



# *The* DISPATCHER

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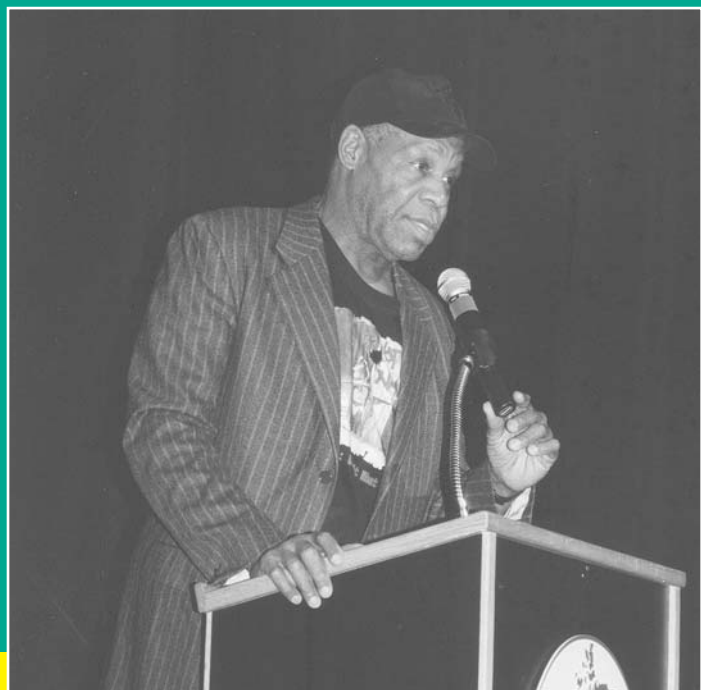


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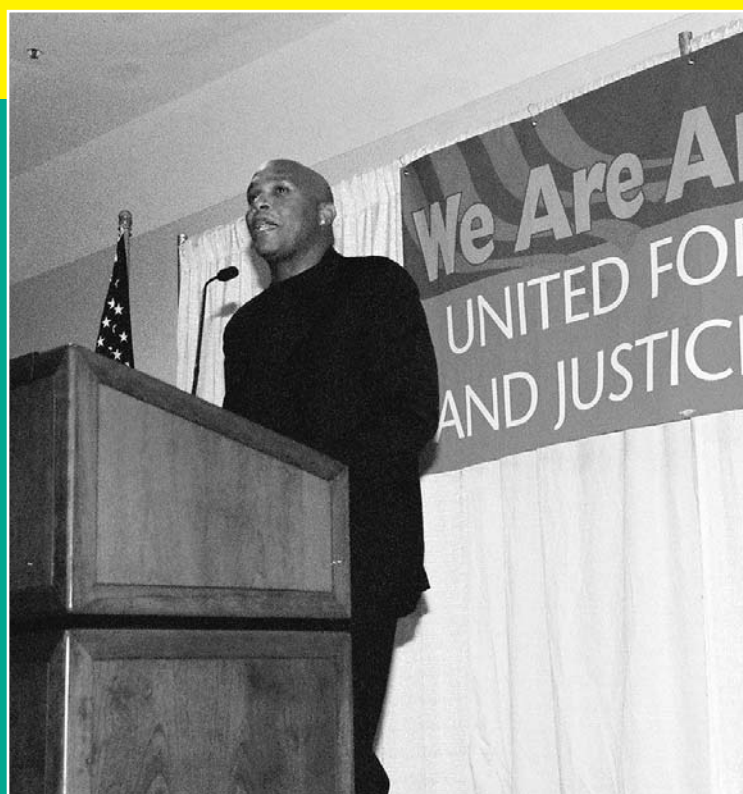


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Inside Line

THE PRICELESS COST

Sometimes policy is a pain. Here at *The Dispatcher* we have a policy of recognizing every death of an ILWU member on the job. It's only fitting, but it can become overwhelming.

In the course of four weeks the union lost three members, slaughtered like sacrifices on the altar of production and profit. All were untimely endings and all were great losses to their families, friends and their union.

As *Dispatcher* assistant editor Tom Price reports on page 11, longshore Local 10's Bob Padgett, walking boss Local 94's Matt Petrasich and warehouse Local 6's Douglas Espinoza were all victims of safety procedures gone tragically wrong. In each case the circumstances and conditions causing the accidents are unclear—were they human error or were they preventable with proper safety procedures—and are under investigation by the appropriate government agencies.

Whatever the conclusions—perhaps new safety regulations or equipment enhancements are needed, perhaps we just have to take a more somber look at how we approach everyday activity—it doesn't make much difference to those men, their families and the holes left in our communities.

In my recent travels along the Coast, I visited the Port of Portland's Terminal 6, the port's container terminal. I had to stop and grab my camera—stenciled on the cranes there were a couple of slogans:

“Accidents are preventable” and  
“Think safety—live longer”

I focused and shot it and then thought to myself, “That light green type on white background is not going to read very well in black and white on newsprint.

“Just as well,” I continued, spitting out the sour grapes. “It's just a sign that will soon fade into the background and be forgotten like that pocket-size safety manual.”

But that's just the point—anything can be ignored into the backdrop of some photographer's imagination. Only if it's something you talk about everyday, if it's something you cajole each other about regularly, will it go beyond slogans and become part of the union culture, consciously and actively not forgotten. Maybe that uncomfortable bulge the safety booklet makes in your overall's pocket will be a constant reminder.

Somehow when it happens I'm never expecting that call when I answer the phone. I'm never not shaken by the announcement of another member dying on the job, by the details of their surviving spouses and children, by the tales of their camaraderie. Perhaps the danger of these jobs is more egregious to someone like me whose daily occupational hazards are usually confined to paper cuts and eye strain. But I don't think so. It's more than should be sold for any wage.

Probably the toughest part of our job here at the paper is talking to the grieving family and friends, trying to get the story to give to the rest of the union. So what I'm asking here is that you make our work a little easier. We really don't want to write any more of these stories. So c'mon, help us out and be careful out there. I've said it before and I'll say it again—we're supposed to be working for a living.

—Steve Stallone  
Editor

PRESIDENT'S REPORT

Handling cargo surges

By James Spinosa  
ILWU International President

Last summer and well into the fall West Coast ports went through a phase when we had 30 or 40 or more vessels a day sitting in the LA harbor. We didn't have the manpower or the training to accommodate that surge coming at us from Asia. The employers tried to lay the blame on the ILWU in the media and in our communities. They claimed we were part of the problem, that we weren't answering the call to the job, and they branded us as a fat workforce that was overpaid, under-worked and not willing to cooperate with the industry.

But the record showed we had been calling for more registration, more casual hiring and more training for months before the backup in the harbor. The port infrastructure was so overwhelmed that it was obvious to any honest observer of the industry this was not a union problem. Eventually the employers succumbed to the wisdom of our proposals and registered some 2,000 new Local 13 members and worked with us to develop a new system for selecting more casuals, and hired and trained some 5,000 of them. Clerks' Local 63 has increased membership too, going from 1,000 to nearly 1,300 members, and more foremen have been taken in.

We're continuing to beef up our workforce to accommodate this year's surge which industry analysts suggest will be even greater. Tacoma alone is expecting a 30 percent increase and Los Angeles/Long Beach will grow from 12-18 percent or higher.

Given this situation, the employers have to work with us to accommodate the long-term needs of the industry. But instead they have been taking a band-aid approach. They are hot to trot when the cargo is at the doorstep, but the minute it slows down, rather than build for the next surge, they back off to save pennies and then throw away millions of dollars when cargo hits and they're not ready. That's the short-sighted approach they used last summer. They carried out mass registrations and were trying to build up the workforce to accommodate the need for those couple of busy months. But now they have backed away from their commitment in Southern California to register more workers and to bring in the proper number of people into the casual pool to be trained and ready for the next surge. Their penny-wise, dollar-foolish approach threatens to bite them again this year with a shortage of truck drivers because they refuse to pay them enough to keep them on the job.

We still have all the basic infrastructure problems that initiated last year's crisis. The railroads are still not up to speed. The PierPass system that was supposed to be ready last November to speed up movement of trucks through the ports has been pushed back month after month and is now sched-



uled for June in the most optimistic scenario.

So as we approach this year's peak season we have to be more mindful than ever of the hazards the cargo surge and dock congestion bring. We've lost three people on the docks already this year and the East Coast International Longshoremen's Association is losing people with the problems they are having with surges of cargo. We need to take steps to protect ourselves and we need to bring the employers with us.

We need educational programs on the proper ways to work safely. We need better traffic controls on the docks so we don't have workers being run over and killed. We need to have better training facilities and training more acclimated to our actual work environment on a longer basis. Giving a person a one-day UTR training and putting them out in the traffic hauling containers isn't sufficient. We need to have facilities made available for such training, but the employers are so bogged down in keeping their equipment available to handle the cargo movement they don't have big enough facilities with sufficient equipment for us to simulate real working conditions. When everyone is better trained and working more safely, cargo will be expedited more efficiently.

Traffic control is needed under the hook. Often we now have three, four and five cranes working a vessel. Proper lanes and lane changes become problematic and cargo is floating over drivers' heads. At the gates when truck drivers come up to a clerk and the clerk is servicing a container, walking around it looking for different things, the trucker has to turn his engine off. But when you go under the hook, everything is running while people are circling the truck. It's a disaster waiting to happen.

To make all this work, we need the employers to step up. But all they seem interested in is speed, not safe working conditions. When we put safe work conditions on the table, they turn around and hide and play games with the safety book.

We spend years putting together a safety contract for everyone to adhere to, and the employers try to use it as some kind of subterfuge rather than live up to what they agreed to. Their compliance teams strictly look at a certain narrow-minded production approach to the work. They won't take into consideration that the union has put together a team of workers to look at safety and the total contract. The employers refuse to hook up with the union to enforce and regulate the contract in its total—safety being a big part of that—because they don't want to slow down the cargo movement.

With the surge of cargo coming soon it is very important to get the message out to work safe. Don't drive at 40 miles an hour to meet the hook. You have to work safe and follow the safety book. Do that for your own good and the good of your co-workers. We must stop losing people on the waterfront.

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The DISPATCHER

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## “A Call to Conscience”

# Black History Month celebration in Tacoma

By Steve Stallone  
Photos by Frank Wilder

After taking a year hiatus, ILWU International Secretary-Treasurer Willie Adams produced another one of his Black History and Labor celebrations. With George W. Bush having been re-installed in the White House for another four years and the nation and the world facing an ever-increasing onslaught of neo-conservatism, Adams entitled this year's event “A Call to Conscience.” The star-studded program presented at Tacoma's Pantages Theater Feb. 22 proved to be up to the challenge.

“At this time people have to get off the sidelines and do something,” Adams said. “We have to do some soul searching. We have to question everything, decide what action to take and take responsibility. If we don't, we're saying it's okay.”

With that call in mind, keynote speaker and actor/activist Danny Glover put the concept of Black History Month into the current social context. The popular approach of recognizing “firsts,” the first African American to do this or accomplish that, diverts us from seeing Black his-

tory as a collective movement, he said. “Black history takes place in an historical and political context that includes the history of many other struggles for social justice,” Glover said.

He noted that racism started when Columbus killed the first Native American and has now taken a new mutation against Muslims and Southeast Asians.

“The role of racism determines who goes to school and who goes to jail, who receives health care and who doesn't,” Glover said. “We have to fight against racism against Arab Americans and Muslim Americans as vigilantly as we fought racism against African Americans.”

Glover had been introduced by Bill Fletcher Jr., the president of TransAfrica Forum, a former assistant to AFL-CIO President John Sweeney and the AFL-CIO's coordinator of the federation's Charleston 5 campaign. Fletcher opened his remarks with a tribute to Ossie Davis, the great African American actor and activist who had headlined the Black History event in 2002 and had been scheduled to appear again this year, but died a couple weeks before. The event that day was dedicated to Davis' memory and a tribute to him included a short video clip of his keynote speech from 2002.

“The Ossie Davis I will miss the most was the Ossie Davis who read the eulogy at the funeral of Malcolm X, the Ossie Davis who was an outspoken opponent of the apartheid regime in South Africa, the Ossie Davis who stood with the workers and their unions in their struggles for social and economic justice, the Ossie Davis who refused to let the red-baiters and the black-listers silence his voice for freedom, peace and justice,” Fletcher said.

Fletcher noted that the day before, Feb. 21, was the 40th anniversary of Malcolm X's death. The *New York Times* decided to write about the 40th anniversary of “The Sound of Music,” but ignored Malcolm X.



Chuck D



Arianna Huffington



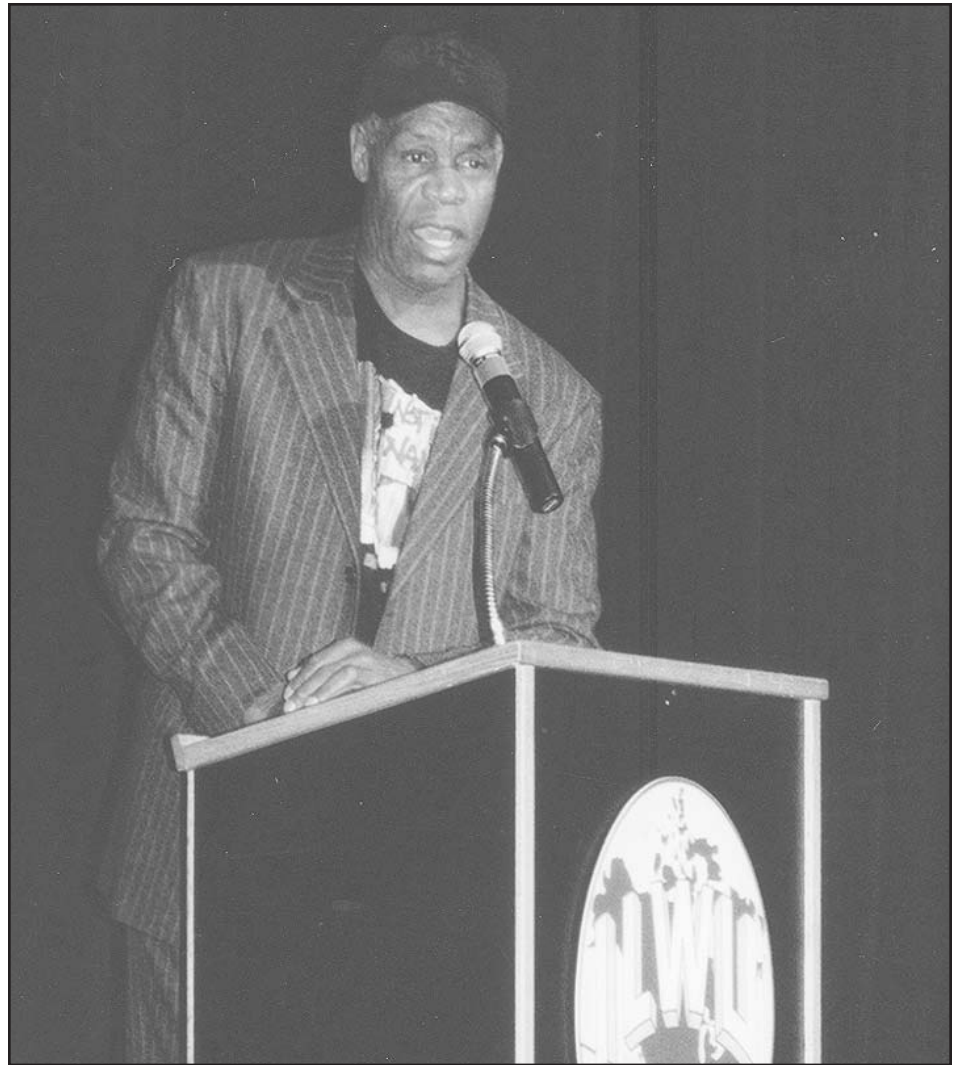
Naomi Tutu



Dominique Dawes with MC Tony B.



Zeek Green



Danny Glover

Nonetheless, Fletcher said, Malcolm X cannot be ignored because of his audacity in the face of oppression. He said what needed to be said and he said it unapologetically and eloquently. He situated the African American struggle in a global context. But most importantly, he spoke for the black working class and the marginalized sections of the black communities.

“He was the voice of the voiceless,” Fletcher said.

Also on the bill was Chuck D, leader of the rap group Public Enemy, author and radio talk show host on the Air America network. He tried to weave together themes of hip hop, its place in Black culture and how the status quo is taking it back, the importance of art education in school and taking social responsibility for a better community.

“I got involved in hip hop because it was rebellious to the status quo that kept us down. Now you can get normal hip hop in the local malls, you can get the clothes, CDs, movies,” he said. “Hip hop cannot go beyond the legacy of our people. When we had to express ourselves, we couldn't do it verbally, so we had to do it through the arts. So the strangle on the people of the arts is a disservice to the aspiring of us finally being equal.”

Chuck D also admonished his audience to really know Black history.

“A system that works against people who know not who they are, you're fodder for the machine,” he said. “You must rage against the machine.”

This year's program highlighted women's issues and featured on the speakers list Naomi Tutu, daughter of Nobel Peace Prize winner South Africa Bishop Desmond Tutu, political commentator and author Arianna Huffington and three-time Olympic gymnast Dominique Dawes.

Tutu spoke directly to the issue of conscience and doing the right thing. She noted that during the time of slavery, white slave owners would talk about how savage the Blacks were and how they wanted to ravage and kill.

“Meanwhile it was the slave owners who were ravaging and killing and brutalizing. But the best way for them to deal with their conscience was to blame the person they were oppressing,” Tutu said. “Our respon-

sibility as people of conscience and of consciousness is to say we are not going to fall for those lies.”

Arianna Huffington railed against the Bush administration and all politicians who are not dealing with the crises in education and health care in this country, but are instead spending billions on an immoral war in Iraq while giving tax breaks to the rich. She chided the audience to heed the call to conscience and take action to change the world.

“We have to follow our own conscience,” she said. “We need to look at ourselves in the mirror and see the leader in the mirror. The leadership has to come from ourselves, our communities, from the grassroots.”

Dominique Dawes talked about her focus and work to become an Olympic gold medalist and encouraged the young people in the audience to discover what they could accomplish.

“You all have something to offer, not just to other people, but to yourself,” she said. “You have to go out there and find out where your talent lies if you don't know.”

Between speakers ILWU Tacoma Local 23 longshore worker and spoken word artist Zeek Green delighted the crowd with his provocative rhymes and Darren Motamedy & Co., sometimes with vocalist Josie Howell, provided jazz funk grooves to ease the heavy messages.

The night before the Pantages Theater was filled with the beautiful sounds of pianist Todd Cochran's original compositions accompanied by Hubert Laws on flute and Bennie Maupin on saxophone. That was followed by the premier showing of a new film produced by Willie Adams entitled “The Black Composers” about African American musicians who broke into the world of movie music. This “work in progress” features interviews with Quincy Jones, Herbie Hancock, Isaac Hayes, Curtis Mayfield, Stanley Clarke, Patrice Rushen and others, as well as clips from some of the old films they worked on.

*The entire Call to Conscience event can be viewed as streaming video at [www.musicaentertainment.com](http://www.musicaentertainment.com) where it was broadcast live around the world.*



# WASHINGTON REPORT

## Bush's budget priorities are class warfare

By Lindsay McLaughlin  
ILWU Legislative Director

A national budget speaks to the values and priorities a president holds for the American people. It is a clear outline of his agenda and a document that should capture the hopes and aspirations of the American people. But the budget George W. Bush has proposed captures only the hopes and dreams of the wealthy. For everyone else he offers only despair and nightmares.

Bush's wish is that his billions of dollars in tax cuts for the super-rich must be made permanent. To achieve that goal, he is playing reverse Robin Hood, slashing critical programs for workers, veterans, school children, the sick, the poor and the disabled.

It appears that Bush is listening to Grover Norquist, the right-wing Republican leader who has a habit of dictating to the Republican Party what its priorities should be. He expressed his views of government spending on the needy in unmistakable terms.

"We must cut government in half to get it down to the size where we can drag it into the bathroom and drown it in the bathtub," he said.

Programs that target low-income families to provide food assistance to pregnant women, infants and young children, programs for early childhood education and child care, and home energy and rental assistance would all be subject to substantial cuts by 2010. These cuts could significantly reduce the number of low-income people who are served by these programs. According to figures provided by the Center for Budget and Policy Priorities, by 2010 about 670,000 fewer women, infants and children would be served under the Special Supplemental Nutrition program for women, infants and children; 300,000 fewer children in low-income working families would be provided child care; 370,000 fewer families and elderly and disabled individuals would receive rental assistance and vouchers; and nearly 120,000 fewer children would be served through Head Start.

Bush's budget cuts and shifts at least \$60 billion in Medicaid costs to the states over 10 years. This level of cuts will certainly push states to eliminate coverage for a substantial number of low-income people, increasing the ranks of the uninsured.

What kind of country would tolerate this kind of cruel policy? What kind of compassionate conservative would offer new tax cuts to the wealthy, spend a billion dollars a week on a war and at the same time tell poor women and children to suck it up and tighten their belts?

The budget is a slap in the face to the very U.S. troops Bush implores us to support in his war in Iraq. It requires veterans to pay \$250 to enroll in health services and doubles their co-payments for prescription drugs. It provides for a paltry 1.7 percent increase in spending, far from the 14 percent increase the Veterans Affairs Department needs to sustain its services for the increasing number of veterans.

Bush's budget contains significant cuts to education for the first time in 10 years, at a time when our schools are struggling to meet the requirements of his own No Child Left Behind program. The cuts eliminate funding for education technology, school counselors, alcohol abuse reduction and dozens of other education initiatives.

As Americans look for job oppor-

tunities in a country that continues to outsource jobs and continues to see its industrial job base eroded by free trade agreements, the Bush budget reduces job re-training opportunities. Hidden within the Bush budget are massive cuts to job training and employment service programs of nearly \$280 million.

The Bush budget block grants critical job training programs. Currently, there is a separate funding stream for each of the training these training programs: Adult Training, Dislocated Worker Training, Dislocated Worker Training, and the Employment Service. The Bush budget combines (or block grants) the adult, youth and dislocated worker programs. Historically, Congress tends to cut overall funding when different programs are combined. This risky scheme jeopardizes critical training resources just as workers look to gain new skills to compete in an increasingly tight job market. Dislocated workers will be hurt the most, as there no longer would be dedicated funding guaranteed to help them find new jobs. At-risk teens also will find fewer sources of job opportunities.

The Bush budget eliminates the Employment Service, the very program that connects unemployed workers with jobs. This comes at a time when millions of workers continue to struggle to find jobs. Last year, the Employment Service served over 15 million workers.

The Bush budget proposes massive cuts for the Department of Labor, the federal agency charged with enforcing the laws and programs that protect the American worker. The Department of Labor budget is cut by \$435 million, a reduction of 3.6 percent. These reduced resources mean less job protection for American workers.

Every year, Bush has proposed eliminating funding for the Migrant and Seasonal farm workers training program. This critical program provides job training and referrals for farm workers who are employed in an industry characterized by chronic, seasonal unemployment and underemployment.

The Bush budget cuts U.S. com-

mitment to raising international labor standards. American workers can't be expected to compete with workers earning substandard wages and benefits. However, the Bush administration would cut to \$12 million funding for programs to raise wages and benefits for workers in other countries. This cut will further increase the outsourcing of good American jobs.

On the issue of homeland security, Bush's budget fails to protect us. The budget includes NO specific amount for port security grants, which were funded at \$150 million in 2005 (about 10 percent of what the Coast Guard estimated would be necessary in 2005 to meet the requirements of the Maritime Transportation Security Act). For 2006, the budget proposes to combine ports with other non-aviation targeted infrastructure projects such as energy infrastructure.

This budget is possibly the most dishonest of all budgets submitted to Congress. It does not include the costs of the war in Iraq or Afghanistan. Nor does it reflect the transition cost of Bush's Social Security privatization scheme, estimated at several trillion dollars.

The U.S. taxpayer is being sent a bill for a war in Iraq that costs well over a billion dollars a week! The Bush administration has requested another \$82 billion in supplemental spending for the wars in Iraq and Afghanistan as well as some aid to help countries devastated by the Asian tsunami. This funding request is classified as "emergency spending" and not part of the budget. About \$61 billion is for the Iraq war. Congress is expected to approve Bush's request. Upon approval, total spending for the Iraq war will reach nearly \$210 billion, including military, reconstruction funding and other Iraq war-related expenditures.

When Bush dragged the country into this war, his minions told Congress not to worry—Iraq can finance its reconstruction from revenues from the oil. Paul Wolfowitz, Assistant Secretary of Defense, said in sworn Congressional testimony, "The oil revenues of Iraq could bring between \$50 and \$100 billion over the

course of the next two or three years. We are dealing with a country that can really finance its own reconstruction, and relatively soon."

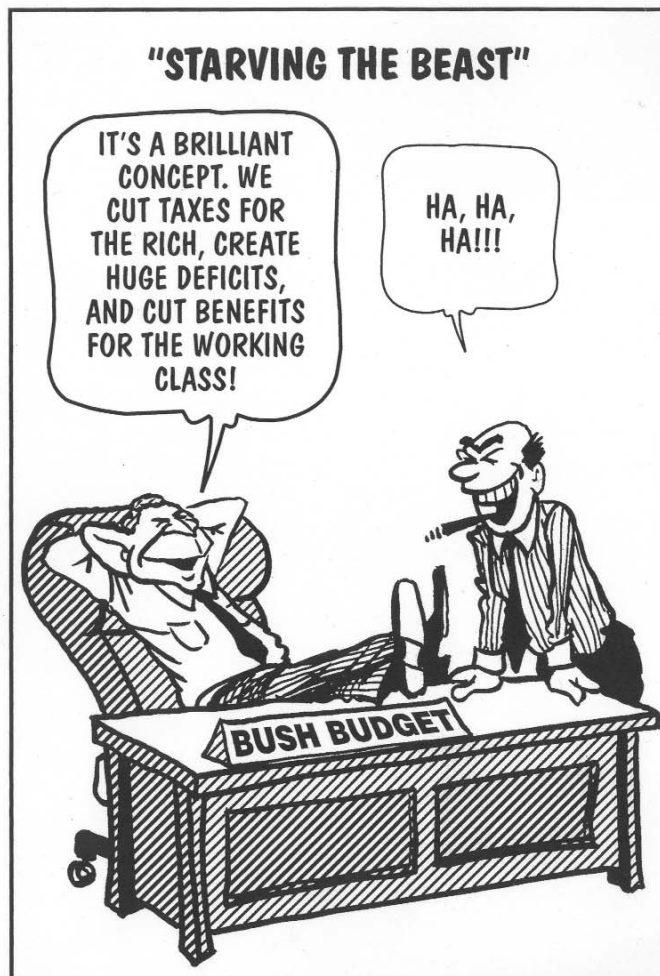
In the two years of occupation so far, the oil revenues have not been dedicated to the reconstruction of Iraqi infrastructure that the U.S. destroyed, and probably never will. The U.S. taxpayers are stuck with that bill.

Bush's plan to "save" Social Security is to create private investment accounts, but the enormous costs of this change are not in his budget. Economists Peter Diamond and Peter Orszag have estimated that the general revenue transfers required to finance the transition costs would be \$2 trillion. Bush's plan would divert payroll taxes from traditional Social Security and put it in private accounts for the benefit of Wall Street financiers. The \$2 trillion dollar diversion would destabilize the system so much it would assure the bankruptcy of not just retirement fund, but the fund to support disabled workers and the widows and orphans of workers who die young. Diamond, an Institute Professor at MIT and Orszag, Senior Fellow at the Brookings Institute, have written extensively on solving long-term solvency issues concerning the Social Security system. They contend that "it is unwise and unnecessary to destroy the program in order to save it."

Finally, the Bush's budget sets a new record deficit of \$427 billion. This wipes out the \$5.6 trillion surplus Bush inherited from President Clinton just four years ago. The budget pretends to reduce the deficit in half over five years, but it doesn't even start.

Bush's plan for reducing the deficit is to take from the poor and needy and to give as much as possible to the rich and greedy. Bush has shown his true heart in this budget proposal and it is the same as Grover Norquist's. He wants to weaken the American worker and the poor so much that they can be dragged into a bathtub and drowned.

Call your Senator and member of Congress today at 202-225-3121 and express outrage over the President's Budget.



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# Local 6 sees no rest ahead

By Marcy Rein

Each speaker at the 58th convention of warehouse Local 6 agreed: Members of the local will need to keep up their work in the political arena and step up organizing if they hope to slow the steady rain of attacks by the government and their employers.

"President Bush and Gov. Schwarzenegger are promoting attacks on the progress that have made for a better life since the dark days of the Great Depression," newly elected Local 6 President Efrén Alarcón said in the Officers' Report. "Now is the time to step out of our comfort zone and participate in our union."

ILWU International Secretary-Treasurer Willie Adams hit the point even harder.

"The ILWU has always aimed high, set the goal high," Adams said. "We're on the verge of starting a new March Inland. We have to look at our commitment. Each of us has to look inside and ask, 'Am I doing everything I can?'"

Fifty-two registered delegates and 31 guests attended the convention. Bayer, C&H Sugar and Waste Management Landfill turned out the most members for the event.

Convention-goers received greetings from Teamsters' Port Division Director Chuck Mack, ILWU longshore Local 10 President Trent Willis, marine clerks' Local 34 President Richard Cavalli, watchmen's Local 75 President Michael Terry, warehouse Local 17 Business Agent/Dispatcher Everett Burdan, Congresswoman Barbara Lee, Oakland Mayor Jerry Brown, and the new heads of the San Francisco and Alameda Central Labor Councils, Tim Paulson and Sharon Cornu. In saluting the local's survival and contributions, the speakers also drew out the hard situation facing unions now.

Union members gave time and money as never before in the 2004 election, Paulson pointed out. (Many Local 6 members knocked doors and worked the phones through the labor councils in San Francisco, Alameda and Contra Costa Counties. Three members took part in the AFL-CIO's efforts in swing states: Carlos Torres, Mike Fennelly and Carey Dall.)

"Still, we didn't get the job done," Paulson said, and there will be more work to do this fall. "Some 68 ballot propositions are floating around Sacramento now. Gov. Schwarzenegger has one agenda. He wants to take away health and welfare, pensions and a living wage."

Unions face this challenge from a weak position. Nationally, membership numbers have gone down sharply over the last 40 years. So has the percentage of U.S. workers who belong to unions.

Local 6 has followed this trend, ILWU International Organizing Director Peter Olney pointed out in a brief presentation to the convention on the ILWU's organizing program. In 1965, the local had nearly 9,000 members. The master contract covered 95 houses with more than 2,800 members. Today the local has just over 2,700 members altogether, and 10 houses with 470 members in the master.

The decline speaks loudly to the need to organize now and organize smart, Olney said. This means looking for targets that will build the ILWU's power in the cargo-handling industry and build on Local 6's strengths.

The first Local 6 members worked in waterfront warehouses handling coffee, tea, spices, dried fruit and other goods longshore workers took off ships. The local still deals with some of these goods, but union



Marcy Rein

The ILWU International presented a framed photo of Louis Goldblatt to Local 6 at the Convention. (Left to right) Local 6 President Efrén Alarcón, ILWU International Secretary-Treasurer Willie Adams, Local 6 Secretary-Treasurer Fred Pecker, Local 6 Secretary-Treasurer Emeritus Leon Harris, San Francisco Central Labor Council Executive Secretary-Treasurer Tim Paulson. As a warehouse worker, union activist and insightful strategist, Goldblatt played a key role in the 1934-38 warehouse organizing drive known as the March Inland. He served as Local 6 vice president in 1937, then as Secretary-Treasurer of the International from 1943-77.

houses share the market with non-union competitors and get supplies from non-union firms. The non-union outfits can threaten conditions at the union houses, but they also offer opportunities for organizing. Olney concluded by offering members the chance to explore these opportunities more at a special organizing conference March 4-5, a joint project of the

local and the International Organizing Dept.

In the Officers' Report, Alarcón returned to the organizing theme. "The law no longer protects workers who desire union representation," Alarcón said. "We are learning that the way to prepare workers who are organizing is to take direct action like the brothers and sisters at Republic

Landfill did last summer. Management agreed to bargain after the workers walked off the job and demanded Local 6 be recognized as their union."

Workers at Republic are now negotiating a contract, as are Local 6 members at 11 other houses. Eight contracts were negotiated and ratified last year, and four come up this year, including Bayer and Waste Management Landfill, two of the local's largest and most active houses.

After Alarcón gave the Officers' Report, Local 6 Secretary-Treasurer Fred Pecker presented the budget. Members followed along intently as Pecker broke down the income and expenses. By watching every penny, the local should be able to keep its head above water this year, Pecker reported. The budget passed unanimously, as did the three resolutions before the convention.

The first resolution amended the local's constitution to shrink its Board of Trustees from nine members to eight. The second expressed Local 6's solidarity with the striking farm and sugarcane workers at the Hacienda Luisita in the Philippines. Fourteen people died, more than 100 were arrested and more than 440 remain missing after the army and national police attacked the strikers in November 2004. The third resolution called on President Bush to bring the troops home from Iraq now and provide adequate services for veterans and jobs, health care and education for all working people. It also asked the AFL-CIO, the ILWU as a whole and the various ILWU locals to take the same position.

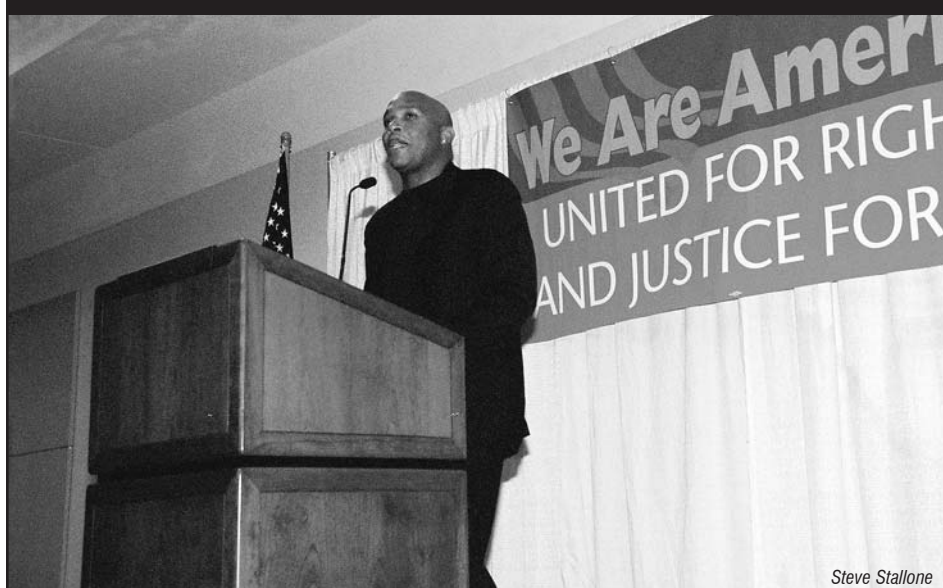
In the discussion of the anti-war resolution, Jim McMahon from Bayer stood to acknowledge his co-worker James Word. An Army reservist who had worked at Bayer since 1990, Word was called to active duty in Iraq a year and a half ago.

"We need to give recognition to members and families called up to active duty or serving in the armed forces," McMahon said.

The convention adjourned with a moment of silence for Brother Douglas Espinoza of California Waste Solutions. Espinoza died on the job Feb. 22 after an accident with a baling machine.

"I urge each of us to observe safety rules at all times, so that we each return home at the end of our day's work," said Alarcón, choking up a bit. "Our life is more than our work."

## AFL-CIO HONORS ADAMS



Steve Stallone

ILWU International Secretary-Treasurer Willie Adams received the AFL-CIO's top civil rights award at its Martin Luther King Jr. Day dinner commemoration in Los Angeles January 15. The "At the River I Stand" award was presented in recognition of Adams' work and achievements in the union and the community to recognize and promote civil rights and African Americans' struggle for equality.

"I accept this award on behalf of the 45,000 men and women and their families of the ILWU, a union which is moving with majestic scorn for risk and danger to continue to better the lives of working people," Adams said to audience of several hundred, including dozens of ILWU officers, members and pensioners. "I accept this award as a trustee, for in the depths of my heart I am aware that this award is much more than an honor to me personally. The membership is the salt of the earth. Leaders come and go—the members remain forever."

Adams cited the ILWU's long history of commitment to civil rights, from the union's beginnings in 1934 when its fledgling leader Harry Bridges promised the Black community that if they did not scab on striking longshore workers, he would make sure they got into the union, to 1942 when then-ILWU International Secretary-Treasurer Louis Goldblatt was the only union leader to speak out against the Japanese-American internment during WWII, to the union's boycotts of apartheid South African ships.

Adams went on to assert that the current times require more of that progressive vision and activism.

"We still need some Paul Revere of conscience to alert the working people that the struggle is still at hand," he said. "To an extent, leadership is like beauty—it's hard to define, but you know it when you see it."

—S.S.



# Advanced LEAD: The art of

Story by Steve Stallone  
Photos by Frank Wilder

**E**mboldened by the Bush-Republican government's aggressively anti-worker policies, employers nationwide are coming to bargaining tables and courts looking to slash their workers' share of the wealth they produce. Unions everywhere are entering negotiations on the defensive, facing employer demands for deep cuts in health care and pensions, two-tier compensation changes and looser rules on outsourcing jobs.

Responding to the latest bargaining climate changes, the ILWU held its first Advanced Leadership Education and Development Institute on contract negotiations for 84 local officers and rank-and-file activists—the majority of whom were selected to participate because they had previously attended basic LEAD programs put on by the International union or the seminars and workshops organized by the Longshore Division's Education Committee.

The advanced LEAD, held Jan. 31-Feb. 4 in Palm Springs, Calif., was designed to walk participants through the preparations, processes and pitfalls of collective bargaining with a combination of guest speakers, group discussions and role-playing exercises.

The seminar opened Monday evening with International President Jim Spinoso welcoming the participants. He acknowledged that the union was very disappointed in the outcome of the November election.

"Still, I'm very proud of the work all ILWU members did in the campaigns," Spinoso said. "This week we will focus on education and networking and come out with a solid direction on how we're going to build this union."

The keynote address was given by William B. Gould IV, the former head of the National Labor Relations Board under President Clinton, a long-time friend of former ILWU International President Jimmy Herman and now professor of labor law at Stanford University. In a talk he called "Labor, Lincoln and Clinton: What it all means today" Gould sought to draw connections and comparisons among the passage of the Thirteenth Amendment ending slave labor 140 years ago, the passage of the National Labor Relations Act codifying workers' rights 70 years ago and the attempts to enforce those rights under Clinton and the current Bush-Republican backlash.

Gould said that when Clinton appointed him to head the NLRB in 1994, the first thing his board did was try to streamline the process of workers voting to join unions. But employers and Republicans went berserk.

"You would have thought it was the end of Western civilization when we tried to knock four months off the process," Gould said.

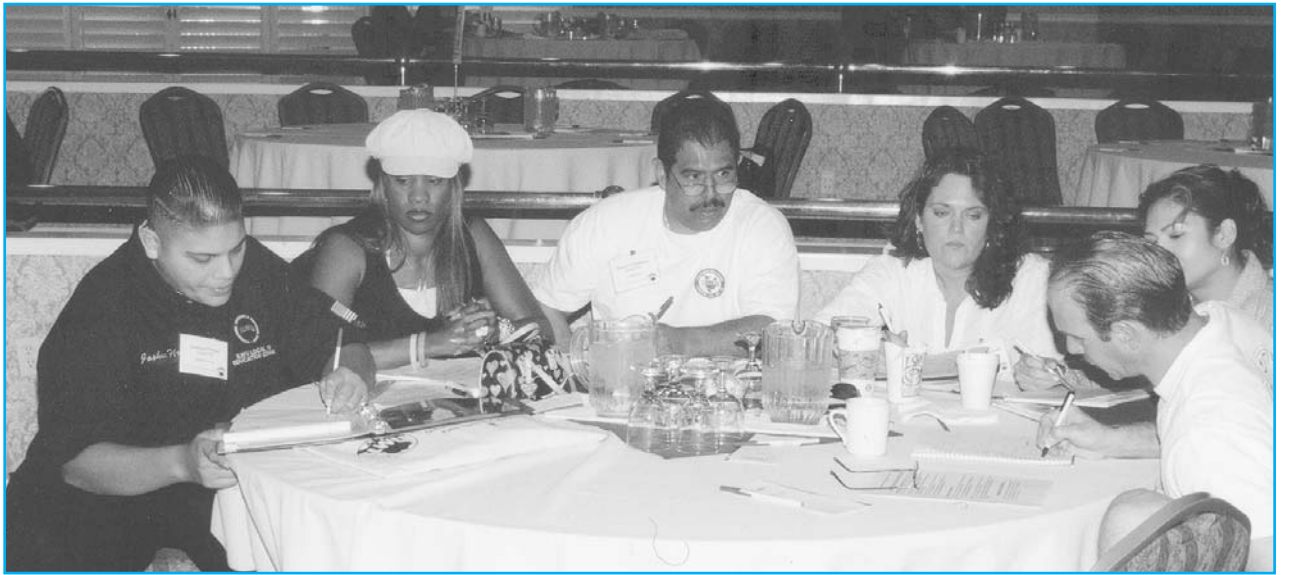
Gould, whose great-grandfather was a slave, said the two most divisive times in the history of America were in the 1850s just before the Civil War and the 1990s when Newt Gingrich and the Republican Congress vehemently and irrationally attacked Clinton and all his policies. Since then labor law has been continually twisted to give more and more advantage to employers. But, he said, just as the 1850s seemed a hopeless time, there may still be hope for our future.

"We can struggle to make freedom of association and collective bargaining work in democracy again and bring back free labor as we did with the end of slavery," Gould concluded.

The seminar began in earnest Tuesday morning with a presentation on the basics of the negotiating process from preparations to ratification by David Alexander of the AFL-CIO National Labor College. Alexander noted that preparations in advance are key, and that sometimes the toughest negotiations are not across the table with the employer, but within the union's own negotiating committee. He stressed communications—listening to your own members to know what they need and want and then finding the ways to talk about your issues to other unions, people in the community and the media. He suggested couching the message in terms of social justice and showing how bad the employers are. He urged doing research on the employer—finding out where its vulnerabilities are—and checking out the company's web site which often has more information about it than one would get out of the employer itself.

Economist Steven Pitts, a labor policy specialist at the U.C. Berkeley Labor Center next spoke about the global economy and local bargaining.

"Globalization affects everyone everywhere," Pitts said, suggesting that negotiating strategies



Local 13 members (left to right) Joshua Flores, Melody Jeffries, Socorro Fimbres, Laura Hansen Lara, Martha Martinez and Mike Piazza.



UC Berkeley Labor Center economist Steven Pitts (center) helps Local 10 President Trent Willis (left) and Local 13's Joshua Flores (right) with a costing out exercise.

should consider employer/union power balance on a worldwide scale. Unions may have friends and the employer may have enemies beyond national borders that can supply leverage in the bargaining process, and these should be explored and exploited whenever possible.

The segment on costing out contract proposals was presented by International Research Director Russ Bargmann. He reviewed mathematical terms of costing out contract items, and then walked the participants through costing out different proposals, such as wage increases, health care coverage and vacation time.

The rest of the afternoon was dedicated to a panel discussion moderated by Kathleen McGinn of the Harvard Business School on how bargaining is done in various ILWU industries. Spinoso reviewed how the Longshore Division formulates its negotiating position, with demands rising from the resolutions passed by rank and filers at the local level that are then sent up to the Caucus, the representational assembly of the division. The Caucus delegates adopt the negotiating demands and then select the negotiating committee from among its ranks.

"You have to have the rank and file behind us," Spinoso said. "That's the ILWU tradition."

Hawaii Local 142 President Fred Galdones noted that because his local represents workers in many different kinds of industries, including longshore, sugar, pineapple, general trades and hotels/tourism, they bargain many contracts. He pointed out that because of high union density in the state's tourism industry—70 percent of hotel workers in Hawaii are organized—the local has been able to take them out of low-wage, dead-end jobs and bring them decent wages and health benefits.

Terri Mast, secretary-treasurer of the Inlandboatmen's Union, said her members face multiple bargaining strategies since they work for both private and public employers. For the private tugboat and ferry companies they work for, the IBU relies on union density—65 percent of tug operations on the West Coast are union—and the specialized skills and certifications the work

requires for leverage in bargaining. But with public employers, like the Washington State Ferry system, the union needs political clout and public support since legislation is often required for many contract provisions and the workers cannot legally strike.

Warehouse Local 17 Secretary-Treasurer Jack Wyatt said that his Sacramento-based local, like other ILWU warehouse locals, bargains many contracts and in different industries. His local, for instance, covers rice mills and recycling facilities as well as traditional warehouses. Wyatt said that health care, especially for retirees, is the most costly aspect of bargaining. But, he said, his local polled retirees and found that health care was their priority and so that was the emphasis in negotiations for the master warehouse contract. Even in this difficult concessionary atmosphere the union stayed united and, although it agreed to co-pay increases, was still able to maintain the same level of benefits.

McGinn concluded the panel with the observation that all sections of the ILWU are confronted with change and are meeting that challenge by relying on traditions of rank-and-file democracy to forge difficult solutions in these troubled times.

On Wednesday morning a couple of regional mediators from the Federal Mediation and Conciliation Services, a government agency that provides help in resolving labor contract disputes, reviewed negotiating styles. Linda Gonzales from Southern California and Rick Ogelsby from the Puget Sound discussed approaches for reacting (or not) to employer negotiators—or to members of the union's own committee who may stymie or obstruct the process.

Then Joel Schaffer, a national mediator who sat in on part of the 2002 ILWU Longshore negotiations, and has previously assisted with LEAD programs, talked about the need to write effective contract language. Keep it simple, he warned, so that workers and frontline supervisors will understand it and so an arbitrator will enforce it in agreement with the union. Good language should defend, protect and expand the contract, build a truce with management and build the union.

Schaffer also urged taking good notes during



# contract bargaining in 2005

the negotiations and said the negotiating team should assign a chief note taker to focus on the task. Such notes can be critical in later arbitrations when trying to determine the intention of language that may be in dispute. Who proposed what when and what problem was trying to be solved, what other formulations were rejected and if a particular clause was tied to the acceptance of another clause could all give clarity in an arbitration.

Schaffer then led the seminar participants in a couple of exercises, rewriting some poor contract language and then having them play arbitrator and interpret some contract language that was ambiguous.

That afternoon participants were divided up into three sets of union and employer negotiating teams for some role playing exercises that turned

out to be the highlight of the week. They were given a particular bargaining scenario where a warehouse was recently taken over by new management that signaled its intent to change the contract. The negotiations were already in process with certain issues already resolved, but others—wages, pensions and transfer language—still in dispute. Participants were told to finish bargaining the contract. The ensuing discussions gave them a good glimpse of how difficult finding agreements can be.

The difficulties in negotiating health and welfare provisions were underscored the next day. With health care costs increasing by double digit percentage every year and becoming more and more the issue in bargaining, Professor Ramon Castellblanch of San Francisco State University

addressed the national crisis.

“Unions usually look at health care as a black hole we just throw money into, either us or the employers,” Castellblanch said. “But it doesn’t have to be that way.”

Canada, Japan and most European countries have national health insurance and the cost to society is about the same as in the U.S. except that all citizens are covered, where here more than 45 million Americans are uninsured. And most of those countries have a higher quality of care, longer life expectancies, lower infant mortality rates and lower prescription drug prices. The reason, Castellblanch said, is that the health care industry faces little accountability in the U.S. and care is profit-driven. Employers are responding with a new level of aggressiveness, pushing increasing costs onto their workers. Unions need to ally with public sector health care workers and those without health care, Castellblanch said, to defend against cuts in Medicare and Medicaid and to demand more accountability and better-run health care plans.

ILWU Longshore Benefits Specialist George Romero pointed out that while the union has always supported national health care for all, Bush is moving in the opposite direction pushing for individual health savings accounts similar to 401(k)s with all the same financial risks. Romero noted that a recent study by Jobs with Justice concluded that eliminating the excess administrative costs of health care with a single-payer system could cover all uninsured Americans.

This was followed by a panel discussion of health care bargaining in specific ILWU contracts. Research Director Bargmann, who the International Officers assigned to assist the Local 30 borax miners in the Southern California desert in their recent negotiations, said the company came to the table determined to squeeze concessions out of the workers. The union negotiators fought it off as much as they could and did maintain their long-term disability and even raised the life time cap, but in the end they had to accept a 20 percent co-pay on their premiums as well as increased drug co-pays and the loss of some benefits such as orthodontic and chiropractic coverage.

Local 30 President Lamour Riddle acknowledged his group took a hit in the negotiations because they hadn’t prepared sufficiently in advance.

“If you don’t prepare, you will take some licks as we did,” Riddle said.

Local 17 Secretary-Treasurer Jack Wyatt said that in the Northern California Master Warehouse negotiations last year they spent 10 weeks of the three-month bargaining just on health care and pensions. The union team costed out each benefit and then tried to figure out how to maintain as many of them as they could. They still ended up with increased co-pays.

IBU National Secretary-Treasurer Terri Mast spoke about the Alaskan seafood processing contracts that used to have good health care coverage. But the workers lost leverage over the years.

“We thought they couldn’t move the fishing grounds, like they can’t move the docks,” Mast said. “But then they started farming fish.”

The benefits have been cut so drastically there’s little more to cut and still have a plan, she added.

Romero addressed the 2002 Longshore negotiations that ended up spending more than three months dealing only with health care. He said the union’s strategy was to find ways to lower costs while maintaining or improving benefits.

“We’re paying for it,” he said. “Otherwise we would be taking the money as wages.”

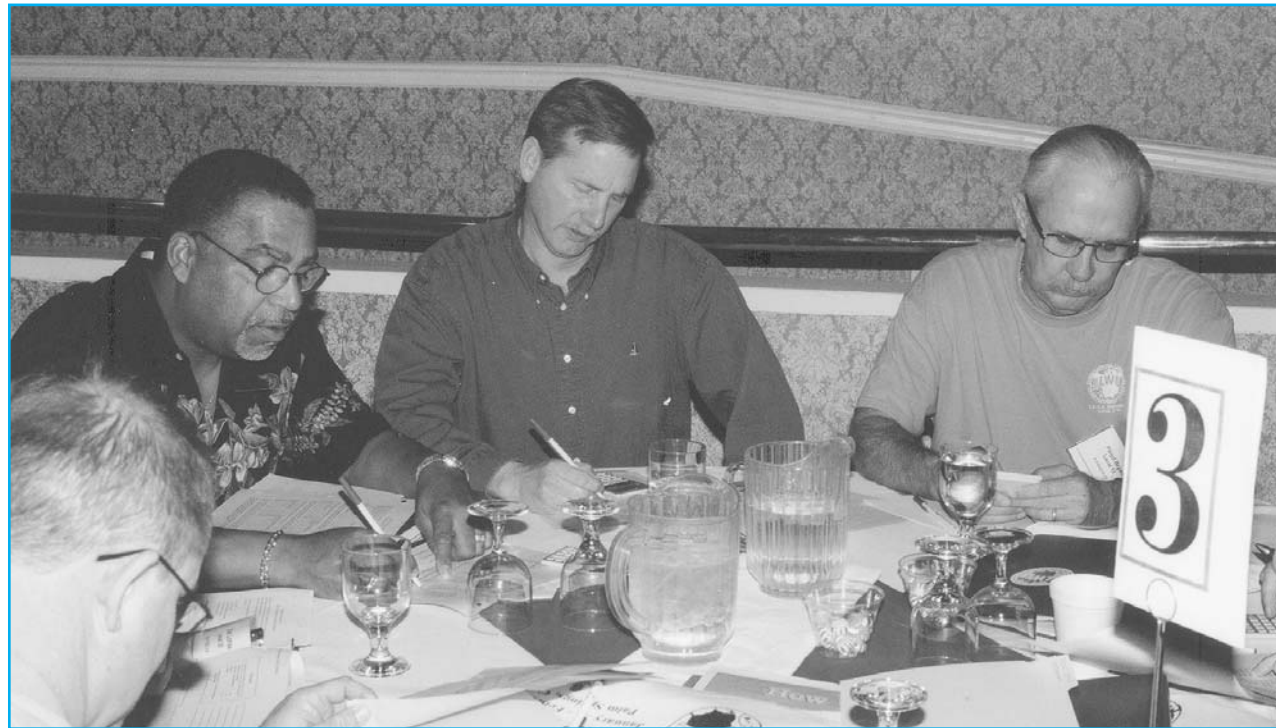
Romero cited an example where the employer wanted to put all B registrant longshore workers in the HMO instead of the Preferred Provider Plan as a way to reduce costs. The union eventually agreed to require all new B registrants to be in the HMO for their first 18 months, but only if they got their benefits immediately after registration and not six months later as the previous contract required. The employers got reduced costs, but the workers got medical coverage for themselves and their families sooner.

“But the only way to really get a handle on rising costs is with a national health care program,” Romero concluded.

Warehouse Local 26 President Luisa Gratz then spoke on selling the settlement to the members after the negotiating team had gotten the best they thought they could. Gratz said the members



(left to right) Local 13’s Sunshine Campbell, Local 94’s Edmund Valdez and Local 54 Secretary-Treasurer Gene Davenport.



(left to right) Local 10 Vice President Tommie Silas, Local 19’s Scott Reid and Local 13’s Floyd Bryan.



(left and clockwise) Local 19’s Richard Austin, Jr., Local 200’s Deb Manoski, Local 8’s Tanya Barrett, Local 26 Secretary-Treasurer A.J. Wright and Local 13’ Mike Piazza.



# The art of contract bargaining

continued from page 7

should be given the time to read and reflect on the contract so ratification discussions are focused and no one feels like the wool is being pulled over their eyes. She emphasized that the democratic process and communication between the officers, the negotiating committee and the membership was essential to the ratification process in the ILWU.

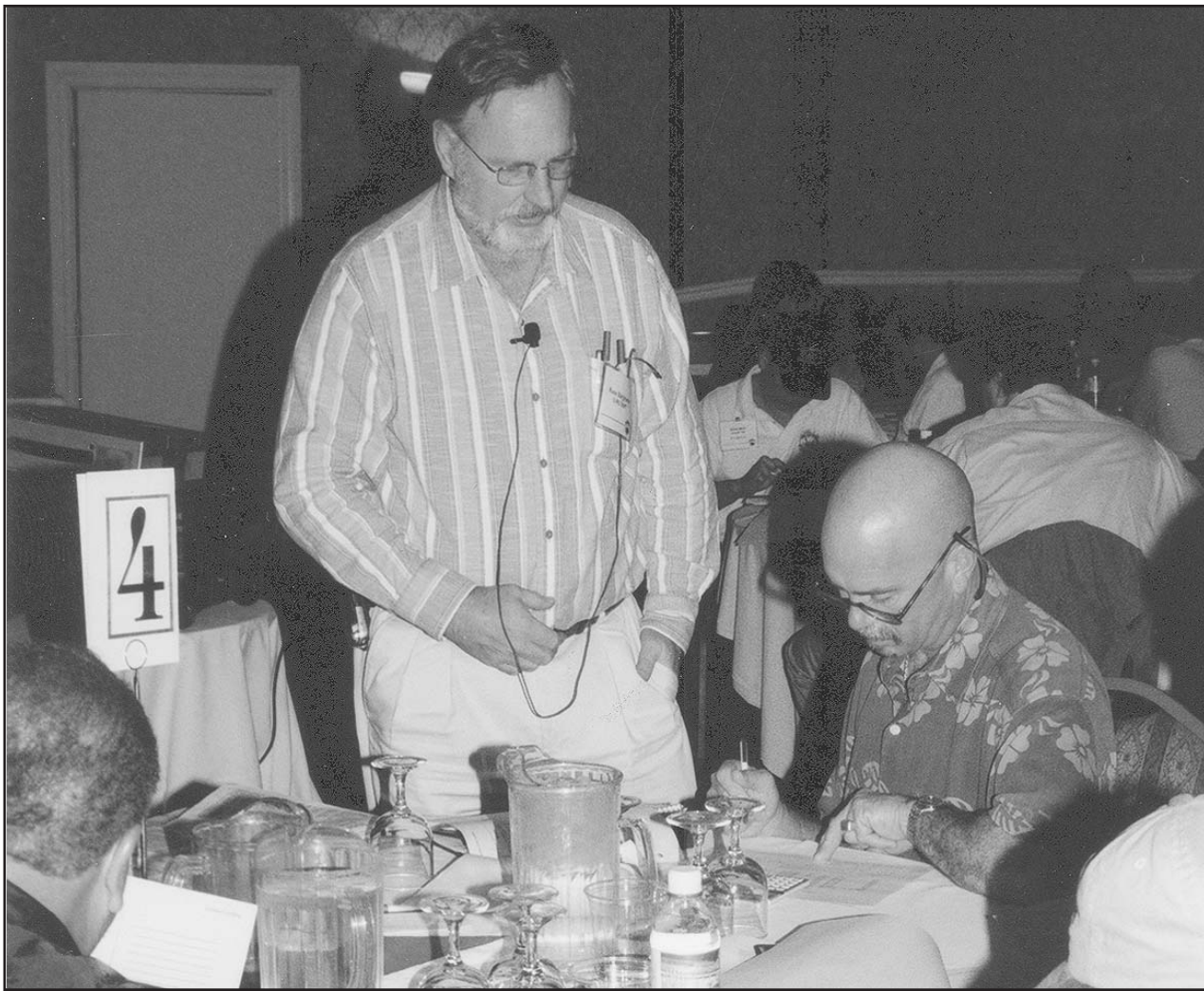
Gratz was followed by a panel discussion on using a contract settlement to build the union. Local 5 President Kristi Lovato and Vice President Ryan Takas said that after the workers at Powell's Books got their first contract in 2000 they still had a new membership unused to acting as a union. So they looked at using the grievance procedure as an organizing tool. Since the workers at the bookstore are the first ones the public sees, they began wearing stickers to publicize the ongoing contractual disputes they were having with management. The actions allowed members to literally see how they could be successful if they acted together.

Local 17's Wyatt described how the local established a joint committee with the Teamsters to deal with a common employer in the Sacramento Valley—who also has Hawaii operations—in an effort to keep both memberships informed and united, and better prepared for the next set of negotiations.

Local 142's Galdones told of how in negotiating hotel contracts in Hawaii, they have bargained to organize by getting contract language that says all new operations by the employer will be covered by the contract.

Professor Kathleen McGinn from the Harvard Business School wrapped up the Thursday session with a talk entitled "The View from the Top: What tomorrow's business leaders are learning today at Harvard Business School and what it means for the ILWU."

McGinn had been in Seattle during the 2002 longshore lockout and was intrigued by the situation, especially after Bush invoked the Taft-Hartley injunction. She met Peter Hurtgen, the federal mediator assigned to the negotiations, and invited him, the ILWU Coast Committee and Joe Miniace, the head of the employer group the Pacific Maritime Association, to a panel discussion on the conflict for her Harvard class. The session was a real eye-open-



International Research Director Russ Bargmann advises Local 34's Kevin Gibbons during a costing out exercise.

er for her students, she said, since, although 20 years ago business students took labor law and negotiations classes, labor relations are rarely taught in business schools. With unions representing less than eight percent of workers in the private sector, they are considered almost irrelevant and are certainly treated that way by business leaders.

McGinn posited that collective bargaining and even strikes can't be effective if 90 percent of the

country's workers aren't involved. She said unions have to be part of a larger social movement, and have to organize on the moral grounds that workers' rights are civil rights.

"That's the way to win," she concluded.

ILWU International Organizing Director Peter Olney presented the Friday final session on organizing to bargain and bargaining to organize. He noted that union density, the percentage of workers organized in a particular industry, greatly determines the strength and leverage the union has in bargaining. The decline in overall union density in the U.S. from its height in 1955 of 35 percent to the current less than 13 percent in the combined public and private sectors is the major reason for the corresponding decline in wages, conditions and political legislation workers now face.

Olney emphasized that in preparing for bargaining the union must research its enemies and friends and understand and exploit the employers' vulnerabilities to make it in their interest to settle rather than fight. He then led the participants in an exercise on getting a contract with the company the earlier mock negotiations had been with, particularly in areas of research and using leverage to get the contract.

Olney went on to talk about using bargaining to further organize and build the union, to use contract language to make the organizing process easier. He used the example of when in August 2000 the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) struck to get language in their Verizon landline contract that would allow for card check neutrality for organizing the workers in Verizon's new and expanding wireless services. The workers—knowing that wireless was the future of their industry and that if allowed to stay non-union, it would eventually erode and destroy their standards—walked out for two weeks over this issue. They won, and preserved and expanded their power in the industry.

The ILWU has to act similarly, Olney said. The PMA companies the Longshore Division bargains with are expanding to become fully integrated logistics providers, moving product from factory door to distribution door. This is where work is expanding and where the ILWU needs to focus its organizing.

All participants received a certificate recognizing their completion of the LEAD collective bargaining curriculum.

*The Advanced LEAD seminar, produced by Gene Vrana, ILWU International Director of Education Services, is part of the member education program mandated by the 2003 ILWU International Convention.*

*Various presentations are available on the ILWU web site ([www.ilwu.org](http://www.ilwu.org)) under the "members only" section.*

## Taking it to the ranks Grassroots member education in Local 13

The ILWU's educational seminars have been enthusiastically received by most everyone attending, but some have been even further inspired to take the word back to their home locals. Longshore Local 13 already had an education committee in place that had put on classes for casuals, but it didn't really coalesce and activate until the Longshore Division's History and Traditions seminar held last September, committee chair Patricia Aguirre said.

"We bonded at the seminar in Palm Springs," Aguirre said of the tight-knit group, most of whom also attended the International union's Advanced LEAD seminar in January.

With the Ports of Los Angeles and Long Beach booming, Local 13 has brought in thousands of new members over the last five years and thousands more new casuals. The need for membership education about the union and the labor movement was evident, but the desire for it among the new people wasn't—until the committee gave them a taste.

"The members are thirsting for this information," Aguirre, who has since transferred to clerks' Local 63, said. "Our difficulty was to figure out how to do it, what format to use."

The committee decided to take nine topics, most covered in the Traditions and History seminar, and build a class around each one using a combination of a booklet, a power point presentation, handouts and a "take action" session, and drawing on the resources of the International's Education, Research and Communications staff. The nine subjects they chose are early maritime history, rank-and-file democracy, Wal-Mart and big box corporations, contract crossroads, international ports and solidarity, how the Longshore Division works, how the local works, political action and safety. Different committee members took on the responsibility of chairing and organizing a subcommittee to put on each class and they do it at the local's membership meetings. Breaking tradition, the committee is also taking its classes to the casuals.

The committee's goal is to prepare the membership for the 2008 contract and beyond. Continuing education will take place in each class

with handouts emphasizing certain aspects of the safety code, the longshore contract, the union's constitution and bylaws, Robert's Rules of Order and political action where appropriate.

The committee has some 50 members who meet twice a month. The core committee, consisting of the subcommittee chairs, meets one more time a month to report on their subcommittee's progress and prepare for their next meetings. The committee has enlisted the assistance of UCLA Professor Goetz Wolff who has worked extensively with the ILWU and other unions over the past couple decades.

Much of the committee core's strength comes from its own diversity. Sunshine Campbell works break bulk, Mike Piazza and Jr. Pomale are lashers, Angel Blanco and Laura Hansen Lara works top picks, Soccoro Fimbres is a crane driver, Floyd Bryan is a gearman, Donald Clark is a clerk, and Joshua Flores and Martha Martinez drive UTR. Breaking tradition even further, the committee itself includes casuals Zakiya Folami Jendayl and Angel Blanco, Jr.

"When I started as a casual, we were treated as outsiders," Blanco said. "I didn't want to see that continue."

Piazza too said he thought the casuals should be included in education from the start. "They will be the ones protecting our pensions in the future," he said. "And through understanding the history of the union, maybe they will care about the future."

The committee's high energy has been infectious and the program is spreading—both clerks' Local 63 and walking bosses Local 94 are supporting it and have members involved. Some committee members are taking classes and using resources at Cal State Long Beach and UCLA to learn more and bring that knowledge to local members. They are motivated by their desire to prepare for the 2008 longshore negotiations and to give back to the union, to share what they've learned.

"I went to the educational seminar and learned how much we didn't know and how much resources there were," Bryan said. "Knowledge is power."

—Steve Stallone



# European Directive again stalks dockers' jobs

by Tom Price

The European Commission enraged dockers once again late last year when it resurrected the union-busting European Port Directive. The Directive would eliminate union jobs at 400 of Europe's ports by allowing shippers to use ship's crew to load and unload vessels in a process called "self-handling." It would also allow employers to hire temps to perform port services, a ghostly reminder of the "shape up" system in U.S. longshore history.

Port services include longshore work such as cargo loading, lashing and discharge. It also includes pilotage, towing, mooring and passenger service.

Spaniard Loyola de Palacio, the outgoing European Commissioner for Transportation, announced the port services privatization scheme Oct. 13, 2004. This brought immediate protests from dockers, port authorities and the British government. Port workers had battled a similar proposal from Feb. 2001 until Nov. 2003, when the European Parliament narrowly defeated it.

Niek Stam, Coordinator for the Dutch dockers' union FNV Bondgenoten in Rotterdam, responded angrily.

"Our answer on this Directive will be not different than in 2003," he told The Dispatcher. ILWU members joined Dutch dockers in a massive Sept. 2003 protest in Rotterdam that effectively closed that port and others in Europe.

"Maybe we should involve the rest of the world in our struggle," Stam added. "After all, it is the shipping industry that wants self-handling in ports. They are everywhere. And so are we!"

The ILWU-affiliated International Dockerworkers Council issued a blunt statement Oct. 18 that read in part:

"Excluded. That is how dockers all over Europe feel about the EC's announcement. For de Palacio, workers do not appear to have a voice or a vote. This attitude led to the failure of the first Directive, and if this authoritarian stance is maintained, this failure will happen again."

IDC dockers met in Valencia Oct. 19 and 20 and planned further mobilizations. The Directive is on the agenda for the next IDC meeting March 14-18 in Barcelona, Spain.

About 2,500 German dockers and 300 pilot launch drivers stopped work Nov. 19 for an hour in protest.

European Transport Workers' Federation delegates representing 22 unions in 18 European countries met Dec. 2 and 3 for discussions. The ILWU is affiliated with the ETF through the International Transport Workers' Federation. ETF Dockers Section Secretary Eduardo Chagas said at the conference that European dockers would fight the new Directive as vigorously as they fought the last one.

"European ports are amongst the cheapest and most efficient in the world," Chagas said. He urged the European Council and Parliament to stop the process and discuss with workers and industry what could be done to promote the maritime sector and "avoid unnecessary social unrest."

European container handling charges are one-third that of Japan, so the ETF sees privatization as a solution in search of a problem. The EC statement on the revived Directive offered the rationale that port services were the "only element of the transport sector not yet included in the EU's regulatory framework." This is the logic of the race to the bottom—the worse conditions are used as the standard for what all

## WORKERS SLAM PLAN TO CHANGE STATE LUNCH BREAK RULES



"Hands off our lunch breaks!" shouted the crowd gathered on the steps of the State Building in San Francisco Feb. 8 to protest Gov. Arnold Schwarzenegger's latest shot at workers' rights. Their enthusiasm caught on with the children playing in Civic Center Park across the street, and soon a couple dozen youngsters were yelling back at them, "Hands off our lunch!"

Some 75 restaurant and retail workers, bike messengers and garment workers and others came to the noontime rally and press conference to explain the price they would pay if the Governor's proposed changes to state wage and hour law go through.

"If they change the law, our situation will get even worse," said Liliana Sanchez, a former farm worker. "I'd like to put Gov. Schwarzenegger in our shoes, and have him work eight hours a day in mud up to his knees with no break," she said.

Current state rules require employers to give workers a thirty-minute unpaid meal break after six hours of work or pay an hour of wages. Under Schwarzenegger's proposal, employers would no longer have to actually provide a break. They would merely have to notify workers of their right to one. The proposed regulations also make it harder for workers to sue their employers for breaking the law.

Gov. Schwarzenegger tried to sneak in the rules changes as an "emergency" in December, but public outcry slowed him down. The Feb. 8 event coincided with a public hearing at the State Building on the rule changes, one of three held around the state by the Division of Labor Standards Enforcement.

"This change is totally consistent with the governor's pattern of rewarding his corporate contributors at the expense of working Californians," said Tim Paulson, Executive Director of the San Francisco Central Labor Council. Paulson noted that one of the rule changes would shrink the amount of time employers could be held liable for not providing breaks from three years to one year.

This would help Wal-Mart and other companies currently being sued for cheating workers out of breaks. Wal-Mart alone contributed more than \$150,000 to Schwarzenegger and the Republican Party in 2004.

A broad coalition of unions and community groups put on the rally, among them the California Labor Federation AFL-CIO, the Day Labor Program & Women's Collective, La Raza Centro Legal, the San Francisco Labor Council, the Chinese Progressive Association and Young Workers United.

workers should have.

Driven by "free-market" ideology, the EC wishes to remove national sovereignty from countries that have

laws protecting workers' contracts and replace negotiated contracts with "competitive labor markets."

Corporate supporters of the

revived Directive claim it will lower costs by introducing competition into the stevedoring industry. Since the large shipping companies have legal price-fixing agreements and don't really compete, the competition will come largely from workers fighting over the lowest wages. Port would compete against port, sailor against docker against sailor. A country that tries to maintain high labor standards would be undercut by those without such scruples.

Opponents of the Directive include the European Sea Ports Organization, an association of port authorities. Leo Baron Delwaide, Antwerp's port president, explained ESPO's position to Lloyd's List.

"Our productivity is among the highest in the world," he said. "We pay for it but this is to the satisfaction of everyone."

The United Kingdom will hold the EU presidency this year, and its government in London has come out strongly against the Directive.

The EU began as the European Common Market, a trade body designed to lower tariffs between European countries. Now the 25-member EU fits perfectly into the neo-liberal agenda, encouraging mass migration of low-wage workers into the higher-wage European countries like France and Germany, while encouraging the flight of jobs from those countries to low-wage countries to the east. The EC is its executive body. The Directive must still be approved by the European Parliament, which has shown a bit of backbone lately.

"The proposal...will again provoke widespread and justified resistance in the ports," Belgian Green Party Member of the European Parliament Bart Staes said in Containerization International. "It would have dire consequences for both the social situation of the dock workers and for safety and security in our ports. We will do everything to block it."

## LOCAL 8 BRINGS HOME COLUMBIA RIVER CONTRACTS

Medical examiners in Clark County, Wash. have a new contract. The three-year agreement between longshore Local 8 and the county will provide raises of two percent for each of the first two years and 2.2 percent for the last.

Workers in the five-member unit investigate all non-hospital deaths in the five southwestern Washington counties. They also assist in autopsies, and the new contract provides bonus pay for that work. The terms are retroactive to Feb. 2004.

The workers will avoid any medical co-pays for the first year. If medical inflation hits just under the 11 percent mark in the later years some co-pays could be installed. County workers have a somewhat different health care management system, as Local 8 LRC member Stuart Wilson explained:

"There are a number of different unions that work for the county," Wilson said. "They all cooperate together and we have a [union] committee that actually manages our own healthcare policy with the county. The committee manages the costs, chooses the healthcare providers and saves everybody money."

The practice of "lending" workers to subcontractors will be restricted, with workers getting bonuses if they work for subcontractors. Local hospitals had been using the county facilities for autopsy work without paying the workers for the extra work. Workers approved the contract Nov. 2.

—Tom Price



# Marine clerk turns to longshore family in fight with leukemia

By Bill Orton

Richard Ross, 64, considers himself a lucky man.

With 40 years spent as a longshore worker and marine clerk, he couldn't be more blessed in his career, he said. Happily married, a father and living a comfortable life are all part of his good fortune.

But Ross is hoping for the biggest lucky break someone can get—a new lease on life. Diagnosed with leukemia in July 2000, Ross is now searching for someone who will donate bone marrow to help him kick the disease.

"When I first went in to the doctors five years ago, I thought that I had the flu or a really bad sinus infection," said Ross.

Doctors kept Ross in the hospital for a week while they ran tests. After ruling out pneumonia and other ailments, tests indicated "chronic lymphocytic leukemia," or CLL.

"When you first hear the word 'leukemia,' you don't hear anything else," said Ross.

CLL is a disease in which too many infection-fighting white blood cells are found in the body. The antibodies created by the blood cells do not mature correctly and too many are made. Ultimately, this leaves the patient open to severe complications from even common illnesses. The condition initially progresses slowly, often with no symptoms in the first stages of the disease.

"Those first years, you couldn't tell that I was sick," said Ross, who spent three years in low-intensity chemo therapy.

When Ross' leukemia came out of remission in 2004, doctors increased the level of chemotherapy and urged him to get a bone marrow transplant. Bone marrow produces the white blood cells and antibodies which fight infection.

Doctors say that a massive blast of chemotherapy followed by a marrow transplant from a healthy donor could bring Ross back to the right levels of blood cell production and antibodies and give his body what it needs to wipe out the leukemia.

Doctors tell Ross that the transplant must be done soon, while he is healthy and in remission.

Bone marrow for a transplant is usually extracted from a sibling or parent, which is not an option for Ross, who is an only child and both of his parents are deceased. Matching tissue type from an unrelated donor can be determined by a simple blood test. The best chance for a match, say doctors, is to find a fellow African American.

Only 10 percent of the 5 million volunteers in the National Marrow Donor Program registry are African American, Caribbean, African or black Puerto Rican. So far, no one on the registry is a match.

Ross is now turning to the thousands of fellow brothers and sisters in the longshore family for a potential donor. While he doesn't know when a donor will come forward for the critical transplant, Ross said he feels lucky.

"The biggest jackpot in the world for me is for just one person to come forward to donate," said Ross.

The disease is showing the 64-year-old marine clerk just how blessed he is.

"I'm one of the luckiest men alive," said Ross, referring to his wife and the couple's 12-year-old son, Brandon, and his union.

Ross credits his wife, Crystal, with helping him to stay on top of complex medical information and options available. "She's been a Godsend."

The couple agrees that their luck includes the "fantastic" health coverage offered by the ILWU.

"Without it, we'd be on the streets," they say in unison.

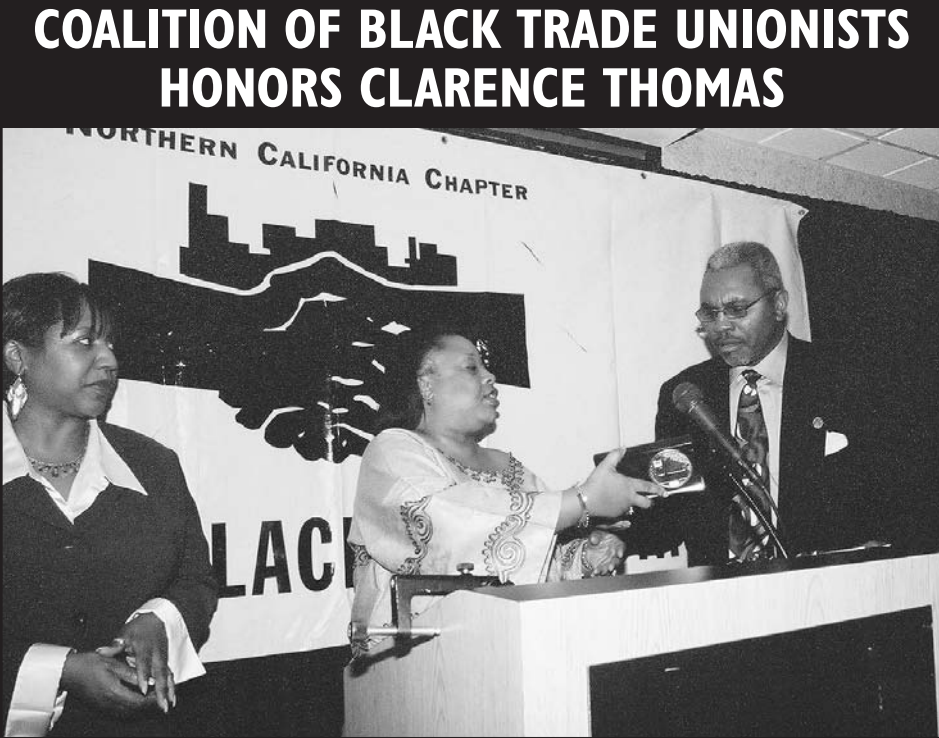
Originally from Middletown, Ohio, Ross came to California in 1958 with the U.S. Navy and became a longshore worker in 1965, joining Oakland's Local 10 after mustering out of the military.

In 1981 Ross and his wife moved to the Los Angeles area, where he spent eight years as a longshore worker with Local 13 before joining Local 63 as a clerk in 1989.

Anyone wishing to help Richard Ross can contact his wife by email at <enross@cox.net> or by calling Gwen Spencer with the City of Hope National Marrow Donor Program, at (626) 301-8483 or (626) 359-8111, ext. 63763.



Richard Ross and his wife Crystal.



Tom Price

C.L. Dellums would be proud of Clarence Thomas, winner of this years' Dellums award from the Coalition of Black Trade Unionists. Thomas, an Executive Board member of longshore Local 10, has spent more than 30 years fighting for justice and workers' rights.

Nearly 200 people attended the Northern Calif. branch of the CBTU award ceremony Feb. 4 in Emeryville, Calif. ILWU International Secretary-Treasurer William Adams and California Lt. Governor Cruz Bustamante offered greetings to the assembly.

Mary Finger, International Vice President of the UFCW, gave the keynote address on the wakeup call workers received in the last presidential election.

"We can passively preside over the systematic decline in our standard of living and leave an empty bucket for our children and grandchildren," she said. "We can't remain silent in these rough times because we don't want to lose our nickel-and-dime jobs, or our positions and titles, not to mention the imaginary power we think we all have. We need real soldiers to stand up and be counted."

Thomas made a few remarks after receiving his award.

"I want to tell you how much it means to me to receive an award in the name of C.L. Dellums. 'Fight or be a slave,' that was his credo," Thomas said. "Brother Dellums was not only a union activist. He was a fighter for Black liberation."

C.L. Dellums' father was born into slavery. Dellums helped organize the Brotherhood of Sleeping Car Porters and became a vice president in 1928. With A. Philip Randolph at the helm, the union fought a 12-year battle against the Pullman Company and won the first union contract black workers forced out of a white company in 1937. (Dellums' nephew, Ron Dellums, served the Bay Area for 27 years in the U.S. Congress.) C.L. Dellums became BSCP president when Randolph retired in 1968.

That same year Thomas helped organize a student strike at San Francisco State College. That longest student strike in U.S. history established the college's Black Studies Dept. and the first School of Ethnic Studies in the U.S.

Thomas's labor activism as a third-generation longshoreman continues. He traveled to Europe to build support for the ILWU during the 2002 lockout at the invitation of French workers. In 2003 he went to Baghdad and met with Iraqi unionists and saw their struggles under the U.S. occupation, which has retained Saddam's harsh labor laws. Thomas served as Secretary-Treasurer of his local and serves on the Executive Board of the Alameda Co. Central Labor Council. He is also a delegate to the U.S. Labor Against the War group. He has opposed port privatization in Bangladesh and was an organizer for the Million Worker March on Washington, D.C. last October.

Others receiving awards were Tony Alexander, a UFCW business agent; Ruth Forney, past-president of SEIU Local 1280; and George Popyack International Vice President, AFSCME.

"We need remember that workers aren't powerless," Thomas said. "If airline pilots, longshore workers, teamsters don't work—we can shut this country down. We produce the wealth."

—Tom Price

## Attention: Local 10 members

Trustees of the Smolin-Melin Scholarship Fund are prepared to accept applications for scholarships for the academic year 2005-2006. Now is the time to indicate your interest. **The application deadline is June 1, 2005.**

Victor Smolin and Carlton Melin were long-time members of Local 10. They left a sum of money to establish the scholarships. They specified that the scholarships were to be available to children of longshore Local 10 members to further their collegiate education. Trustees of the Fund interpret "members" to mean active and retired members **in good standing at the time of disbursement of the scholarship funds**, and deceased and retired members. The Trustees interpret "collegiate" to apply only to full-time study (at least 12 units per semester or quarter) at either a four-year college or an academic junior college.

Based always on available assets, the Fund historically has awarded scholarships in a range from \$1,000 to \$2,500 for full-time students at four-year colleges or universities, and from \$750 to \$1,750 for full-time students at two-year colleges.

Trustees are Richard Zuckerman, counsel for the ILWU and for Local 10, David Erkkila, a retired member of Local 10 and a friend of Victor Smolin, and Eugene Vrana, Director of Educational Services and Librarian for the ILWU.

If you have a son or daughter who is applying to enter college next fall, or is already a college student who is planning to continue, and the above requirements are met, you might want to apply for one of these scholarships.

To request an application, simply call Mathilda Mendonca, secretary to Mr. Zuckerman, at (415) 771-6400. She will send you the application form with the necessary explanatory material.

Bill Orton

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# PEOPLE

## Local 6 man killed in accident

Douglas Espinoza, a worker at California Waste Solutions, was killed Feb. 22 when he stepped into a paper baler. Espinoza, a member of warehouse Local 6, had worked at the Oakland recycling facility for five years. He was 32 years old.

The accident is still under investigation, but it appears that Espinoza triggered an automatic sensor that activated the machine. He was crushed in a press that compresses paper into bales.

Cal/OSHA will look into the safety features of the machine and worker safety training. It will also investigate company documents and procedures, a process that could take three months.

Espinoza leaves behind a five-year-old boy who lives in El Salvador and a six-year-old daughter in the U.S. His two brothers, Edward and Raphael, also work at the plant, but on different shifts.

Espinoza was known as a hard worker who had a positive attitude, Local 6 President Efren Alarcon said.

“He played soccer with a group of workers from Cal Waste,” Alarcon said. “Almost every week they get together for soccer games, one plant versus the other.”

Espinoza’s union sisters and brothers took up a collection for his family at the recent Local 6 convention, where \$880 was raised. The ILWU-FSC Credit Union gave \$300, workers at Unisource gave \$345 and the Alameda County Labor Council chipped in \$250. Clerks’ Local 34 contributed \$500. The company paid for the funeral and the mass, and will pay to send Epinoza’s body to El Salvador. Anyone else wishing to contribute can send a check payable to ILWU Local 6. Put “for Doug Espinoza” in the memo line. Mail to ILWU Local 6 / 99 Hegenberger Rd. / Oakland, CA 94621.

—Tom Price

## Foreman killed at Evergreen Terminal

Foreman’s Local 94 lost one of its most beloved members when Matt Petrasich died Jan. 31. He was found dead on the top of a container stack on the ship *Ever Deluxe* in Los Angeles harbor. He had been supervising container discharge when the accident happened. The exact cause remains under investigation.

Petrasich was known as “Kume,” meaning “friend,” because that is what he called everyone. He was born June 12, 1941 in San Pedro. He graduated from San Pedro High School in the winter of 1959, and was a “Pedro boy” all his life. He was a commercial fisherman in his early years before settling on the beach and becoming a longshore worker, registering in 1966. He worked as a clerk and became a walking boss in April 1994.

“I always chose to work with him because of how much I would learn from him,” said Local 94 President Danny Miranda, who considered him a dear friend as well as working partner. “He was very generous. If you ran into him in a restaurant he would immediately buy you a meal and a drink. He always gave more than he took.”

Petrasich is survived by his wife Cathe, a sister and nieces and nephews. If he had a hobby it was people. The turnout at his Feb. 5 funeral at Mary Star of the Sea church was so big many people couldn’t get in.

“He was a happy-go-lucky person. He just loved people,” Cathe said. “He loved them all, they were so close down there, especially the guys he worked with on a daily basis.”

—Tom Price

### MAY IS MEDICAL, DENTAL CHOICE MONTH

Active and retired longshore families in the ports where members have a choice can change medical and/or dental plans during the open enrollment period May 1 to May 31, 2005. The change will be effective July 1, 2005. In addition to the May open enrollment period, members may change their health/dental coverage once at any time during the Plan Year (July 1-June 30).

The July 1, 2002 Memorandum of Understanding between the ILWU and PMA provides that new registrants in the ports where members have a choice of medical plans shall be assigned Kaiser HMO Plan or Group Health Cooperative HMO Plan for the first 18 months of registration. After 18 months, those registrants who have qualified for continued eligibility under Mid-Year/Annual Review hours requirement will have a choice of medical plans. New registrants in San Francisco, Los Angeles, Portland/Vancouver and Washington will have a choice of dental plans on the first of the month following registration, and may change dental plans during the Open Enrollment period and one additional time during the Plan Year.

**MEDICAL CHOICE:** The medical plan choice is between Kaiser Foundation Health Plan and the ILWU-PMA Coastwise Indemnity Plan for Southern California Locals 13, 26, 29, 63 and 94; Northern California Locals 10, 18, 34 (San Francisco), 34 (Stockton), 54, 75 and 91; and Oregon-Columbia River Locals 4, 8, 40, and 92. In the Washington State area, the choices for Locals 19, 23, 32, 47, 52 and 98 are Group Health Cooperative and the ILWU-PMA Coastwise Indemnity Plan.

**DENTAL PLANS:** For Los Angeles Locals, dental choice is between Delta Dental and the Harbor Dental Associates (formerly Sakai, Simms) group plan. For San Francisco Locals, dental choice is between Delta Dental, City Center Dental and Gentle Dental San Francisco group plan. For Portland/Vancouver Locals dental choice is between Blue Cross of Oregon Dentacare, Oregon Kaiser Dental Plan and Oregon/Washington Dental Service. For Washington Locals dental choice is between Washington Dental Service and Dental Health Services.

Information on the dental plans, and Coastwise Indemnity Plan, Kaiser and Group Health Cooperative medical plans, and forms to change plans can be obtained at the Locals and the ILWU-PMA Benefit Plans office.

**All enrollment cards must be completed and submitted to the Benefit Plans office by May 31 for the change to be effective July 1.**

## Eddie Thayne: Eyewitness to a Century

By Dan Pasley / Harry Bridges News

Edward “Eddie” Thayne was born on June 22, 1904 in Washington, Utah, a town of approximately 300 people. Thayne lived in Utah until he was 18 years old. He and a friend worked in Las Vegas as miners for American Borax (Thayne’s first union job) before continuing to Los Angeles where he worked as a grocery clerk, deliveryman and drove a horse-drawn milk wagon. He returned to Utah briefly before joining two of his brothers on the docks in Wilmington in 1925.

Thayne was among the union longshore workers who gathered on May 15, 1934, during the waterfront strike that established the union, to march with the pickets to the stockade where strike-breakers were being quartered in contravention of the articles governing the city’s leases. At the first indication of a demonstration, the private guards opened fire on unarmed union members, killing two. John Knudsen lingered for a few days, but Dickie Parker, who had just joined the union the day before, was dead almost immediately.

Thayne was a charter member of ILWU Local 13 in Wilmington, Calif. As a Mormon family man, Thayne believed in peaceful picketing and no foul language on the line. He learned his union beliefs from an Englishman who told him that “the greatest thing in the world is unionism. Every worker needs a union for better wages and working conditions,” Thayne recalled, “I didn’t know what a union was until then.”

Thayne retired after 54 years of



Eddie Thayne

dedicated service to his union. His wife, Pearl Habert Thayne and his son Ronald Edward have since passed away.

On Aug. 1, 2004, Thayne received his lifetime service award from Harry Bridges Institute. More than 300 well wishers gathered to honor this man who had witnessed a century of union struggle, including tremendous heartbreaks and wonderful victories.

The Living Newspaper, directed by Theresa Larkin, presented a 20 minute dramatic reading in the actual words of Eddie Thayne, taken from interviews and writings. His words revealed great perception of the changing labor movement.

Thayne died on Jan. 23, 2005 at the age of 100 years and 7 months.

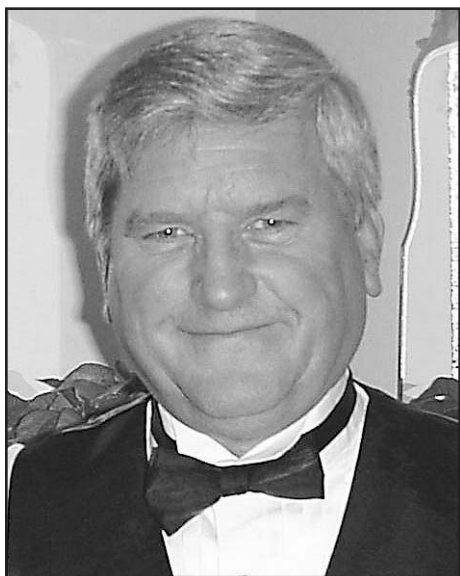
## Local 10 man killed in Redwood City

Robert Padgett lost his life when a walkway on a cement loading machine collapsed and sent him plunging 40 feet down to the deck of the ship below.

The cause of the Jan. 26 accident at the Port of Redwood City appears to be a sheared pin that supported the walkway of a Siwertell loading machine. Padgett, a registered member of longshore Local 10 with 14 years of seniority, was working as a walking boss when it happened. Apparently he had to walk to the far end of the machine to check the control panel. This meant he had to go out on the walkway and over the ship. When the walkway fell it took Padgett with it. The exact cause of the accident will be determined by an OSHA investigation.

Padgett was born Jan. 4, 1949 in San Rafael, Calif. He went to San Rafael High and attended the College of Marin. On the docks he worked for a number of years as an equipment operator and in maintenance and repair. He got his A book in 1993.

Off the job Padgett enjoyed go-kart racing. He also liked skiing and scuba diving with his wife Donna. She did underwater videos while Robert took underwater still photos. But his favorite hobby, Donna said, was playing with his six-year-old daughter Becka. They liked to build things



Robert Padgett

together, she said.

“He made our daughter his assistant, and they would spend hours and hours together building things in the garage,” Donna said.

Padgett was pleased to work in Redwood City on the day of the accident. It was close enough to home that he had hoped to get back in time to go to Becka’s first after-school carpentry class. He is survived by his wife Donna, daughters Courtney, Jennifer and Becka, and grandson Kaj.

—Tom Price



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Books and videos about the ILWU are available from the union’s library at discounted prices!

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- A Terrible Anger: The 1934 Waterfront and General Strike in San Francisco** By David Selvin: the newest and best single narrative history about the San Francisco events of 1934. **\$16.50**
- The March Inland: Origins of the ILWU Warehouse Division 1934-1938** By Harvey Schwartz: new edition of the only comprehensive account of the union’s organizing campaign in the northern California warehouse and distribution industry. **\$9.00**

VIDEOS:

- We Are the ILWU** A 30-minute color video introducing the principles and traditions of the ILWU. Features active and retired members talking about what the union meant in their lives and what it needs to survive and thrive, along with film clips, historical photos and an original musical score. DVD or VHS version **\$5.00**
- Life on the Beam: A Memorial to Harry Bridges** A 17-minute VHS video production by California Working Group, Inc., memorializes Harry Bridges through still photographs, recorded interviews, and reminiscences. Originally produced for the 1990 memorial service in San Francisco. **\$28.00**

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