



The DISPATCHER

Published by the International Longshore and Warehouse Union

Vol. 63, No. 3



The Dispatcher (ISSN 0012-3765) is published monthly except for a combined July/August issue, for \$5.00 a year and \$10.00 a year for non-members by the ILWU, 1188 Franklin St., San Francisco, CA 94109. Periodical postage paid at San Francisco, CA. POSTMASTER: Send address changes to The Dispatcher, 1188 Franklin St., San Francisco, CA 94109.

www.ilwu.org

March 2005



Unions tell Schwab: 'Don't privatize Social Security!' page 9

ORAL HISTORY:

'That Red Button Girl'

Local 6's Billie Roberts Hendricks

pages 6-7



Blue Diamond workers rise for Chavez march

page 5

INSIDE

- Cracks in cranes prompt work stoppage in Long Beachpage 3
- Bay Area locals close ports in Iraq War protestpage 3
- Washington Report: CAFTA is a NAFTA nightmare rerunpage 4
- Central America up in arms over CAFTApage 5

Inside Line

FREE US FROM FREE TRADE

How language has been twisted for political purposes has been the subject of academic and activist writers for decades. George Orwell attacked the issue in his post-WWII anti-utopian novels “1984” (recall the government’s slogans “War is peace” and “Freedom is slavery” and “Ignorance is strength”) and “Animal Farm” (in which the new leaders declare “All animals are equal, but some are more equal than others.”)

In more recent decades we can see a more studied and sophisticated approach to this manipulation of language. Both conservative and liberal think tanks are teaching their constituencies how to “frame” their positions in language that calls up positive values. For instance, in the abortion debate one side is “pro-life” and the other is “pro-choice.” Neither side is against anything—they are for positive, affirmative values.

Into this fray, this war of words, ventures, ironically, George W. Bush, the least articulate president since, well, since his father George H.W. Bush, but besides him you have to go back to the 1920s, that is, pre-mass media days.

To push the irony further, Dubya has working for him some of the best linguistic liars money can buy. So when issues of conflict between the corporate interests Bush represents and those of working people take center stage in the political debate, we should expect nothing less than the worst of word-smiths’ wiles to try to define their terms.

Of course, the terms of international trade were established long before Bush became a force. “Free trade,” by virtue of its “freedom,” a desirable goal, was defined as business’ rights to prosper and, as such, society’s path to prosperity. After all, what’s good for GM is good for America, or in more modern terms, what’s good for Enron/Exxon/WorldCom/Comcast is good for all U.S. workers. If you don’t agree, perhaps you’re part of the growing group of skeptics who think the Central America Free Trade Agreement or CAFTA isn’t an economic solution.

The freedom granted in all these free trade agreements—NAFTA, CAFTA, FTAA, WTO—is simply the unfettered, legalized right of the owners to exploit the workers. More than 10 years of NAFTA, the first of these agreements, makes that obvious.

As ILWU Legislative Director Lindsay McLaughlin points out in his Washington Report (see page 4) the main legacy of NAFTA is that it has given nearly one million American workers a lot of “free” time by “freeing” them from their jobs.

As regular *Dispatcher* contributor David Bacon reports (see “Central America up in arms over CAFTA” page 5) NAFTA has “freed” Mexico of having to operate and reap the benefits of its national ports, railroads, airlines, mines and telephones now that they have been sold off to foreign investors.

And as the ILWU’s International Executive Board unanimously asserted (see Statement of Policy Opposing CAFTA on page 9), CAFTA will “free” Central American countries from having to comply with international labor standards protecting the local workers.

All these free trade agreements bring truth to Orwell’s slogan: “Freedom is slavery.”

—Steve Stallone
Editor

PRESIDENT’S REPORT

Retirees in the crosshairs

By James Spinosa
ILWU International President

The living standards of working people in the U.S., Canada and, for that matter, the whole world, are being slashed, macheted back to the 19th century. Real wages—adjusted for inflation—are easily calculated and undeniably declining for the last 30 years. Health care coverage is becoming a luxury beyond the reach of an increasing portion of the U.S. population. But perhaps the most insidious thievery of workers’ wealth is the ever-expanding robbery of their pensions and retirees’ health care coverage.

Employers are always looking for ways to cut costs and those decisions are usually made on the basis of efficacy and efficiency—what they can get away with the most easily. Rarely do issues of morality factor in. Even legal, contractual obligations are viewed as just another hurdle to get over. They may have to buy some lawyers or politicians, but that’s usually doable and cost effective.

So when employers look around for weak links in the chains restraining their profits, they are turning more and more to retirees. They figure if unions are having harder times defending their active and dues-paying members, how much easier a target are retired workers? It’s not like they can strike or otherwise take economic action against the company. They are usually not organized and often geographically scattered after leaving their jobs. In the heartless landscape of corporate board rooms, they are almost too tempting a target to turn down.

We can see this corporate debt dumping in many ways. For instance, in the once mighty U.S. steel industry, companies that had good contracts negotiated with the United Steel Workers of America (USWA) are declaring bankruptcy and dropping their pension payment obligations on the Pension Benefit Guaranty Corp. (PBGC), the government agency set up to insure long-term pension funds. But the PBGC is so overwhelmed by such cases, and so few companies are contributing to its fund these days (as employers move increasingly to 401(k) retirement plans if any at all) that the PBGC is capable of paying only pennies on the dollar. Other steel companies are “going out of business” and selling their plants to new companies. The old ones assert there is no longer any entity to pay the claims and the new ones argue they never signed onto any such obligations. With a wink and a nod from Congress and the courts, long-planned retirement security disappears into the black hole of corporate greed.

The United Auto Workers (UAW) union is apparently next in line. Recently General Motors has planted stories in the *New York Times* and other national media claiming that \$1,500 of every car it sells goes to cover both current and retired worker’s health care. The subtext of these stories is that these costs are untenable in today’s competitive market and that they will drive GM out of business. This is the beginning of the compa-

ny’s propaganda campaign to blame the crisis of its profitability on the workers who built GM. The solution? Certainly not build better cars with better gas mileage. No, it’s dump health care coverage.

And then there’s Bush’s plan to privatize Social Security, a transparent scheme to put all workers’ basic retirement savings at risk so Wall Street investment firms can make a killing. And in California, Governor Arnold Schwarzenegger is trying to outlaw defined benefit pensions (similar to the ILWU longshore pension plan) for state employees and then privatize their plans so he can cut corporate taxes further to make the state more “business friendly.”

These pensions are something we bargained for, something we gave up immediate wage increases to have in the future. They are in fact back pay we are owed. Yet through laws and regulations promulgated by the Bush administration and the Republican Congress, corporations are being allowed to declare bankruptcy and renege on their contractual obligations to provide their former workers with pensions and health care. At the same time, Bush and the Republican Congress are in the process of passing new laws that will make it more difficult for

individuals to go bankrupt (half of all individual bankruptcies are caused by catastrophic medical expenses that should be covered by health insurance) without paying their debts to businesses. The Republicans are shameless—they don’t even try to hide the class warfare that guides their policies.

The labor movement is trying to fight off all these assaults for its members and all workers. Few issues are more important.

It is in old age and retirement that health

care is most important. Having medical and prescription coverage is often the difference between poverty and comfort, between life and death. Having retirement paychecks you can count on is the difference between stress and security, between shame and dignity. They allow retired workers to stay active, to have the time and energy to give back to their communities.

The long-term solution to the health care crisis is, of course, a national, single-payer system with controls on profits and prices. It is almost unfathomable how the health care industry, which is becoming less competitive as it consolidates more, can get away with driving up the costs of every other industry in the country and yet employers refuse to join the movement for national health care.

Even the Pacific Maritime Association, the employer group the ILWU Longshore Division negotiates with, won’t move. In our 2002 contract the employers signed a letter of understanding saying they would work with us towards national health care to deal with their skyrocketing costs. But three years later they still haven’t done one thing towards that goal.

Against all odds the ILWU has always fought not just to protect our retirees pensions and health care, but to improve them--and we will never give up on that tradition.

The most insidious thievery of workers’ wealth is the ever-expanding robbery of their pensions and retirees’ health care coverage.



The DISPATCHER

Published monthly except for a combined July/August issue, for \$5.00, \$10 non-members, a year by the ILWU, 1188 Franklin St., San Francisco, CA 94109-6898. *The Dispatcher* welcomes letters, photos and other submissions to the above address. © ILWU, 2005.



www.ilwu.org

Steve Stallone
Editor

Tom Price
Assistant Editor



ILWU Titled Officers

JAMES SPINOSA
President

ROBERT McELLRATH
Vice President

WESLEY FURTADO
Vice President

WILLIAM E. ADAMS
Secretary-Treasurer

Cracks in cranes prompt work stoppage, arbitrations at Port of Long Beach

By John Showalter

During a routine inspection, ILWU maintenance and repair workers discovered stress fractures, some as long as nine inches, in two hammerhead cranes at the Port of Long Beach's APM Terminal around 10 a.m. on Feb. 21. A subsequent round of inspections by M&R workers found cracks on the lower section of the portal beams of four other cranes. In all, an area relief arbitrator declared that five out of six cranes at the terminal had cracks that could be structurally dangerous. "The employer wanted us to work the cranes with cracks before a certified engineer had a chance to inspect them," said Pete Favazza, a member of the Longshore Division Safety Committee. "We believe the cracks pose a serious potential health and safety concern to ILWU crane operators and all those working around them."

The Feb. 21 report by Relief Area Arbitrator Bruce Weule states that "the cracks...measured from five to nine inches, with most radiating not only across the bottom, but also several inches up the vertical plane."

Favazza explained that as soon as the cracks were noticed that morning, Business Agent Gilbert Fernandez contacted the APM superintendent. On the basis of the damage to cranes #7 and #8, APM ordered the two shut down, and Fernandez visually inspected the remaining eight cranes. Of these eight, Fernandez found four to have visible cracks and ordered all crane operators at the pier to stand by on health and safety concerns until a certified inspector arrived.

APM disputed the danger, insisting that crane operators "work now, grieve later," and called in Relief Area Arbitrator Weule to settle the matter. Before Weule's arrival, APM invited an OSHA-certified crane consultant, Ben Hoiland, to the docks. After visually inspecting the cracks, Hoiland agreed with Fernandez that cranes #7 and #8 should be shut down until a qualified inspector could judge the safety of all the damaged cranes.

When Relief Arbitrator Weule arrived on the scene, around 2 p.m., he listened to both sides' arguments and to Hoiland's comments. He then went up in a man-basket to inspect the cracks and made chalk marks for what he considered to be their safest, maximum allowable extent. He also said that—since five of the six damaged cranes could not be certified as "safe"—they presented a *bona fide* health and safety issue and must be removed from operation until a "competent authority" judged them to be safe.

Weule permitted cranes to continue operating under the condition that maintenance and repair workers checked the damage prior to the start of each shift, and he ruled that stand-by time be paid. He also stated that cranes #3, #5 and #9 must be inspected for cracks along their portal beams.

Meanwhile, APM awaited word from the cranes' German manufacturer, Noell, about its opinion on the cranes' condition. Fernandez sharply disagreed with APM's reliance on the manufacturer's opinion.

"I kept insisting that they needed to bring in a qualified, neutral, third party—an OSHA-certified engineer—to inspect the cracks, which were large enough that you could fit a pencil tip into them," Fernandez said. "APM wanted Noell to determine whether these cracks were dangerous on the basis of some faxed photographs."

BRING THE TROOPS HOME NOW



Photo by Steve Zeltzer

The ILWU Local 10 Drill Team and Bay Area members led the labor contingent through the streets of San Francisco in the anti-Iraq War protest March 19. The demonstration coincided with hundreds of similar actions in cities and towns throughout the U.S. that day calling for an end to the war and occupation and withdrawal of U.S. troops.

The Bay Area longshore locals moved their stop-work membership meeting from its regular third Thursday of the month time slot to the first shift that Saturday, closing the Port of Oakland and all the other local ports in protest of the war.

The San Francisco event was endorsed by all the Central Labor Councils in the Bay Area. After a drenching rain storm subsided late that morning, some 25,000 people marched through the city, starting in Dolores Park and ending in Civic Center for a rally. Speakers included: ILWU Local 10 President Trent Willis, San Francisco Labor Council Executive Director Tim Paulson, California state Assembly member Mark Leno, San Francisco Supervisors Tom Ammiano and Ross Mirkarimi, and Rev. Cecil Williams of the Glide Memorial Church.

Favazza noted that neither Weule nor Hoiland have an engineering degree and are not fully qualified to be making judgments about the structural integrity of the cranes. In fact, Weule notes in his first report that "Hoyland (sic)...is unfamiliar with the stress loads placed upon the portal beams of, and will not certify the operating condition of, these cranes without the assistance of a structural engineer."

expert could inspect the cranes, their operators would stand by on the union's health and safety concerns.

In response, PMA argued that "the Union is using the alleged health and safety issue as a gimmick for a work stoppage" and that Noell's interim plan (1. surveillance of the cracks; 2. drilling of the crack ends to stop the damage process; and 3. reduction of trolley speed to 80 percent) were being taken and were ade-

ILWU representatives agreed that APM Terminals would conduct visual inspections from a man-lift of all the cranes "...before the start of the shift, at the meal break and at the end of the shift." The inspections would end once a Noell representative arrived March 1 to perform in-person inspection, and APM began a repair plan specified by the crane manufacturer. ILWU crane operators and mechanics were further indemnified against any structural failures in the cranes until the repairs were made.

"What really bothered me was that PMA didn't take the time to hire someone to look at these cracks. These cracks have been there for some time," said Fernandez. "When it comes to safety, the employer doesn't pay attention to it."

At press time, repairs had been made to cranes #7 and #10, but not to others at Pier 400. These two cranes are now operating despite the protests of ILWU that the repairs must first be approved by an OSHA-certified inspector, and a complaint has been lodged with the area arbitrator.

According to Local 13's Dave Beeman, Chairman of the Joint Accident Prevention Committee, the cracks in these cranes may foreshadow structural problems with other cranes, such as the new ZPMG cranes just delivered to the Port of Oakland.

"There are identical structure failures with the Noell and ZPMG cranes. Other cranes with the same design flaw may be affected," Beeman said.

'We believe the cracks pose a serious potential health and safety concern to ILWU crane operators and all those working around them.'

—Pete Favazza, Longshore Division Safety Committee

Despite Fernandez's insistence, APM did not call in a structural engineer to inspect the cracks on that evening's night shift. The damaged cranes, with the exception of #7 and #8, were operated throughout the night. When Fernandez learned of this the next morning, he immediately called for a second arbitration.

In the second arbitration with Weule and PMA Feb. 23, Local 13 President Dave Arian and Fernandez contended that until such a qualified

quate. The relief arbitrator then decided that longshore workers must operate the cranes under the remedial measures, but that the ILWU did have a *bona fide* health and safety issue and that crane operators would be paid for stand-by time.

A special meeting of the Joint Longshore Labor Relations Committee for Los Angeles-Long Beach Harbor was then held around noon Feb. 23 to discuss the crane operators' health and safety concerns. PMA and

WASHINGTON REPORT

CAFTA: The NAFTA nightmare returns

By Lindsay McLaughlin
ILWU Legislative Director

The ILWU International Executive Board reiterated its opposition to the Central American Free Trade Agreement (CAFTA) at its meeting April 1, 2005. This free trade agreement, signed by the United States, five Central American countries and the Dominican Republic, is modeled after the failed North American Free Trade Agreement (NAFTA). The ILWU takes this position not only because free trade leads to more job loss, misery, lower wages and displacement of American workers, but also because free trade is not in the interest of workers in developing countries either.

The Guatemalan government had to use brute force, tear gas and water cannons March 8 and 9, 2005 to beat down workers protesting their government's consideration of the ratification of CAFTA. Having managed to delay the vote the previous week through large protests, Guatemalan workers took to the streets again to try to prevent their Congress from voting against the working class of their country. In the end the workers lost, and the ruling class got their wish to have their Congress ratify entering into the free trade agreement with the U.S.

Early in the CAFTA negotiating process, unions in Central America worked together with the American labor movement to articulate a shared vision for a regional economic integration. In a series of joint declarations the unions called for any new trade agreement in the region to require adherence to the core labor standards of the International Labor Organization (ILO) and to enforce this obligation through trade sanctions. The unions also vowed to fight any agreement falling short of this standard and demanded that the current workers' rights tools in U.S. trade preference programs not be weakened in any eventual free trade agreement. But these proposals were ignored by government negotiators.

Twelve years ago the ILWU opposed North American Free Trade Agreement for many of the same reasons the union is now opposing CAFTA. The ILWU said NAFTA would hasten job losses in the U.S., depress wages, increase the trade deficit and continue the exploitation of Mexican workers by large multinational corporations. Then-President Bill Clinton said that NAFTA would lift up living standards in Mexico, increase jobs in the U.S. and, remarkably, he said that NAFTA would help stem the tide of illegal immigrants crossing the border because there would be economic opportunities in Mexico. The ILWU was right and Clinton was wrong.

The AFL-CIO estimates the U.S. has lost close to 900,000 jobs and job opportunities due to NAFTA. In Mexico basic worker rights continue to be denied, real wages have fallen and poverty is on the rise. Farmers there have been decimated by a flood of subsidized, low-priced corn from the U.S.

Following the NAFTA model, CAFTA would double the number of poor workers. This model exports jobs, lowers wages, exploits poor workers and rewards multinational corporations that have no loyalty to any country or any workers. This is the model Bush and others in Congress want to perpetuate.

CAFTA includes no meaningful labor rights protections for workers. It only suggests that countries enforce

their own labor laws. It does not prohibit any country from adopting weaker labor laws and enforcing those. More ominous for workers, CAFTA is intentionally written to weaken existing labor protections for workers.

The only tool that has helped create the political will to reform labor laws in Central America in the past is the American unilateral system of trade preferences—a system that will no longer apply if CAFTA goes into effect. U.S. unilateral trade preferences provide for the withdrawal of trade benefits if steps are not taken to meet international labor standards, including steps to reform weak domestic laws.

This is a higher standard than that found in CAFTA. Under CAFTA, employers and governments will actually enjoy more freedom to deny workers their fundamental human rights than they currently have under U.S. trade preference programs. While the labor rights provisions of these programs are not perfect, they have led to some improvements in labor rights in the region. In fact, nearly every labor law reform that has taken place in Central America over the past 15 years has been the direct result of a threat to withdraw trade benefits under U.S. preference programs. Despite these successes, the administration is preparing to give up those workers' rights clause once the weaker labor provisions of CAFTA go into effect.

Many ILWU members may lose their livelihoods if CAFTA is enacted. CAFTA places 146,000 sugar producing and related jobs in jeopardy—many of them good union jobs. At least 1,000 ILWU jobs tied to the sugar industry could be lost if CAFTA goes into effect. ILWU sugar jobs could be the first to go given that the Hawaii sugar industry must pay additional transportation costs to the West Coast for refining. CAFTA would more than double CAFTA countries duty free access to the U.S. sugar market over 15 years, but it cannot be looked at in isolation. Countries in South America will demand a doubling of their sugar export quota to the U.S. as part of the Free Trade Area of the Americas (FTAA), a similar free trade agreement

encompassing every country in North and South America except Cuba. Additional sugar on the world market will collapse its price or force many domestic sugar producers to cut back on production or go out of business.

Some proponents of CAFTA think the ILWU is being selfish in trying to protect these sugar jobs. They believe the union should allow Central American and other countries to supply our market with as much sugar as they can produce. They contend an expansion of the sugar industry in Central America would create jobs and lift the living standards of those workers. But in reality it would only serve the interests of rich landowners who would continue to exploit their workforce.

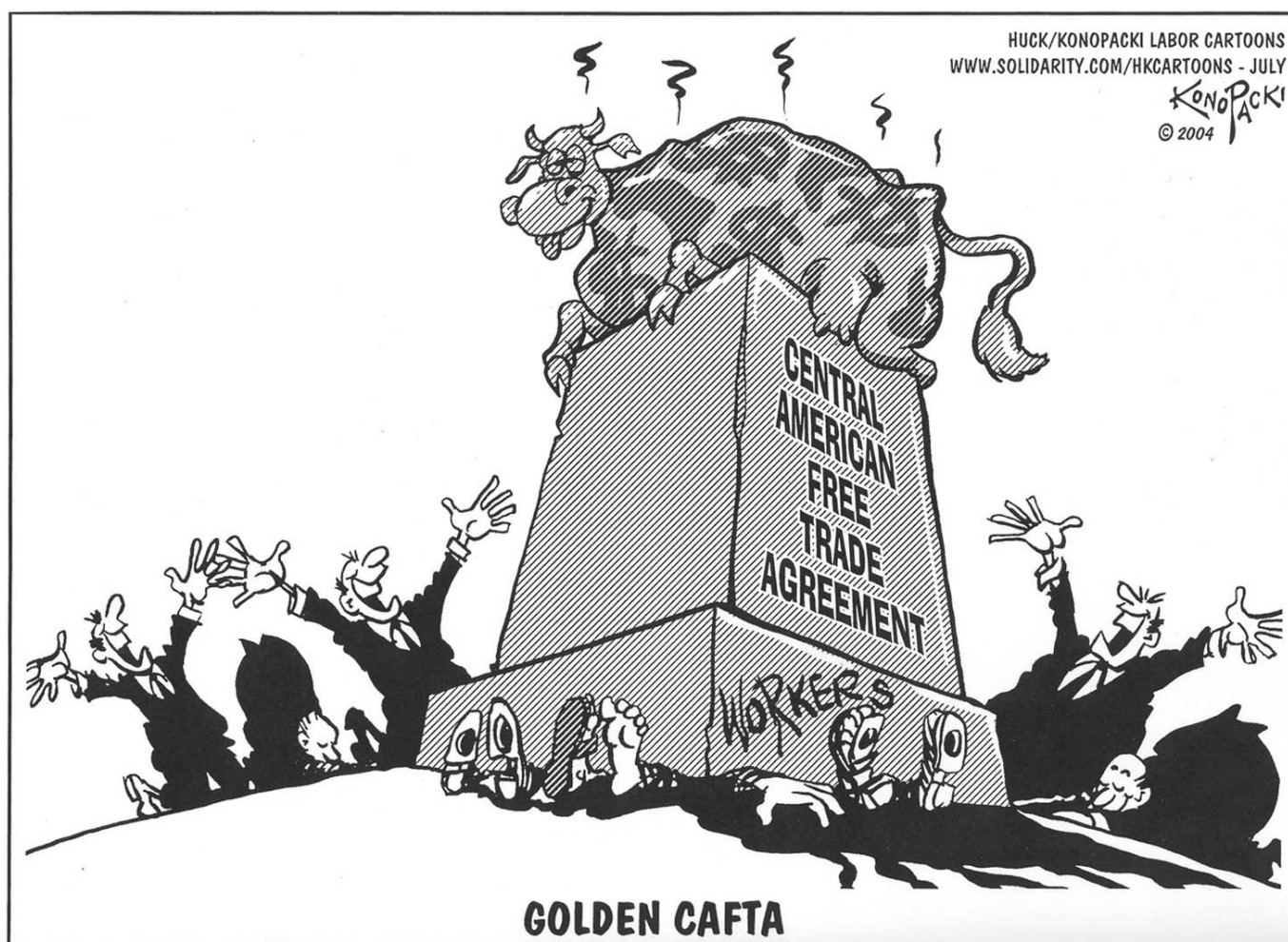
The Department of Labor's own publication, "By the Sweat and Toil of Children," documents children in Guatemala working along side their fathers in the cane fields with machetes to cut down the cane. These are dangerous jobs and any incident of child labor in the sugar fields violates a basic tenet of International Labor Organization standards.

The minimum wage for a sugar cane laborer in Guatemala is 64 cents. The Bush administration is asking our Hawaii sugar workers to compete with workers who make pennies for their labor. Worker rights exist on paper in Guatemala, but in practice the government does not enforce labor laws effectively or protect workers who exercise their rights, according to the U.S. State Department's Human Rights Practices report. Only one sugar mill out of 17 in Guatemala has a labor union.

ILWU sugar workers are asked to compete with an industry in Guatemala that has inadequate environmental law enforcement. Only about three-fourths of the mill boiler stacks have scrubbers to reduce air pollution. There are no standards for air and water quality in Guatemala. In contrast to Guatemala, water and air quality standards and monitoring activities in the U.S. are rigorous and add to the cost of producing sugar.

The ILWU Executive Board took the position that a new trade model should be developed that would be in the interest of working people here

HUCK/KONOPACKI LABOR CARTOONS
WWW.SOLIDARITY.COM/HKCARTOONS - JULY
© 2004



and abroad, a model embraced by unions in America as well as Central and South America (see "Statement of Policy opposing CAFTA" on page 8).

Despite the consistent lobbying by George W. Bush and multinational corporations, Congressional representatives have not brought CAFTA to the floor for ratification. They have not done so because the proponents do not have the votes to pass the trade agreement. Only one Democrat in the House of Representatives, Henry Cuellar (D-TX), has expressed solid support for CAFTA. Last week, Rep. Jane Harman (D-CA), a member of Congress who has supported free trade agreements with Chile and Singapore, announced her opposition to CAFTA. Even Democratic members of Congress in the Pacific Northwest who have a history of supporting free trade agreements have signaled their reluctance to support CAFTA. American workers, who are sick and tired of the job losses and the race to the bottom, are finally getting through to their elected officials. There is even significant opposition to CAFTA from Republican members of Congress.

We need to keep up the heat. The only way to kill CAFTA is to get members of Congress on the record opposing the agreement. Democrat or Republican, your member of Congress needs to hear that American workers are sick of the exploitation of workers both here and abroad. Congress needs to adopt trade agreements that are rooted in respect for labor, environmental and human rights.

Your member of Congress can be reached at the following address:

The Honorable _____
U.S. House of Representatives
Washington, D.C. 20515

For more information about CAFTA visit these web sites:

http://www.aflcio.org/issuespolitics/globaleconomy/cafta_ftaa_main.cfm

<http://www.citizen.org/trade/cafta/>

<http://www.globalexchange.org/campaigns/cafta/>

Central America up in arms over CAFTA

By David Bacon

PUERTO CORTEZ, HONDURAS—When the Honduran Congress took up ratification of the Central American Free Trade Agreement March 3, over a thousand demonstrators filled the streets of Tegucigalpa, angrily denouncing the effort. Congress ratified CAFTA anyway, but the crowd was so angry that terrified deputies quickly fled.

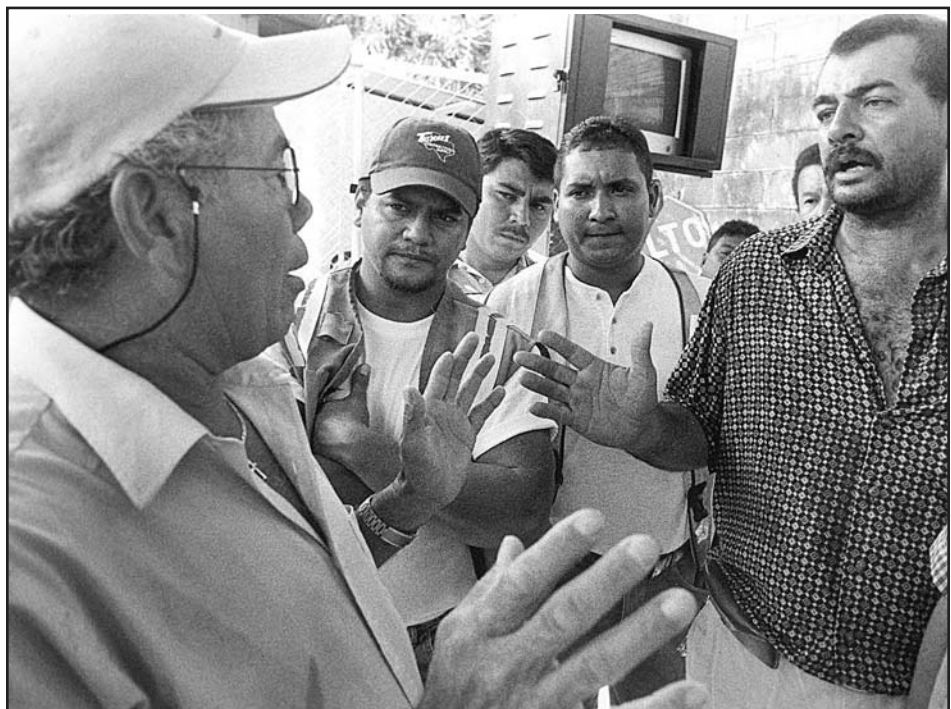
“We chased them out, and then we went into the chambers ourselves,” said Erasmo Flores, president of the *Sindicato Nacional de Motoristas de Epuipo Pesado de Honduras* (SINAMEQUIPH), the union for Honduras’ port truckers. “Then we constituted ourselves as the congress of the true representatives of the Honduran people, and voted to scrap Congress’ ratification.”

Similar demonstrations have multiplied across Central America, and just weeks ago police shot into a crowd of protestors in Guatemala,

killing one. Meanwhile, however, growing controversy has not helped the treaty’s main supporter, U.S. President George W. Bush, to find the votes he needs to pass it in Washington.

While admittedly an act of political theater by the left-wing *Bloque Popular*, the Honduran protest showed dramatically how unpopular the agreement is in Central America, at least among workers and farmers. This is quite a change from Mexico, where the promises of then-President Carlos Salinas de Gortari deceived large sections of Mexican society, especially its labor unions, into supporting the North American Free Trade Agreement in 1991 and 1992. While U.S. workers might suffer job loss, Salinas cajoled, Mexican workers would get those jobs. The country would be come a “first world” economy, he promised, with first world living standards.

The truth was bitter. Currency devaluation cost the jobs of a million



Erasmo Flores (left), president of Honduras’ port truckers union, talks with unionized port truckers about the possible consequences of CAFTA on Honduran workers.

SACTO WORKERS CATCH SPIRIT OF CÉSAR CHÁVEZ



Marcy Rein

Alma Orozco (left) and Maria Arellano (right) of the Blue Diamond workers’ organizing committee reflect for a moment before the start of the March 26 César Chávez March in Sacramento. The workers at Blue Diamond Growers made their desire to join ILWU warehouse Local 17 public for the first time at the march, and they came out with a splash. Wearing canary-yellow shirts emblazoned with the ILWU logo, flanked by family, friends and supporters from Locals 17 and 6, they made up a 150-person contingent that marched just behind the Aztec dancers at the head of the parade.

“Fifteen years and what do we get? Pennies for raises and deeper in debt!” the workers chanted as they walked. They had tried to join Local 17 in 1990 but failed. Since then, the sorters and packers—the largest and lowest-paid group of workers at Blue Diamond—have gotten just \$2 in raises, going from \$8.25 per hour to \$10.25 per hour. Soaring health care premiums and costs of living have swallowed that and then some. Due to the seasonal nature of the operation, workers with more than 30 years’ seniority often have not qualified for vacation or holiday pay, or even the expensive insurance. The stagnant pay and disregard for seniority typify the attitude many workers say they face every day.

“Blue Diamond preaches that we’re all family, but they turn around and treat us like stepchildren,” said Geri DaVeiga, a 38-year veteran at the plant.

Blue Diamond operates the world’s largest almond processing plant, employing just over 700 workers. Around 40 percent of them are Latino and nearly half are women.

“It makes me very happy that we’re opening our campaign today, because César was all about justice for the workers,” organizing committee member Cesario Aguirre said at the march. “He would’ve been 100 percent behind us.” As a teenager working with his family in the fields, Aguirre met Chávez and participated in UFW actions.

Some two dozen California cities and towns marked the Chávez holiday with marches, programs or community service days, including San Diego, San Pedro, Los Angeles, Fresno, Salinas, San Jose and San Francisco.

—MER

Mexicans in the first year after NAFTA went into effect alone. While U.S. President Bill Clinton bailed out investors threatened by the crash, he made it contingent on Mexico using its oil revenues to guarantee the loans, instead of using them to promote economic development. Tying hundreds of thousands of low-wage *maquiladora* jobs to the U.S. economy also made them vulnerable to it. When consumers north of the border stopped buying goods during the 2000-2001 recession, 400,000 border workers were laid off. And export-industry wages, far from rising, remained flat, while prices of milk, tortillas, gasoline, bus fare and most working-class necessities skyrocketed.

But the most devastating effect on workers came from privatization, enforced by NAFTA’s mandate to make Mexico more investor-friendly. As ports, railroads, airlines, mines, telephones and many other large national enterprises were sold off, sometimes for just a fraction of their worth, new private owners cut labor costs by slashing jobs and gutting union contracts. In NAFTA’s first decade, Mexico’s privatization created more billionaires than any other country in the world.

CAFTA is built on the same political premise. It seeks to reinforce the transformation of Central American economies, maintaining a low standard of living as a means to attract investment in factories producing, not for an internal market, but for export to the U.S.

Understandably, this vision is hardly popular among workers and unions. But hundreds of thousands of Central American jobs are already tied to export production, and the Bush administration can and does use them as bargaining leverage, threatening economic disaster by raising the specter of import barriers against countries that won’t adopt CAFTA.

CAFTA promises to extend the harmful impacts of NAFTA to Mexico’s weaker southern neighbors. Most Central American nations already belong to the Caribbean Basin Initiative, which requires participating countries to uphold internationally recognized labor norms. CAFTA, however, using the example of NAFTA’s notoriously ineffective labor side agreement, only requires that governments enforce their own laws, which are often far weaker.

Central American public sector workers have been especially keen observers of the Mexican experience. Honduras’ longshore workers’ union has twice beaten back government efforts to privatize the docks of Puerto Cortez, successfully mobiliz-

ing the whole town in the process.

“We put our union’s assets, like our soccer field and clinic, at the service of the town,” explained Roberto Contreras, a union officer and Honduran representative for the International Transport Workers Federation. “When the government tried to privatize our jobs, we told the town that if we didn’t cooperate to defeat it, the whole town would lose, not just us.”

In El Salvador, huge protests accompanied government efforts to privatize the healthcare system. And in Costa Rica, a massive strike by public telephone and electrical workers forced the government to withdraw from CAFTA negotiations in 2003.

Guatemala’s National Civilian Police sealed off the streets around the Guatemalan Congress March 9 after it voted to ratify CAFTA, and then used clubs and teargas against almost 2,000 demonstrators. Following the vote, popular organizations began mounting highway blockades throughout the country, effectively halting commerce and travel. At a blockade in Colotenango, at the Puente Naranjales crossroads, police and the army fired on the crowd. Juan Lopez Velásquez was killed, and nine others wounded by bullets.

Ironically, the Bush administration has had more success strong-arming Central American legislatures than other, more powerful Latin American countries, or even the U.S. Congress. In 2003 the World Trade Organization talks in Cancun collapsed amid huge protests, and later in Miami, the big South American economies of Brazil, Argentina and Venezuela told the administration they had little interest in its carefully-orchestrated negotiations towards a Free Trade Area of the Americas (FTAA).

Even in the immediate aftermath of the Sept. 11 attacks, the administration could only muster a one-vote 216-to-215 majority in the U.S. Congress to give it fast track negotiating authority. Almost all observers agree that if Bush had the votes to ratify CAFTA, he would have introduced it in Congress long ago. The fact that the agreement has been negotiated, has been ratified in most Central American countries (although amid bullets, clubs and chanting protestors), but has yet to be introduced for ratification in Washington, is the best indication that what political support Bush could muster is shrinking, not growing.

While Bush and the agreement’s corporate backers still want CAFTA, it’s getting harder for them to point to anyone else who does.

‘That Red Button Girl’ Billie

Introduction by Harvey Schwartz

To honor Women’s History Month, this issue’s oral history features Willa Hendricks, who in her Local 6 activist days was widely-known to ILWU members as Billie Roberts Hendricks. In 1933 Hendricks went to work in a San Francisco liquor warehouse. The following year she witnessed the Big Strike. Hendricks joined the warehouse union during the great Bay Area “march inland” organizing drive of the mid-1930s. Like many of her co-workers, she immediately became a volunteer organizer and a staunch supporter of the new union.

Billie Roberts Hendricks served on union committees and on the Local 6 Women’s Division Executive Board that functioned between 1937 and 1942. She was a member of the San Francisco Industrial Union Council, CIO, and a delegate to California CIO Conventions in the late 1930s. Her oral history, though, goes far beyond these formal titles. What you really get from her story is some understanding of the early problems and achievements of ILWU women. One problem she touches upon in commenting on the “marvelous wage” she earned during WWII, when she took a “man’s wage,” was that for several years the union was unable to eliminate the employers’ lower “women’s wage” category. Another important thing you get from Hendricks is a feeling for the dedication, spirit and camaraderie of the people who built the union and lived its struggles and triumphs.

Hendricks was born in 1905. She passed away in 2003. Her working years as a Local 6 member ended in 1951. She was interviewed by former ILWU librarian Carol Cuenod in 1982 for the Local 6 Archives Project. Cuenod transcribed most of that interview, loaned me a copy and graciously helped me in other ways while I was preparing this article.

BILLIE ROBERTS HENDRICKS

Edited by Harvey Schwartz
Curator, ILWU Oral History Collection

I grew up on an Iowa farm. I’m 76 now. My mother was the only one of eight children not born in a log cabin near Prairie View. My grandmother rode to Iowa in a covered wagon and my grandfather went through the Civil War as a Yank with the Eighth Iowa Cavalry. We’ve got family trees until it comes out of your ears. Some of my relatives wanted to join the Daughters of the American Revolution (DAR), but I never joined. It’s so stuffy!

My parents were married in 1904. They weren’t rich, but they owned their farm, 80 acres of corn, oats and livestock in Van Buren County, Iowa. My folks raised me to be a little lady and marry a “professional man.” Well, by age 17 the farm was choking me. I would wake up and see the sun come in over the corn field and settle over the corn field. The world was my oyster, but there was nothing to do, just grow up and pick flowers in the summer. We were five miles out of any little town.

I’d read books where you get out and see the world. I wanted to leave the farm, be on my own and go to school. My father wanted me to stay home and raise chickens, but that didn’t appeal to me at all. So I went to Lawrence, Kansas where my Aunt Lucy took me in and I went to college. I wanted to be a school teacher. You didn’t have to have a college certificate to do that in those days. So I took a teaching job when I was 19 or 20.

For two years I taught grade school in the small Kansas towns of Bayshore and Heifer. I had to sign a paper that I’d go to church at least twice a month. Remember, this was rural America in the 1920s. I was supposed to stay in the village of Bayshore, and I couldn’t smoke, get married or go out with high school boys. After I won a \$5 box of candy in a local lottery, the school board charged me with gambling. So, when I was invited to my uncle’s in Chicago, I went. I took a job there and stayed for 18 months.

In Chicago I met a man who was 20 years my senior. He’d been married several times, once to a

silent movie star in Hollywood. He was selling and traveling from coast to coast when he wasn’t drinking. He said, “If you want to go to Los Angeles, I’ll get you a little house with red roses around it and you can pick oranges off the trees.” I quit my job in the middle of the day, got married and came to California!

That’s when the big 1929 crash came. The Great Depression shot my husband’s sales business. At first I couldn’t get a job. I’d go to those big all-night markets they had in Los Angeles, where vegetables were a penny a bunch, if you had the penny. I would go to Elysian Park and look under the trees where the lovers were, and pick around and maybe find a dime.

I finally got a job in a little scab restaurant. Everything in Los Angeles was scab then. Each time I called the order in, the short-order cook would give me a punch on the back side. That incensed me to death. Now, I’d curse him back, after all my years in the ILWU. Then I just went home and told my stuck-up college husband. He said, “You must have encouraged him.” Imagine!

We came up to San Francisco in 1932. A lady I knew said, “There’s jobs opening in this whiskey place.” That was around 1933. The first job I got, and it was before we were organized into the union, was at South End Warehouse. As soon as Prohibition was repealed in late ’33 the foreman opened his own place, Distillers Distributing. He asked several of us to go with him, including me, and I went. These were small businesses. It was before the big companies started, like Schenley’s and Hiram Walker’s.

At South End Warehouse I got 32 cents an hour for eight hours’ work, if I was lucky. If you were wanted for a second shift, it was eight hours more at 32 cents an hour. All we got between shifts was coffee, no meals. There was no such thing as hours-a-week or overtime. But mostly, we’d go in and work a few hours and then they’d say, “There are no more orders. Go home.” We’d work two hours, sit there and wait two more hours until the mail came, and then go home.

I worked on a line with a big machine, and it would drive you crazy. We pasted labels on whisky flasks and put the bottles in cases, 24 to a case. If you wasn’t careful, if the boys didn’t get it right, the glass would fly. The floors were wet. You had to wear certain shoes. You wore your own gloves. These were old warehouses. Sometimes they weren’t even heated. After they were union you had clean uniforms supplied and you bought your own shoes. They supplied gloves.

Before the union, the women that worked the fastest got to stay the longest. Then the boss would come along and say, “Fire all the old bags, and keep all the pretty ones with pretty legs.” Here the poor old gals were working their tails off and needed the money and was better workers. You never knew when you were going to be let out and when you weren’t.

When the three-day San Francisco general strike came along in July 1934 everybody was out. The town was ours. We were just on top of the world. Nobody dared tell us we were poor. We knew we were going to win. There was nobody quitting and saying, “We can’t make a living, we’ll go someplace else.” During the long maritime strike, before and after the general strike, I was working at South End Warehouse. When the National Guard patrolled the waterfront following the police killings on “Bloody Thursday,” the longshoremen gave me a pass to go through. The women weren’t organized yet, but they weren’t “anti.”

Actually it was our dream to be unionized. Imagine belonging to a group like the longshoremen that stuck up for your rights, saw that you had seniority, and saw that the boss couldn’t harrass you or sleep with you. Harry Ludden, the foreman at South End Warehouse, used to say, “Come out to my house tonight.” We didn’t dare say, “No.” We were tired, but when we were invited to the boss’ party, we went. Once he made us all get down on our hands and knees and bark like a dog for our plate of supper!

The first group of organized warehouses we heard about was the coffee houses. We went down to the hall to get in the union. But the work wasn’t too steady. We would go to the hall and be dispatched out to work.

During the years right after the 1934 strike people flocked to the warehouse local. All the Italian women from North Beach rushed down to join the union. Those were the years the longshoremen worked to start other unions going. They inspired everyone. The garment workers and the flour workers were organizing. Everybody wanted to get their home base, just like the longshoremen.

My first union meeting must have been about 1936. The women would just listen back then. We did think our organizers—Gene Paton, who became a wonderful Local 6 president in 1937, Lou Goldblatt, the Heide brothers, Bob Robertson—were “it.” And Lou knew how to get things rolling. He started our steward system. But we didn’t have much of a voice. The men would make all the rules. There was nothing we could do but be a rubber stamp for them.

Between 1937 and 1942 the women had their own separate meetings. Our male Local 6 leaders weren’t much interested in women’s



Billie Roberts Hendricks and daughter. World War II Billie was the Local 6 and Council, CIO candidate for Queen of the Warehouse. (Photo by Harvey Schwartz)



Women working in a Local 6 liquor warehouse, circa 1940s

ILWU ORAL HISTORY
Volume 2

“That Red Button Girl”
Billie Roberts Hendricks
Local 6, 1933-1951

Roberts Hendricks of Local 6



For Sallie, February 1945. During the San Francisco Industrial Union election for the Purple Hearts.

file photo

problems in those early days. Neither was Harry, although we were thrilled when he came to meetings. The men thought “the girls” were only going to work until they got married or made some extra money. I was on the Women’s Division Executive Board, but we didn’t have much real power. We didn’t meet with the men until we bellowed. Then we got amalgamated with them. We wanted to be known as workers. I never knew about this Equal Rights Amendment (ERA) business. I always thought I was a worker.

Sometimes when we were dispatched out of the union hall for jobs we were sent to a place that wasn’t organized. We would talk union to the workers. Then we would vote to get the union in. We were called “Red Hots” because we organized.

The bosses hated us. We had some pretty rough times. Whenever anybody struck, we were on that picket line. This little Judy Anderson always had a long sock with a Sweetheart Soap bar in it. If she was bothered by scabs, they’d get hit with a “sweetheart.”

My husband and I divorced before very long. Then I married a man named Roberts. While I was working at Distillers Distributors I became pregnant. When my daughter Sallie was 18 months old, Roberts left me to marry someone else. But by then I had a good Local 6 job and was determined to keep care of my little girl.

I became interested in a group called Working Mothers with Children. As my daughter grew up, for the next seven or eight years, I went to every meeting they had. There were several Local 6 people who were interested in child care, including Tillie Olsen, the famous author, and Hazel Drummond, who wrote a column for *The Dispatcher* in the mid-1940s. We’d meet with the Board of Education and rant and rave about getting a center for working mothers’ kids. All the unions sent delegates, including the longshoremen.

Right at the end of 1939 or in 1940 I went over to Schenley’s Liquors. It was just starting up. The union wanted volunteers to go in and help organize the place. One of the officers asked me to go. The company was avid to get workers. We just went down and asked for a job. We succeeded in organizing Schenley’s into Local 6, too. I’d been working at the MJB Coffee warehouse packing tea bags on a belt line. It was a wrench to give up your seniority in a house, but I did.

When the bosses figured out I was organizing, they called me “that red button girl” and gave me the dirtiest job there was. I was stuck off in this washroom, standing up all the time washing bales and bales of dirty rags with glue on them and then passing them along. When the other workers put the labels on the bottles they had nice clean cloths to wipe the extra glue off. In this job, though, I sometimes got to walk up and down the line and, when I wasn’t caught, talk union.

I also got on every Local 6 committee I could. We had a Publicity Committee that put out a little magazine on yellow sheets. We would send these yellow sheets around to everybody so they’d know what the other shops were doing. I was on our Uniform Committee, too. Each of us got a cap and a white, starched uniform for parades. On Labor Day we were out in force on Market Street. We’d pass the reviewing stand and then get a walk-away shrimp cocktail down at the beach. We were the proudest things

you ever did see!

Usually when there was a committee meeting I’d take my daughter with me. The Local 6 hall was our second home. Everybody knew Sallie at the union. From nine to four, while I was working at Schenley’s, I could leave her at the St. Francis Day Home, which was close to where I lived. It only cost me 35 cents a day. Otherwise Sallie went everywhere with me. Of course, if there was a night meeting or a potentially dangerous situation, someone else would take care of her.

About 1940 there was a particularly rough strike at Euclid Candy Company. We had joined the picket line and were walking back and forth across the company’s door when the cops dove in. They weren’t nice cops and they were on horseback. We tried to put our arms together and keep walking. They kept pushing with their horses. A horse’s hoof almost stepped on my foot. One of our boys had a pocket knife and he gave the horse a jab to make it move away.

The Local 10 longshoremen showed up to reinforce the Euclid picket line. They were all in their white hats, work shirts and black jeans. That was kind of an ILWU uniform. The cops saw this one longshoreman I recognized who was always an organizer. They said, “All right, Hendricks, step back.” That was the first time I ever heard the name of Hendricks. I thought, “That guy’s for me.” He wasn’t afraid of the devil. At Easter, anybody else would bring his sweetheart an Easter lily. Not Frank Hendricks! He brought an Easter basket with a bunny in it for my baby. We were married in 1943.

When the United States got into World War II in the early 1940s and most of the men went into the service, I took what had been considered a “man’s job.” I got a marvelous wage and I was now called a receiving clerk. This was at Schenley’s. The boss said, “Are you afraid to go downstairs to shipping and receiving, you and Alice Moore?” We weren’t. Alice became a shipping clerk. We each got our own little office.

I used to get this solution that came in five gallon cans. It went over the top of the liquor to keep the government stamps intact. I took in supplies for the machine shop, too. All the boys were helpful, although there was one old man who used to say, “Why don’t you girls go home and raise your family? Why do you want to do men’s work?” What an old son-of-a-gun he was. We had to live, you know?

I was also quite into the blood donor scene during World War II. This was around 1944-1945. They needed blood for the wounded. I represented Schenley’s, Local 6, and the San Francisco

Industrial Union Council, CIO in this big contest to elect Queens of the Purple Hearts. When you gave a pint of blood you cast a vote for queen. I got 400 votes for 400 pints donated. We had it so well organized in warehouse. There were big signs that said, “Vote for Billie Roberts.” I gave a lot of blood myself, too. You’d think I was a mainliner. But I had lots of blood. I was a strong person.

When Schenley’s and all the other liquor houses closed down in 1951, I went to work in a top grade restaurant at the Clift Hotel and became a member of the AFL Waitresses Union. They were a very so-so outfit. You didn’t have to go to union meetings. In early Local 6 days we couldn’t wait for our two meetings a month. But in the Waitresses Union, if you didn’t want to go, you just had to pay your month’s dues.

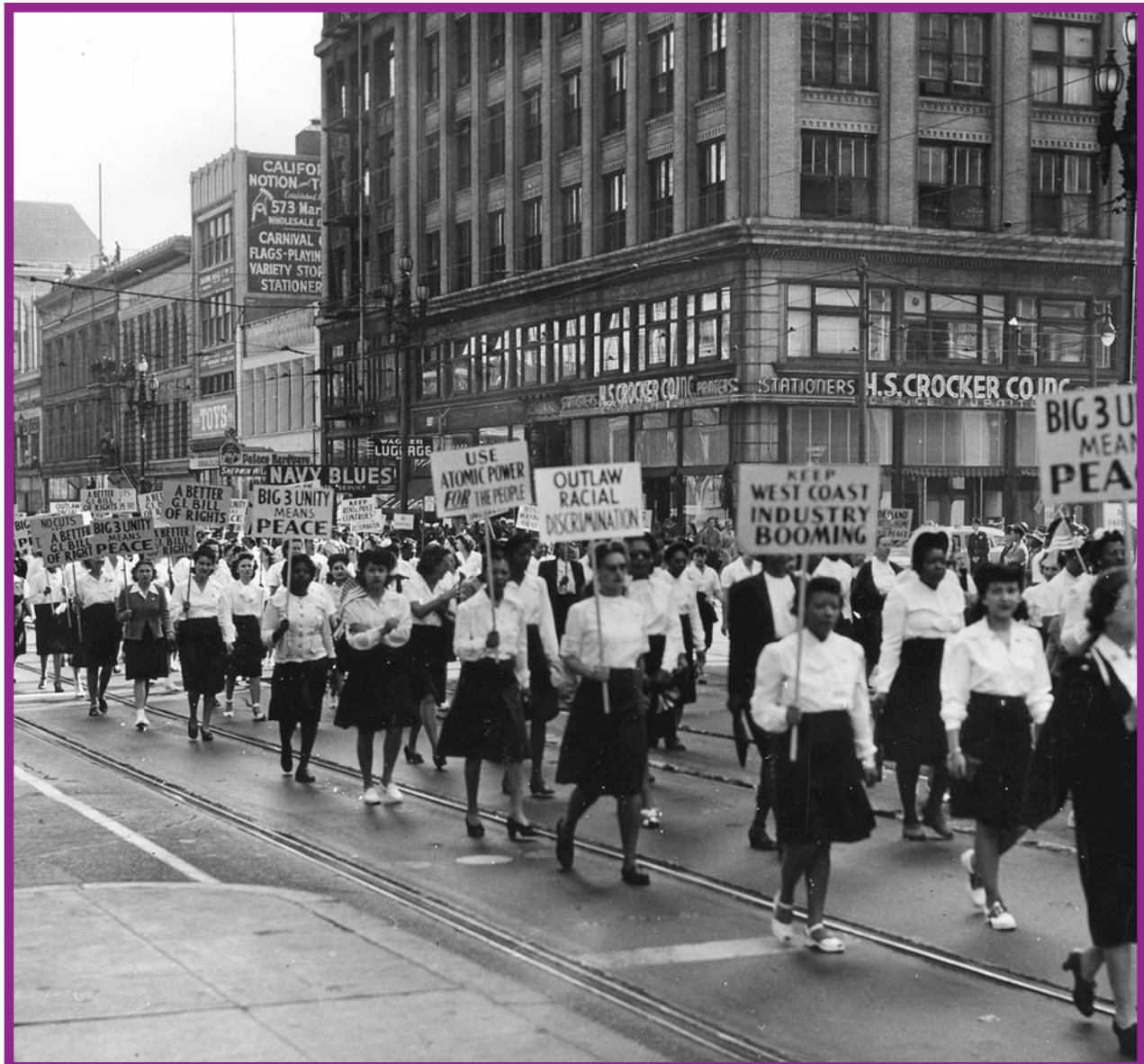
They thought I was the craziest thing they ever saw because instead of paying for someone to picket one of the restaurants, I went and picketed after my job. They never heard of anyone getting out and walking again after she’d walked all day.

Of course, I was always in political action as a good Democrat. When Franklin Delano Roosevelt was running for president, Sylvia Maker from Local 6 and I took pamphlets around. We walked for blocks to put fliers in front windows. It didn’t occur to us to charge. The Waitresses Union didn’t care who was running. They didn’t care if you voted or not. It was very different.

The waitresses, too, always worked for tips and were jealous of each other. There wasn’t that comradeship like we had in the ILWU, where you knew that you belonged. You weren’t fighting alone. All of my life, for the last 30 or 40 years, I’ve remembered those Local 6 kids. They were like the buddies, I guess, in a war. We were together against the enemy every day.

I love the ILWU. I’m so proud of it. I don’t know what life would have been for me without the union. It was certainly a wonderful way of life. When you were a school teacher you had to get out and wrestle your own job, or go in all dressed up to see the boss, with him looking you up and down wondering what kind of a lay you were. But it was nothing seeing the boss after there was a union and we got our dispatch hall.

I never got into anything before where I thought the workers would get their just desserts. When I was in college, they used to say, “What good are unions? They’re only for stupid people. Anybody with any ingenuity can get their own job.” You know, stuff like that. But when I found out these workers were organizing, I thought it was beautiful.



Local 6 women marching in the Labor Day Parade up Market Street in San Francisco, 1945.

Dispatcher file photo

TORY PROJECT
X, Part I

Button Girl”
Hendricks of
1936-1951

IEB scrutinizes budget, sets policy direction

The ILWU's International Executive Board, the union's highest governing body between International Conventions, met in San Francisco March 30-April 1.

With an eye toward developing the most accurate and responsible three-year budget proposal for the 2006 International Convention (to cover 2007-2009), the entire board met as the Board of Trustees to go over the current budget and spending with a fine-tooth comb. They reviewed expenses and their reasons to determine which programs may be cut back and which need funding and expansion. The board plans to begin fashioning budget proposals at its August meeting for next year's Convention.

International President Jim Spinosa reported on the AFL-CIO Executive Council meeting in Las Vegas March 1-3 he and other ILWU officers attended. The meeting was meant to discuss the various "restructuring" proposals floating around since SEIU President Andrew Stern declared several months ago that the federation's nearly 60 unions needed to merge into no more than 15 or 20 to consolidate power and bargain more effectively on an industry-wide basis. His plan would force unions in the same sector to merge if they did not do it voluntarily. If that doesn't happen, Stern said, he would withdraw his union from the AFL-CIO. Since then, several other unions have developed proposals trying to deal with consolidation, organizing and bargaining.

No solution was agreed upon at the Executive Council meeting, but Spinosa told the IEB his position is that the ILWU will not merge with any other union and that he would propose the ILWU leave the AFL-CIO if the federation tried to force a merger. He said that before he took any action he would bring it back to the board for discussion and approval.

The board unanimously passed two policy statements, one opposing the ballot initiatives California Governor Arnold Schwarzenegger is backing, and the other opposing the Central American Free Trade Agreement (CAFTA) that is pending in Congress. The board also passed two other resolutions sent to it by warehouse Local 6's Convention in February. One calls for U.S. troops to be brought home now, rejects the policy of pre-emptive war, and demands a reordering of national priorities towards jobs, education and health-care. The other condemns the recent brutal repression of Filipino union sugar workers and calls for an investigation into and prosecution of the perpetrators of the brutal attacks on the workers. (see below)

STATEMENT OF POLICY OPPOSING GOVERNOR SCHWARZENEGGER'S BALLOT INITIATIVES

Ever since Arnold Schwarzenegger ran for California governor as an "outsider/reformer" a year and a half ago and won, he has become the ultimate insider. He has raised more money than any other California politician in history, most of it coming from big corporate donors with issues before the state government. In return he has pushed an aggressive pro-business, anti-worker agenda rivaling that of George W. Bush.

So far in his first term he has vetoed legislation to raise the minimum wage, to reduce offshoring of American jobs, to make health care more accessible for millions more California workers and to reduce prescription drug costs. He has also lowered worker compensation payments for disabled workers.

Now this Republican governor plans to "go over the heads" of the Democratically controlled state legisla-

ture with ballot initiatives he hopes to railroad through with little to no debate and discussion. All his initiatives are aimed at reducing the living standards of working people of California.

One initiative would make defined benefit pensions illegal for public sector workers, taking away teachers' and public employees' traditional retirement plans and replacing them with privatized 401(k)-type accounts for all new employees. This is following the latest corporate model of creating two-tier systems that reduce compensation for new workers and undermines the funding of the older workers' pensions.

Another initiative would change the way teachers get paid, replacing seniority with a so-called "merit pay" system that would open the door to favoritism and discrimination.

Another initiative would tighten the spending cap on total state spending, ending protections for schools and colleges under Proposition 98, and triggers automatic across-the-board cuts when revenue drops. This would dramatically reduce the money going to education and lead to a drop in funding for a wide range of social services.

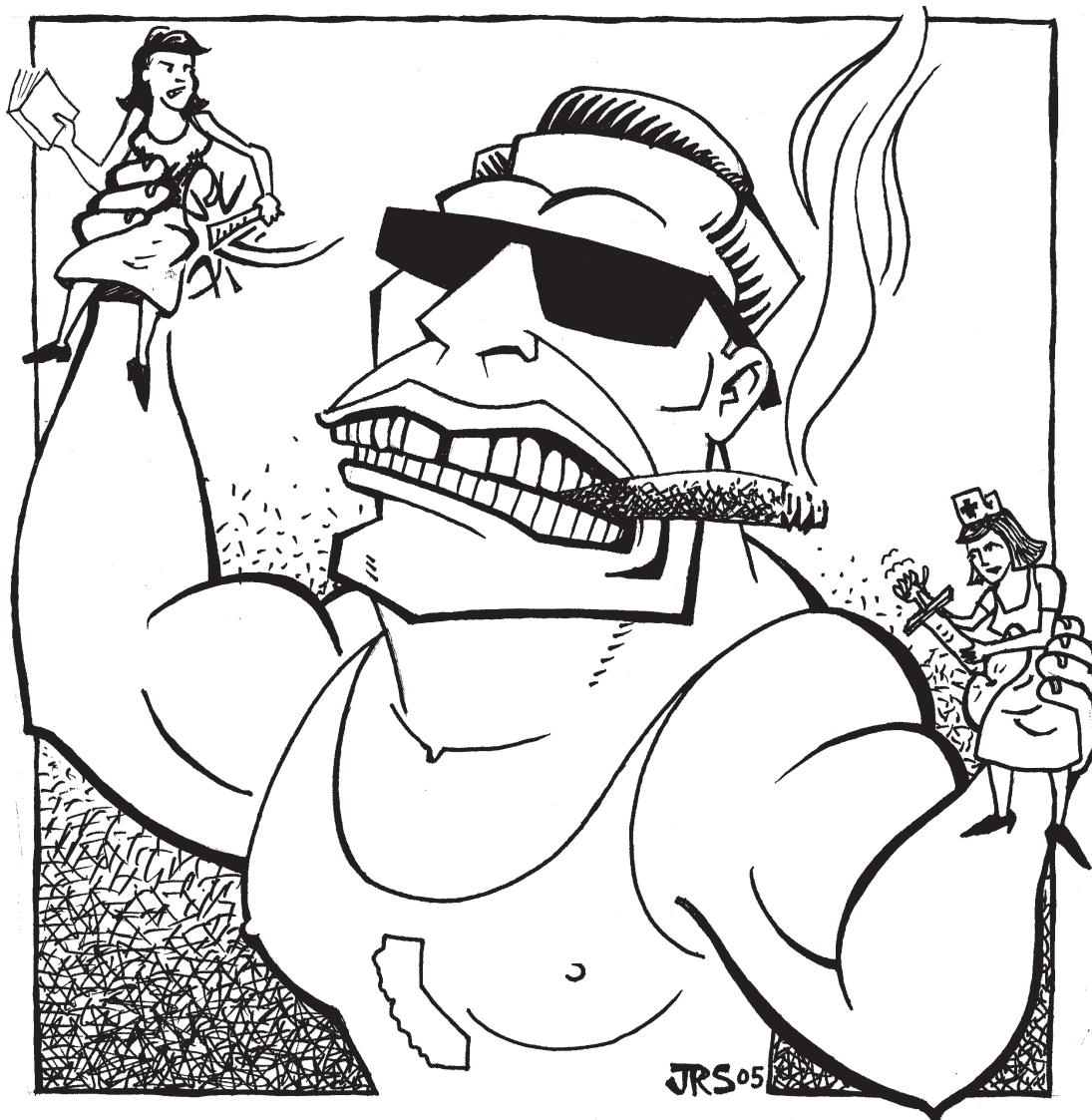
Schwarzenegger is also considering backing another initiative being promoted by business groups in an attempt to strictly limit unions' electoral power. It would require public employee unions to get the written consent of members before using dues money for political purposes.

The special election Schwarzenegger wants to pass these initiatives will guarantee a low voter turnout—something that always favors pro-business proposals. And the cost of it will increase the state's deficit, giving Schwarzenegger more cause to cut social services to poor and working people even more.

In his state of the state address last January Schwarzenegger said he wanted to negotiate with the legislature on these issues before going for ballot initiatives. But he never tried to do that. He met only once with the legislature since making these proposals and that was only one day before forming the Political Action Committee to raise money to promote the initiatives. He has instead spent his time breaking records in campaign fundraising, mostly among the biggest businesses that stand to gain from them. A state Superior Court ruling on March 25 eliminated a campaign finance regulation limiting contributions to initiative campaigns run by a statewide elected official like the governor. This guarantees that Schwarzenegger will continue raising huge amounts of money from corporations for these campaigns.

Schwarzenegger is shamelessly using this initiative to try to drive a wedge between union and non-union workers, to make the non-union workers envious of retirement packages they don't have and drag the union workers' standards down. But it's not as if the pensions are overly generous. The Public Employees Retirement System (PERS) pays out \$1,792 per month. The average State Teachers Retirement System (STRS) monthly benefit is \$2,448—less than \$30,000 per year for a teacher to live on. These are not exactly golden parachutes, but a simple measure of dignity for the golden years of public servants.

To make matters worse, the teachers were taken out of the Social Security system with the argument that they were getting a public pension. Schwarzenegger's initiative would leave them facing retirement without a pension or Social Security. And even if



"I will break these girly special interests!"

teachers had paid into the Social Security system from working at another job at some other point in their careers, collecting a STRS pension requires that even what Social Security payment they do qualify for will be reduced.

But those are not the only reasons why Schwarzenegger and his corporate cohorts are going after the public employee pension funds. These funds' trustees have been demanding good corporate governance at shareholder meetings. When both PERS and STRS lost more than a billion dollars each in the Enron and WorldCom scandals, these trustees filed suits against executives who made windfall profits off their companies' bankruptcies. These trustees have often opposed excessive executive compensation packages in the companies the funds are invested in and have established a general set of criteria on worker rights and environmental protections to guide their investments. Schwarzenegger plans to make sure these union pension trustees will no longer have the clout to interfere with business as usual.

But Schwarzenegger may have overstepped with his sweeping and poorly written initiatives. The one cutting off public employees' defined benefit pensions has—with its blunt ax—included police and firefighters in its bloodletting. Worse yet, because the death benefit for these public safety workers is a defined benefit, it too would be outlawed by the initiative. This has rallied opposition among constituents who might otherwise back Schwarzenegger and has cut seriously into his popularity poll numbers.

His attacks on teachers and nurses may be backfiring as those workers' unions have begun an aggressive media campaign pointing out both their place in creating better communities and Schwarzenegger's breaking of his promise to fully fund schools in his budget. The image of this multi-millionaire claiming working people's wages and retirement benefits are too high is making him look like just another mean-spirited politician. The hypocrisy of calling these working people "special interests" while he raises obscene amounts of money from corporate interests is becoming more and more obvious.

Understanding the extreme and dis-

astrous implications of Schwarzenegger's initiatives and policies on the working people of California and the dangers that they may spread throughout the country if successful, the ILWU will make their defeat a top political priority. The ILWU will mobilize its rank and file and its political apparatus to stop Schwarzenegger and his initiatives and to lay the groundwork for his defeat should he run for reelection in 2006.


STATEMENT OF POLICY OPPOSING CAFTA

The Central American Free Trade Agreement (CAFTA) was signed May 28, 2004 by the United States, five Central American nations (Guatemala, El Salvador, Costa Rica, Nicaragua and Honduras) and the Dominican Republic. CAFTA is modeled after the failed North American Free Trade Agreement (NAFTA) which has resulted in the loss of hundreds of thousands of jobs in the U.S. and the displacement of thousands of Mexican workers. American companies have used trade agreements and the threat to locate abroad as a club to weaken collective bargaining agreements and get concessions from hard-pressed American workers. Moreover, free trade proponents are using CAFTA to build momentum for a much larger and equally flawed trade agreement called the Free Trade Agreement of the Americas (FTAA).

CAFTA contains no meaningful labor, environmental and human rights standards. It only encourages countries to enforce their own laws. In Central America, where laws fall far below international standards and governments and employers are actively hostile toward unions, this agreement will encourage rampant worker rights violations to continue.

CAFTA actually weakens labor protections in Central America and the Dominican Republic by supplanting protections available in the region under the U.S. General System of Preferences (GSP) and the Caribbean Basin Initiative (CBI). The GSP requires countries to have taken or be "taking steps to afford internationally recognized worker rights" while the CBI instructs the U.S. president to consider the "extent to which the country provides internationally recognized

BE IT FINALLY RESOLVED, that ILWU Local 6 forge links with the Philippine labor movement to advance the conditions of all workers and their families, regardless of national boundaries, in the spirit of international solidarity.





ILWU MEMBERS ASKED FOR MORE. AND WE SAID YES.

Union Plus – offering ILWU members and the rest of America’s 13 million union members consumer benefits, including:

- The new ILWU Union Plus MasterCard, offering features including:
 - Low introductory and balance transfer rates
 - Help for members on strike or facing extreme hardship
 - All calls answered by U.S.-based customer care representatives
- Discounts on products and services:
 - Up to 40% off movie tickets and entertainment
 - Up to 50% off eye care
 - Save on Goodyear tires and services
- Plus, many more benefits including:
 - Free legal services, education loans, scholarships and more

Find out more about the ILWU Union Plus MasterCard and all the other Union Plus benefits at www.UnionPlus.org.

To apply for the ILWU Union Plus MasterCard, call 1(800) 522-4000.
For eye care discounts, call 1(800) 228-3523. For legal services, call 1(888) 993-8886.
Part of the Union Privilege family of benefits available exclusively to union members.



“A Troublemaker’s Handbook”

Workers everywhere face challenges on the job and often feel isolated, outnumbered and powerless. But help is on the way in the form of a book called “A Troublemaker’s Handbook 2,” published by Labor Notes.

Since the first edition appeared in 1991 the book has grown into a 372-page manual of strategies for worker empowerment. More than 70 workers contributed writings on organizing, legal rights and generalized boss butt-kicking.

For union workers the book gives advice from fellow workers on getting involved with the union and making it more democratic. For business agents and stewards there’s advice on how to more effectively represent members. For the vast army of non-union workers there’s advice on how to empower the workers and use the

law to get organized.

International Longshoremen’s Assn. Local 1422 President and well-known troublemaker Ken Riley had this to say:

“It’s because of strategies like the ones in this book that our local won our fight to defend the Charleston Five,” he said. “International solidarity, getting in touch with other locals, dealing with media, bringing the community into the union hall—it’s all in the book. If you read it and implement it, maybe your local will be in the next edition!”

—Tom Price

The book is available for \$24.00 at: Labor Notes, 7435 Michigan Avenue, Detroit, MI, 48210. For credit card sales only, call (313) 842-6262 or fax to (313) 842-0227. Or order online at www.labornotes.org

Local 98 Foremen and Walking Bosses honors retirees

ILWU Local 98 will host its annual dinner to honor retiring and retired foremen on Thursday, May 12, 2005 at the Doubletree Hotel in Sea-Tac. All active and retired ILWU members and their spouse or guest are invited to attend.

For more information contact Local 98 at (800) 824-7945.

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.

Please join Ian Ruskin as Harry Bridges

May 11th

at the San Francisco Main Library, Koret Auditorium
100 Larkin Street

for an evening looking back at

the M&M!

- Introduction by “Harry Bridges”
- Screening of our film of interviews
 - Panel discussion

6 – 7:30 PM Free!

52nd Annual ILWU Golf Tourney on Kauai

The Kauai Divison Sports Program will host the 52nd Annual ILWU State Mixed 36-Hole Golf Tournament at Princeville Resort over the September 3&4, 2005 Labor Day weekend. Applications will be accepted on a first-come first serve basis, with a limit of 144 golfers. Deadline for applications is Friday July 29, 2005.

For more information please call Pamela Green at (808)245-3374 or (808) 645-0197 or email pag142@verizon.net.

Longshore retired, deceased and survivors

RECENT RETIREES:
Local 4—Gary Warner; **Local 8**—James C. Welch, James Allen; **Local 10**—Abraham Raymundo; **Local 12**—Harry S. Stamper; **Local 13**—Howard E. Dempsey, Daniel A. Jones, John G. Medina, Frank J. Espinosa, William Saxon, Joe Braggs, Edward Matamoros, Raymond Figueroa, Felipe Hernandez; **Local 19**—Floyd Persson; **Local 23**—David Scherr, Gerald Perrin; **Local 24**—Richard Nickle; **Local 32**—James P. Larson; **Local 34**—Frank Carraway, Fred Franklin Jr., Harvey Keller; **Local 46**—Randal Shorts; **Local 52**—Robert Everitt, Dennis Kracke; **Local 63**—Dudley Hay, Ronaldo E. Lopez, Gonzalo Pereira, Freeman Dailey; **Local 91**—Samuel Clifton Jr.; **Local 92**—Robert Davis; **Local 94**—William Pearson, Rafael G. Chavez.

DECEASED:
Local 4—Addison Garlock (Rosemary); **Local 8**—Glen Burns (Evelyn), Louis Dennis (Leevonure), Glenn Yandell (Virginia), Earl Anderson (Marcella), Benjamin Barber (Shirley), Steve Fitterer

(Pauline), Frank Pays (Margaret), Robert Gillett, Ralph Kammerzell; **Local 10**—Ellis Coombs (Helen), Ramiro Hernandez (Kumiko), Robert Mosley (Annie), Robert Padgett (Donna), Opheas Connor (Sashaha), Edward Owens, William Tomsky, Jun Ben Louie, Robert Terry, John Ganley, James Cannata, John Pangelina, William Johnson; **Local 12**—Sigurd Sandquist (Jo Ann); **Local 13**—Moses Yokoyama (Betty), Robert King (Kimberly), Efren M. Tostado (Beatriz), Rex Lisenby (Carolyn), Wayne Spigner Sr. (Judi), Andrew Vega (Theresa), Clarence Cornish (Betty Jean), Louie Soto (Mary), Kendall Tucker (Patricia), Charles Harkness (Maria), Jimmie Valbuena (Angela), John Marks, Andrew Koehler, Ygnacio R. Garcia, Victor Valverde, Clayton Storey, Glen E. Smith; **Local 19**—Felbert Barnett (Elizabeth), Richard Anderson (Lorraine), Chris Mallos (Barbara), Harry Spang (Naomi), Leonard Stone (Mabel), Michael Gilchrest (Gayle), Kenneth James; **Local 23**—Lee Reichl; **Local 24**—George Kuzmak (Joyce), Donald Haerling (Lila), David Enyeart;

Local 26—Clell McKnight; **Local 29**—Daijiro Hanako (Konishi); **Local 34**—Nathan Freeman (Esther), Carlton Fuller (Violet), Jerome Sherman (Phyllis); **Local 40**—Monte Oyler (Dorotha), Clarence Mulkey (Marcia), Kenneth Foster (Donna); **Local 46**—Stanley Sumalpong (Joanne); **Local 47**—Arend Van Zanten (Evelyn), Douglas Keyes; **Local 50**—Robert Gaston (Helen), Arley Mizar (Lorraine); **Local 52**—Russell Akana (Marjorie), Clyde Lundquist (Donna), Leslie Norman Wilson, Vivian Kaufmann; **Local 53**—Lyle Atkinson; **Local 54**—James T. Smith (Ova); **Local 63**—Marion Ostrich (Terezija), Harold Harp; **Local 91**—Frank Di Mercurio, James Stone, Jerry Bachich; **Local 94**—Matt Petrasich (Cathe), Robert Monroy, William Carr, Edward Thayne; **Local 98**—Howard Fry (Carol), Raymond Eriksen (Lula), Harold Bjorndahl. *(Survivors in parenthesis.)*

DECEASED SURVIVORS:
Local 7—Lucille Olson; **Local 8**—Iva Rhain, Myrtle Noah, Deloris Clark, Evelyn Tyler, Emma Hyden; **Local 10**—Ardice

Capaul, Elizabeth Morris, Mildred James, Dorothy Alexeef, Creda Bonse, Rose Rose, Betty Gomez, Mable Montgomery, Veola Douglas, Nellie Crittenden, Patricia Howard, Rubye Hunter; **Local 12**—Edith Koivunen, Marie McCoy; **Local 13**—Barbara Sims, Maria Morales, Gloria Graham, Beatrice Petrish, Mela Christina, Margaret Henderson, Madaleen Ohle, Margaret Garcia, Ellen Harald, Mary Fistanich, Earthel Johnson, Vivian Bacich; **Local 14**—Patsy Martin; **Local 19**—Dell Traub, Elsie Kitchel, Virginia Taylor, Lois Barker, Barbara Ellis, Jessie Sutton, Leone Langmead, Alice Boychenko, Magdalen Hayes, Jene Merritt, Gunnie Foerster; **Local 21**—Edith Rauch, Annie Spellmeyer; **Local 23**—Violet Valentine; **Local 29**—Juanita Mathis, Rosario Hanks; **Local 34**—Helen Cebriain, Ethel Perkins, Dorothy Brocchini, Elsie Benedetti, Olga Corsiglia; **Local 40**—Patricia Olson, Margaret Scholze; **Local 47**—Evelyn Shattuck, Helen Blair; **Local 54**—Janet Robertson, Soledad Juarez; **Local 63**—Carmen Kohal; **Local 94**—Gertrude Jackson, Pearl McGehee

AROUND THE UNION

LONGSHORE SHIPBOARD GRAIN CONTRACT RATIFIED

Shipboard grain workers in the Puget Sound and Columbia River areas bargained a new contract that protects benefits and firmly establishes manning levels. Proper manning, or “parity,” became an issue when the employers short-staffed some operations.

“The union felt the employer had not lived up to what they said they would on manning levels, and this time we decided we would make sure parity was achieved,” Coast Committeeman Joe Wenzl said. He chaired the bargaining committee with former Local 21 President Ty Gorton as co-chair. “The employers had unilaterally hired more workers for some ports and not others, so we called for parity for all ports and we got it.”

Bargaining began early last August and finished Jan. 8 after members ratified the agreement by an 88.6 percent “yes” vote. The contract affects 2,500 workers.

Workers at longshore Locals 4, 8, 19, 21 and 23 who take grain loading jobs out of the hall will have wages and benefits protected under the Pacific Coast Longshore Contract Document (PCLCD) signed July 1, 2002.

“The contract used to say people would be hired ‘as needed,’ now it spells out how many people will be hired at minimum for given operations,” Wenzl said. “With the minimum manning now established, even more can be hired if required.”

Another improvement—workers will now be told at dispatch how long the shift will last, especially if it goes over eight hours.

“To us that was a big deal, getting that language notifying members at the hall how long the shift would be. That way if you have something to do at five o’clock, you can do it. You might have to pick up a kid. This way you can live a more normal life,” said Gorton, who recently took the position of Benefits Specialist for the Columbia River area.

The six-year grain deal expires July 1, 2010.

By agreement with the employer, the Pacific Maritime Assn., the grain contract expires at dates different from the PCLCD. This simplifies bargaining and guarantees ample time and attention to the needs of grain-loading workers.

The process was time consuming, Wenzl said.

“All decisions of the union committee were made by consensus, a process that takes longer,” Wenzl said.

“This bargaining was a classic case of the union once again sticking together, with various locals and across different areas,” Gorton said.

—Tom Price

IBU FOOD SERVICE WORKERS NEAR AGREEMENTS WITH CONCESSION OPERATORS

Washington State Ferries had food service for as long as anyone could remember. But that changed on New Year’s Eve 2003, when the giant catering company Sodexho closed down the Puget Sound ferries’ galleys and laid off 130 workers. The workers set up an informational picket line, while their Inlandboatmen’s Union officers and rank and filers formed a committee to continue the fight.

For more than a year, passengers on the largest ferry system in the U.S. have had no hot food, decent coffee or beer for their rides across the Sound. The ferries carry 25 million passengers and 11 million cars per year.

Sodexho had asked the IBU for

HARRY OVERSEES LOCAL 13 DISPATCH



Bill Orton

It is no surprise that longshore workers look up to Harry Bridges, but Local 13 members in Wilmington have another chance to lift their eyes and connect with the union’s founder.

“Harry is always looking over us,” said Patricia Aguirre, chair of the Education Committee that serves Locals 13, 63 and 94, on the dedication of a mural in the Local 13 Dispatch Hall. Aguirre is here joined by committee members (left to right) Sunshine Campbell, Floyd Bryan, Laura Hansen Lara, Mike Piazza, Aguirre and mural artist Joe Andrade.

Members of the Education Committee and officers of Local 13 held an informal dedication in March of the 20-foot-by-12-foot mural by local artist Andrade that combines an image of Bridges with two longshore workers on the dock. One is shown tying down a ship’s line and the other uses a hook to haul a soft-sack load on his back.

The joint Education Committee commissioned the mural—entitled “Caretakers of a Great Inheritance”—as part of the group’s year-long push to educate brothers and sisters on the early history of the ILWU and issues affecting the ILWU today.

“The Education Committee members really took inspiration from the Palm Springs training,” said David Arian, who as Local 13 president approved the mural’s commissioning. “They’ve been busy all year trying to deepen the connection of rank-and-file members to our union.”

The committee also published 10,000 copies of a history of the union, as well as sponsoring performances by Ian Ruskin of his one-man show about Bridges at general membership meetings. The committee is also preparing programs about WalMart and how to get ready for the contract talks in 2008.

The mural is on permanent display on the west-facing inside wall of the Local 13 dispatch hall.

—Bill Orton

concessions in previous contracts, and the union had helped out. But WSF suffered major budget cuts when ballot Initiative 695 cut the state’s car tax in 1999. Much of that tax money had gone to mass transit projects like the ferries. Some of that lost revenue would be made up out of the pockets of vendors like Sodexho and workers like the IBU members. With Sodexho out, it was time in early 2004 to find new vendors.

“At that point WSF re-bid the contracts, but they left out the union shop clause,” IBU National Secretary-Treasurer Terri Mast said. “We filed a complaint with the state Marine Employees Commission and won, so they had to re-bid the contracts with the union clause in.”

WSF did two other things that complicated the process, Mast said. It separated the vending machine contract from the food service contract, and it divided the ferry routes into three parts, with three separate bids. So the IBU team spent more than a year hammering out agreements with two of the three bidders.

“We had to educate the new employers, because they knew nothing about maritime,” IBU Regional Director Dennis Conklin said. “We had to explain to them things like how vessels run, or how you have to schedule the shifts so people can get off where they start.”

The union signed contracts with Sound Food and CDX for two of the three runs. Wages will be \$13.50 to \$14.50 an hour, a slight reduction from the former contract. But that was made up by saving on worker-paid medicals. Workers maintained pension, vacations, overtime and working conditions. The union gave the company more flexibility on shifts, but workers made money in the overall package.

Bargaining has been more difficult with Cascade Olympic Concessions, the third employer. Apparently Cascade thought it might not have to negotiate with the IBU. “The state appealed the earlier ruling that said the companies had to agree to union shop, and lost again in August, 2004,” Mast said.

Mike Anderson, the new Executive Director at WSF, called Cascade and the IBU together and asked for some serious bargaining.

He gave the parties until March 18 to come up with an agreement.

“It’s time—the ferry system and our passengers need to know whether we’ll have on-board food service this summer or not,” Anderson said in a March 9 press release.

“The employer sounded like they’re someone we can work with,” Mast said. “They have progressive ideas, they want to have fair-trade coffee, bottled water with their own name on it with part of the profits going to saving the orca whales locally. They have new and inventive ideas and they’re going to capture the hearts of local commuters.”

After meeting with WSF, Cascade and the union sat down. Bargaining team members Conklin and Mast, BA Jay Ubelhart, and rank and filers Judy Kandlik and Peggy Wilkes stayed up all night with the employer, and by March 19 members ratified an agreement that pays wages similar to the other units and includes profit sharing. Most of the laid off workers will return, and by mid-May the ferries will again have galley service.

—Tom Price

ILWU Book & Video Sale

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

BOOKS:

- The ILWU Story:** unrolls the history of the union from its origins to the present, complete with recollections from the men and women who built the union, in their own words, and dozens of rare photos of the union in action. **\$5.00**
- The Big Strike** By Mike Quin: the classic partisan account of the 1934 strike. **\$6.50**
- Workers on the Waterfront: Seamen, Longshoremen, and Unionism in the 1930s** By Bruce Nelson: the most complete history of the origins, meaning, and impact of the 1934 strike. **\$13.00**
- The Union Makes Us Strong: Radical Unionism on the San Francisco Waterfront** By David Wellman: the important new study of longshoring in the ILWU. **\$15.00** (paper-back)
- 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**

ORDER BY MAIL

_____ copies of **ILWU Story**@ \$5 ea. =

\$ _____

_____ copies of **The Big Strike** @ \$6.50 ea. =

\$ _____

_____ copies of **Workers on the Waterfront** @ \$16 ea. =

\$ _____

_____ copies of **The Union Makes Us Strong**@ \$15 ea. =

\$ _____

_____ copies of **A Terrible Anger** @ \$16.50 ea.=

\$ _____

_____ copies of **We Are the ILWU** DVD @ \$5 ea. =

\$ _____

_____ copies of **We Are the ILWU** VHS @ \$5 ea. =

\$ _____

_____ copies of **Life on the Beam**@ \$28 ea. =

\$ _____

_____ copies of **The March Inland** @ \$9 ea.=

\$ _____

Total Enclosed \$ _____

No sales outside the U.S.

Name _____

Street Address or PO Box _____

City _____ State _____ Zip _____

Make check or money order (U.S. Funds)
payable to “ILWU” and send to
ILWU Library, 1188 Franklin Street, San Francisco, CA 94109

Prices include shipping and handling.
Please allow at least four weeks for delivery.
Shipment to U.S. addresses only



Bound Dispatchers for sale 2004 Edition Now Available!

Beautiful, hardcover collections of *The Dispatcher* for 1997, 1998, 1999, 2000, 2001, 2002 and 2003 are now available. These are a must for Locals and individuals keeping a record of the union’s activities. Get your copies of the ILWU’s award-winning newspaper while the limited supply lasts. Send a check for \$50.00 for each volume (year) to *The Dispatcher* at:

Bound Dispatchers
c/o The Dispatcher
1188 Franklin Street, 4th Floor
San Francisco, CA 94109

A Helping Hand...

...when you need it most. That’s what we’re all about. We are the representatives of the ILWU-sponsored recovery programs. We provide professional and confidential assistance to you and your family for alcoholism, drug abuse and other problems—and we’re just a phone call away.

ILWU LONGSHORE DIVISION

- ADRP—Southern California

Jackie Cummings

870 West Ninth St. #201

San Pedro, CA 90731

(310) 547-9966
- ADRP—Oregon

Jim Copp

3054 N.E. Glisan, Ste. 2

Portland, OR 97232

(503) 231-4882
- ADRP—Northern California

Norm McLeod

400 North Point

San Francisco, CA 94133

(415) 776-8363
- ADRP—Washington

Donnie Schwendeman

3600 Port of Tacoma Rd. #503

Tacoma, WA 98424

(253) 922-8913

ILWU WAREHOUSE DIVISION ILWU CANADA

- DARE—Northern California

Gary Atkinson

22693 Hesperian Blvd., Ste. 277

Hayward, CA 94541

(800) 772-8288
- EAP—British Columbia

Ted Grewcutt

745 Clark Drive, Suite 205

Vancouver, BC V5L 3J3

(604) 254-7911