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Looking Ahead: "In difficult times, the '34 strikers took hold of their destiny," International President Robert McEllrath told delegates. "We will move forward as they did. Our battle is in front of us."

Steady As She Goes Delegates at the ILWU's 34th International Convention chart a course for the next three years.

s they have done since 1938, delegates from all corners of the ILWU's jurisdiction gathered for their

years and the struggle continues," said International President Robert McEllrath. Copies of the new 75th anniversary poster signed by the four living ILWU presidents were presented to many of the guest speakers, including Keynote speaker Washington Gov. Christine Gregoire; Paddy Crumlin, National Secretary of the Maritime Union of Australia; Prof. James Gregory, who holds the Harry Bridges Chair of Labor Studies at the University of Washington; and Frank Leys, Secretary of the Dockers' Section of the International Transport Workers' Federation. Other distinguished guests from afar included Monique Verbeeck, Marc Loridan and Henri Lubben from the Belgian Transport Worker's Union; and Garry Parsloe and Russell Mayn of the Maritime Union of New Zealand. Assistant General Secretary of All-Japan Dockworkers, Akinobu Itoh, addressed the delegates and signed a new Friendship and Solidarity Statement with President McEllrath and Vice-President Furtado.

Celebrating victories

Despite the doom and gloom of the recession, members were able to rejoice in one of their biggest victories. Delegates at the last International Convention in 2006 adopted a resolution condemning the policies of President George W. Bush and calling for ILWU members to become more active in electoral politics. With the election of Barack Obama, which President McEllrath called "one of our greatest achievements of all time," the 2006 "Take Our Government Back" resolution has proven to have teeth. Now delegates buckled down to the work of cleaning up the mess the Bush administration left behind. Gov. Gregoire echoed the sentiment, noting that "we need to undo the damage of the last eight years." She said that Washington is proud

triennial convention, held this year in Seattle, WA. With a new pro-labor president in the White House and the nation's economy in tatters, the mood was hopeful but realistic about the challenges that lie ahead. In shaping the next three years of policy for ILWU-represented workers and pensioners, delegates made the economy and health care their priorities.

The ILWU 34th International Convention coincided with the 75th anniversary of Bloody Thursday and the 50th anniversary of ILWU Canada, and reference to the anniversaries invigorated discussions of both defeats and victories. "Seventy-five

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LETTERS TO THE DISPATCHER

Dear Editor,

After a half-century, literally tons of beef, salmon and hot dogs, and enough fond memories and good stories to fill a cargo hold, ILWU Local 50 has ended a well-known West Coast tradition—its annual Labor Day picnic.

Held on the North Coast of Oregon near Astoria, the annual Labor Day picnic has been a major social event since before 1958, and always a special gathering place for friends and families of the union. Crowds over the years included area politicians, dignitaries, International Officers, and even an occasional movie star and sports celebrity.

Fifty years of fun, food, friends and fraternalism didn't just happen; it was the result of many, many volunteers and many, many hours of work. The list of names is too numerous to mention and thank publicly, but the members of Local 50 wish to say, "Thank you for making it happen" to everyone who ever helped them celebrate Labor's past, present and future at Cullaby Lake.

So once again, thank you for making our Labor Day picnics a huge success. We couldn't have done it without you.

The members of ILWU Local 50 Astoria, OR

Dear Editor,

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 seem more important to 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, which, 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 boardrooms 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 phony "list" wielded by a faceless official or death squad. 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 the oppression of "Big Brother" emanating from narrow halls of militarized government solutions parading as the public good.

Dave Pritchett, Longshore Local 500

CORRECTION

Randy Swindell, Hawaii Rep for the Masters, Mates & Pilots union, was misidentified in a photo on page 4 of the June 2009 issue of *The Dispatcher*.

Send your letters to the editor to: The *Dispatcher*, 1188 Franklin St., San Francisco, CA 94109-6800 or email to editor@ilwu.org

International Election Notice

CANDIDATE STATEMENTS P 12

For posting at all ILWU union halls and offices from July 27, 2009 through Sept. 10, 2009.

An election by secret ballot is being conducted by mail to determine the selection of ILWU Titled Officers, International Executive Board members, and, for Longshore Division locals only, Coast Committeemen. The mail ballot procedure is the only method being used for voting in this election. The election is being conducted pursuant to the ILWU Election Rules and Procedures adopted at the April 1994 Convention and as subsequently amended. No later than Monday, July 27, 2009 ballot packets will have been mailed out to all ILWU members listed on the Voter Eligibility List.

If for any reason you do not receive in the mail a ballot packet by Monday, Aug. 3, 2009 and if you believe you are an ILWU member who is eligible to vote in this election, you can obtain a ballot packet by personally calling Election Services Solutions, the outside agency assisting in this election, at 1-800-864-1263. Since most ILWU members should receive their ballot packet from the mailing, telephone calls to Election Services Solutions will not be accepted until after Aug. 2, 2009. A ballot packet can only be obtained from Election Services Solutions and not from the ILWU, the ILWU Election Procedures Committee, the ILWU locals and affiliates, or any of their officers and representatives.

Please also note that all voters must return their ballots in the designated post office box in San Francisco, Calif., no later than 8am PST, Sept. 10, 2009. Late ballots will not be counted under any circumstances.

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

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

Any ILWU member who has a question about the election may call the ILWU Election Procedures Committee at 1-415-775-0533 to leave a voice mail message. If you call before 9am, after 5pm or on weekends and holidays, dial extension 150 during the answering machine message to be connected to voicemail.

DISPATCHER

Craig Merrilees Communications Director and Senior Editor Tai Moses

Editor

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ILWU TITLED OFFICERS Robert McEllrath, President Joseph R. Radisich, Vice President Wesley Furtado, Vice President William E. Adams, Secretary-Treasurer

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34th Int'l Convention Seattle, Washington

Steady As She Goes

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to call itself a union state. "We stand with you," she told delegates. "From the port to the warehouses to the ferries, the state is working because you do. We thank you for your fight for fair wages, benefits and working conditions and for making them real." The Governor made it clear that she is a proud supporter of the Employee Free Choice Act. "We have many challenges and one of the biggest is passing the Free Choice Act. We need to make that happen this year."

Speaker Richard Hughes, president of the International Longshoremen's Association, said he believed that under the new president and the Democratic Congress it would be easier to turn the country around. Hughes told delegates that Obama's Secretary of Labor, Hilda Solis, made her first public appearance at an ILA hall in Miami, while they couldn't even get an appointment with the previous Secretary.

Delegates were eager to roll up their sleeves and get down to business. If anyone doubts that the ILWU is a union that gives voice to the rank and file all they have to do is attend an International Convention. "This is your convention; this is the rank and file's convention," said President McEllrath, and ensuing discussions proved him right. On the convention floor, in the time-honored ritual that many delegates call "democracy in action," the rank and file has the power to influence debate and shape the direction of their union on matters of policy and position.

"Whether we pass or fail a resolution, or bring it back and reword it a little, it's interesting to see the whole process," said Dennis Morton, Local 142. "You're allowed to speak your heart and speak your voice. Whether you agree or disagree, at the end we're all the same union."

Health care

The health care crisis in our country was front and center at the convention with four resolutions addressing the subject. Delegates agreed that health care is an urgent ethical issue; 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. In addition, the cost 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.

One health care resolution adopted by delegates (R-7) endorses HR676, single payer health care, and calls for the AFL-CIO and Change to Win to actively lobby the White House and Congress for its passage. A second resolution, R-12, also endorses HR676. A third resolution (R-25) addresses universal health care as well as sick leave, pensions and family leave, noting that less than 14 percent of American workers have achieved some of these benefits and rights through union organization and collective bargaining. Finally, a fourth resolution (R-27) affirms that while health care spending in the U.S. reached \$2.4 trillion last year, the quality of patient care is dismal, with the U.S. ranked 29th out of 37 countries for infant mortality, double the rate for France and Germany. R-27 supports comprehensive health care reform and reminds union members to live healthfully and promote wellness in their own families.

Finances

Delegates adopted the International Officers' Financial Report, which includes a modest per capita increase that will put \$100,000 into the union's treasury over the next three years in





Another Round of Applause: When they weren't debating resolutions, convention delegates were treated to a diverse array of guest speakers.

order to fully fund all the programs of the International. The Titled Officers also elected to suspend their May 1, 2009 salary increase in recognition of the financial difficulties members and affiliates are coping with (C-3). International Executive Board members were given an increase, the first since 1983, from \$100 per day to \$150 per day for attending meetings of the Board (C-14).

Rite Aid: applauding progress

One of the convention's most memorable guest speakers was a firsttimer who had never addressed a packed room before: Rite Aid worker Debbie Fontaine, whom International Vice-President Joe Radisich introduced as "one of the heroines of the fight." Fontaine, a member of the Rite Aid bargaining committee who spent a year out of work after being fired for supporting the union, recapped the workers' struggle in a powerful slide presentation that had delegates on their feet applauding by the finish.

The union underscored its commitment to the Rite Aid fight with a resolution (R-36) supporting the 600 Lancaster, Calif. Rite Aid workers who have been without a contract since voting to join ILWU Warehouse Local 26 last November. 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 stalling negotiations. The resolution applauds the workers' ongoing courage and diligence in the line of fire. A sister resolution supporting the Employee Free Choice Act (R-14) promises that the ILWU will do everything in its power to ensure passage of this important bill, which will help not only Rite Aid workers but all others who wish to freely and safely join unions at their workplace.

resolution mandating that 30 percent of the International's per capita income be reserved for organizing. Delegates decided to revise the 1997 mandate to authorize organizing expenses up to 30 percent of the per capita income. Still, delegates wasted no time affirming the International's commitment to organizing, adopting two resolutions recognizing that organizing is the lifeblood of unions and mobilizing the membership to support passage of the Employee Free Choice Act (P-5); and emphasizing that organizing is a matter of survival for the Warehouse, Maritime, and other Allied Divisions and gives meaning to the motto, "An Injury to One is an Injury to All" (P-8).

Solidarity at home and around the world

Renewing its obligation to international solidarity, the convention adopted resolutions that called for restoring diplomatic relations with Cuba (R-38), freeing five Cuban men who were charged with espionage and are serving life sentences in U.S. prisons (R-33), and supporting South African dockworkers (R-30). There were resolutions in support of immigrant rights (R-13) and women's rights (R-42), and against racism and the death penalty (R-32). Delegates considered a proposal to change the union name back to International Longshoremen's and Warehousemen's Union-as it was known in the past-but after debate the committee members voted to leave the name unchanged.

On Your Side: Rite Aid worker Debbie Fontaine came to the convention to tell delegates about her co-workers' three-year struggle to join the union. Front row from left: Luisa Gratz, president of Local 26; Joseph Radisich, Vice-President Mainland; Debbie Fontaine, Rite Aid worker; Bob McEllrath, International President. Middle row: Willie Adams, International Secretary-Treasurer; Wes Furtado, Vice-President Hawaii; Christine Leblanc, Local 26 member. Back row: Andrew Wright, Edward Calleros, and Enrique Cortinas Jr, all Local 26.

Organizing: lifeblood of the union

Delegates devoted considerable time to debating a resolution that would give the International more flexibility in the amount of funding it dedicates to organizing (C-17). In 1997 the International Convention adopted a

Supporting our brothers and sisters

Delegates were happy to adopt resolutions in support of smaller locals that are experiencing hard times. Resolution R-6 pledges the International's backing to the Boron miners of Local 30 in their upcoming contract negotiations with anti-union employer Rio Tinto Minerals, one of the biggest mining companies in the world. Another resolution (R-20) supports Local 20, whose remaining 53 members work at Rio Tinto's Wilmington CA Borax plant.

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At the Precipice

Paddy Crumlin, National Secretary of the Maritime Union of Australia, says that beneath the muck and mire of the global financial crisis gleams the opportunity to build a new labor movement.

Ed. Note: The following is excerpted from remarks Crumlin made at the ILWU 34th International Convention.

e 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. Never has so much been plundered and desecrated by so few in such a short period of time since the industrialization of our world.

The victims are the great sea of working men and women, their families, and retirees. Those with material independence and jobs and a living security have been mugged and robbed by an elite group of corporate thugs and bullies assisted in their greed by a political elite that is driven by greed and their own self-absorption.

In this country there is unemployment of 10 percent—that 10 percent represents so many working men and women and so much emotional and physical stress. Youth unemployment now in the U.S. is, they say, between 20 and 24 percent. A lost generation of workers has been robbed of their aspirations and their right to a decent living, all the things that we fought so hard for in our unions.

The global financial crisis wasn't at its roots like the Depression. It wasn't about not enough. It was about too much. If anything, look at the material wealth still out there. What the global financial crisis was about was a polarization of wealth at one end in a country that never saw the move of the basic wage for workers under the policies of the Bush government. That is a great challenge for our labor movement. How do we claw our way out of that morass, out of that hole and regain the momentum that we once had?

At the same time the banks and the private equity houses that created that wealth are now reshaping themselves. They have taken our wealth. They have destroyed the companies we work for. They have put us on the unemployment lines. And they will be back. As the economic cycle turns around they will rebuild and we will be plunged in another cycle unless we do something about it.

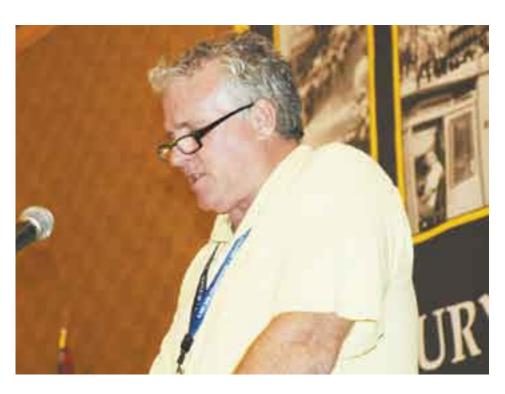
That is the key message I wanted to bring to you, my wonderful brothers and sisters of the ILWU. Out of all the mud and mire there gleams an opportunity for us. Better and fairer labor laws, which are within your grasp, are going to give right of access, the right to be in a union, the ability to bargain without harassment and legal harassment, the right of workers to secure peace. All of

"The great vision of the ILWU was to extend the ownership of the union into areas where it was hard to organize to continue to secure the rights of hotel workers and warehouse industries wherever they are."

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.

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 dockworkers and seafarers who 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. We have a responsibility with our resources to make sure that we are able to embrace those workers in the warehouses, in hotels, in other industries, with other unions. We are cooperative with each other and not against



We have to make a difference for workers this time before the neoliberal and neoconservative forces regroup and visit the same tragedies upon us again. 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.

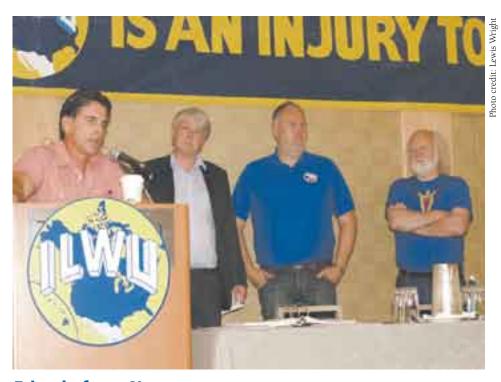
each other. Put politics and personalities aside and rebuild a world around the real labor values that we stand for. Give women equal rights of access and remuneration. Rebuild the opportunities for our youth and give them voice and power in our union. Work with other unions to eliminate wastage and challenge that political opportunism. Organize, organize, organize. That is what we do, whether it's Rite Aid or Blue Diamond, continue to secure the rights of hotel workers and warehouse industries wherever they are. Give workers the opportunity that we take for granted most of our days on the docks and in our other industries.

In 1934 when this union was formed, most dock workers 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 collectivelythat is the signature of your work. That is the signature of 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.



History Lessons: Local 13 member Mike Piazza peruses the new historical exhibit, "Securing the Union's Future: The 1948 Strike," which made its debut at the convention. The exhibit documents how, through rankand-file solidarity, the ILWU was able to stand up to the corporate onslaught and secure its future as a progressive force for social change. For more information about the exhibit or to request a showing in your area, contact the ILWU Library at (415) 775-0533.



Friends from Norway: International Vice-President Joseph Radisich, left, introduces the delegation from the Norwegian Transport Workers Union.

Caucus Sets Agenda for Coming Year

Caucus delegates reject TWIC; resolve to protect jurisdiction.

he Longshore Division Caucus that followed the ILWU 34th Convention convened to discuss the past year's activities, debate economic and political issues, and chart the course for the coming year.

An important topic of discussion was the Transport Worker Identification Credential (TWIC). After good faith compliance with TWIC's burdensome requirements, the Caucus endorsed the Coast Committee's recommendation to seek the abandonment of the TWIC program altogether. Since the TWIC program was rolled out, it has become clear that it does not actually improve port security. TWIC is an ineffective program that improperly inserts the employers (many of them foreign) into a United States government program, trespasses on the civil liberties of longshore workers, and creates additional complications and costs for little or no added security benefit. (See the White Paper at www.ilwu.org for more information.)

Jurisdiction is another issue that was addressed at the Caucus. In today's economy, the employers are increasingly seeking to replace ILWU longshoremen and clerks with a low-wage, non-union workforce. The Caucus stated its resolve to fight to protect ILWU jurisdiction in the West Coast ports. The fight to protect jurisdiction will be tough. At the approval of the Caucus, the Coast Committee has redirected resources to build a team that will specialize in defending jurisdiction from attack. This new team includes experienced communications and field coordinator staff who will work directly with the locals to protect ILWU jurisdiction.

tee's work to sustain OSHA's final ruling on Vertical Tandem Lifts (VTLs) from an employer-led challenge. While the VTL rule allows for the hoisting of two empty containers using approved semi-automatic twist locks, it requires strict manual checks of the twist locks before lifting. The rule also contains other strict safety requirements involving union involvement. PMA, through National Maritime Safety Association (NMSA), wants the rule watered down and is even arguing that OSHA has no authority relative to rule making overall. The Longshore Division has committed to use any and all resources available to keep NMSA from weakening this important safety rule and protect the fundamental existence of OSHA.

Legislative Committee Chair Max Vekich of Local 52 reported that the Committee's presence in Washington, D.C. during the 2008 Longshore Division contract negotiations was important in keeping both Congress and the Negotiating Committee informed. Since the November 2008 election government "doors opened to us that were locked before." The Legislative Committee sees opportunities to address port infrastructure, the Employee Free Choice Act, and universal health care for all. Congress' proposed taxation of members' health benefits is unacceptable to the Committee – a message that echoed the Coast Committee's report and that was unanimously adopted by the Caucus. Legislative Committee member Dawn Des Brisay of Local 40 reported on the ILWU's 2008 political strategy, which was more ambitious than anything previously undertaken. Nearly 50 member, auxiliary, pensioner and staff volunteers campaigned full time in the weeks leading up to the presidential election. To have the greatest impact on the top priority of electing then-Senator Barack Obama, volunteers concentrated on five "swing" states: Alaska, Colorado, Nevada, New Mexico, and Oregon. Members also made phone calls, knocked on doors, and persuaded voters to elect Obama as well as all of

their endorsed U.S. Senate candidates: Jeff Merkley in Oregon; Mark Udall in Colorado; Tom Udall in New Mexico; and Mark Begich in Alaska.

Coast Benefits Specialist John Castanho of Local 10 stated that the Pension and Welfare Committee commends the Negotiating Committee's success in securing the maintenance of benefits for the entire ILWU family. This is quite a feat considering that the monthly family imputed benefit cost of the Welfare Plan rose from \$454 in 2002 to \$1,969 in 2008. Castanho outlined negotiated improvements in vision benefits, dental implants, and improvements to the Defined Benefit Pension Plan.

Education Committee Chair Patricia Aguirre of Local 63 reported on behalf of the Education Committee that several classes proved popular and effective in educating and empowering the rank-and-file of the Longshore Division. These classes included the Grievance and Arbitration Procedure (GAP) Workshop, International Relations and Solidarity Workshops, and the ILWU Contract Class on the PCL&CA. The "Legacy of 1934" exhibit was displayed several times throughout all regions in the past two years and has been exceedingly well received. Aguirre recomThe Caucus adopted the Coast Committee's recommendation to change the Longshore Division business name from "Coast Pro Rata Committee" to "Coast Longshore Division." Candidates for the Coast Committee are as follows: for California, the candidates are John Kavanaugh of Local 29 and incumbent Coast Committeeman Ray Ortiz, Jr. of Local 13; for the Northwest, the candidate is incumbent Coast Committeeman Leal Sundet of Local 8.

Retiring union brothers

The Caucus said goodbye to three retiring members: Stephen Hanson of Local 8, Lawrence Thibeaux of Local 10, and John Tousseau of Local 63.

Brother Hanson received his B book in 1968 and his A book in 1972 and served in nearly every office at Local 8. He showed leadership in organizing workers and chaired the Budget Committee for the Longshore Division for the past 10 years. Several delegates said they will continue to look to Hanson for his straight talk, guidance, and expertise. Brother Thibeaux, who was registered at Local 10 in 1967, lobbied for the rights of all workers and worked to protect the port's neighbors from the health effects

Delegates agreed that the TWIC program trespasses on the civil liberties of longshore workers and creates additional complications and costs for little or no added security benefit.

mended hosting a Pacific Coast Marine Safety Code (PCMSC) Workshop. The Coast Committee recommendation to conduct a GAP program for new officers semi-annually was approved by the Caucus along with the recommendations of the Education Committee.

The Caucus agreed to continue the Clerk Technology Committee and to merge committees to construct a Longshore Technology/Jurisdiction Committee from which a subcommittee would deal with M&R issues.

All Committees are designed to offer advice and recommendations to the Coast Committee.

of port pollution. Several Caucus delegates thanked Thibeaux for mentoring them as young union members, recalled good times at meetings, and lauded his 16 years of service on the International Executive Board. Brother Tousseau started as a Local 13 longshoreman 41 years ago and joined Local 63 some 20 years later. Tousseau is a man with a huge heart who dedicated himself to the Union. Delegates thanked Tousseau for his years of service, his guidance, and the great many sacrifices that he made over the years.

All three brothers will be missed.

ILWU Solidarity Strengthens ARA Position In Short Strike

Committee reports

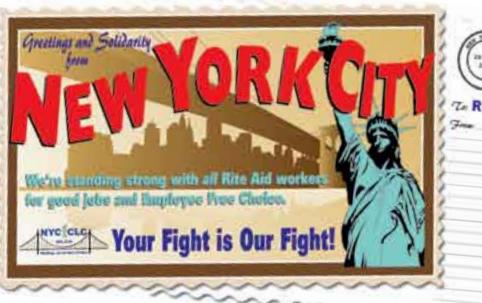
Members reported on the hard work of their committees overseeing safety, legislative and political matters, pension and benefits, and education.

Safety Committee Chair Tim Podue of Local 13 reported on the Commit-

ILWU's affiliate American Radio Association reached a tentative agreement on June 27 with Hawaiian shipping giant Matson, after staging a 12-hour strike at the Port of Seattle's Terminal 18 that disrupted the loading of a Matson container ship. ARA's contract expired June 15 and Matson refused to renew it. When negotiations broke down, ARA's picket line went up at 7:30am Saturday. By the end of the day Matson and ARA had reached a contract settlement.

Longshoremen from ILWU Locals 19, 52 and 98 honored the picket line, which an arbitrator ruled bona fide, and refused to load the Hawaii-bound MV Maui. Offshore unions Masters Mates & Pilots and Marine Engineers also honored the strike.

"We got a fair contract and ILWU solidarity made a big difference to us," said Carl Young, president of ARA.



Rite Aid Workers

Rite Aid Workers Rock NYC Shareholder Meeting

Workers and shareholders demand changes from Rite Aid execs.



Exposing Rite Aid: The story about Rite Aid's union busting in Lancaster reached a nationwide audience on TV's "Democracy Now" program with journalist Amy Goodman. The broadcast featured a live report before the rally and shareholder meeting in New York.

ost company shareholder meetings are boring affairs attended by a handful of investors listening to bland speeches. The Rite Aid annual shareholder meeting in New York City on June 25 was dramatically different, because Rite Aid workers came to the meeting armed with facts and determined to share their views from the shop floor about widespread mismanagement and union-busting at the company's Distribution Center in Lancaster, CA, where a majority of workers voted to join the ILWU in March 2008. After making their case at Rite Aid's annual meeting, workers won a surprising amount of support from company shareholders who agreed that change is needed.

Rally in Times Square

An hour before the shareholder meeting, workers from a dozen different unions held a spirited rally in Times Square. The event featured most of the unions that represent Rite Aid employees around the country; the United Food and Commercial Workers Union that represents thousands of Rite Aid retail store employees; SEIU 1199 members employed as Rite Aid pharmacy techs at East Coast retail stores; and Teamsters representing thousands of warehouse workers in several regional distribution centers. Also present was a large contingent of dockworkers who belong to the International Longshoremen's Association (ILA), the union that represents workers on the East Coast and Gulf ports.

To express their solidarity and support, everyone attending the Times Square rally signed a giant "postcard" that was shipped the following day to workers in Lancaster with the message, "Your fight is our fight."

Surprising support from shareholders

Inside the shareholder meeting, investors heard dramatic testimony from longtime Rite Aid employee Angel Warner, who works at the Lancaster Distribution Center with 600 other employees who have been unable to get their contract negotiated because of Rite Aid's union-busting agenda.

Rising courageously to face CEO Mary Sammons and address the audience of mostly men in business suits, Warner explained how officials failed to address the extreme heat and freezing cold temperatures inside their Lancaster warehouse; how the company was forcing employees to work unscheduled, mandatory overtime preventing parents from picking-up their children after work; and how workers were threatened and fired for supporting the union. Warner suggested three steps the company could take to put things back on a positive track: "Rite Aid should fire their union busting consultants, get serious

about negotiating a fair contract, and CEO Mary Sammons should come out to meet with us in Lancaster and help settle the contract."

Shareholders rip Rite Aid CEO and execs

After hearing how parents were being disciplined and fired for leaving work at the end of a shift to care for their children, a female shareholder spontaneously rose to defend the workers, asking CEO Mary Sammons if she had children of her own, and wondering how anyone, especially another woman, could force mothers to choose between caring for their children or losing their jobs. Other shareholders also rose to support the workers and urge CEO Mary Sammons to get personally involved in a settlement. One shareholder who said he worked on Wall Street and "didn't really care much for unions," expressed concern for what was happening in Lancaster and urged CEO Sammons to fly out and meet with workers and help reach a solution. "That's your job," he told her.

Private jet flights curtailed

Sammons was also stung by shareholders who openly criticized her use of expensive private jets that cost shareholders \$ 87,265 in 2009 and a whopping \$207,733 in 2008. Under questioning from one shareholder, Sammons admitted that some of her flights were for "personal use" and



Signing for Solidarity: Rally participants signed this giant "postcard" to send a message of solidarity and support from workers at the New York City rally to workers at the Rite Aid distribution center in Lancaster, CA.

had nothing to do with official company business, although she declined to say how much was spent for those personal trips. And Sammons wasn't the only executive billing Rite Aid for flying on private jets; five other executives spent a total of \$247,944 on the luxury jets in 2008 and 2009. Rite Aid officials even allowed an official to fly on private jets at Rite Aid's expense after he no longer worked there.

While Rite Aid officials showed no hesitation firing workers at the Lancaster Distribution Center for supporting the union, the company has been rewarding executives who fall short with hefty "golden parachutes" involving millions of dollars. One angry shareholder noted that the company paid a massive severance of \$3,307,500 to one executive who worked only

briefly at Rite Aid, and \$3,150,000 to another executive who decided to leave the company. That shareholder won a round of applause with his conclusion that Rite Aid has been giving away gigantic severance packages as though it were the "82nd Airborne of golden parachutes."

Proposal to control executive pay narrowly defeated

A shareholder resolution that would require management to submit executive compensation packages to a non-binding vote by shareholder vote fell short by a small margin. The resolution was filed by the New York City Office of the Comptroller on behalf of the \$107 billion New York City Employees' Retirement System and New York City Teachers' Retirement System. The reform was supported by representatives of the AFL-CIO and Teamsters Union, and opposed by CEO Mary Sammons, other executives, and the Board of Directors.

"Rite Aid's model for CEO pay is clearly broken," said Louis Malizia, a Teamsters Union official who attended the meeting. "A say on CEO pay would tie compensation at Rite Aid to longterm value creation and good corporate governance."

Besides having a big impact at the shareholder meeting, the message about union-busting and mismanagement at Rite Aid reached an audience of millions on television, radio and internet.



Time For Change: The rally in Times Square was sponsored by the New York City Central Labor Council, which represents 1.3 million workers. Important support for the rally and shareholder meeting was provided by the AFL-CIO's Center for Strategic Research and Office of Investment.



Taking It To the Top: During the shareholder meeting, Rite Aid worker Angel Warner criticized the company's anti-union tactics. After the meeting, she spoke personally with CEO Mary Sammons and urged the company to work together with

"In the morning before the rally and shareholder meeting, we went live on the Democracy Now TV program with Amy Goodman," explained Angel Warner. "At the rally, we spoke with several radio reporters who did reports, and after the meeting we taped a TV interview with Laura Flanders that was also seen all over the country."

The television and radio reports all noted that the battle at Rite Aid's Lancaster Distribution Center has become a "poster child" for the Employee Free Choice Act that's being debated in Congress to reform outdated labor laws and make it possible for workers to join unions without fear of being fired or threatened.

Solidarity comes back to Lancaster

One week after the New York City events, Rite Aid workers in Lancaster displayed the giant solidarity "postcard" outside their warehouse and passed out flyers explaining what had happened at the shareholder meeting. "It's good to know that so many people support us, including the shareholders, because all of us want Rite Aid to succeed by treating people the right way," said employee David Sotelo.



Steady As She Goes

continued from page 3

There were also resolutions in support of Hawaiian hotel workers (R-22) and employees of the Pacific Beach Hotel in Waikiki, who have had two elections in three years, a decertification attempt, and had a majority of their negotiating committee fired.

Although they had a full plate, delegates were mindful of the importance of preserving the union's history, calling for a campaign to raise funds for the University of Washington labor archives (R-34); to turn 113 Steuart Street, the landmark San Francisco building that was Ground Zero for Bloody Thursday, into a labor history museum and labor education and training center (R-17); and recognition of the 60th Anniversary of the 1949 Hawaii dock strike (R-21), the 157-day strike that won Hawaiian longshore workers parity with the West Coast.

Heartfelt farewells

Several resolutions honored retiring leaders for their years of service, recognizing the tremendous responsibilities of union leadership and the huge sacrifices it requires. John Tousseau, Local 63; Richard Cavalli, Local 34; and Jack Wyatt Sr, Warehouse Local 17 received heartfelt farewells from longtime comrades. "Keep the fire going. Keep fighting those sons of bitches. God bless you all. God bless the ILWU," said Tousseau.

And finally, there was a resolution (R-24) honoring the memory of Ah Quon McElrath, the fiery Local 142 member who was a fierce and eloquent advocate of the ILWU. McElrath, who died in 2008, was considered by some to be "the conscience of the union." The resolution noted her unique contributions and her commitment to advancing the causes of women in the union. This, the ILWU 34th International Convention, was dedicated to Ah Quon McElrath, a courageous, outspoken force of change who, as Sec-Treas. Willie Adams put it, "would rather light a candle than curse the darkness."



Los Angeles Wants Free Choice: Up

to 500 workers and community supporters, among them Rite Aid workers and members of ILWU Local 13, thronged the streets in front of Senator Dianne Feinstein's Los Angeles office June 3 to protest the senator's position on the Employee Free Choice Act. Feinstein remains the only Democratic member of the California Congressional Delegation who has yet to support the legislation. The Free Choice Act would ease the path into the middle class for thousands of Americans by making it easier for them to join unions, earn better wages and get health and retirement benefits. President Obama has pledged to sign the Act into law if it reaches his desk.



Thanks For the Memories: After 16 years of dedicated service the inimitable Jean Ordano stepped down as Federated President and was given special recognition by the Convention for three decades of steadfast work for the ILWU and Federated Auxiliaries. Jean will now serve as Area Vice President for Canada. New Federated Auxiliary officers elected are Carolyn Williams, President; Debbie McLain, Vice President; Judy Rowley, Treasurer; and Pat Marks, Secretary. The other Area Vice Presidents are JoAlice Swindle, California; Kathy Gorda, Oregon; and Pat Dunlap, Washington.



Sisterhood Is Powerful: While the International Convention was taking place in Seattle, 60 miles away in Olympia the 34th Biennial Convention of the ILWU Federated Auxiliaries was meeting in high spirits. Auxiliary delegates from Canada, Washington, Oregon and California confirmed their solidarity with the locals and delivered reports on their many activities and good works of the past two years. Delegates also passed resolutions supporting Rite Aid warehouse workers in their fight to obtain a contract; demanding that veterans receive timely notification of all entitlements and benefits; and opposing federal taxation of health care benefits.



Solidarity Stories On Sale

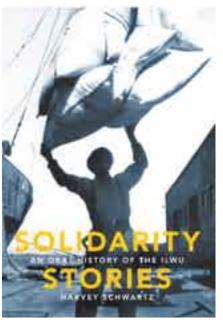
Harvey Schwartz's new book, Solidarity Stories: An

Triumphant Return: Forty-eight Rite Aid workers who were illegally fired last November from Rite Aid's distribution center in Lancaster, Calif. were welcomed back to work on June 8 after the Labor Board forced the company to rehire them. A welcoming party greeted the returnees with cheers, high-fives, hot coffee and union stickers. Though Rite Aid warehouse workers voted to join the ILWU a year ago they are still without a contract. Labor expert Kate Bronfenbrenner has called the Rite Aid fight a "textbook example" of why Congress needs to pass the Employee Free Choice Act.

Oral History of the ILWU, is now on sale. This inspiring

collection of first-hand accounts from ILWU union leaders and rank-and-file workers paints a vivid portrait of the union's past and present. Available for \$17 each, including shipping and handling.

Make check or money order out to "ILWU" and mail to 1188 Franklin St, San Francisco, CA 94109. Price includes shipping and handling.

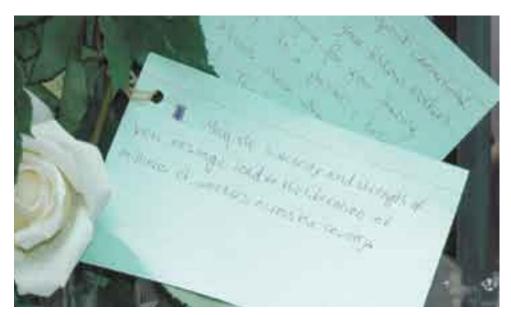




Hungry for Justice: On June 3 community members staged a two-day fast outside Sen. Dianne Feinstein's San Francisco office to support the Employee Free Choice Act, a union-friendly bill that would allow workers to form unions if a majority of employees sign cards. Fasters aimed to turn up the heat on Sen. Feinstein (D-Calif.), who previously supported the bill but recently caved to pressure from the business lobby.



Green and Blue: Laura Hahn of the Sierra Club (front left) brought some of her volunteers and co-workers to support Blue Diamond workers Randy Reyes (front right) and Frank Garcia, and ILWU organizer Agustin Ramirez during their fast. The Sierra Club has been a strong supporter of the Employee Free Choice Act.



Card Check: Supporters and passersby wrote messages on index cards and tied

MEMBERS SPEAK OUT

Asked at the 34th International Convention in Seattle, WA.

Why do you think the convention is important to the union?

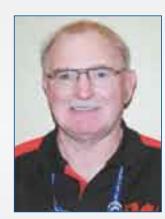


"The convention brings all of us together so that we can meet and communicate. It gives us all a chance to understand what each region's or local's issues are so that we can think outside of the fishbowl and work toward common goals and common issues and take part in discussions surrounding organizing and funding. Organizing is a huge part of what we have to do to survive, and it's hard in these economic times. I really

sympathize with the officers and with the Coast Committee. Money's tight right now, there's not a lot of work, and everybody's looking to pinch pennies. " Chuck Wendt, Alaska Longshore Division Seward, AK

"The convention lets the workers make decisions and participate in the process. The most important issues were the Employee Free Choice Act and the importance of organizing the unorganized—not to mention the celebration of the 75th anniversary. Since this was my second convention I understood more of the resolutions and the whole voting process." Christina Leblanc, Local 26 Carson, CA





"The most important thing that's being accomplished here is understanding the reality factor of the worldwide economic situation; that we're all in the same dire straits. We can all see the different efforts we have to make to try and correct the situation, and we can see where we're going in the next few years. To me one of the most important things is that every delegate can go back and tell their membership that we realize we're not the only ones who are having hard times."

Tim Footman, Local 500 Vancouver, BC

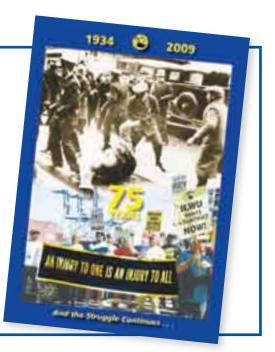
"You get to see democracy at its best. We're really coming together to see what other parts of our union are doing and how they're accomplishing it and how it reaches us. It's so nice to see people really rally together; I'm from a tiny island of maybe 50,000 people, and to come here to a convention where we have people from all over the United States—it's just a tremendous feeling to be part of it. It's made me so proud to be a union member for the ILWU."





75th Anniversary Poster Now On Sale

The new poster commemorating the 75th anniversary of the 1934 longshore and maritime strike is now available for purchase by individuals and affiliates. Designed by the ILWU Titled Officers and staff from archival photographs and produced by Richard Bermack, the color poster is printed on heavyweight glossy paper and measures 30x20 inches. The design blends images from 1934 and 2002 (color photo by Tom Price, former assistant editor of *The Dispatcher*) and is available by mail order from the ILWU library for \$5, including shipping and handling. Affiliates wanting larger quantities can place bulk orders in lots of 200 copies for \$350, including shipping and handling. Please make check or money order out to ILWU and send to: Poster Sale, ILWU Library, 188 Franklin St., 4th Floor, San Francisco, CA 94109. For more information, email library@ilwu.org.

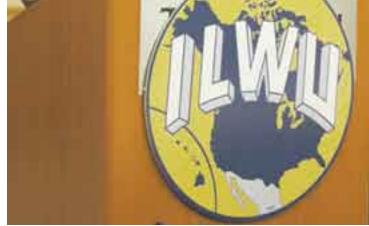


34th Internationa

Portrait of a Convention: The convention representatives included 36 delegates from Northern California; 42 from Southern California; six from Southern California Mining Industry; 20 from Oregon/Columbia River; 24 from Puget Sound; 117 from Hawaii; 16 from Canada; 23 from the Inlandboatmen's Union; 10 from Alaska; four Titled Officers and 26 fraternal delegates.







Organize! Local 142 delegate Lance Kamada is a coordinator of Justice at the Beach, a grassroots coalition of labor unions and community groups supporting workers at the Pacific Beach Hotel in Waikiki. Over two dozen Pacific Beach workers who supported the union have lost their jobs. "I recommend that more of us get involved in organizing because we have to understand what our fathers went through to build the union," Kamada told convention delegates. "It's up to us to keep the union alive today."



company hostile to unions.

National Solidarity: Delegates gave a standing ovation to ILA Vice President Ken Riley's call for a North American Dockworkers Caucus. Riley is President of ILA Local 1442 in Charleston, South Carolina.

HAWAII

Pacific Rim Solidarity: Wesley Furtado, Vice Hawaii, signs the ILWU-Zenkowan Unity Statement. Furta that President Itoh played a key role in the Pacific Beach H asking Japanese unionists to sign on to a letter to travel a support of the Pacific Beach workers.

DISPATCHER • July/August 2009 10

Maha All Mine, All the Time: Local 30, the miners of Boron, brought a resolution asking the Internathe le tional to support them in their upcoming contract negotiations with employer Rio Tinto, a multinational died i

Nex

Convention







t In Line: Terri Mast, IBU, gives a fist bump to her nephew, l Anderson, 2 1/2. Mahal is the great-grandson of Nemesio Domingo, gendary Filipino labor activist and president of IBU Local 37 who n 1991.





-President do noted otel fight, gencies in

Renewing Unity: Akinobu Itoh, president of the All-Japan Dockworkers' Union (Zenkowan), told delegates that unions have to work together to fight the corporations that seek to control global logistics. Zenkowan and the ILWU has been solidarity partners for more than 50 years, and they formally renewed their Unity Statement at the convention.

a farewell performance of his song, "The Ballad of An Old Longshoreman." The restless chatter that had filled the corners of the room evapo-

optimism than she's felt in years.

CANDIDATE STATEMENTS

INTERNATIONAL OFFICERS

PRESIDENT



Robert "Big Bob" McEllrath, Local 4 Brothers and Sisters of the ILWU:

I am honored and proud to have the opportunity to serve a second term as your International President. I truly appreciate the support I have been given and the confidence that the members have placed in me. The ILWU has been a part of my life since I was young when my father got his registration. I was fortunate to get into the Longshore Division in 1969 and I have never looked back.

During the 134-day strike in 1971, I learned to be prepared in case we needed to strike again and that this preparedness is another strength of our union. I attended the union meetings, worked with and listened to the "Old Timers," and learned the principals and history of our union. I count myself fortunate to have met and heard our founder, Harry Bridges, when he spoke at meetings during my younger years.

Being elected caucus delegate in the mid-'80s, I have been at every convention and caucus since, watching our ILWU history unfold. I have served the union as a Coast Committeeman for four years, and been the International Vice-President for six years, before being elected President three years ago.

I was elected to Small Port Negotiator for the Longshore Master Agreement in 1993 and again in 1996. In 1999 as a Coast Committeeman, I was elected Co-chair for the negotiating committee, and in 2002 as Vice President of the International was Co-Chair of the Contract Bargaining, and in 2008 as the ILWU president I was the Negotiating Committee Chairman. I also chaired the Shipboard Grain and In-House Grain Negotiations in the Pacific Northwest, and assisted in the All Alaska Longshore Negotiations and the Local 5 Powell's Book negotiations. I served as an officer under three of the five presidents the ILWU has had in its 75-year history, giving me the experience and the knowledge to lead this union through the term ahead.

Our nation is in a recession nearly as deep as the Great Depression, and employers are using this as an opportunity to try and whittle at the negotiated gains in all sections of our union. I can assure you I will lead based on my experience, my sense of right, and with input from the rank and file. We must continue to build our International relationships as well as being a strong voice for labor in the United States. We must be fair and right within our union, treat Locals equitably and minimize anything that divides us and weakens the structure of our organization. We need to educate our members to understand and maintain our history and loyalty as opposed to forcing the union to spend countless hours and huge sums of money fighting within. My goal is to keep our union strong, clean, and focused on the greater good for the greater number of our members. Again, I thank you for your support. An injury to one is an injury to all.

MAINLAND VICE-PRESIDENT



Ray A. Familathe, Local 13

I am proud to say this is my 21st year in the ILWU. For the last 16 years I've worked throughout the world expanding our international relations and solidarity. I currently serve as International Affairs Director for the Longshore Division and International. I have worked under the direction of International Presidents David Arian, Brian McWilliams, James Spinosa, Robert McEllrath, and the International Executive Board. During the 2002 and 2008 Longshore contract negotiations I coordinated our solidarity efforts worldwide with the International Transport Workers Federation (ITF) and International Dockworkers Council (IDC) which helped our Longshore division on the mainland secure successful contracts. But before all this, I began my career working at a rail yard facility in Southern California.

In 1987 the ILWU had just won an organizing drive at the newly built \$54 million ICTF rail yard in the ports of Los Angeles and Long Beach. The 175 workers overwhelmingly elected for ILWU representation. I was hired shortly after the election in 1988. The workers were excited about the future and their new contract with Local 13's Allied Division. In 1989 I was elected Business Agent representing this unit which had grown from 175 to 300 workers. I experienced many challenges to building this unit which required the need to educate shop stewards on grievance handling and arbitrations to better serve the membership. In late 1991 Southern Pacific Railroad, still bitter over the ILWU securing jurisdiction a mere four miles from the ports of Los Angeles and Long Beach, used their power and influence along with the city, state, and federal politicians to justify their "Lockout" of the ILWU workforce. This struggle received tremendous support from the entire ILWU family but was unfortunately lost. I am proud to say that many workers that endured this struggle have moved up in the ILWU ranks in various divisions/units and are our leaders today.

Having worked for many years as a casual longshoreman I was registered to Class B Longshore status in 1995 with Local 13. Since then I have been elected to the Executive Board, Caucus/Convention Delegate and Business Agent I also worked with the IIWU's Organizing Department to organize the LAXT Coal Terminal in the Port of Los Angeles. My passion for organizing workers comes from working with the ITF Flags of Convenience Campaign fighting for the rights of seafarers that come from developing countries who are exploited by ship owners. I get excited reading our rich history written by great leaders and organizers like Harry Bridges, Lou Goldblatt, Jack Hall and Ah Quon McElrath. I have worked with most all of the locals/divisions of the ILWU and Canada. I believe we need strong local unions and a strong national labor movement, but the key to all this in the global economy is having an international program and network. I have helped to build the ILWU's for 16 years. My work has prepared me to take the next step by asking for your vote for International Vice President, Mainland.

HAWAII VICE-PRESIDENT



Wesley "Wes" Furtado, Local 142

My name is Wesley "Wes" Furtado and I am seeking re-election as your ILWU International Vice President-Hawaii

RANK AND FILE EXPERIENCE: As a rank-and-file union member of the Longshore industry I gained experience as a shop steward and negotiating committee member. It was these experiences that ignited my passion for unionism and helping fellow members.

ORGANIZER: From the 1980s to 2000s we helped organize large numbers of workers into our union. Those workers were employed at hotels, golf courses, agriculture companies, transportation companies, maritime companies and more. Working with a lot of different people from all different backgrounds and cultures taught me a lot about my fellow union members. As part of the Hawaii organizing department, we led many organizing campaigns and assisted with first campaigns and contract renewals in tourism, general trades, agriculture companies and the maritime industry. Although my personal role has changed over the years (from organizer, to Business Agent, to International Representative, to International Vice-President) my passion to strengthen and expand our union remains strong.

HAWAII ORGANIZING: As International Vice President Hawaii, we have worked hard to adapt and improve how our union operates. In Hawaii we have adopted a strategic organizing strategy that has greatly improved our success and efficiency. This triennium has yielded high success rate for organizing campaigns and achieving first contracts for newly organized ILWU members. I personally negotiated agreements to organize new units in the maritime industry and assisted with a hotel organizing campaign and setting the tone for the first contract negotiations.

LONGSHORE NEGOTIATIONS: Over the last 12 months I was directly involved with the Hawaii Longshore Division Committee contract negotiations with Longshore and Inter-island Barge operation employers. Hawaii Longshore agreements cover Longshore, Clerks, Mechanics and CFS-CY. Inter-island Barge agreements cover Longshore, Clerks, Mechanics, and Office Clerks.

POLITICAL ACTION: In addition to grassroots education and mobilizing we lobby elected officials on national and local levels and educate them on the interests of working people and the labor movement. Grassroots efforts of union members in home districts make our political action program effective. I can tell you that the contributions and efforts of individual members make government officials truly listen when we meet them faceto-face to discuss issues with them. If re-elected I will do my best to continue fighting to protect the gains that we have earned together and to organize new members into our union.

SECRETARY-TREASURER



Willie Adams, Local 23

Brothers and Sisters of the ILWU:

With great honor and humility I'm seeking my third term as International Secretary-Treasurer of this great union. I'm looking forward to talking with and seeing our membership as I hit the campaign trail, and calling upon all ILWU members that we must recapture our spirit of endurance and optimism. It is the struggle that shapes us, and it is the struggle we must shape. I'm very clear that my work is still not complete, and the fire still burns in my guts and the passion in my soul.

My varied ILWU experience includes Longshore Caucus delegate for 10 years; four times convention delegate (2000, 2003, 2006, 2009); Chairman of the Coast Jurisdiction Committee; member of the Coast Legislative Action Committee with 10 years of service in Washington D.C.; member of the International Executive Board and IEB trustee; and for the last six years, I've served as your International Secretary-Treasurer.

On the world stage on behalf of the ILWU I have traveled to Australia, Brazil, Holland, Germany, Belgium, South Africa, Vietnam, Singapore and Cuba. I have rolled up my sleeves, and have worked with all divisions of our union. I have worked without rest pounding the pavement in Washington D.C. to continue to build relationships with key players in both parties to raise the profile of the ILWU and to give our union more clout. I have devoted my time and energy to education programs, knowing we are nurturing our next generation of leaders who will take us even further. I also feel that we must do all within our might to raise the bar in organizing because the ILWU and labor movement must survive and grow; there is no other option.

Many of our members are hurting today. We're experiencing job losses, layoffs, and less work at the ports, so all of us are in some kind of pain. The economic recession is giving us a wakeup call. It's clear that as members of the ILWU, we need to reach beyond the anxiety and the depression of the last eight years and get back to our strengths. We must be adept at finding opportunity in adversity. The threats to our very existence, and consequently, that of our families, are the driving force behind us in a major way in this country and on the waterfront. The present economic crisis is the worst we have seen in our lives. Our work on the waterfront has been reduced between 20-40% on the West Coast, depending on the port. The ILWU was born out of the depression in the 1930s and we have been tested over and over again by the employers and this government. The ILWU stands strong today and the key to our future is the unity of our membership.

In 2008, I was honored to be selected by this Division to be Co-Chairman of the Negotiating Committee for the 2008 contract. Your president, Bob McEllrath, led this committee in achieving a good contract and I was proud to sit in the "second seat" and support him. In these negotiations, our bargaining committee made sure to maintain, and even enhance, the gains made in prior contracts to protect our families in the way of medical coverage, pensions, jurisdiction, and working conditions.

In 2008, we achieved important contract improvements for the next six years. The contract usually gives us a breathing period, but not this time. The PMA has come at this division twice in the last six months to modify what they agreed to in the contract. The leadership of this division and the Caucus has repeatedly told the employers that they must live up to the contract as agreed. We will continue to protect what we achieved in 2008 and prior contracts.

With an ever-changing industry and new technologies, including robotics that may reduce our workforce numbers in the future, it's more important than ever that the ILWU and its rankand-file stay abreast of coming changes and analyze our options and strategies well in advance of future contract bargaining. We must move the industry forward with technology advancements and more efficient methods to keep the West Coast ports attractive and help bring back trade volumes through our ports. At the same time, we must remain extra vigilant against the employers' increasing use of superintendents to perform our work, especially when it is a subterfuge to reducing our ranks. The employers often cry poverty, yet they have hired more and more superintendents to micromanage our work!

The key issues and challenges for the next three years will be:

- Protecting our pension and health care benefits;
- Ensuring that our Section 1 work is protected for longshore and clerks;
- Ensuring that the employers turn over the M&R work that we gained in 2008:
- Protecting our members in regard to the TWIC card;
- Fighting for a national health care plan and the Employee Free Choice Act;

rebuilding our union to make it even stronger. And today, Brothers, Sisters, the present stands side by side with history; 75 years later we're still here.

LONGSHORE DIVISION

Coast Committee California



Ray Ortiz Jr., Local 13

In 1997, 2000, 2003, and 2006, the Longshore Division rank-and-file supported me for the office of Coast Committeeman. I now respectfully ask for your support again.

Since 2006, things have changed

Continuing to build international relations and solidarity.

Thank you for your support and I ask for your vote once again.



John Kavanaugh, Local 29

Brothers and Sisters:

My name is John Kavanaugh and I am a candidate for the Southern Coast Committeeman position. We have just negotiated one of the best contracts in the history of the ILWU, and an effective administration for this contract is crucial during these harsh economic times.

My experience with the waterfront began in San Pedro, California. I grew up just blocks from the docks and I attended Barton Hill Elementary School, Dana Junior High and Fermin Lasuen High School. I continued my education while working on the waterfront by obtaining a Bachelor of Science Degree from the University of San Francisco and a Masters Degree in Business Administration (MBA) from the University of Redlands.

In 1969, I became a member of the ILWU. Container Freight Stations were opening on the waterfront and more manning would be required. A short time later I experienced a strike lasting 105 days. I observed the effectiveness of an organized picket line and witnessed firsthand the solidarity that was created when rank and file members demonstrated together. Although, my participation was limited to picketing, I realized that actively contributing by serving the union on committees would be needed in the future. Since then, we have faced many changes and challenges that involve containerization, new technologies, mechanization, on-dock rails, M&R and the loss of container freight stations.

In the past our contract in many ways patterned the ILA contract. We have for some time lifted the bar through contract negotiations, obtaining the best safety standards and jurisdiction language. We must continue to fight all threats to the well being of our union.

The Coast Committeeman position, I believe, would provide the opportunity to ensure the contractual rights for members of the ILWU. My college credentials combined with my work experience have enabled me to effectively represent our members. I have served on the grievance committee, the executive board, and labor relations committees. I have been a dispatcher, a business agent and a caucus delegate in Locals 63 and Local 29. I worked as a committee member on the container freight committee, and I also participated on the Safety Compliance Committee in Los Angeles and Long Beach. I was one of the first rail planners, and helped establish yard planning.

We find ourselves, through no fault of our own, in tough economic times. We are facing an employer who is committed to cutting jobs with the use of outsourcing tactics. Foreman, mechanics and longshoremen are now experiencing what clerks endured when technology came to the waterfront. Effective contract administration is crucial to our continued success. My goal is to enforce and protect our hard fought contractual rights. I have the education, credentials and 40 years of experience to get the job done. I need your vote.

employers are panicking, and they are not paying attention to the health of the industry or the traditional relationships that have moved us forward. Today, everything that the employers do is directly related to the quarterly bottom line.

In 2009, the Negotiating Committee bargained an Agreement that included jurisdictional gains and pension, health, and welfare improvements. We were lucky to complete negotiations before anyone realized that a severe economic downturn was upon us.

Our problem now is that the benefit plans are funded only by those PMA employers that are moving cargo and only to the extent of the volume moved. As such, cargo and man hours are effectively taxed on a real-time basis to pay current and future benefits. The tax, or assessment, is levied on a per-unit basis. This means that if only one employer moves one container with one longshoreman, that employer is responsible for the entire present and future cost of the benefit plans for everyone. An employer who moved cargo during good times and paid relatively lower unit costs now pays nothing if that employer no longer moves cargo. During the 2008 contract negotiations, the Negotiating Committee made efforts to address problems with the assessment process, but those efforts were rebuffed by PMA. Following the end of negotiations, the Coast Committee made additional attempts to intercede in the assessment process. Again, we were rebuffed by PMA.

In normal times it doesn't matter. Harry Bridges used to say, we demand the benefit and leave it to the employers to figure out how to pay for it. However, this unprecedented economic downturn demonstrates that the employers' method of payment does impact us. It impacts us in that it artificially drives up real labor costs. That means that we can expect to see increasing efforts by both PMA employers and non-PMA employers to do everything possible to avoid employing ILWU longshore workers and clerks.

As part of the effort to avoid employing ILWU longshore workers and clerks, we will see increasing attempts to circumvent our jurisdiction in small ports generally and in the area of clerk and M&R work particularly. That attack will come using stimulus money to construct competing non-union facilities. It will come using other unions such as the IAM, IBEW, and the Iron Workers. It will even come from inside our family as the employers try to pit us against the OCU, the IBU, and the Warehouse Locals.

Protecting our jurisdiction must

- 2008 Contract Negotiation Comm.
- 1997, 2000, 2003 & 2006 Grain Handlers Agreement Negotiation Comm.
- 2005 Ship Board Contract Negotiation Comm.
- · Coast Port Security Comm.
- Coast Public Relations Comm. • Coast Lost Years Comm.
- Co-Chair of Coast Cruise Ships Comm.
- Chairman of Puget Sound Area LRC
- Convention/Caucus Delegate Local 19, 2003 to Present
- President Local 19, Aug. 2004 to Jan. 2009
- Puget Sound District Council Delegate • Past Board of Director Waterfront Federal Credit Union

As the ILWU continues to evolve, it is important to adapt to the environment in which we live and work. We need to realize that the methods we used in the past, which brought us great successes, now require creative thinking, as well as using a variety of tools and techniques to navigate the global workplace. We must never change our 10 guiding principles; and must continue to protect our workers and be an outspoken champion for the working class.

The ILWU must continue to reach out globally to our sisters and brothers to join forces to battle the multinational corporations. Politically, we must continue to stay active and work to elect rank-and-file members to office. As we have learned in the past, just because they are Democrats, doesn't mean they will act in our best interests.

The ILWU is founded on the principle, "An injury to one is an injury to all." As rank and file, we are at our best when we carry this motto in our hearts and through our actions. It would be an honor to be your elected representative to the International Executive Board and fight to uphold the principles that have made us strong.

Yours in Solidarity, Herald Ugles



Max Vekich Jr., Local 52 No statement submitted.



• ILWU Local #23 President, 2004present

With your support I will continue to do my best to serve the ILWU. In Solidarity, Conrad Spell

Oregon/Columbia River



James D. Daw, Local 8

I was registered as class "B" longshoremen in Local 8 in April of 1980, elevated to Class "A" nine years later. I have been elected to many positions in Local 8 including Executive Board, Vice President, Earnings Clerk, Convention Delegate, Longshore Caucus Delegate and Parliamentarian. I have served on Local 8's Rules committee and many others. I represented Local 8 on the Oregon Columbia River Organizing committee as Secretary-Treasurer during International President David Arian's administration, where we were involved in several organizing campaigns. I have worked with Jobs with Justice and attended their national convention in Miami.

As a Longshore Caucus delegate I have been elected as Parliamentarian. I have also served on many Coast Committee subcommittees such as Port Security, Public Relations, Longshore and Clerks Technology and Jurisdiction. For the 2002 contract I was the coordinator for activities with the ILWU and AFL-CIO, also communications and Public Relations. I participated in the 2004 legislative conference in DC. I was on the 2008 ILWU Longshore and Clerks Contract negotiation committee. I have a seat on the Coast Guard's AMSC (Area Maritime Security Committee).

These are a few of the positions I have held and the committees I have served on. I will continue to serve the ILWU. If elected to the International Executive Board (IEB) I will communicate with all locals prior to and after IEB meetings. Therefore I ask all ILWU members of the Oregon Columbia River Area for your support and your vote for the International Executive Board.





John Philbrook, Local 21

The IEB (International Executive Board) is the highest governing body of our great Union and I would be honored to receive your vote for this position. I'm a third-generation longshoreman from Local 21 in Longview. Since I became registered in 1995, I have spent a majority of my personal time serving the ILWU. I have dedicated this time to maintaining and improving Longshore jurisdiction with proven results at the local level and at the highest governing body for the Longshore Division; the 2008 Negotiating Committee. I believe through this experience I am ready to serve the whole International through the IEB. If elected I look to improve communication with area locals for input and actions taken by the IEB. Again, I would appreciate your vote and look forward to continued service for our Union.

- August 1995: Registered "B" Longshoreman
- Fall 1995 to 1999: Supervisory Committee, Lower Columbia Longshoreman's Federal Credit Union
- 1998 to 2001: Secretary/Treasurer, ILWU Local 21
- 1999 to present: Board of Directors, Lower Columbia Longshoreman's Federal Credit Union
- 1999 to 2004: Chairman, Longview Longshore Charity Golf Tournament, (to date: raised over \$10,000 for Cowlitz County RIF (Reading Is Fundamental)
- 2002 to 2004: Secretary/Treasurer, Cowlitz-Wahkiakum Central Labor Council, AFL-CIO
- 2003 to 2008: Health and Welfare Officer, ILWU Local 21
- Summer/Fall 2004: Labor Neighbor Southwest Washington Area Coordinator (Political Action for Washington State Labor Council)
- 2005 to 2007: President, Cowlitz-Wahkiakum Central Labor Council, AFL-CIO
- 2005 to 2008: President, ILWU Local 21
- 2005 to present: Pension & Welfare Committee, Area Representative, ILWU
- 2007 to present: Area Chairman, Oregon/Columbia River Area
- March-August 2008: Longshore Division Negotiating Committee



Submitted in Solidarity John Kavanaugh

Coast Committee Northwest



Leal "Leo" Sundet, Local 8

I am your incumbent Northwest Coast Committeeman. I was nominated for a second term by your elected delegates at the recent Coast Longshore Division Caucus held in Seattle.

Like the economy at large, the Longshore Division is experiencing the worst economic downturn in its 75-year history. The challenges that we are facing are unprecedented. The

be the primary function of the Coast Committee in the next three years. Good wages and benefits can only be sustained if we protect our right to perform all ship and dock work.

INTERNATIONAL EXECUTIVE BOARD

Washington/Puget Sound



Herald Ugles, Local 19

It has been an honor to serve on the following committees and elected positions:

Conrad F. Spell, Local 23

Dear Brothers and Sisters,

It's been an honor and privilege to have served as an International Executive Board member for the past six years and I am seeking re-election.

My longshore career began in 1976 as a casual worker on the Tacoma Waterfront. I was elevated to "B" status in 1986, and after receiving "A" registration in 1992 began serving the union as an elected officer.

Listed below are the offices I've held in the ILWU:

- Local #23 Executive Board, 1994present
- Local #23 Labor Relations Committee, 1997-2000
- Local #23 Caucus Delegate, 1998-present
- · Northwest Area Grain Negotiations, 1999-present
- International Executive Board, 2003-present

George O'Neil, Local 40

Brothers and Sisters:

It has been an honor and a great learning experience representing the Columbia River the last three years on the International Executive Board.

I have been a trustee for the IEB which taught me the inner workings of the International's financials. I appreciate the hard work of the titled officers and how they make sure our money is not wasted.

Also, I served on the sub-committee to oversee the organizing department. We have made changes, patterning the department after Hawaii's.

In Local 40 I am the Chief Dispatcher and Convention/Caucus Delegate. I'm also on the Oregon Area District Council.

We have four members running for two positions. I am confident any of the four would do a great job. "Please vote." It is too important not to.

In solidarity, George O'Neil

Ryan Takas, Local 5

Fellow ILWU Members:

At the 2009 ILWU Convention in Seattle, WA, it was my honor to be nominated for International Executive Board (IEB) Representative for the Columbia River District. As an ILWU member since 2000, I have had the opportunity to participate in many facets of ILWU life. I have been a Convention Delegate three times; Vice President of the Oregon Area District Council; Vice President and Business Agent of ILWU Local 5; Lead Negotiator for bargaining with Powell's Books and Aramark; Jobs with Justice Delegate; "salt" for the ILWU Organizing continued on page 14

CANDIDATE STATEMENTS

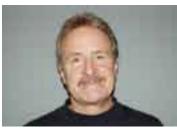
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Department; picket line walker for ILWU area standards pickets; hot dog slinger at Bloody Thursday and tons of other ILWU picnic events. To say that I am passionately involved with the ILWU would be the understatement of the year.

If elected, I will bring this same level of passion and involvement to the position. I will communicate, as consistently and thoroughly as possible, the interests and concerns of our area to the IEB. I will be an advocate for all ILWU Divisions by maintaining open communications with both the leadership as well as rank and file of each Local. I will solicit input prior to each IEB meeting and provide reportbacks after. I will attend any and all meetings, pickets, or other events that a Local requests of me and provide support wherever possible. Regardless of whether or not I am elected, I will continue to give you, the ILWU family, my very best.

I ask that when you vote in this election, you consider my obvious dedication to the ILWU and cast your vote for me, Ryan Takas, for IEB Representative for the Columbia River District.

Southern California



Mike Mitre, Local 13

I am running for the position of International Executive Board determined to retain and bring back as much cargo, discretionary and non-discretionary, as possible. For the ILWU, increased imports means increased jobs. The fact is, imports will not magically reappear on our docks without our solid involvement. The ILWU must be a presence and lobby in Washington D.C., as we must create a relationship with the major players in showing that ILWU effectiveness and efficiency is the best. For our ILWU members and families, the future is directly linked to the job we do, and how well we do it.

The redesign and rebuild of America's seaports is a no-brainer; seaport infrastructure and container facilities including trucking and on-dock rail is a must and will determine the viability of our West Coast ports. In the old days it was the diversification of the fishing industry, canneries, and shipbuilding. Today, we concentrate our efforts around containerized imports. These provide jobs and opportunities and gave us big-time employment. We must work hard to attract every size, shape, and commodity of cargo shipped over the oceans both inside and outside containers. Our towns are the solid environments they are because of the richness of our jobs, our housing, schools, and good neighbors. The community and ports have helped build and create jobs and infrastructure. Local multicultural, diverse, hardworking families settled here because of the opportunity and our legacy lies in doing our part to protect the foundation of this. I've served two previous terms on the Board and am running again for the position of the ILWU International Executive Board. Infrastructure improvement in our container terminals benefits not only longshoremen, but thousands of ILWU workers involved at every step of the freight and transportation super-highway. Once the cans hit America, seaport terminals move cargo, be it through trucking, rail, or other variety of transporta-

tion need. These all translate into badly needed jobs. We are in a fight to ensure that Southern California is the seaport of choice and longshore and warehouse locals must be the labor doing the work.

Everything built from here on out will have to be greener and more environmentally friendly. And jobs are the marker. As Southern California ports are increasingly approached by environmentalists, most of whom are not even from here, our jobs will be at stake. Our port communities simply can't afford to lose a single job. And where we can create jobs, the better for everyone. Jobs feed families. Thousands feed many families. What once may have been a more rhetorically based question of employment has taken on a more simplified direction; housing, feeding, and protecting your loved ones, the most basic of needs. It doesn't get any simpler than that.



Peter Peyton, Local 63

I have been a member of the ILWU since 1985, coming in as a "B" member. Since then I have served Locals 13 and 63 as an Officer and/or Executive Board member of both Locals.

At the Coast level, I created, was a member of, or chaired almost all of the major subcommittees within the Longshore Division of the ILWU. I served on the 1999 Negotiating Committee and while working at both the Local and Coast levels, created budgets that made it possible to carry on important ILWU programs in the areas of membership education, political action, jurisdiction, and improvement in working conditions.

On the jurisdictional front, I successfully led a campaign against privatization at the LAXT facility in the L.A. Harbor thereby maintaining a harbor area union prevailing wage standard and improving the air quality for the harbor area community and its workers.

I worked to develop and then chaired the ILWU's Legislative Committee, which built relations in Washington D.C. in preparation for the ILWU's 2002 Coastwise Contract negotiations, for which I spent six months in Washington while the Negotiating Committee fought the Pacific Maritime Association in San Francisco. I continue to maintain those relations for the union's future. My work in Washington D.C. includes serving on the Marine Transportation System National Advisory Committee (MTSNAC), which advises the Secretary of Transportation on national transportation matters; additionally, I was selected, and continue to be the Chair for the MTSNAC Education Committee

recognition for strength, democracy, and progressive thought has led the debate in working-class issues. With the proper leadership and resolve for unity, the ILWU will continue to set the standard for the future of strong unions and believes that as much as we have a responsibility to those people who came before us in maintaining the ILWU tradition, it is this generation's duty to forge a new direction which will lead it to its next 75 years of prosperity and respect.



John L. Fageaux Jr., Local 63 Brothers and Sisters of the ILWU,

My name is John L. Fageaux Jr. and I am seeking a position on the International Executive Board representing the Southern California area. First I would like to thank you for taking the time to read my campaign statement and for allowing me to share with you my experience and background.

Experience: I am a proud member of ILWU Local 63 OCU. I am currently serving as President of the local, a position I have been elected to for eight consecutive terms after serving two terms as Vice President. I first became a member of the ILWU by way of Local 13 Allied Division in the 1980s. Since that time I have held a variety of different position in the ILWU such as Shop Steward, Grievance Committee Member, Executive Board Member, Vice President and President.

Accomplishments: While serving as an officer of Local 63 OCU I have negotiated dozens of contracts, all of which have resulted in substantial gains in wages, health and welfare benefits, pensions, and most importantly JOB SECURITY!

At a time when a lot of unions are losing membership by the thousands, under my leadership we have increased the size of our membership by over 80%. The majority of this growth has come by way of organizing, which is something that has always been very important to me and my local. Over the last few years we have organized and brought under contract many companies including the following: Hanjin Shipping, Hapag Lloyd, China Shipping, COSCO Agencies, Support Services International, COSCO Long Beach, Inchcape Shipping Services, Consolidated Leasing and Terminals Inc., Moran Shipping and Interocean Steamship Corp, to name a few.

Education & Training: I have been very fortunate in receiving a great deal of education and training related to labor and our unique industry. Following is a partial list of my industry related education and training.

strive to adapt to the ever-changing industrial and political climates that we live in.

In conclusion, I believe I possess the experience, education and knowledge required to perform the duties of International Executive Board Member at a level expected by our members. Thank you for your support.

Fraternally, John L. Fageaux Jr.



Luisa Gratz, Local 26 Dear Brothers and Sisters:

We must prepare together to strengthen our union, to protect our union contracts in all ILWU Divisions, and to protect the rights of our members against employers and corporate assaults. Outsourcing, reduced and loss of work opportunity has caused great suffering to our members and their families and communities. We must work hard to secure our future by protecting our accomplishments today.

I am currently serving our union on the International Executive Board as one of three representatives from the Southern California area. I am also serving ILWU membership as president of Local 26, a position I have been elected to since 1984. I have also served as a steward, chief steward, president of our stewards' council and business agent.

As president of Local 26 I negotiate contracts, prepare for grievance arbitrations and organize new members into the ILWU. As a past president of the ILWU Southern California District Council (SCDC) I have lobbied, prepared legislation, conducted State of Calif. and Congressional hearings, and testified on behalf of the ILWU on plant closings, health and safety and other issues of concern to our membership. I am currently secretary-treasurer of the SCDC.

Working for our union is challenging. It has been an honor to serve our union and members over the years and I look forward to continuing to do so

In solidarity and fraternally, Luisa Gratz

Southern Cal. Mining Industry



like to get the word out to ALL our fellow locals of the ILWU concerning Local 30 and our upcoming negotiations for our contract that is ending Nov. 4, 2009, and ask them as well as you (Local 30) for support and solidarity for Local 30 during this very difficult time.

I ask you all to remember: "An injury to one is an injury to all."

Thank you for your support!

Northern California



René Ducroux, Local 34

My name is René Ducroux and I am running for the office of Northern California Representative to the International Executive Board. I am currently President of Local 34, which represents Marine Clerks and Office Clerical Workers in the San Francisco Bay Area and Delta. In 2002 I served as the Northern California Port Public Relations Director during negotiations and the Lockout. I have also served as the Technology Business Agent for Local 34 from 2003 through 2008 and as a member of the Coast Technology Committee.

These are tough times for all of us, and it is more important than ever to protect our work jurisdiction and to stay a unifying force representing the interests of all workers. The body at the 2009 International Convention communicated many of the challenges the union faces and provided clear direction. In the midst of unrelenting attacks by our employers the union is in the process of changing the ways in which we handle our business, implementing new organizing strategies, effectively managing our financial resources and improving our political and public relations responses to organizing, technology, outsourcing and health care for all workers.

The challenge now for the International Executive Board and Officers is to clearly communicate these strategies and elicit greater participation from the rank and file. The success of this union has and always will be a function of its rank-and-file solidarity both internally and internationally.

As your representative on the International Executive Board, I will do all in my power to serve the membership of this great union. I appreciate your vote.



Following the 2006 national elections, I worked on the strategy to help the ILWU build its Political Action Fund to be one of the nation's top 100 political action funds in preparation for the 2008 Congressional and Presidential elections, with an eye to "taking back the House and Senate" and putting a Democrat back in the White House.

My interest in serving my union stems from a strong family tie that includes family members in Locals 13, 63, 94 and the Office Clerical Unit. My goal as a member of the IEB will be to bring different perspectives to all divisions on the trials the union faces due to the changing global economy; with the realization that throughout its 75-year history our great union has faced challenges equal to or greater than what we face today.

The ILWU, through its worldwide

- Harvard University, Negotiating labor contracts 2002
- University of Michigan, Negotiating and Administering the Labor Contract 2005
- Labor Law and Arbitration Course 2003 & 2005
- Transpacific Maritime Conference 2001, 2002, 2004, 2006, 2007 and 2008
- International Legislative Conference in Washington, DC 2004

Vision: I believe that it is imperative that as a union we must be progressive and forward thinking without forgetting who we are and where we come from. The ILWU has a long and proud history, a history that teaches us what we should do and at times more importantly, what we shouldn't do. We must learn from our lessons and

Bruce Wade, Local 30

To all my brothers and sisters of ILWU and Local 30:

I would like to take this time and ask you for your vote and support for International Executive Board representative for Local 30. I pledge to do the best job possible for all the membership of Local 30, as well as communicate with our Local 30 President and exchange ideas and information needed to keep everyone informed.

As to my involvement with Local 30, I have been a union safety rep, shop steward, and currently I am a chief steward, balloting committee member, executive board member and negotiation committee member for the upcoming negotiations of 2009.

I would always continue to strive for rights and solidarity for the union working force and for my brothers and sisters of Local 30. I would also

Melvin Mackay, Local 10

I would be honored to serve on the International Executive Board. I've served many terms as a Local 10 officer where I've been elected by the rank-and-file for the past five years. I've served as a Business Agent (two terms/four years), Local Executive Board member (two terms/two years), and currently serve as President where I'm now in my second term. I've been working on the docks for 18 years; 10 of them as a mechanic and eight as a longshoreman.

I've helped Local 10 members deal with many challenges, including complicated arbitrations, important fights over jurisdiction, health and safety battles, and all sorts of contract enforcement issues. I served on the 2008 Negotiating Team where I helped us win an excellent contract that preserved our health benefits, expanded our jurisdiction, improved our pensions, and more.

The biggest challenge we're facing now is how to cope with the economic downturn. Companies are seeking concessions and staffing cutbacks, so it requires us to respond in a wellorganized and thoughtful manner in order to protect our contract gains. In a situation like this, we have to learn how to cope with the everyday pressures without turning against each other. I'm confident that we can survive and grow if we work together, stick it out, and stay united.

As difficult as things are for us, they're much worse for the 90% of workers who have no union to help them. We have a responsibility to help workers organize and join the ILWU and other unions—not just to help others, which we should—but also to protect our own gains that are vulnerable in a non-union environment.

I take my role as an elected official in our union very seriously, including my responsibility to keep people informed and to be honest about my views and positions. If elected, I will work hard to help us unite and fight for social justice and a stronger union. I would be honored to have your vote.



Fred Pecker, Local 6

I have been privileged to serve our union in several capacities: as a member of the International Executive Board, as the Secretary-Treasurer of the Northern California District Council, and as an officer of Local 6 since 1991. I have also served as a delegate, and on the Executive Board of the San Francisco Labor Council, and been a delegate to the California Labor Federation, AFL-CIO Conventions and Legislative Conferences since the mid-'90s. I ask for your support in my bid for re-election to the ILWU International Executive Board. Thank you for your past support.

We are in the worst economic times that most of us have experienced in our working lives. Now is the time for each of us to step up and contribute. Building the ILWU means more than a monthly dues payment; our union is built on sweat equity. Our time, intelligence and effort will see us through the rough. It is our duty to set the table for those who come after us the way our predecessors looked out for us—leaving things better than they found them—giving us a gift. It



Marc Anthony Cuevas, Local 54

I started casual longshoring in 1976 and was registered in 1998. Through circumstance and opportunity, it has been my honor to serve this union in several capacities. I represented small ports on the 2008 negotiating committee. I am presently on the Education Committee and serve as an alternate to the Budget Committee. I was president and business agent of longshore Local 54 where I currently serve as Auditor, Trustee and Caucus Delegate. My union activism started on the picket line at USS-POSCO in Pittsburg, CA when I was 17. My traveling partner and I protested the WTO at the "Battle in Seattle." I worked with the ILWU political action team that was sent to the battleground state of Wisconsin in 2004.

Brothers and sisters, we have been warned; once again tough times are coming. Hard decisions have to be made that will change our union and affect what we do in the future. We have enough strength and leadership to maintain our place on the West Coast. In the future, the coast-wide contract will have to adapt or it may fail us. We must not allow our contract or us to become obsolete. Developments in technology, economics and the environment bring many changes which we must learn to live with. The greatest difficulty we face though, may come from within. Attitudes of entitlement and invulnerability may blind us or block us from being vigilant. This union is worth protecting and fighting for, but our energies need to be sharply focused and not wasted. We cannot afford the luxury of ill-considered ideas or half-executed efforts.

Organizing must remain a core goal. Ongoing education is the key to passing on our union inheritance and preparing our newer brothers and sisters to face an uncertain and global future. This generation of elected representatives must be visionary and shrewd, tireless and tenacious. Challenges have always been there and always will be. As we move forward let us be proud of our past but not restricted by it.

I bring patience, perseverance and a sense of realistic optimism to the table. I will represent with passion and compassion, with commitment and integrity. I will strive to replace disharmony with unity. I would be honored to receive your vote for IEB. Please vote; it is the duty, honor and responsibility of a democratic organization. and respiratory therapists, pharmacists and nurses) I feel that I could represent the diversity of Local 200. I have been serving on the Alaska Local 200 E-board for 15 years and have been the Secretary-Treasurer for the last three years. I have served as a delegate to International conventions.



Dennis L. Young, Local 200 Brothers & Sisters,

As a rank and file member of the ILWU Alaska Longshore Division since 1989 I have had the opportunity to hold various elected offices: Local level - Dispatcher, Secretary/ Treasurer, Vice-President, President and State level – Area committeeman, President and Trustee. The IEB Alaska seat is an integral elected position for our region related to our constituencies to the International thru Convention action. Further, I hope to represent our region to ensure that Alaska has a unified voice and promote the progressive rank and file values that make up our great union while respecting the autonomy of the various locals and units.

Born and raised in Alaska, I believe that I understand the various industries that impact our labor force statewide and have participated in political action locally, statewide and nationally for the ILWU. We need for everyone to work together to continue to strengthen the ILWU presence, spreading the word that we are going to continue to grow our great union throughout the State of Alaska. If elected as your representative I will promote coordinated efforts to continue the organizing efforts that we attempted in the recent past and those yet to come. This can only come upon the unified strength of the Alaska region and the mobilization of every local and unit membership.

I humbly and respectfully request your support for IEB Alaska representative for the next three years, promising to uphold the Constitution and Ten Guiding Principles of the ILWU; always having an open ear for the rank and file while representing the actions from convention on your behalf.

In Solidarity, Dennis Young

Canada



ence will be very helpful in what is a critical time for all of the divisions of the ILWU. I have been a union member in good

We made some changes at our convention especially concerning the organizing department. As a board member I wholly support future organizing efforts and the completion of the Rite Aid contract campaign. Realizing, however, that money will be tight, we must be very thoughtful about selecting targets and allocating our resources. I am confident that we are up to that challenge and we will see success in organizing.

I also support the outreach to international unions. The IBU has also begun an international program including participating in a sister port relationship with Sydney, Australia, Locals 19 and 52. We are also active with the ITF Seafarers Section which broadens our coalition with many maritime unions. There can be no doubt that this outreach will strengthen our union.

I plan to attend the AFL-CIO convention this year and hope to see a change for the good as relates to representation and inclusion of all the affiliates. Hopefully the new leaders of the AFL-CIO will unify labor and revitalize the movement. I have heard loud and clear as we all have at convention or caucus that the status quo cannot stand if we are to truly have a voice in the national labor arena.

Knowing that this will be a pivotal three years for the ILWU and the Marine Division and that we will face many challenges due to the economy, the health care crisis and pension funding, now is the time to unify within the ranks, support our leaders and work even harder to maintain the legacy given to us by our founders. I thank you for your support.

Hawaii



Douglas Cabading, Local 142 (Pineapple)

My name is Douglas Cabading (known as Doug to many). I am a contender for the IEB seat for Pineapple. I am interested in this seat to voice and support the pineapple and all other industries. I have concerns of the well being of our members.

I have experience in leadership: Membership Service Chairman for Unit 2306, Unit 2306 1st Vice Chairman, Unit 2306 Chairman, Maui

142/Unit 2307—pineapple industry. I have been a union member in good standing for the past 31 years. I have previously served as a union steward, union vice chairman and represented the union membership on various safety committees. The welfare of our members is always my utmost priority. My energy and vision is for pineapple to stay in the United States as long as possible while maintaining fair treatment, pay and benefits for our members. I am not afraid to fight for you, your rights and your benefits as union members. I have been and will continue to be a strong, conscientious, vocal and attentive supporter of ALL members of Local 142 and ask for your vote to represent you. The Union is here for your protection and to keep a balance of fairness for our rank and file. I want to be a part of the decisionmaking board that takes care of you..... our members.

I live on the island of Maui and am a third-generation employee of the pineapple industry. Now more than ever, it is important to be aware of what is happening in our economy and our country as a whole and to make decisions that will benefit our union members. Again, my name is Harold Gouveia and I would like your vote for the position of International Executive Board Member – Hawaii – Pineapple Seat.



Francis Kamakaokalani, Local 142 (General Trades) No statement submitted.



Aurora Raposas, Local 142 (Sugar) No statement submitted.



Samuel Kaaihue, Local 142 (Longshore)

I have been a longshoreman at the Port of Kahului on the Island of Maui for nearly 29 years. Within the past few years I have served as a unit delegate and chairman for Unit 2201, Maul Longshore Division. During that time I have attended the 2006 and 2009 ILWU International Conventions. With my extensive knowledge and years of hard work and dedication, it would be an honor and privilege to be elected as an International Executive Board Member, to represent all longshore workers in the State of Hawaii, and all my brothers and sisters of the ILWU. Aloha and Mahalo!

is up to us to stand up and struggle for our future and that of the generations to come.

With your support I will continue to be a strong voice for our membership in Northern California, and support the ILWU from San Diego to Alaska to Hawaii. I will continue to work with all of the divisions of our union—Longshore, Maritime and Warehouse—to assist in building our strength and ability to support each other. Si se puede, yes we can. Vote Fred Pecker for IEB No. CA.



Debbie "Mouse" Manowski, RN, Local 200

I would like your vote and an opportunity to represent Alaska on the ILWU Executive Board. I have been an ILWU union member of unit 2201 since 1988. I have been involved in all but the very first contract negotiations and either an officer or steward since 1990. Having been involved with such a diversified unit (representing radiology, clerical, laboratory, dietary, and environmental staff, physical/occupational

Tom Dufresne, Local 500

No statement submitted.





Alan Coté, IBU

I am honored to be the nominee for International Executive Board representing the Inlandboatmen's Union of the Pacific, the Marine Division of the ILWU. This will be my second term on the IEB and having some experiDivision Assistant Sports coordinator, sits on pineapple industry negotiations, Maui division Trustee (current), sits on the Local Executive board, delegate to the Local Convention and delegate for the pineapple industry at the International Conventions, also was part of the constitution committee for both conventions



Harold Gouveia, Local 142 (Pineapple)

Aloha, fellow union members. My name is Harold Gouveia and I would like to be your next International Executive Board Member Representing Hawaiis Pineapple Seat.



Cyrus Kodani, Local 142 (Tourism) No statement submitted.

PROGRAMS AND POLICIES Adopted by the 34th Convention

HEALTH CARE

SINGLE PAYER HEALTH CARE (HR676) (R-7)

RESOLVED: That the ILWU once again endorses HR676, the "United States National Health Care Act;" and

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

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

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

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.

ENDORSING SINGLE-PAYER, UNIVERSAL HEALTH CARE (HR676-SB840) (R-12)

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

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

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.

UNIVERSAL HEALTH CARE, PENSIONS, SICK LEAVE, FAMILY LEAVE (R-25)

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

That 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. 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

STATEMENT OF POLICY ON THE POLITICAL ACTION FUND (C-2)

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 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.

The voluntary contributions to the Political Action Fund shall be collected as follows:

Up to One Dollar and Fifty Cents (\$1.50) of each March and July's per capita payment to the International Union shall be diverted to the Political Action Fund where it will be used in connection with Federal, state and local elections. These deductions are suggestions only, and individual members are free to contribute more or less than that guideline suggests. The diverted funds will be contributed only on behalf of those members who voluntarily permit that portion of their per capita payment to be used for that purpose. The Titled Officers may suspend either or both diversions if, in their judgment, the financial condition of the International warrants suspension. For three consecutive months prior to each diversion each dues paying member of the union shall be advised of his/her right to withhold the contribution or any portion thereof otherwise made in March and July Those members expressing such a desire, on a form provided by the International Union, shall be sent a check in the amount of the contribution or less if they so desire, in advance of the member making his/her dues payment to the local union for the month in which the diversion occurs.

action contributions directly to either the Political Action Fund or their local union, may do so in any amounts whenever they wish.

STATEMENT OF POLICY ON TITLED OFFICERS SALARIES (C-3)

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.

This recommendation updates the titled officers' salaries to their current rates.

STATEMENT OF POLICY ON OFFICERS AND STAFF PENSION PLAN (C-4)

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 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.

HEALTH CARE FOR ALL (R-27)

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 employerbased system; and

That this Convention encourages each ILWU member to promote wellness for themselves and their families and participate in chronic disease management.

UNION BUSINESS



STATEMENT OF POLICY ON CONVENTION LOCATIONS (C-1)

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:

Those members who do not wish to have any portion of their per capita payment diverted to the Political Action Fund, but wish to make political 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.

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.

STATEMENT OF POLICY ON IEB Wages (C-14)

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."

ORGANIZING

STATEMENT OF POLICY ON REVISING 30 PERCENT ORGANIZING MANDATE (C-17)

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.

ORGANIZING THE UNORGANIZED AND MOBILIZING OUR MEMBERSHIP (P-5)

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

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.

ORGANIZING OF ALCATRAZ CRUISES (P-6)

RESOLVED: That the ILWU fully supports the efforts of the ILWU organizing department in securing representation of the Alcatraz Cruises workers by the IBU/ILWU.

THE IMPORTANCE OF ORGANIZING (P-8)

RESOLVED: The ILWU International maintain organizing as a top priority of the ILWU, and

That the ILWU continues to put its money where its goals are, and

That should austerity measures become necessary due to the current world economic meltdown, funding for organizing be a core function of our International Union.

SUPPORT OF THE EMPLOYEE FREE CHOICE ACT (R-14)

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.

SOLIDARITY AT HOME

ABOLISHING DETRIMENTAL BUSH ADMINISTRATION NLRB RULINGS (R-2)

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.

LEGISLATION CREATING VACATION PROTECTIONS

cities within our jurisdiction; and

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.

SUPPORT OF THE WITHDRAWAL OF AMERICAN TROOPS FROM IRAQ AND AFGHANISTAN AND THE REINVESTMENT IN THE HUMAN NEEDS OF AMERICAN PEOPLE (R-15)

RESOLVED: That the 34th ILWU Convention demands that the United States immediately begin a complete withdrawal of armed forces from Iraq and Afghanistan, and

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

That the 34th ILWU Convention expresses its solidarity with all Iraqi unions in their efforts to organize and establish free and independent unions, and

That the 34th ILWU Convention supports Iraqi labor efforts to protect the national sovereignty of its oil, other natural resources and public assets; and

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

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

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

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 encourages those bodies to undertake appropriate education and solidarity actions in line with these resolutions.

RACIST OPPRESSION AND THE DEATH PENALTY (R-32)

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.

ILWU SUPPORTS WOMEN'S RIGHTS (R-42) 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 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; and 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



CREATING A FRATERNAL DISTRICT COUNCIL DELEGATE (C-20)

RESOLVED: That the 2009 Convention shall establish a fraternal delegate from each District Council for future Conventions, and

That the delegate costs shall be borne by the individual District Councils.

INCREASE UNION POLITICAL ACTION TO REVERSE THE DAMAGE OF THE BUSH PRESIDENCY (P-4)

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

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.

AND U.S. MINIMIM PAID TIME OFF (R-5)

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; and

That the ILWU will support legislation to pass comprehensive paid vacation protections and minimum annual paid leave legislation for all workers; and

That the ILWU will use its lobbyists in Washington D.C. to promote and advance such legislation; and

That the ILWU will use its influence in the Labor Movement to build additional support for this legislation.

SUPPORT OF IMMIGRANT RIGHTS AND IN SUPPORT OF MAY DAY MARCHES (R-13)

RESOLVED: That the 34th International Convention endorse and encourage participation in the May Day marches and other protest activities in 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.

SOLIDARITY WORLDWIDE



SISTER PORT SOLIDARITY BETWEEN THE MARI-TIME UNION OF AUSTRALIA, SYDNEY BRANCH AND THE INLANDBOATMEN'S UNION, PUGET SOUND REGION AND ILWU LOCALS 19 AND 52 (R-1)

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 Inland boatmen's Union of the Pacific be united in solidarity as "Sister Ports."

COMMEND SOUTH AFRICAN DOCKERS (R-30)

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

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.

FREE THE CUBAN 5 (R-33)

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.

CHANGE US-CUBA POLICY AND RESTORE DIPLOMATIC RELATIONS (R-38)

RESOLVED: That in that spirit, we call for an end to the senseless travel ban that is counterproductive and unnecessary; and

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.



OPPOSITION TO NATIONAL IDENTIFICATION CARDS AND OTHER ASSAULTS ON WORKER

SUPPORT APM TERMINALS PACIFIC WORKERS (R-18)

RESOLVED: That the 34th 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

That the ILWU International provide full support to negotiations in process at APM Terminals Pacific in Oakland, California.

SUPPORT FOR LOCAL 20 (R-20)

RESOLVED: That all the locals within the Southern California region be made aware of Local 20's situation; and

That these locals and the International Officers support Local 20 be it through letter campaigns or attending rallies of support; and

That the ILWU International helps Local 20 with arbitration needs by allocating International lawyers to assist in arbitration if the need arises.

SALUTE ACHIEVEMENTS OF HAWAII ILWU HOTEL WORKERS (R-22)

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.

SUPPORT PACIFIC BEACH HOTEL WORKERS (R-26)

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.

SUPPORT OF RITE AID NEGOTIATIONS (R-36)

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

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

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.

TENDING OUR TRADITIONS

LABOR EDUCATION (P-3)

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

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.

75TH ANNIVERSARY GENERAL STRIKE COMMEMORATION EVENTS (R-16)

complishments of the Hawaii longshore grouping over the last 60 years.

REAFFIRM THE PRINCIPLES OF RANK AND FILE UNIONISM (R-23)

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.

UNIVERSITY OF WASHINGTON LABOR ARCHIVES (R-34)

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

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

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

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

That the International Longshore and Warehouse Union request from all ILWU Locals to make financial contributions to assist in this worthwhile effort.



IN MEMORY OF AH QUON McELRATH (R-24)

RESOLVED: That this Convention of the International Longshore and Warehouse Union honors the life of Ah Quon McElrath, labor icon and social advocate; and

That the Convention reaffirms the ILWU's commitment as a progressive union that organizes the unorganized, fights for social justice, and promotes solidarity; and

That the Convention urges locals and members to contribute to the Ah Quon McElrath Fund for Economic and Social Justice.

JACK WYATT, SR. (R-37)

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

PRIVACY (R-4)

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.

SUPPORT FOR LOCAL 30 (R-6)

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.

NEW CHARTER CONTRACT NEGOTIATIONS (R-8)

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. 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.

113 STEUART STREET (R-17)

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.

CELEBRATE 60th ANNIVERSARY OF 1949 LONG-SHORE STRIKE (R-21)

RESOLVED: This Convention of the ILWU celebrates the 60th anniversary of the 1949 strike and the ac-

That the ILWU congratulate Jack on his muchdeserved retirement and thank his family for letting us have him all these years.

RICHARD CAVALLI (R-40)

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.

JOHN TOUSSEAU (R-44)

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.

The full text of all constitutional amendments and resolutions is online at www.ilwu.org/about/ Convention/2009/Resolutions/

IN MEMORIAM

Marvin Stanley Ricks Oct. 22, 1911 - June 10, 2009

Local 8 veteran Marvin Ricks, one of the last survivors of the great maritime strike of 1934, died June 10 in Beaverton, Oregon at the age of 97. Ricks was a 22-year-old Portland dock worker in May of 1934, when thousands of long-shoremen went on strike, shutting down every U.S. port on the Pacific Coast for three months. Ricks was a young member of a union "riot squad" during the 1934 strike, fighting scabs and defending picket lines along the Portland waterfront. He was also one of 28 Portland longshore activists falsely charged with killing a scab three weeks after the strike ended. Their case became a cause celebre. Once freed, Ricks returned to the waterfront. He became a walking boss around 1939, a gear man a decade later and a pensioner in 1976. ILWU historian Harvey Schwartz interviewed Ricks in 2001. Below is an excerpt from that interview, which appeared in The Dispatcher in September 2003.

 everal ships were still work ing the more ing the morning the '34 strike started. One of my first jobs was to go around with a bunch of men to every ship in the harbor that was working and tell the gangs that everybody was out and they'd better get off the ship right now. We talked most of them into leaving. Some gangs didn't quit, but we did nothing at the time because we were just four men per group making the rounds. As the strike got going, the things we did were considerably different.

When we got organized, then those guys who were working the ships had been warned. That's why the employers kept the strikebreakers on board ship, or on the grain docks, or out at Terminal 4. That way, those men didn't have to come back-and-forth, because they had a little problem getting backand-forth.

One night the phone rang. It was the fellow that ran the beer joint up on 23rd and Burnside. He says, "Hey, I've got two guys in here that sound like scabs." We said, "Okay, we'll be there." We walked in. Here are two fellas sitting down, drinking. We knew them both.

We said, "Well, hi fellas. We know you're too drunk to drive home. We'll see you get home safe." Meanwhile, you have a wrist-lock on each one, so if they make a sound you could break their arm. We led 'em out. You go as good pals, you're helping the two drunks. We got 'em outside, talked to' m by hand a little while, and turned 'em loose. When the strike started, nearly all the regular police were our friends. They were working men. Then, pretty soon, you found all the good guys uptown, directing traffic, and you had every bad one on the waterfront, plus a bunch of special police they stationed at Terminal 4. The July 11 tragedy, when the police opened up shooting near Terminal 4, was completely unnecessary. They claimed they only used riot guns, but Elmus "Buster" Beatty had a .45 slug in his neck and was off for a year. Four pickets were shot that day, two critically.

We did have someone in the police department who sent us a list every week of all the special police that were hired, including addresses. So there were specials who happened to run into unfriendly people in the streets. Then we had this detective who used to tell us this and that. Once he says, "They're moving a bunch of scabs in the morning. We have orders to take them to point X. At point Y, the Harbor Patrol is to pick them up and guard them the rest of the way. Somebody forgot there was one block in between those two points."

"I will see to it that we protect them only to the point that we were told," the detective said, "and that none of the Harbor Patrol go beyond that point." So there was quite a bit of monkey business out in the street that morning in that one block. There were police on both ends, but none made a move because they hadn't any orders. That is what you call having friends.

I was on the soup bumming detail for a while. One of my duties was to go up to the Good Eats Cafe on Burnside at 10 o'clock at night when they closed. They gave us whatever coffee and soup they had left over. We had bumming committees for rooms, food, produce and everything because you couldn't get much help from other unions. In '34 what unions you had were very weak. We were what got unions going. After the strike, the work paid 95 cents an hour. I made \$210 the first 21 days. That's \$10 a day. I was working pretty steady. I remember 21 days because on the 22nd day I got arrested. What happened was that a bunch of our men who were provoked by an employer agent raided this company union scab hall. A shot was fired and a scab named James Conner was killed.



The Memory Keeper: Marvin Ricks was a regular speaker at ILWU Local 8's annual Bloody Thursday tribute at Portland's Oaks Park, often reminding younger union members of the sacrifices their brothers and sisters made to win their union. L-R, Marvin Ricks; former State Senator Frank Shields; Local 92 member Doug Carey.

When I got arrested I said, "What for?" They says, "Murder." I thought, "Ah, what a relief." This might have been for assault and batter, kidnapping or sabotage, but when they said murder, I knew I didn't do it. I wasn't there. I'd gone to the dentist that day. He was late and I was waiting alone at his office when the shooting took place. But I couldn't prove it. He had no secretary. In the '30s, you did well to support yourself let alone a secretary. Anyway, they picked up everybody that any of the scabs saw or thought they saw.

I was taken to jail. You weren't allowed to call out for 24 hours. I disappear, wiped off the face of the earth. When they questioned me, there was the assistant district attorney, "Big Bill" Browne, the head of the police Red Squad, two policemen and two detectives. You're this scared 22-year-old kid with six people throwing questions at ya and you haven't even been allowed to call out. Well, one thing, being as I hadn't been there, I could tell the truth. I didn't get confused in my story. They took us down to the City Jail and threw us into the bull pen where the drunks had been heaving their guts out. It was horrible. They were picking up two, three, four longshoremen a day. We got watery mush for breakfast with two slices of moldy bread and a little thin soup at lunch and dinner. The only thing you could buy was Milky Way candy bars. It took me 20 years before I could eat another one. After a week they moved us to the County Jail, where the food was good and they let the union or your wives or friends bring food in to you.

ings at City Hall, they hauled us down and back in the Black Maria. They'd take us out ten at a time on a chain. We only shaved on shave day, so the public got to see these ten unshaven, roughlooking characters on the chain.

In a while some kid that had scabbed broke down and told the police he'd seen another scab, Carl Grammer, shoot Conner. The cops found the gun, too. It matched and they had proof that Grammer did it. So we finally got turned loose.

When the strike was over I was happy to have a little money to spend, which before I didn't have. I owed the kid at the service station \$2 and I could pay that off. Today, The Oregonian says we are upper middle-class on account of our good wages. Years ago we were looked down upon and called Communistic bums. I used to be against the idea of Wobblies, and against Communism, but now I think they did more for the union and getting organized than anyone. You have to have a radical. The rest of you may hate your conditions, but you go along, whereas you need some no-good so-and-so to stir it up and get you going. I think nearly all of our early top leadership was a little bit on the Wobbly side, whether you could prove it or not. Now I don't know about Harry Bridges, but it takes someone like him to get out and do the job.

You might say I was in a flying squad-we called it a "riot squad." These were squads made up of football players, boxers or wrestlers, the single men that didn't have much to lose. There were four squads of us on the shift I was on. If there was trouble at a dock, they called for us and here come 40 men down there in a hurry. Throughout the strike, we kept 10 pickets at every gate, at every dock on the waterfront. We kept them 12 hours a day, seven days a week. Well then, we had these 40 men that could go anywhere at any time to reinforce. And we did make a difference.

There were 28 of us charged. A quirk in the law let them charge us all. Once there were 32, but we proved that four of us weren't there. When we started having our preliminary hear-

I also feel we have to organize to stay alive. You just can't stand alone. You need people to back you when you have trouble. Taking in the sales people at Powell's Books, which we did recently in the new Local 5, hits my sense of humor as a good thing. It was getting two completely opposite types of workers together.

TRANSITIONS

NEW PENSIONERS:

Local 10: Lon D. Harvey; Local 13: Frank A. Lopez, Anthony G. Young, Joseph R. Meave, John H. Herron, James E. Greer, Daniel Masing, Charles E. Walker; Local 19: Daniel O. Neville; Local 34: Carl Zenn; Local 40: Richard E. Tapper; Local 52: Dave W. Davidson, Gerald Rooker; Local 63: Stanley D. Winter, James G. Horan, Norm Walden, John R. Tousseau, Ronald L. Richardson, Dag L. Kolderup, William B. Shuck; Local 91: Charles S. Villeggiante Jr., Larry R. Wright; Local 92: Raymond A. Ramey; Local 94: Richard A. Madalena, Johnny L. Berg

DECEASED & NEW SURVIVORS:

Local 4: Wesley Pfeifer, Theodore Veitenheimer (Florence); Local 6: Wilhelmina Heide; Local 7: Earl M. Thomas Sr.; Local 8: Marvin S. Ricks; Local 10: John H. Mackeral, Leroy Griffin; Local 13: Vernon L. Bennett, Paul L. Biller; Local 19: Edgar W. Rodenburg, Oliver Hunter; Local 21: Elmer D. Hendrickson; Local 23: Roger W. Eriksen (Geraldine), Keith L. Stevens, James E. Lewis; Local 32: Frank E. Johnson; Local 34: James P. Clomon, Ron D. Remington; Local 63: Randy M. Meikle; Local 98: Lenzie J. Shellman

DECEASED SURVIVORS:

Local 8: Gladys M. Sanders, Shirley R. Wonner; Local 10: Emma L. Randolph, Dorothy C. Anderson, Mary C. Calegari, Elaine Carson; Local 13: Lola M. Turner, Florine Allen, Marion G. Miller, Virginia Ortiz, Shirley Suggs, Genevieve M. White, Helen M. Grassi, Ozell McMahan, Barbara Walker, Lillian Johnson, Sarah M. Dennis; Local 18: Barbara A. Rendon; Local 23: Lenora Jean Dobiash; Local 29: Ercilia Munoz, Patricia A. Rodriguez; Local 52: Florence Hughes

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