guarantee health coverage for all its citizens; 46 million Americans are uninsured and another 25 million are underinsured; and

WHEREAS: In 2008, health care spending in the U.S. reached \$2.4 trillion, 17% of the country's gross domestic product (GDP), and is projected to reach \$3.1 trillion by 2012; and

WHEREAS: Despite these huge expenditures for health care, the quality of patient care is disparate and dismal; the U.S. is ranked 29th out of 37 countries for infant mortality, below Cuba and Hungary, double the rate for France and Germany, and even worse for African-Americans; and

WHEREAS: One reason for high costs and poor outcomes is that too many people without health coverage forgo or delay health care, resulting in illness and injury being routinely treated in costly hospital

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emergency rooms or left untreated and later requiring far more intensive and thus expensive care; and

WHEREAS: The cost of care for catastrophic illness and injury of the uninsured is largely borne by those who have insurance; providers charge more to private payers to make up for uncompensated care and insurers charge more in premiums; and

WHEREAS: If everyone in the U.S. had health insurance, cost-shifting would diminish or become non-existent; if everyone in the U.S. were part of a large pool of insureds, premium costs would be reduced; universal health care makes economic sense; and

WHEREAS: Universal coverage alone will not solve health care problems in America; and

WHEREAS: A critical look at what is driving the health care spending that President Obama calls an "unsustainable course that threatens the financial stability of families, businesses, and government itself" is needed to determine how to contain those costs; and

WHEREAS: One cost driver is the intensity of health care as chronic illnesses like diabetes and heart disease, coupled with people living longer, create more demand for health care; and

WHEREAS: Another cost driver is medical technology such as magnetic resonance imaging (MRI), which is costly and generates increased consumer demand, as well as complicated procedures like heart-lung transplants that are made possible by innovations in research and technological advances; yet the irony is that the cost for magnetic resonance imaging in Japan is \$100 compared to \$1,200 in the U.S.; and

WHEREAS: Still another cost driver is the growing use of prescription drugs to treat and control chronic illnesses; the pharmaceutical industry has grown in revenue and influence over the past several years, partly due to the Medicare Part D program implemented in 2006, which specifically bans the federal government from negotiating with drug manufacturers to lower the price of prescription drugs; and

WHEREAS: A huge cost driver, the potential of which has yet to be determined, is the aging of the American population; in 2011, the first baby boomers will qualify for Medicare, raising increased concerns

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about the stability and viability of Medicare for future generations; furthermore, an aging population raises issues about the enormous cost of long-term care and whether the U.S. will be equipped to meet the challenge; and

WHEREAS: A final cost driver is the spending on healthcare marketing, billing, and administration; pharmaceutical companies spend inordinate amounts of money on advertising to encourage patients to use their drugs and on influencing physicians to prescribe their drugs; in addition, health information technology is currently fragmented and ineffective yet has the huge potential to save money and increase efficiency; and

WHEREAS: A comprehensive plan to control costs, make health care accessible to all, and ensure quality of care is urgently needed; inaction will mean that health care will consume even more American dollars and lead to more home foreclosures and more bankruptcies due to medical debt, already at 50% of all bankruptcies; and

WHEREAS: No one knows what the best solution will be, but key elements of a comprehensive health care system are: (1) all Americans must have health coverage to ensure access to care, without mandating the purchase of private insurance yet assuring quality and personal choice of providers; (2) individuals, employers, government, providers, and insurers must bear and share responsibility for the problem; (3) primary care and chronic disease management must be strengthened at the same time that prevention and wellness must be promoted and incentivized; and (4) government must serve as the watchdog on costs, quality, abuse and waste while providing for public health needs; THEREFORE BE IT

RESOLVED: That this Convention of the International Longshore and Warehouse Union supports comprehensive health care reform, including consideration of a single payer system, that will ensure access to quality health care for everyone in the U.S. without compromising the employer-based system; and BE IT FINALLY

RESOLVED: That this Convention encourages each ILWU member to promote wellness for themselves and their families and participate in chronic disease management.

R-30

COMMEND SOUTH AFRICAN DOCKERS

WHEREAS: The South African dockworkers union in the port of Durban organized a heroic action against the ZIM Lines ship Joanna Russ, on February 5, 2009 protesting the Israeli massacre in Gaza in solidarity with the plight of the Palestinian people; and

WHEREAS: A report entitled “Victory for Worker Solidarity—Durban Dockers Refuse to Offload Israeli Goods” issued February 6, 2009 by Randall Howard, General Secretary of the South African Transport and Allied Workers Union (SATAWU) and Patrick Craven of the Confederation of South African Trade Unions (COSATU) stated “Israel’s terror included flagrant breeches of international law, the bombing of densely populated neighborhoods, the illegal deployment of chemical white phosphorous, and attacks on schools, ambulances, relief agencies, hospitals, universities and places of worship;” and

WHEREAS: The Durban dockworkers announced that their action was inspired by the ILWU’s 1984 anti-apartheid action in the port of San Francisco against the ship Nedloyd Kimberly from South Africa; and

WHEREAS: Unions around the world have lauded the SATAWU for their action; THEREFORE BE IT

RESOLVED: That this Convention direct the Titled Officers to send a solidarity message commending our brothers and sisters in the South African dockworkers’ union (SATAWU) for their exemplary action; and BE IT FINALLY

RESOLVED: That the ILWU demands an immediate end to the continuing Israeli siege of Gaza which is blocking food, medical and construction supplies to rebuild their houses from rubble.

R-32

RACIST OPPRESSION AND THE DEATH PENALTY

WHEREAS: The ILWU and the militant wing of the American labor movement, the Congress of Industrial Organizations (CIO), grew out of the class struggles in the 1920s and 1930s mobilizing against anti-worker and racist oppression, notably the cases of San Francisco labor

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organizer Tom Mooney and the nine black Scottsboro Boys of Alabama, falsely accused of rape; and

WHEREAS: Police, courts and laws have historically been used against working people in our struggle to organize unions and fight back against racist oppression; and

WHEREAS: The ILWU has a long-standing principle of opposition to racism and to the death penalty, a vestige of slavery, which is the ultimate form of government oppression; and

WHEREAS: On April 24, 1999, the ILWU proudly stopped work in all West Coast ports to demand freedom for Mumia Abu-Jamal; and

WHEREAS: African Americans, Latin Americans and other people of color are disproportionately imprisoned on death row across the country facing execution; and

WHEREAS: Mumia Abu-Jamal, Troy Anthony Davis, Kevin Cooper, Leonard Peltier and the San Francisco 8 are some of the most prominent victims of these government frame-ups, Jamal and Davis falsely accused of killing police, and Peltier of FBI agents on an Indian reservation; and

WHEREAS: The U.S. Supreme Court recently denied the appeal of Jamal, while Davis and Cooper lost before federal appeals courts; and

WHEREAS: Martina Correia, sister of Troy Davis, spoke passionately this year at ILWU Local 10's Black History month rally against racist repression and is now initiating an international campaign to support her brother's lawsuit challenging the constitutionality of executing an innocent person; THEREFORE BE IT

RESOLVED: That the ILWU reaffirms our opposition to the death penalty, supports Martina Correia's lawsuit and demands freedom for these innocent victims of government repression.

R-33 FREE THE CUBAN 5

WHEREAS: President Obama is allowing Cuban Americans to make unlimited transfers of money and visits to relatives in Cuba; and

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WHEREAS: Congresswoman Barbara Lee led a delegation of Congressional Black Caucus members which included Congresswoman Laura Richardson of Southern California and they met with President Raul Castro and Fidel Castro; and

WHEREAS: Five Cuban men are in United States Prisons for infiltrating a Florida Paramilitary organization that carried out terrorist acts against the Cuban people; and

WHEREAS: The mission of the Five was never to obtain U.S. military secrets, but infiltrate and monitor the activities of these criminal groups in Miami and to report their planned threats back to Cuba; and

WHEREAS: Two of the five have been denied their basic human rights to receive visits from their respective wives as the U.S. government continues to deny them U.S. entry visas is contrary to proper treatment of prisoners, and their families; and

WHEREAS: ILWU, Local 10 sent a letter to President Obama urging him to look into the case of the internationally known Cuban 5 and immediately free them so they can return to their families; and

WHEREAS: During a visit to Cuba an ILWU delegation met with the immediate family members of the Cuban 5 and made a commitment to seek support for the Five at the ILWU 34th Convention;
THEREFORE BE IT

RESOLVED: That the Convention delegates instruct the International President to write a letter to President Obama, urging President Obama to look into the case of the Cuban 5, and immediately allow their wives and families to visit them and move to free them so they can return to their families.

R-34

UNIVERSITY OF WASHINGTON LABOR ARCHIVES

WHEREAS: Working people and their unions built this state and this nation; and if that understanding is lost, the labor movement will weaken and democracy itself could be threatened. History matters and it needs to be preserved and used; and

WHEREAS: For decades the University of Washington Special Collections Library has served as the repository for the records of the

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State Labor Council; several county labor councils, and many union, leaders, and activists; and,

WHEREAS: This library has suffered funding cut-backs and for some time has been unable to process donated collections, meaning that vital historical documents remain inaccessible, raising the concerns that other materials will not find a home at the major research library of the Pacific Northwest and that history will be lost; THEREFORE BE IT

RESOLVED: That the Washington labor community supports a campaign to raise funds to create the Washington Labor Archives (WLA) at the University of Washington Library; AND BE IT FURTHER

RESOLVED: That the WLA will combine the dozens of labor collections already housed in the library with new collections that will be added in the years ahead and that the WLA will be managed by a professional labor archivist who will be employed by the Harry Bridges Center for Labor Studies at UW; AND BE IT FURTHER

RESOLVED: That the labor archivist will supervise the development of the Labor Archive, adding to and organizing the historical materials already deposited in the Special Collections Library, that the labor archivist will also work with unions, advising them on records management and arranging for the donation and processing of materials to the Labor Archive and, in addition, the labor archivist will develop educational projects and materials that will be widely accessible to union members. Schools, and the general public and will be both a repository and a vehicle for teaching about the vital history and vital presence of unions in our region; AND BE IT FURTHER

RESOLVED: That the Washington labor community will assist in fundraising \$100,000 per year to pay salary and benefits for a labor archivist and also fund an ongoing program of labor heritage and labor education events that will guarantee at least five years of funding until the WLA is able to have a permanent endowment in place and is able to attract grants from foundations and governmental sources; AND BE IT FINALLY

RESOLVED: That the International Longshore and Warehouse Union request from all ILWU Locals to make financial contributions to assist in this worthwhile effort.

R-36
SUPPORT OF RITE AID NEGOTIATIONS

WHEREAS: In 1996 Rite Aid purchased the Thrifty Corporation, which became the exclusive owner and operator of Thrifty Drug retail stores, pharmacies and warehouses, which are their distribution centers; and

WHEREAS: The Thrifty Corporation's warehouses employed 700 workers who were members of ILWU Local 26; and

WHEREAS: Shortly following this purchase, Rite Aid management met with their Local 26 Bargaining Unit and thanked them for their loyalty and hard work for Thrifty Corp. for over 50 years and promised to continue their predecessor's operations and retain all employees and recognize their union's contract; and

WHEREAS: In the spring of 1997, while at the ILWU Convention in Hawaii, Local 26 officers were faxed the Rite Aid 60-day Warn Notice; and

WHEREAS: Such notice informed Local 26 that Rite Aid would NOT negotiate a successor contract for the Local 26 Bargaining Unit and would lay off 700 union employees by June 31, 1997; and

WHEREAS: Rite Aid had planned to and did relocate its distribution center to Las Vegas, Nevada and pay their employees minimum wage, no benefits, no union; and

WHEREAS: Rite Aid moved back to California approximately one year later, leasing for one dollar and 10 years an 88-acre facility in Lancaster, Southern Calif.; and

WHEREAS: Many former Thrifty union members were forced into early retirement, some after 40 years of employment, and some members lost homes and family and a few committed suicide; and

WHEREAS: The ILWU and Local 26 are committed to not permitting Rite Aid's anti-ILWU corporate decisions to prevail; and

WHEREAS: For the past 2 years ILWU and numerous Rite Aid workers worked tirelessly to achieve a union victory for over 650 Rite Aid warehouse employees and;

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WHEREAS: Rite Aid continues to harass its workforce, laying off union supporters, forcing them to work in stifling heat and extreme cold, with a high productivity and strict attendance policy, causing illness, stress and injury; and

WHEREAS: Rite Aid's negotiating strategy includes repeated unfair labor practices and delatory tactics; and

WHEREAS: Rite Aid has instigated a de-certification campaign and hired a union-busting consultant to intimidate the workforce and further the company's anti-union campaign by surface bargaining; therefore be it

RESOLVED: That the delegates to this 34th ILWU Convention rise to congratulate the Rite Aid workers for their ongoing courage and diligence in the line of fire and their commitment to achieving a just collective bargaining agreement; and be it also

RESOLVED: That we inform Rite Aid Corp. that their employees are not alone and that we work and live in most communities where Rite Aid stores are open for business; and be it finally

RESOLVED: That our support for Rite Aid's ILWU workforce take whatever form may be necessary in order to achieve the goal of a fair and just union contract.

R-37 JACK WYATT SR

WHEREAS: Jack Wyatt Sr. has been a member of the ILWU Warehouse Local 17 since 1966, when he was working at United Grocers Distribution Center in Sacramento, Calif; and

WHEREAS: Jack was elected Chief Steward by his co-workers in 1976, and elected Vice President of Local 17 in 1981 and served in that position until he was elected Secretary-Treasurer in 1988, and has been re-elected to that office for the last 21 years and will retire on June 03, 2009; and

WHEREAS: Jack has earned the reputation of being fearlessly dedicated to the membership he serves and through his unique sense of humor has always managed to make even the most dire circumstances seem bearable; and

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WHEREAS: Jack has always been accessible to the membership 24/7 and is a labor leader who has never thought he was anything more than a rank-and-file warehouseman who had the privilege of serving his co-workers; and

WHEREAS: No amount of words can describe the positive impact Jack has had on the thousands of ILWU members and people who have known him; and therefore be it

RESOLVED: That this 34th Convention of the ILWU recognize Jack Wyatt Sr. for more than four decades of membership in the ILWU, the majority of which were in service to this great union; and be it finally

RESOLVED: That the ILWU congratulate Jack on his much-deserved retirement and thank his family for letting us have him all of these years.

R-38 CHANGE US-CUBA POLICY AND RESTORE DIPLOMATIC RELATIONS

WHEREAS: The time has come under the current administration to seize the moment and finally bring to an end the ineffective embargo and travel ban against Cuba; and

WHEREAS: Cultural, health, academic, and humanitarian exchanges should be prompted by the Obama administration to move away from the politically motivated restrictive and failed policies of the Bush government; and

WHEREAS: We, the workers in this country, are the best ambassadors for important exchanges of ideas; therefore be it

RESOLVED: That in that spirit, we call for an end to the senseless travel ban that is counterproductive and unnecessary; and be it finally

RESOLVED: That now is the time to demonstrate to the Cuban people that the American worker is interested in building a new and lasting relationship based on diplomacy, dignity, respect and mutual dialogue, in solidarity together to make this hemisphere a more peaceful place.

R-40
RICHARD CAVALLI

WHEREAS: Union leadership is a difficult but gratifying job; and

WHEREAS: Union leadership has tremendous responsibilities and high stress; and

WHEREAS: Union leadership requires countless unpaid hours away from loved ones, family and friends; and

WHEREAS: Very few choose this very difficult path; therefore let it be

RESOLVED: That ILWU Local 34 and the 2009 ILWU Convention thank Richard Cavalli for all his years of service to and sacrifice for the International Longshore and Warehouse Union.

R-42
ILWU SUPPORTS WOMEN'S RIGHTS

WHEREAS: From its birth the ILWU has a proud tradition of defending the rights of workers; and

WHEREAS: Our union also has a history of demanding equal treatment for all people; and

WHEREAS: As working-class people we understand the plight of those struggling to raise a family and make a better life; and

WHEREAS: Our record shows that the ILWU has always respected and toiled for the equal treatment of women in the home, the workplace, and the world; THEREFORE BE IT

RESOLVED: In the Home: that the ILWU dedicates itself to committing resources in the political battle for legislation in Congress and at the State levels to guarantee health care for children and childcare for working families, and supporting the creation of Domestic Violence Information Centers so women can get the facts they need to combat the all too common violence and rape crisis women can be subject to; and THEREFORE BE IT FURTHER

RESOLVED: In the Workplace: that the ILWU and all its locals commit themselves to guaranteeing in all our labor contracts that women

RESOLUTIONS AND COMMITTEE REPORTS

be paid the same wages as their male counterparts, that the “glass ceiling” for women be abolished so women can be promoted according to their abilities and not denied advancement because of their gender, that harassment will not be tolerated in the workplace and when encountered will be adjudicated immediately; THEREFORE BE IT FINALLY

RESOLVED: In the World: that our union supports the nomination of Sonia Sotomayor for Justice of the United States Supreme Court and that we also dedicate ourselves to appointing more than two women to the Supreme Court and that the ILWU stands against North Korea’s show trial of American journalists, Laura Ling and Euna Lee, and that we hereby demand that the Afghan government of Hamid Karzai immediately revise the Shia Family Law wherein girls are not allowed to attend school and women are not permitted to leave the home or receive medical care without their husbands’ permission and must submit to sex upon their husbands’ demand, and that the ILWU will use every political influence possible to demand that rape kits in Los Angeles and other cities be analyzed and not allowed to languish on evidence room shelves while the guilty go free.

R-44 JOHN TOUSSEAU

WHEREAS: Union leadership should be honored and encouraged; and

WHEREAS: Union leadership has tremendous responsibilities; and

WHEREAS: Union leadership requires enormous sacrifices by the individual and their families and friends; and

WHEREAS: Very few have the courage to take that difficult path; THEREFORE BE IT

RESOLVED: That ILWU Local 63 and the 2009 ILWU Convention thank John Tousseau for all his years of service and sacrifice for the International Longshore and Warehouse Union.

ROSTER
OF
CONVENTION
DELEGATES, GUESTS, STAFF
AND
COMMITTEE ROSTER

TITLED OFFICERS AND INTERNATIONAL EXECUTIVE BOARD

TITLED OFFICERS

Robert McEllrath
President

Wesley Furtado
Vice President, Hawaii

Joseph Radisich
Vice President, Mainland

Willie Adams
Secretary-Treasurer

INTERNATIONAL EXECUTIVE BOARD (not otherwise a local delegate)

Richard Cavalli

Silva, Joey

Ige, Kenneth

Lawrence Thibeaux

Lum, Nate

Zahl, Robert

Martin, Avelino

ROSTER OF CONVENTION DELEGATES

Local 4

Clark, Brad	Constitution
Olson, Troy	Resolutions

Local 5

Bailey, Shadrach	Resolutions
Duncan, Britta	
Holmberg, Tove	Constitution
Imbrone, Katy	Resolutions
Mckinlay, Sarah	Programs
Sanchez, Adam	Constitution
Schmidgall, Chris	Resolutions
Solomon, Ronald	Constitution
Takas, Ryan	Constitution
Van Winkle, Ryan	Constitution

Local 6

Alcala, Isaac	Credentials/Officers
Report	
Dall, Carey	Programs/Constitution
Mahon, Donal	Programs/Constitution
Morrison, Larry	Credentials/Officers
Report	
Nunez, Jose	Constitution
Pecker, Fred	Programs
Rodriguez, Armando	Resolutions
Tacconi, Corey	Credentials/Officers
Report	

Local 7

Foster, Kevin	Programs
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Local 8

Daw, James	Resolutions
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Local 8

Holte, Bruce	Constitution
Porter, David	Resolutions
Smith, Jeffery	Resolutions
Sundet, Leal	Credentials/Officers
Report	

Local 8 (cont)

Wilson, Stuart	Credentials/Officers
Report	

Local 9

Hutter, Tony	Credentials/Officers
Report	

Local 10

Castanho, John	Constitution
Fyten, Steven	Credentials/Officers
Report	
Gaskin, Frank	Credentials/Officers
Report	
Gonzales, David	Credentials/Officers
Report	
Heyman, Jack	Resolutions
Mackay, Melvin	Constitution
Mead, Richard	Programs
Mendez, Adam	Credentials/Officers
Report	
Moore, Byron	Credentials/Officers
Report	
Willis, Trent	Resolutions
Wright, Erick	Programs

Local 12

Moore, William	Credentials/Officers
Report	

Local 13

Bonilla, Alberto	Constitution
Cortez, Joseph	Credentials/Officers
Report	
Familathe, Ray	Programs
Favazza, Pete	Constitution
Imbagliazzo, Daniel	Constitution
Lujan, George	Constitution
Manzo, Larry	Credentials/Officers
Report	

ROSTER OF CONVENTION DELEGATES

Local 142 (cont)

Boyce, Thomas	Resolutions
Brown, Kimo	Constitution
Brown, Roberta	Programs
Bugtong, Esteher	Programs
Bunyard, Michael	Resolutions
Butterfield, Christeen	Constitution
Cabacungan Jr, Robert	Programs
Cabading, Douglas	Constitution
Cabading, Victoria	Programs
Cabalizan, Theresa	Programs
Clubb, Genevieve	Constitution
Cravalho-Logan, Wanda	Programs
Crespin Jr, Jose	Constitution
Dacuycuy, Sean	Constitution
Dawson, Dustin	Constitution
Dela Cruz, Clayton	Credentials/Officers Report
Deleon, Orlando	Programs
Demello, Jerrybeth	Programs
Diaz, Edwin	Constitution
Dickinson, Annie	Resolutions
Domingo, Donna	Programs
Enos, Betty	Programs
Espeleta, Teddy	Programs
Eubank, Joni	Constitution
Eugenio, Melecio	Programs
Felipe, Joseph	Programs
Felipe, Priscilla	Resolutions
Fernandez, James	Programs
Fernandez, Linda	Programs
Fiesta, Isaac	Constitution
Fontanilla, Rogelio	Programs
Friday, Michael	Constitution
Fujimura, Guy	Credentials/Officers Report
Galdones, Federico	Constitution
Galisa, Evangeline	Constitution
Garcia, Jon	Programs
Garcia, Josefina	Resolutions
Gauthier, Gregory	Constitution
Gouveia, Harold	Programs
Hamabata, Dona	Resolutions

Local 142 (cont)

Haole Iv, William	Constitution
Hayashi, Barrett	Programs
Hera, Garrett	Constitution
Hofmann, Mary	Constitution
Hullinger, Dillon	Constitution
Javier, Domingo	Programs
Jones, David	Credentials/Officers Report
Jose, Vincent	Resolutions
Kaai, Editha	Resolutions
Kaaihue, Samuel	Constitution
Kamada, Lance	Constitution
Kamakaokalani, Francis	Constitution
Kawaguchi, Amy	Resolutions
Kelekoma, Jonalen	Constitution
Kodani, Cyrus	Constitution
Kreutz, Henry	Constitution
Kua, Doreen	Constitution
Lake, Susan	Programs
Lane, Bert	Constitution
Machado, Michael	Constitution
Manlansing, Perlita	Programs
Mccarthy, Patrick	Resolutions
Medeiros, Jason	Constitution
Medeiros, Star	Constitution
Miramontes, Jose	Constitution
Miura, Eli	Constitution
Mori, Dave	Resolutions
Morita, Patricia	Programs
Morton, Dennis	Constitution
Murayama, Glenn	Programs
Oandasan, Henry	Constitution
Ogawa, Gordon	Programs
Ordonez, Amelia	Programs
Oyamot-Maeha, Donna	Constitution
Palazzotto, Kanaiela	Programs
Pang, Frankie	Resolutions
Pedra, Juanita	Resolutions
Perez, Lee Ann	Resolutions
Piltz, Dean	Constitution
Pupuhi, Kevin	Constitution
Ramirez, Samuel	Programs

ROSTER OF CONVENTION DELEGATES

Local 142 (cont)

Raphael, Angela	Resolutions
Raposas, Aurora	Constitution
Revilla, Wilma	Programs
Riel, Nestor	Resolutions
Rillanos, Mary	Resolutions
Rita, David	Constitution
Rita, Nelson	Constitution
Rivera, Lourdes	Programs
Rodrigues, Mathew	Credentials/Officers Report
Ruidas, Kelly	Resolutions
Sanchez, Alan	Programs
Sanchez, Magdaleno	Programs
Scott, Brad	Constitution
Secretario, Philbert	Programs
Shigemitsu, Dana	Constitution
Sousa, Elana	Programs
Spath, Michael	Resolutions
Spencer, Myra	Programs
Stalker, Amelia	Constitution
Tahara, Tyrone	Constitution
Tancayo, Willa	Constitution
Tina, Carolyn	Programs
Tom, Melvin	Resolutions
Tomita, Dean	Programs
Tseu, Darryl	Observer Delegate
Valdez, Merlina	Constitution
Victorino Jr, Michael	Resolutions
Vila, Flordeline	Constitution
West, Stephen	Programs
Yagodich, Emmaline	Constitution
Young, Gordon	Programs

Local 200

Cryts, Donald	Constitution
Fisher, Marjorie	Credentials/Officers Report
Manowski, Debra	Programs
Mathers, Joyce	Programs
Nesje, Russell	Programs
Woods, Lena	Resolutions
Young, Dennis	Constitution

Alaska Longshore Division

Barton, Bruce	Credentials/Officers Report
Hendrickson, Pete	Credentials/Officers Report
Wendt, Chuck	Programs
IBU	
Allen, Grant	Credentials/Officers Report
Angeles, Isagani	Resolutions
Billington, Charles	Programs
Bucknum, Gary	Constitution
Cheshire, Corazon	Constitution
Christie, Stanley	Resolutions
Conklin, Dennis	Credentials/Officers Report
Cote, Alan	Resolutions
Crocker, Kerry	Programs
Deising, Ricky	Credentials/Officers Report
Ditch Jr, Warren	Constitution
Downer, Stuart	Constitution
Guinto, Jonas	Credentials/Officers Report
Gurtiza, Richard	Programs
Hart, Peter	Programs
Herko, Mike	Resolutions
Ho, Kenneth	Constitution
Ingram, Forrest	Programs
Irminger, Robert	Resolutions
Lapinski, Peter	Credentials/Officers Report
Lee, Bryan	Constitution
Lee, Rolland	Resolutions
Maresh, Joseph	Credentials/Officers Report
Mast, Terri	Programs
Mccormick, Gail	Resolutions
Mitchoff, Michael	Programs
Morris, David	Programs
Nichols, Michael	Credentials/Officers Report

ROSTER OF FRATERNAL DELEGATES

ILWU Federated Auxiliaries

Ordano, Jean -- President
Richards, Marilyn -- Oregon Area Vice
President

Federated Auxiliary #1, North Bend, OR

Whalen, Sharon

Federated Auxiliary #4, Everett, WA

Rogers, Dauna

Federated Auxiliary #11, Vancouver, WA

Clark, Kathy
Hunt, Christy
Schafte, Alysha
Veitenheimer, Laurie

Federated Auxiliaries Washington Area

Dunlap, Pat

San Francisco Bay Area Pensioners

Cobbs, George
Lucas, Joe
Rooker, Ralph

Seattle ILWU Pensioners Club

Alexander, Russ
Dean, Charles
Fairbanks, William
Fuller, Mary
Kennedy, Ian
Mink, Arthur
Munson, John
Rogers, Robert
Swanson, Robert
Vekich, Randy
Woeck, Robert

Southern California Pensioners

Almeida, Art
Arian, David
Lavery, Penne
Loveridge, Lou
Perisho, Al
Pulselich, Mike
Wright, Lewis

West Bay Local 6 Pensioners

King, Leroy

PCPA

Austin, Richard -- President

PROGRAMS COMMITTEE ROSTER

GUESTS AND STAFF

Guests

Baker, John D -- International Longshoremen's Association, Assistant General Organizer

Crumlin, Paddy -- Maritime Union Of Australia, National Secretary

Cumberlidge, Stephen -- Maritime Union Of Australia, Brisbane, Delegate

Donovan, Jim -- Maritime Union Of Australia, Veterans Representative

Eaton, Wade -- Maritime Union Of Australia, Fremantle Delegate

Fife, Ray -- Maritime Union Of New Zealand

Gregoire, Christine -- State Of Washington, Governor

Gregory, James -- University Of Washington, Chair, The Harry Bridges Center For Labor Studies

Hughes Jr, Richard P -- International Longshoremen's Association, President

Itoh, Akinobu -- All Japan Dockworkers, Assistant General Secretary

Loridan, Marc -- Belgian Transportworker's Union - Dockers'

Lubben, Henri -- Belgian Transportworker's Union - Dockers' Section

Mayn, Russell -- Maritime Union Of New Zealand, Assistant General Secretary

McNamara, James -- International Longshoremen's Association, Director Of Public Relations

Newlyn, Jamie -- Maritime Union Of Australia, 5th Australian Branch Secretary

Outram, Dennis -- Maritime Union Of Australia, Newcastle Delegate

Patchett, Robert -- Maritime Union Of Australia, Victorian, Assistant Branch Secretary

Payne, Darryl -- International Longshoremen's Association, President, Local 1526

Remar, Rob -- Leonard Carder Llp

Riley, Ken -- International Longshoremen's Association, President, Local 1422

Ryan, Michael -- Maritime Union Of Australia, Melbourne

Verbeeck, Monique -- Belgian Transportworker's Union - Dockers' Section

CONSTITUTION COMMITTEE ROSTER

George O'Neil, Co-Chair

Nate Lum, Co-Chair

Mike Mitre, Secretary

Local 13

Bonilla, Alberto
Favazza, Pete
Imbagliazzo, Daniel
Lujan, George
Mitre, Michael
Ponce De Leon, Frank

Local 19

Ventoza, Matthew

Local 21

Philbrook, John

Local 23

Jackson, Art

Local 26

Cortinas Jr, Enrique

Local 28

Hardisty, Dan

Local 30

Wade, Bruce

Local 34

Ducroux, Rene
Ibarra, Gary

Local 40

Hendricks, Martha
O'Neil, George

Local 63 Marine

Clerks

Brown, Julie
Harrison, Tom

Local 63 Office

Clericals

Fageaux, John
Ursic, Linda

Local 92

Hickman, Charles

Local 142

Ajolo, Alex
Barsatan, Marino
Brown, Kimo
Butterfield, Christeen
Cabading, Douglas
Clubb, Genevieve
Crespin Jr, Jose
Dacuycuy, Sean
Dawson, Dustin
Diaz, Edwin
Eubank, Joni
Fiesta, Isaac
Friday, Michael
Galdones, Federico
Galisa, Evangeline
Gauthier, Gregory
Haole Iv, William
Hera, Garrett
Hofmann, Mary
Hullinger, Dillon
Kaaihue, Samuel
Kamada, Lance
Kamakaokalani, Francis
Kelekoma, Jonalen
Kodani, Cyrus
Kreutz, Henry

Local 142 (cont)

Kua, Doreen
Lane, Bert
Lum, Nate
Machado, Michael
Medeiros, Jason
Medeiros, Star
Miramontes, Jose
Miura, Eli
Morton, Dennis
Oandasan, Henry
Oyamot-Maeha, Donna
Piltz, Dean
Pupuhi, Kevin
Raposas, Aurora
Rita, David
Rita, Nelson
Scott, Brad
Shigemitsu, Dana
Silva, Joey
Stalker, Amelia
Tahara, Tyrone
Tancayo, Willa
Valdez, Merlina
Vila, Flordeline
Yagodich, Emmaline

Local 200

Cryts, Donald
Young, Dennis

IBU

Bucknum, Gary
Cheshire, Corazon
Ditch Jr, Warren

CONSTITUTION COMMITTEE ROSTER

IBU (cont)

Downer, Stuart
Ho, Kenneth
Lee, Bryan
Secchitano, Marina
Ubelhart, Jay

**American Radio
Association**

Young, Carl

Local 500

Footman, Tim
Westrand, Gordon

Local 502

Pennell, Lorne

Local 522

Anderson, Mike

International Officers

Furtado, Wesley
McEllrath, Robert

**ILWU Administrative
Staff**

Bargmann, Russ

CREDENTIALS AND OFFICERS REPORT COMMITTEE ROSTER

Tom Dufresne, Co-Chair

Lawrence Thibeaux, Co-Chair

Avelino Martin, Secretary

Local 6

Alcala, Isaac
Morrison, Larry
Tacconi, Corey

Local 8

Sundet, Leal
Wilson, Stuart

Local 9

Hutter, Tony

Local 10

Fyten, Steven
Gaskin, Frank
Gonzales, David
Mendez, Adam
Moore, Byron
Thibeaux, Lawrence

Local 12

Moore, William

Local 13

Cortez, Joseph
Manzo, Larry
Ortiz Jr, Ray

Local 19

Finne, Rudy
Mckisson, Dan

Local 23

Depaul, Anthony
Whitman, Randall

Local 25

Ashbach, David

Local 26

Gratz, Luisa

Local 27

Kalla, Marc

Local 29

Kavanaugh, John

Local 30

Blankenship, Mark

Local 34

Gutierrez, Edward
Hultgen, Dan

Local 50

Niemi, Kenneth

Local 52

O'Donnell, Sean

Local 63 Marine

Clerks
Box, Ray
Ciaramitaro, Peter
Diaz, Adrian
Podue, Michael
Tousseau, John

Local 68

Royles, Edward

Local 94

Miranda, Daniel

Local 98

Toro, Joe

Local 142

Dela Cruz, Clayton
Fujimura, Guy
Jones, David
Martin, Avelino
Mccomas, Lynette
Rodrigues, Mathew

Local 200

Fisher, Marjorie

**Alaska Longshore
Division**

Barton, Bruce
Hendrickson, Pete

IBU

Allen, Grant
Conklin, Dennis
Deising, Ricky
Guinto, Jonas
Lapinski, Peter
Maresh, Joseph
Nichols, Michael
Romero, Robert
Skow, John

Local 500

Dufresne, Thomas
Voci, Rino

Local 502

O'Donnell, Kenny

OFFICERS' REPORT AND CREDENTIALS COMMITTEE ROSTER

Local 514

Roberts, Ron
Scigliano, Frank

Local 517

Ball, Kevin

Local 517 (cont)

Webster, Mandy

International Officers

Adams, William

**ILWU Administrative
Staff**

Kuhn, Linda

PROGRAMS COMMITTEE ROSTER

Fred Pecker, Co-Chair

Robert Zahl, Co-Chair

Michael Davenport, Secretary

Local 5

Mckinlay, Sarah

Local 6

Dall, Carey
Mahon, Donal
Pecker, Fred

Local 7

Foster, Kevin

Local 10

Mead, Richard
Wright, Erick

Local 13

Familathe, Ray

Local 14

Mooney, Damien

Local 17

Carter, Jeffrey

Local 19

Romischer, Chris
Williams, Cameron

Local 21

Davis, Jefferson

Local 22

Marzano, Pete
Nigretto, Candy

Local 23

Marzano, Richard

Local 26

Gratz, Luisa

Local 26 (cont)

Wright, Andrew

Local 29

Whatley, Brian

Local 30

Davenport, Michael
Liebengood, Jack

Local 32

Hudson, Kenneth

Local 47

Bausch, Keith

Local 51

Johnson, Duane

Local 52

Vekich, Max

Local 54

Cuevas, Marc

Local 63 Marine Clerks

Finlay, Richard
Wilderman, Robert

Local 63 Office Clericals

Delprino, Shari
Kennedy, Linda
Tribelhorn, Gregory

Local 91

McDonald, Brian

Local 94

Kuvakas, George

Local 142

Agustin, Alanna
Amaral, Jasmine
Azeka, Trudy
Brown, Roberta
Bugtong, Estheher
Cabacungan Jr, Robert
Cabading, Victoria
Cabulizan, Theresa
Cravalho-Logan, Wanda
Deleon, Orlando
Demello, Jerrybeth
Local 142
Domingo, Donna
Enos, Betty
Espeleta, Teddy
Eugenio, Melecio
Felipe, Joseph
Fernandez, James
Fernandez, Linda
Fontanilla, Rogelio
Garcia, Jon
Gouveia, Harold
Hayashi, Barrett
Javier, Domingo
Kealoha, Joanne
Lake, Susan
Manlansing, Perlita
Morita, Patricia
Murayama, Glenn

PROGRAMS COMMITTEE ROSTER

Local 142 (cont)

Ogawa, Gordon
Ordonez, Amelia
Palazzotto, Kanaiela
Ramirez, Samuel
Revilla, Wilma
Rivera, Lourdes
Sanchez, Alan
Sanchez, Magdaleno
Secretario, Philbert
Sousa, Elana
Spencer, Myra
Tina, Carolyn
Tomita, Dean
West, Stephen
Young, Gordon
Zahl, Robert

Local 200

Manowski, Debra
Mathers, Joyce
Nesje, Russell

Alaska Longshore Division

Wendt, Chuck

IBU

Billington, Charles
Crocker, Kerry
Gurtiza, Richard
Hart, Peter
Ingram, Forrest
Mast, Terri
Mitchoff, Michael
Morris, David

American Radio Association

Radcliffe, John

Local 500

Ashton Jr, Robert
Pritchett, Dave

Local 502

Gerard, Darwin

ILWU Administrative Staff

Vrana, Gene

RESOLUTIONS COMMITTEE ROSTER

Richard Cavalli, Co-Chair

Alan Coté, Co-Chair

Conrad Spell, Secretary

Local 4

Olson, Troy

Local 5

Bailey, Shadrach
Imbrone, Katy
Schmidgall, Chris

Local 6

Rodriguez, Armando

Local 8

Daw, James
Porter, David
Smith, Jeffery

Local 10

Heyman, Jack
Willis, Trent

Local 13

Sanchez, Paul

Local 17

Burdan, Everett
Strom, Robert

Local 18

Peterson, Derek

Local 19

Austin Jr, Rich
Ugles, Herald

Local 20

Harvey, Gary

Local 23

Spell, Conrad

Local 24

Jewell, Jeffrey

Local 26

Calleros, Edward
Gratz, Luisa
Leblanc, Christina

Local 28

Lingo, Devin

Local 30

Kennedy, Chuck
Munsee, Larry

Local 34

Cashero, Anthony
Cavalli, Richard
Miyashiro, Russell

Local 53

Burchett, Tracy

Local 54

Fideldy, Ric

Local 63 Marine Clerks

Carranza, Michael
Peyton, Peter
Pomella, Anthony

Local 63 Office Clericals

Carlton, Robert
Garcia, Manny
Wolverton, Corri

Local 75

Terry, Michael

Local 142

Agliam, Brandon

Local 142 (cont)

Boyce, Thomas
Bunyard, Michael
Chang, Melvin
Dickinson, Annie
Felipe, Priscilla
Garcia, Josefina
Hamabata, Dona
Ige, Kenneth
Jose, Vincent
Kaai, Editha
Kawaguchi, Amy
Mccarthy, Patrick
Mori, Dave
Pang, Frankie
Pedra, Juanita
Perez, Lee Ann
Raphael, Angela
Riel, Nestor
Rillanos, Mary
Ruidas, Kelly
Spath, Michael
Tom, Melvin
Victorino Jr, Michael

Local 200

Woods, Lena

IBU

Angeles, Isagani
Christie, Stanley
Cote, Alan
Herko, Mike
Irminger, Robert
Lee, Rolland
Mccormick, Gail
Tengs, Anthony
Tseu, Darryl

RESOLUTIONS COMMITTEE ROSTER

**American Radio
Association**

Hepting, Floyd

Local 500

Pantusa, Antonio

Local 502

Farrell, Tim

International Officers

Radisich, Joe

**ILWU Administrative
Staff**

McLaughlin, Lindsay