

The DISPATCHER

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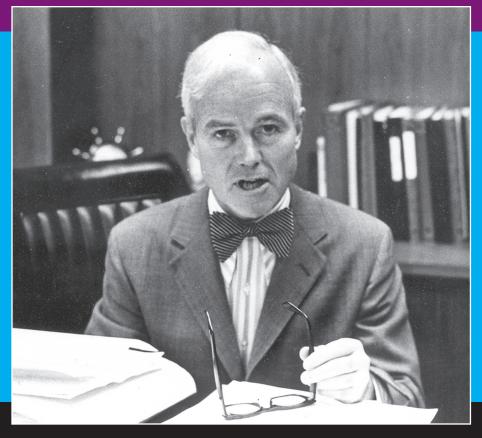




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Inside Line

MONEY TALKS

budget is all about priorities, about giving voice to purpose, literally putting your money where your mouth is. Rhetoric and platitudes wither in the face of spread sheets. Put up or shut up.

Not that we really need any more evidence of where Bush stands in the conflict of workers versus bosses. But the numbers and the sheer audacity of what he is proposing for a 2007 budget are staggering, especially for a president with one of the lowest approval ratings in history. Ever since he usurped the election in 2000, Bush has been on a mad dash to squeeze every dollar out of the heart and bone of every worker and loot as much wealth as possible from the environment. And since then he's only gone faster and madder, as if the time is running out to do as much damage as possible.

The vicious inhumanity of his plan is almost inconceivable. But its singular focus, its unwavering aim at workers and the poor, cannot be motivated by anything less than class hatred, even by someone as delusional as Bush.

The biggest cuts directly target the health and lives of workers-\$36 billion taken from the Medicare program over the next five years, another \$12 billion sucked from Medicaid over the same period, and funding stripped from all OSHA worker safety training programs.

Bush plans to cut \$3.1 billion from the Dept. of Education in just 2007 alone, much of that in student loans. And he wants to reduce the Environmental Protection Agency's budget in 2007 by another \$300 million, most of that in cuts in programs aimed at water and air pollution.

At a time when poverty is rising, job growth is the worst since the Great Depression and the gap between the rich and the poor continues to grow, he wants to cut or eliminate employment training and placement programs. And as Free Trade Agreements cause more losses of decent-paying manufacturing jobs, he proposes more cuts in the Trade Adjustment Assistance Program that is supposed to provide income support and retraining for workers whose jobs are outsourced.

Perversely, what's making these cuts appear necessary are Bush's other cuts, his tax cuts for the rich. Just as the temporary authorization for those cuts are about to expire, he is proposing to make them permanent, costing the U.S. Treasury \$1.35 trillion over the next 10 years, more than enough to pay for all the Medicare and Medicaid cuts and prop up Social Security at the same time.

Then there's the unbudgeted expense of the Afghanistan and Iraq Wars—\$350 billion in just "supplemental" funds for 2003-2006 with another \$50 billion already requested for 2007 and counting. The war has brought nothing but death, destruction and misery. It is destroying the American economy and has already destroyed Iraq's. Polls show the majority of Americans, including a majority of the military, want the war ended. And a majority believe Iraq will descend into civil war, as if that isn't already happening. The Republicans are dizzy trying to spin this one into a successful midterm election strategy.

But talk is cheap. Action speaks louder than words. Take some.

-Steve Stallone

PRESIDENT'S REPO

Beyond Dubai: getting to real port security

By James Spinosa **ILWU International President**

he Dubai Ports World controversy demonstrated how very little the media and politicians know about how international trade operates. The volume of their outrage bordered on hysteria and nearly drowned out the few voices of reason. But the long-overdue focus on American ports' vulnerability to terrorist attack has given the ILWU an opening to more widely address the issue of what port security really is and how it really is achieved.

Not that there aren't some legitimate concerns raised about a foreign government company operating an American port terminal when the country in question has some suspicious ties to terrorist activity. But the situation was never as extreme as it was portrayed by the press and politicians.

Arabs never bought the ownership of U.S. ports. They couldn't. The ports are owned by local government agencies. When DPW made a deal with British-owned Peninsular and Oriental Steamship Navigation Co. (P&O), all it bought were leases in six East Coast ports to operate a terminal in them. The leases are on terms the local port authorities negotiated with the British company. And by U.S. federal law, security matters are still dictated and enforced by

the U.S. Coast Guard and the U.S. Customs Bureau.

But that is where the real issue lies: What are those laws? Are they adequate to provide real security? And who and how will they be enforced to be effective?

The Marine Transportation and Security Act of 2002 designated the Coast Guard as the lead enforcement agency for the nation's port security program. In 2004 the Coast Guard issued comprehensive and detailed regulations to meet those goals. Unfortunately,

due to business cost concerns overriding security concerns, many of the Coast Guard's regulations have not been implemented. Still, the ILWU is pushing for some basic practices to be started as soon as possible.

- · Maintaining and checking secure electronic seals on all containers to detect and deter tampering are the most essential parts any port security program. Most containers are sealed with mechanical bolts that can be cut and replaced or have doors that can be removed by dismantling the hinges. These containers come to American ports from all over the world on flag-of-convenience ships with ownership obscured by legal papers and crewed by sailors only they have reviewed. All this leaves our ports vulnerable. And yet fewer containers are inspected in West Coast ports now than before 9-11, and many terminal operators have made a policy of discontinuing such inspections because of the costs.
- All "empty" containers entering the ports, whether by ship, truck or rail, should be inspected to confirm they are truly empty. Since there is no requirement making anyone responsible for sealing empty containers, and since they may have traveled long distances for days or been parked on city streets or otherwise presented with opportunities for tampering or smuggling, inspection should be required. Besides, inspecting empties is relatively cheap and quick.
 - All containers carrying dangerous cargo or hazardous

materials should be properly documented and placarded and kept separate from others.

- Controlling access to port facilities needs tightening. Currently truck drivers are granted entry with little authentication of identity and no inspection of their "sleeper cabs." Once inside the terminal, these drivers have unlimited access to all areas without oversight or supervision. In the busiest terminals the drivers are the largest single group of workers there, often hundreds of them
- · All port workers should be trained on the basic requirements of port facility security plans, the detection of security problems and the proper response and evacuation procedures during a security incident. Today most terminal operators refuse to share their security plans with dockworkers on the grounds of "confidentiality." But we cannot protect ourselves or our ports if we are excluded from security initiatives.

We have been making the point that port security is worker safety. Our lives and those of our families and communities around the ports are literally on the line. We are the ones who have the most to lose should the port security apparatus, currently full of holes, fail us.

taking the opportunity of We have been taking the opportunity of this new-found interest in port security to focus on the real

problems that

need attention.

this new-found interest in port security (and our newly mobilized public relations machinery) to focus on the real problems that need attention, not the intrusive background checks and screening much of the so-called security plans have been dealing with up until now. ILWU Director of

So we have been

Port Security Mike Mitre presented testimony on our view of port security before the U.S. Senate's Commerce, Science and Transportation Committee Feb. 28, and ILWU security liaison Gary Brown of Local 23

did likewise in the House of Representatives' Coast Guard and Maritime Transportation Subcommittee March 9. Mitre's testimony was broadcast on C-SPAN and Brown's was covered in the Tacoma News-Tribune.

Millions of viewers also heard our message on a couple of CNN news shows, including one in which I was interviewed. Peter Peyton, co-chair of the ILWU's Coast Legislative Action Committee, appeared on MSNBC's Hardball with Chris Matthews program. Other local radio and print media picked up on our posi-

While we have made inroads into the port security debate, we have not yet succeeded in moving policy and legislation to conform to our positions. There are still some proposals kicking around Congress that would require all terminals in U.S. ports be run by American-based companies, a near impossibility since some 80 percent of them at major ports are not. Such a scenario is not necessarily desirable from the ILWU's standpoint. The largest American terminal operator is Stevedoring Services of America (SSA), the company that was the most anti-ILWU in the 2002 contract struggle and has been busting longshore unions in ports it works all over the world.

We have established the ILWU as a major player in the national debate on port security and we will continue to press our position to protect our jobs, ourselves and our communities.



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CETTING OFFICERS

Dispatchers in Dutch stand up

hen the dispatchers at the APL terminal in Dutch Harbor, Alaska demanded union recognition March 7, all 25 longshore workers on the job that day stood by them.

"The more people we have, the stronger we are," Alaska Longshore Division Unit 223 Vice President Randall Baker said.

The three APL dispatchers were the last non-union workers at union terminals in Dutch Harbor, the world's number one seafood port.

"This is a deep water port between two continents at the base of the richest fishing waters in the world," Unit 223 President Skip Southworth said.

ILWU workers there not only load and unload ships, but drive trucks between the docks and the town's processing plants. The APL dispatchers work 12-hour days routing the trucks and handling export documentation and other office clerical functions. One works half-time as a dispatcher, half-time as an administrative assistant.

"Some days you have five drivers on the road. You have to have a mental map of where each of them is all the time," dispatcher Amanda McConnell said.

They work for \$15 an hour with no medical benefits in a town where milk costs \$6 a gallon and the nearest hospital is a \$1,200 plane ride away. They have no job security, because APL hires them as temps.

"I've been there almost two years and I'm still a temp," dispatcher Michelle Price said.

The company kept saying it was trying to get them health benefits, but by mid-February it became clear these were empty words. On March 7, the union called terminal manager Brian Sewell and said they needed a meeting right away.

With the longshore workers literally standing behind them, the dispatchers let Sewell know they wanted to join the ILWU. International Organizing Director Peter Olney delivered a letter from the union telling the company to respect the dispatchers' rights under Section 7 of the National Labor Relations Act, which protects the right to organize.

"Sewell looked like he'd been hit by a Mack truck," Baker said.



Members of Alaska Longshore Division Unit 223 turned out in force to support the APL Dutch Harbor dispatchers' demand for union recognition.

Sewell scurried off to call higherups at APL. By press time, the company still had made no response.

"The union boys I work with on a daily basis are in and out of the office every hour on the hour," McConnell said. "They check in on all three of us all the time to make sure we're okay. Now we're just waiting to see if the boss is going to give us what we deserve," she said.

—Marcy Rein

Agents get on board with OCU

Boarding agents at two Long Beach companies have opted to join ILWU Local 63 OCU (Office Clerical Unit). The agents at Schenker-Stinnes Logistics voted 3-1 for the union March 1. Two days later those at Merit Steamship Agency voted 3-0 to join.

Though Schenker operates all over the world and Merit is a smaller West Coast firm, their boarding agents do similar work and face similar problems.

The agents work in offices, on the docks and around town. They board arriving and departing ships to handle immigration paperwork for the crew as well as customs and Agriculture Dept. forms for cargo. While ships are in port, they take care of all the necessities for the vessel and the crew, arranging for repairs, medical appointments and transportation and dealing with other problems as they arise.

"We're on duty 24/7," said Merit agent Dennis Tsui. "Any time of the day or night, if they need us, they will call.

"And ships do not come in at

working hours," Tsui said. "They come in at three, four or five o'clock in the morning and leave at seven, eight or nine at night."

The agents miss sleep and time with their families—and don't even get paid for all their hours. Merit didn't pay overtime and would weasel out of paying anything for small tasks done at odd hours, like late-night supply pick-ups. Schenker routinely had people working off the clock.

"Our workload would have us in the office until 7:30 or 8:00 p.m.," Schenker agent Luis Villegas said. "They would say, 'It's not our fault you fell behind."

The company also failed to reimburse workers for mileage and other expenses till they complained—and it failed to give pay raises. By January the Schenker agents were ready to quit. But they'd heard about the OCU, and decided to organize instead.

"Agents from the different companies run into each other at the customs office and at the terminals," Local 63 OCU President John Fageaux said. "Non-union people work shoulder-to-shoulder with union members

and see the difference."

Villegas had a friend at Inchcape, the first independent boarding agency to join 63 OCU—and a father who knew the difference between working union and not. "My dad always said, 'The best thing that ever happened to me was when I got into the Ironworkers.' That was a motivator for me," Villegas said.

Both Schenker and Merit put on strong anti-union campaigns, like more than 90 percent of employers do when facing union drives. Company higher-ups dished out an assortment of pleas, promises and threats. Schenker gave a \$600 "operations bonus" to each agent the day before the election. Merit at first threatened to close up shop. Later the CEO apologized for that remark and switched to asking for "just 365 days" to improve.

"That all put a little pressure on the colleagues," Tsui said. "Our emotions were like a roller-coaster, up and down."

But they resisted the pressure and voted union unanimously. The three Schenker agents also held their

NLRB tells oil clean-up firm to deal with IBU

he National Labor Relations Board (NLRB) ruled Feb. 15 that Marine Spill Response Corp. must recognize and bargain with the IBU, which represents the oil spill responders who protect the Southern California coast.

The responders joined the IBU in 1998 when they worked for Clean Coastal Waters, a local company that had handled oil spill response from Point Dume to the Mexican border since 1972. MSRC took over Clean Coastal in July 2004 and hired all but one of its employees. The workers demanded then that MSRC recognize the IBU. MSRC refused.

"MSRC told us repeatedly to take our case to the NLRB when we were demanding recognition," IBU member Garrick Gilham said. "We did what they asked and we prevailed."

Now the company needs to walk its talk, IBU Southern California Regional Director Pete Korody said.

"In a letter to me dated July 15, 2004, MSRC CFO Doug Ferrari wrote, 'We will work with you in submitting this matter to the National Labor Relations Board for resolution in an expedited manner,'" Korody said. After a three-day hearing in

After a three-day hearing in December 2005, NLRB Administrative Law Judge John McCarrick decided MSRC was a legal "successor" to Clean Coastal, because it continued offering the same service using most of the same people and equipment. Labor law requires legal successors to recognize and bargain with the unions in place at the companies they take over.

The responders at MSRC have repeatedly backed up their recognition demand with action. In September 2004, 15 of the 20 people then in the bargaining unit signed on to a petition stressing their desire for representation. Everyone who was at work Sept. 13 hand-delivered it to management. Just 10 days later, MSRC workers rallied with labor, political and community leaders in front of MSRC's Long Beach offices. MSRC didn't budge for months. In late June 2005, the responders walked off the job in a five-day unfair labor practice strike.

With the NLRB ruling in hand, the workers took another signed recognition petition to management Feb. 27, 2006. MSRC Southern California manager Ray Nottingham would only say that he would forward it to "the appropriate people" in the company.

—Marcy Rein

solid majority.

"Now I tell people, 'If we can do it as a small office, you can too,'" Villegas said.

The Monday after the Merit vote, ILWU International Organizer Carlos Cordon met with boarding agents at InterOcean Steamship Company. Tuesday a majority signed union cards. Wednesday they filed for an NLRB election. They don't yet have a date to vote.

—Marcy Rein

TALK TO AN ILWU ORGANIZER!

Puget Sound—Jon Brier 206-448-1870 (office)

Columbia River—Mary Winzig 503-223-6057 (office)

Northern California—Agustin Ramirez 916-606-4681 (cell) or Carey Dall 510-846-5368 (cell)

Southern California—Rodolfo Gutierrez 951-757-7424 (cell) or Carlos Cordon 213-618-1765 The DISPATCHER March 2006

Conservatives win in Canada, labor cautious

by Tom Price

anada's voters woke up Jan. 24 with a new, Conservative Party government and many wondered, "What have we done?"

The day before, Canadian voters went to the polls and elected a minority government headed by the Conservative Party—with only 36.3 percent of the popular vote. As leader of the Conservatives, Stephen Harper became Prime Minister (PM) when his party won the most seats.

The former government, headed by the Liberal Party, won only 30 percent of the popular vote and 103 seats. It suffered from several scandals and the lack-luster leadership of Paul Martin, whose family owns Canada Steamship Lines. The new Democratic Party scored 17.5 percent of the vote while other minority parties split the rest. The NDP also gained 11 more seats in Parliament, and they now have 29.

For two-thirds of the voters who didn't vote for Harper, his new government represents policies they explicitly reject. Harper has advocated an expansion of the military, growth in size and powers of Canada's intelligence services, bans on gay marriage and withdrawal from the Kyoto global warming treaty. He has also advocated greater participation in U.S. foreign policy blunders. Canada took over the leadership of allied forces in the south of Afghanistan March 1 under arrangements worked out by the previous government.

ILWU Canada President Tom Dufresne cautioned against panic as Harper only has 124 seats in Canada's 308-seat Parliament.

"His election will set us back, but the fact that he has a minority in Parliament should keep him in check," Dufresne said. "They have a few things they want to concentrate on, and attacking the Labour Code does not seem to be at the top of their agenda. They mainly want to get reelected."

The labor movement will hold the line on any Conservative Party attempts to "Americanize" health care, Ken Georgetti, president of the Canadian Labor Congress, the nation's federation of unions, told The Dispatcher. Business in Canada benefits greatly from not having to pay basic health care.

"Why would anybody in their right mind want to give up what has been acknowledged in the auto industry as a \$1,500 per car advantage in costs just because of our public Canadian medical system?" Georgetti said. "Why give that productive advantage up for the sake of some experiment that has no basis in fact? That's the competitive advantage for business. The social argument is that Canadians get medical treatment on in fact only put more money in the the basis of need, not how much they can pay for a hospital room."

ILWU FIRES ITS FIRST SALVO IN CALIFORNIA CONGRESSIONAL ELECTION



As part of labor's campaign to deprive Bush of his Republican majority in Congress for his last two years in office, California unions, including the ILWU, are lining up to endorse Democrat Jerry McNerney for Congress. McNerney is challenging incumbent Richard Pombo, one of the most rightwing and corrupt Republicans in the House of Representatives, for California's 11th Congressional District. That district encompasses ILWU turf in Stockton, Livermore, Brentwood and Gilroy, as well as parts of San Jose and Tracy.

Even 78-year old Pete McCloskey, the moderate Republican who represented District 12 in the San Francisco Peninsula for eight terms, has come out of retirement to challenge Pombo in the Republican primary. McCloskey is appalled that Pombo is California's largest recipient of contributions from indicted influence-peddling lobbyist Jack Abramoff. One of Abramoff's clients paid the lobbyist millions to ward off labor reform legislation aimed at the Marianas Islands, a U.S. colony, where the client owns garment sweatshops. The bill died in the House Committee on Resources, which oversees the Marianas and which Pombo chairs. Pombo and his connections to Abramoff are the target of further investigations.

A vocal supporter of Bush's Iraqi war policies, Pombo also voted against a bill to extend medical coverage to National Guard and reservists returning from Iraq. Pombo's latest bill would allow use of new pesticides for five years before the U.S. Fish and Wildlife Agency reviews them for possible negative affects on endangered species, a change long lobbied for by the pesticide industry.

McNerney, on the other hand, has positions much more closely aligned with the interests of working people.

"The Republicans are taking this country in the wrong direction," McNerney told The Dispatcher. "They're fighting against working people, they're trying to take us back to the period when workers had no rights. The war is a tragic distraction from where we need to be spending our resources, which would be investing in our infrastructure, educating our young people and providing health care for all Americans."

—Tom Price

The labor movement will also have to fight off Harper's tax cut proposal. It would reduce the national sales tax slightly while slashing taxes paid mainly by the rich, such as taxes on capital gains and stock dividends. But Canada has been there before.

Recent corporate tax cuts have cash reserves of these corporations. They're not investing in machinery

and technology that would make us competitive globally," Georgetti said. "We have to stimulate business in the right way, and giving them more money when they don't use it productively is not good stimulation. We understand what incentives are and how they work. But giving oil companies more tax breaks doesn't stimulate anything."

The last corporate tax cuts under the Liberal government saved

Canadian business about \$270 billion. Those same companies have \$258 billion in cash or cash reserves on hand, Georgetti said.

"They haven't invested a nickel of the money they saved in taxes,' Georgetti added. "Give them a tax break on machinery and technology that aids productivity, and then they would have to do it because that would be the only place they'd get the tax cuts. Or we tax the profits.

But Harper's dark conservative clouds contain a silver lining for the labor-backed New Democratic Party. The NDP made big gains, based in part on the Canadian Labour Congress' "Better Choice" election campaign, an effort to make labor issues popular with Canadian voters and, through that popularity, pressure politicians to address them.

Better Choice distributed more than a million leaflets at work sites and its web site received hundreds of thousands of hits. Workers were asked to consider the candidates based on their positions on six key issues:

- Health Care—who will put you and your family ahead of corporate profits?
- **Pensions**—who will make sure employers pay you the pension you earned?
- Pay Equity—who will make economic equality for women a priority?
- Decent Wages and Benefits who will protect Canadian jobs and wages?
- Education and Training who will expand access to affordable education and training?
- Workers' Rights—who will stand for rights in the workplace?

The CLC, representing 3 million workers, found success with this strategy. It wasn't only the NDP and some Liberals who picked up on labor's message and, looking for an electoral advantage, echoed it.

"We tracked all the federal parties on how much they used our slogans and arguments," Georgetti said. "I met with the PM on March 6 and reminded him how often he used our slogans and arguments. He actually acknowledged it. His polling picked up the same sentiments in the

The Better Choice campaign strategy will have to be mobilized again as Canada's labor movement makes its plans for a new offensive.

"We're looking for pension protection legislation, because companies in Canada are able to go bankrupt under something like the U.S. Chapter 11 [where companies can stay in business and dump pensions, health care and even union contracts] and roll back benefits," said Dufresne. "We're looking at child care, proper tunding of Medicare and protection of the Canada Pension Plan, which is analogous to U.S. Social Security."

to take Blue amond to court

he federal government wants to hand Blue Diamond Growers (BDG) a remedy reserved for the worst labor law violators.

Attorneys for the National Labor Relations Board went to U.S. District Court in Sacramento Feb. 21 to get a date for a hearing on a 10(j) injunction against BDG. (A 10-j injunction takes its name from Section 10(j) of the National Labor Relations Act.) When the Board seeks a 10(j), it asks the court to order an employer to immediately repair the harm it did when it broke labor law.

Such injunctions are extremely unusual. Regional offices of the Board have to ask the NLRB General

Counsel in Washington, D.C. for permission to seek them. If the General Counsel approves the move, a majority of the five members on the NLRB in Washington must agree as well.

NLRB regional offices have only requested 355 10(j) injunctions since June 2001. They got the green light on just 70 of those. Over this same period, more than 138,000 unfair labor practice charges were filed with

"The 10 (j) is rare and getting rarer now that the Republicans are in charge at the Board," said retired ILWU attorney Bill Carder, who began his career at the NLRB in 1967. "The Board's decision to seek one here

reflects just how far over the line Blue Diamond went with its aggressive anti-union campaign.'

Blue Diamond employs about 600 production and maintenance workers at its Sacramento facility, the largest almond-processing plant in the world. The workers there began organizing in September 2004 to join ILWU warehouse Local 17. BDG responded with a vicious anti-union campaign. The company fired four union supporters, threatened the workers with closure of the plant and loss of their pensions, hauled them into individual and group meetings and bombarded them with anti-union propaganda.

The union filed unfair labor prac-

tice charges with the Board, which issued complaints and held a threeand-a-half day hearing on them in December. The Administrative Law Judge's ruling on those charges could come any day-but the company could appeal any part of the ruling it doesn't like. For example, the judge may order BDG to rehire the fired union supporters, but the company wouldn't have to do so while the case was on appeal. A 10(j) injunction would put those people back to work right away.

The hearing on the Board's request for an injunction is scheduled for May 5.

-Marcy Rein

March 2006

The DISPATCHER

Women mariners take on the sea and myths

By Amie Williams

hipping Out: The Story of America's Seafaring Women" is a comprehensive, spirited look at the women of today who sail the seas for a living. Made for public television, the video documentary opens with striking images of intrepid women on tankers and tugs, climbing on board container ships, piloting through dangerous waters, and yes, even cooking up a gourmet meal in a ship's galley.

Over the next 56 minutes, the viewer gets to know a dynamic, diverse group of women who have been drawn to the Merchant Marines, not just in the last 20 years since significant restrictions have been lifted on women's access to these jobs, but as far back as the late 1800s, when women disguised themselves as men to be able to "ship out."

The question of what drives these women becomes the central theme of the video. What inspires them to pursue the life of a captain on a container ship, piloting the Columbia River Bar, or restoring old tugboats off the San Francisco Bay?

As one female tug captain, Jeanne Pinto, puts it early on, "It's really fun, pushing this huge ship around." But another woman, Capt. Carol Curtiss tempers this with, "The truth is, this is a hard job. It's not for every woman, it's not for every man."

To meet these women is to encounter the stuff that determination and dreams are made of. More than anything, we learn how much they are dedicated to the work. Whether getting scarred from a boiler-room accident, or being away from loved ones for months at a time, what unites these women is an undeniable, infectious passion. The best part of the video is when they talk about what they love about the job, such as when engineer Mary Helen Smith mentions "the sunsets, wind through the hair, being taken seriously for once..."

The documentary introduces women like Mary Frances Culnane, the first woman to graduate from King's Point, the Merchant Marine Academy.

Since 1974, women have been allowed into the academy, but very few make it. You have to be that much better, than a man, they tell you, and the training takes years. In fact, to

make it all the way to pilot, a top job in the hierarchy of maritime work, the training is rigorous. To date, only three percent of the world's pilots are

Thanks to Anita Hill and affirmative action, as well as landmark cases on sexual harassment, women have made great strides in the maritime industry, but the day-to-day often remains the same, predictable struggle of gaining acceptance among the mostly male crew. The video seems to get repetitive at times with endless stories of having to slog through and deflect the prevailing pejorative, sexist attitudes on board and just get on with the job at hand. But the refrain is not as frustratingly tiresome as the reality.

More fascinating is the overall question the video is asking about the relationship of women to the sea. While ships and the sea itself have traditionally signified a certain feminine aura over the centuries, the "mythic power of women at sea became degraded, " according to Barbara Sjoholm, author of "Pirate Queen," who is also interviewed in the documentary. From mermaids to sirens, the names of ships, storms and currents, the symbiotic, historical relationship between female imagery and the sea plays into present-day superstitions.

On some level, the subtext of "Shipping Out" really is a direct engagement in the evolving nature and purpose of a woman's life, particularly her choice of profession. The profiles of seafaring women fly in the face of notions of gender and social constructs. It's as if getting off of land-based ideologies and "shipping out" to sea, these women challenge both themselves and all of society.

Some of the women interviewed even talk about subjugating their femininity while out to sea. It's a telling dichotomy. On one level these women are drawn to the sea in order to escape the limitations and boundaries they've experienced on land, yet oftentimes come face-to-face with challenges of sexism and abuse, precisely because they are breaking new ground.

As First Mate Adena Kennedy puts it, "I had to lose my femininity." Or as Engineer Carol Curtiss says, "Bringing femininity to these ships



Tug boat captain Jeanne Pinto

was not helping me in the business, and I don't see being feminine as a good trait on these ships. You're to be competent." But as Capt. Anne Sanborn laments, recalling her early days on ships, "The assumption was that you were incompetent by the mere fact of your gender."

As more women have entered the maritime industry, there have been slow strides towards acceptance and change—and opportunity for advancement. "You can start as a pot washer and make it all the way to Captain," a room attendant on a cruise liner attests.

Yet that struggle to both embrace and redefine one's femininity, on one's own terms, seems to be a central concern for these women. This is where the documentary really takes off.

"It's as if they've tested themselves and proven something to themselves," says the video's director, Maria Brooks. "It was refreshing to meet them. I was awed by their daunting, their daring."

Brooks has directed other films about the maritime industry, including "The History of Merchant Marines in World War II" and a profile of an African American Captain, "The Odyssey of Captain Healey," but in all her work she never came across stories of women working at sea. So she started to dig.

"The story of these women is like the story of many women in history, they're like this shadowy presence, with no names or identity," she said.

The historical sections and dramatic reenactments in the documentary, while somewhat stylistically jarring, help to put a face to those absent women, and provide a context out of which the contemporary stories can then emerge. Who were the real women behind the romanticized, caricatures like "Tugboat Annie," or the lesser-known "pirate women," remarkable women who defied tradition and intransigent sex-roles to launch the rich legacy of strong women commanding ships today?

While these images of early seafaring women are certainly important, the contemporary stories are much more engaging and inspiring. One story that resonates is singlemom Melissa Parker, who recently had to give up her beloved tugboat business after she had a baby. But she manages to find a real estate job that supports her love of restoring old tugboats, and is able to spend quality time with both her daughter and the boats. Captain Deborah Dempsey may not have a traditional family, in the sense of a husband and children, but she's proud of what she sees as an ancient family, the family that is the merchant marines, and ultimately,

the sea itself.

The absence of family and the presence of the sea is a recurrent theme. For a lot of the women interviewed, finding the right partner is difficult, not just because they are gone for so long, but because they are used to being in charge.

"You want to be in command at home, as well," one of them remarks.

"These boats are my significant other," Melissa laughs, almost wistfully.

One thing is for sure, after viewing this documentary, you do not feel like any of these women have any regrets. It's refreshing to witness the power, passion and sheer joy they share, quite candidly, about their work and lives. And the work itself is so fascinating, so invigorating.

These are women who get a kick out of taking apart and putting back together complex engines, commanding huge vessels, piloting through dark waters. In the footage of them throwing out a line in a snowstorm, climbing up the ladder of a container ship at night, or rigging a sail a hundred feet up in the air, you can actually feel their pride.

There is a poignant shot of Melissa Parker's baby, Mary Rose, reaching out to touch the steering apparatus of one of her tugboats. You almost feel like cheering out loud, for all the women who have come before, and all those who will come after, following their hearts...out to sea.

All told, "Shipping Out" is an invaluable teaching tool for young people, especially young women. A 24-page study guide designed as a companion piece to help teachers explore subjects raised in the documentary is also available.

As Chief Engineer Lidia Pollard puts it, "Do we want to comply with the rest of the world, and play by the rules of the rest of the world, or do we want to be unique. We can make a stand for what we are...I'm making a stand for who I am, which is not much, but hey, I'm doing it."

"Shipping Out" is available on DVD for \$24.95 plus \$4.00 mailing. Make checks payable to: Waterfront Soundings Productions/3252 Kempton Avenue / Oakland, CA 94611. The accompanying study guide is available for \$5.00 or can be downloaded for free at www.shippingoutvideo.com.

Independent filmmaker and activist, Amie Williams has recently finished the film "Eye of the Storm" on the 2002 ILWU longshore lockout and contract negotiations and a film for PBS about American Apparel, titled "No Sweat" You can see more about her work at www.balmaidenfilms.com.



Captain Anne McIntyre

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Longshore retired, deceased and survivors

RECENT RETIREES:

Local 8—Gary Brennan; Local 10— Arthur Torres Jr., Charles Neal; Local 13—Eddie V. Gomez, Gary Vladic, Andrew Lampkin, Joe Winston Jr., Richard Samudio, Margaret Bobadilla; Local 19—Daniel Martinez, Johnny Leonardo; Local 23—Wayne Rees; Local 29—Raymond Bareno; Local 34—Russell Lamson, John Kucin; Local 40—Charles Dobbins, Don Burk; Local 47—William Osborn; Local 52—Lawrence Harn; Local **63**—Ruth Riggs, Ronald Young; **Local 91**—Robert M. Johnson Jr., Raymond Harwood; Local 92-James Monahan; Local 94—Carl Lent, Michael Tesulov.

DECEASED:

Local 4—Dennis Chambers; Local 8—Dale Hibbard, Thomas Evans (Jessie), Scott Shinall (Kathleen), William Lumsdon; Local 10— Raymond Brunetti (Olga), Garlan Byrd, Bobby Norwood, Alton Wilson, Charles Moreno (Aurora), Jose Miranda (Mafalda), Clarence Rocha, Clifford Lester, Minvard Myers, D. C. Lynch: Local 12—Clarence Seamon (Pauletta), Everett Richardson (Patricia), Joseph Jakovac (Delpha); Local 13—Rafael Martinez (Juan), Billie Ketchum (Violet), Joseph Tupua (Marina), Virdee Buckner, Rocky Grieco (Lucy) Jimmie Ford (Alicija), Delbert Carlson, Paul Karan; Local 19—George T. White Jr. (Marion), Emanuel Taylor Jr. (Patricia). Leslie Hennum, Paul Kollen, Jimmie Stewart, Leonard Annabelle; Local 21—Rae Mitchell (Shirley), Ervin Axt, Local 23—Charles Ellsworth (Joy); Local 24—Percy Snow; Local 34— Haig Garabedian; Local 40—Marvin Gebhard (Nancy); Local 51—Darrell Spahn (Fay); Local 52—John Bruce (Shirley); Local 53—Leland Lane; Local 63—Lawrence Martinez (Adeline), Harry Stevens (Juanita), Halsey Soderberg, Hilario Rosales (Dora), Armando Silvas (Antonia), Joseph Dicey Jr. (Shelly), Paul Duncan Jr. (Laura), Francisco Garcia, Richard Carpenter; Local 91—Vincent Marino (Emily); Local 94—Wayne Hamlby, Jack Allen (Christine); Local 98—Donald Miniken. (Survivors in parenthesis.)

DECEASED SURVIVORS:

Local 8—Pearl Selanders, Evelyn Beeman; Local 10—Marie Lujan, Elaine Hightower, Willie Mae Alexander, Lillian Hughey, Gwendolyn Marshall, Elizabeth Spalasso, June Reagan, Felicia Alvaro, Cora Gibbs, Frances Arnold, Jessica Anthony, Delia Holloway; Local 12—Hazel Sicheneder, Freda Scorby, Kathryn Skinner; Local 13—Alta Walker, Helen Henron, Doris Mathlin, Donna Caldera, Carmen Ortiz, Harriet Caldwell, Hazel Cassell, Laverna Alvarez, Angelina Bevinetto, Mary Carter, Helen Main; Local 14-Nannette Christensen; Local 19— Barbara Mallos, Mary Ellen Gray, Marie Lewis, Jeanette Fox, Daisy Jump, Henrietta House; Local 21-Leona Roberts, Local 23—Berniece Tibbitts; Local 24—Irene Kaiyala, Lillian Kelly; Local 34—Margherite Pasqualino, Josephine Elizabeth Durant, Helen Dias; Local 47-Mary Tufte; Local 50-Bertha Lempea; Local 52—Hazel Baun, Regina O'Donnell; Local 63—June Campbell, Addie Pitts; Local 91— Thelma Allione; Local 94—Marge Whelchel; Local 98—Ruth Steele.

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, 2006. The change will be effective July 1, 2006. 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.

Notice of Nomination and Primary Elections at ILWU Convention and Longshore Division Caucus

The tri-annual Convention will be held at the Hyatt Regency Hotel, 655 Burrard Street in Vancouver, British Columbia, beginning at 10:00 a.m. on Monday, May 15, 2006, and closing on or about Friday, May 19, 2006. The elected Convention delegates will vote to decide the International budget, proposed increases in per-capita rates, as well as policies and direction of the ILWU for the next three-year period. Pursuant to Article VI, Sections 3 through 7 of the ILWU International Constitution, nominations and primary elections for the offices of the International President, International Vice President (Mainland), International Vice President (Hawaii), International Secretary-Treasurer and for approximately 19 International Executive Board members will be held on the last day of the Convention, which is expected to be on Friday, May 19, 2006.

All Convention delegates have the right to nominate candidates for titled office. Nominations shall be from the floor and shall be conducted separately for each titled officer. No person may be a nominee in Convention for more than one titled office. There shall be no limit for the number of nominees. No one not an accredited delegate from his/her own local to the Convention may be nominated, except that titled officers who by virtue of having held office in the previous term shall be eligible to be nominated for office. A role call vote shall be held and the two (2) nominees receiving the highest number of votes shall be declared elected in the primary election. No person may be nominated for any International office unless such person has been a dues paying member of the ILWU for at least five (5) years, including having worked as a rank-and-file worker under jurisdiction of the ILWU for at least two (2) years, or has been a dues-paying member of the ILWU for a period of at least ten (10) years. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire International active membership for final election.

At the Convention, caucuses of the delegates from each geographical area shall be held at the time and place designated by the International President for the purpose of nominations and primary election of Executive Board members. The nominations and primary election of Executive Board members shall be conducted by each caucus in the same manner as such nomination and primary election are conducted for titled officers by the Convention, provided that no more than twice the number of Executive Board members to be elected from the respective area shall be declared nominated at the primary election. Executive Board members shall in no case be a candidate to succeed themselves unless they are accredited Convention delegates from their own local at the time of nomination. A referendum ballot shall be conducted for the election of Executive Board members in the same manner and at the same time as titled officers, provided that only the active members of the local within each area designated by the Convention shall vote for executive board members for their respective area and provided further that exclusive of titled officers there shall not be over one executive board member from any one local. This restriction shall not apply to Local 142 in Hawaii. In Hawaii, there shall not be over one executive board member from any one industrial group in Local 142.

With respect to any primary election held at the Convention, such election shall be conducted by the International President, provided he/she is not a candidate for office. In the event the International President is a candidate for office, he/she shall appoint another International titled officer who is not a candidate for office to conduct the primary election. If all titled officers are candidates for office, the International President shall appoint an incumbent IEB member who is not a candidate for office, and if none is available then a credentialed Convention delegate who is not a candidate to conduct the primary election.

Each Convention delegate may vote for up to two (2) nominees in the primary election. A role call vote shall be taken either by each affiliate or by individual Convention delegate within an affiliate as determined by the procedures of each affiliate.

A local may send as many delegates as it chooses to the International Convention. Delegates shall be elected by either secret referendum ballot of the entire membership or by ballot at a regular meeting of the local, or where for geographical reasons meetings of the entire membership are not practicable, by ballots of regular meetings of its subdivisions. Nominating procedures for delegates shall be established by the local. Where a local has more than one division or unit, it is up to the local to allocate delegates among the divisions or units. A local's constitution and/or by-laws may provide that one or more officers of the local, elected in a secret ballot election, are Convention and/or Caucus delegates. The credentials of delegates elected

shall be signed by the President and Secretary of the local, must bear the seal of the local and certify that the delegate was elected as provided herein.

All credentials must be in the International Office thirty (30) days prior to the Convention.

The International determines the number of votes allocated to each local based on the average per capita payments on union members in the prior calendar year (2005). The number of votes allocated to each local is provided in the Call which is sent to each local. The International will send each of the locals copies of all resolutions, statements of policy, and Constitutional amendments for distribution to their delegates at least two (2) weeks prior to the beginning of the Convention.

All members in good standing of any affiliate of the ILWU shall be eligible to vote in the election in accordance with such affiliate's established rules defining membership in good standing that conforms to the International Constitution.

Pursuant to Rule 6.C of the ILWU Election Rules, which are an Appendix to the ILWU Constitution, any accredited delegate to the International Convention who publicly declares an intention to run for International office may request from the International Union a list of accredited delegates to the International Convention at any time within thirty (30) days prior to the Convention. A list of addresses of those delegates will also be available at the International Union for inspection. The International Union will not provide copies of the addresses of delegates or members of the Union.

Any accredited delegate to the International Convention who publicly declares an intention to run for International office may designate an individual to view on his/her behalf, the list of accredited delegates to the Convention with the following provisions: 1) The candidate must specify in writing the name of the individual designated to view the delegate list and the writing must be signed by the delegate; 2) the individual so designated by a candidate must be an ILWU member in good standing; 3) the rules governing the inspection of the delegate list will apply to the designated representative; and 4) if the candidate's designated representative inspects the delegate list, that will constitute the candidate's permitted one inspection of the delegate list.

The custodians of the Convention delegate list are International Research Director Russ Bargman and Manager, Accounting Dept. Karen Coffey located at the ILWU Headquarters Building at 1188 Franklin Street, 4th Floor, San Francisco, California. For inspections, please first contact Russ Bargman and only if he is unavailable then ask for Karen Coffey. Inspections of the delegate list may only occur during regular business hours between 9:00 a.m. and 1:00 p.m., and between 2:00 p.m. and 5:00 p.m., Monday through Friday.

Nominations and primary election for the offices of two (2) ILWU Coast Committeeman will take place during the Longshore Division Caucus, which will convene on Monday, May 22, 2006 and close on or about Friday, May 27, 2006. The Longshore Division Caucus will also be held at the Hyatt Regency Hotel, 655 Burrard Street in Vancouver, British Columbia. The Longshore Division Caucus elected delegates may vote to decide such matters as the budget, any proposed increases of the Coast pro-rata and other fees as well as the policies and direction of the ILWU Longshore Division and ILWU Coast Pro-Rata Committee. All Longshore Division Caucus delegates have the right to nominate candidates for the position of Coast Committeeman. Nominations shall be from the floor and shall be conducted separately for each position. No person may be a nominee for more than one Coast Committeeman position. There shall be no limit to the number of nominees. No one not an accredited Caucus delegate from his or her own local may be nominated, except that incumbent Coast Committeeman by virtue of having held office in the previous term shall be eligible to be nominated for office. A roll call vote will be held and the two (2) nominees receiving the highest number of votes shall be declared elected in the primary election. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire Longshore Division membership for final election.

Publicly declared candidates for the position of Coast Committeeman have the right to inspect the list of accredited delegates to the Longshore Division Caucus at any time within thirty (30) days prior to the Caucus meeting. The procedures for inspection shall be the same as those provided with respect to nominations and primary elections held at the ILWU International Convention.

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Ed Flynn—tough negotiator, true peacemaker

by Tom Price

he maritime industry lost one of its old-style cooperation-over-conflict employer representatives Jan. 11 when Edmund Flynn died at the age of 89. In life he earned the respect of two antagonistic entities, the Pacific Maritime Assn., of which he was president, and the ILWU under Harry Bridges.

Born of poor Irish immigrant parents, Flynn grew up in New York City and Long Island. He won a scholarship to Indiana University, where he met and married his first wife, Jean. They would be together for 50 more years until she died in 1992.

Flynn's education was interrupted by WWII and service in the Army Air Force. After the war he earned a law degree from Harvard in 1946 and went to work in the National Labor Relations Board.

Flynn worked as an attorney on both the labor and management sides and was president of the PMA from 1969 to 1981, coming on in time for the 134-day strike of 1971-1972.

While Bridges would be the first to characterize the long strike as a battle between labor and capital, it was also a battle of two titans, Bridges vs. Flynn.

Funny thing was, Bridges, the Australian immigrant seafarer who rose through the ranks and was baptized by the blood of the 1934 strike, became close friends with Harvard man Flynn as they steered their organizations through stormy but productive years.

"We didn't go to bed with the employer. It was a relationship we respected and we knew the rules—they were employers, we were workers. We understood the two never did meet, but we had to get along to survive," former longshore Local 10 President Cleophas Williams said.

"The union wanted jurisdiction of Container Freight Stations and the employer said, 'No,'" former Coast Committeeman Bill Ward said of the 1971-1972 strike. Other issues included wages and the role of steady workers. Ward remembers a typical bargaining session.

"Flynn would say 'When are you guys going to vote yourselves back to work?' and Harry would say, 'As soon as you meet our demands,'" Ward recalled.

The union also took on the federal government in October 1971 when President Nixon invoked the Taft-Hartley Act to force striking dockers back to work. After the 80-day "cooling off period" the workers struck again Jan. 17, 1972. Then Nixon tried to ram compulsory arbitration bills through Congress. Bridges testified before the House and Senate Labor Committees in early February 1972.

"We have these blokes [the PMA] on the ropes," Bridges said. "We're going to whip them, and they're depending on you to save them."

Bridges and Flynn led marathon negotiations over a long weekend, with Coast Arbitrator Sam Kagel sitting in as mediator. The strike ended after workers accepted an agreement reached Feb. 8, 1972. The deal raised wages by 10 to 15 percent the first year, increased pensions, and improved shift differentials and pay guarantees for those who lost work due to automation.

But Nixon had instituted wage and price controls by executive order, and, not surprisingly, his Cost of Living Council claimed the settlement gave the workers too much. Rather than take the windfall for the employers, Flynn supported the increases before the Pay Board.

"Nixon's Council took 30 cents an hour away from us," former International Vice President Rudy Rubio said. "Harry said to Flynn,



Coast Committeeman Bill Ward, ILWU International President Harry Bridges, and PMA President Ed Flynn announced the settlement of the 1971 longshore strike.

'You still owe us that 30 cents.' I firmly believe that Ed and Harry kept that in mind, because it was right after that we got those \$1.25 an hour wage increases."

Rubio was president of Local 13 at that time and in that role bargained with Bridges across the table from Flynn.

"We kept bargaining for retiree

had gone all night and the contract expired, and still—no dental. Harry took Bill Ward and me to see Flynn. Flynn said, as we were walking out, 'Harry, I gave you too much money,

We did."
One of the things Flynn did was use his executive power to help set up the ILWU-PMA Alcohol and Drug Recovery Program (ADRP).

dental, and Flynn kept saying no," Rubio said. "In 1975 we got one of

our best pay raises. Well, it was three

o'clock in the morning on July 1, we

I need a nickel an hour back.' And

Harry says, 'You can't have it.' Flynn

says, 'You give back a nickel and

you've got your pensioners' dental.'

"Here was a man who was really compassionate about recovery," former ADRP Coast Director George Cobbs said. "A lot of things he did were without the approval of the [PMA] steering committee. He just did it because he believed this could help people."

Cobbs remembers Flynn as a tough negotiator for PMA.

"He would kick your ass when you got down to labor relations, or try to," Cobbs said. "But when it came to dealing with people, he had a lot of compassion."

Flynn helped Cobbs become a representative of the ADRP.

"My wife and I went to his house for a no-agenda dinner, he was just inviting people over," Cobbs said. "He really wanted to get to know me, and give me a chance to know him. He really believed that people could get sober."

Flynn stayed involved with the program even after he retired.

Flynn surprised nearly everyone by marrying Harry's widow Nikki on May Day, 1994. She had lost Harry in 1990, he lost Jean in 1992. Noriko "Nikki" Sawada Bridges Flynn died Feb. 7, 2003.

"He taught me some pointers in golf that I still haven't mastered," Ward said. "Every time I go play I think of him. I used to take him salmon fishing on my boat and we had more fun than a barrel of monkeys. He said, 'I always got seasick until I went fishing with you.' He would throw a big barbeque, and if you knew Flynn you were invited."

Ed Flynn is survived by his daughters Kathy, Jennifer and Laura, sons Steven and Frank, four grandchildren and five great grandchildren. The family suggests any memorial contributions be sent to the San Francisco State Univ. Labor Archives and Research Center, 480 Winston Dr., San Francisco, CA 94132.

ILWU, PEACE ACTIVISTS RALLY IN VICTORY OVER OAKLAND POLICE



Steve Stallon
a rally of a

ILWU Local 10 former business agent Jack Heyman emceed a rally of a couple hundred longshore workers and peace and civil rights activists in front of Oakland City Hall March 7. The gathering celebrated their legal victory against the city and its police department for its excessive use of force and violence against anti-Iraq War protesters on a picket line and longshore workers standing by awaiting an arbitration at the Port of Oakland April 7, 2003. The demonstrators were highlighting the role of Stevedoring Services of America (SSA) and American Presidents Line (APL) in the Iraq war effort.

Heyman noted that the police violence cost the city more than \$2 million to settle, not including attorney and court fees.

"That's money that could have been used for Oakland's schools and to pay its teachers decently," Heyman said, referring to the ongoing contract struggle Oakland's teachers have with the district.

James Chanin, an attorney for the demonstrators, pointed out that not only did all 59 plaintiffs receive some monetary compensation for their injuries and the trampling of their rights, but that the settlement included a consent decree changing police policy dealing with protests and restricting the force that can be used in such circumstances.

Chanin noted the city finally settled once it was forced to produce evidence of its defense, argued by both Oakland Mayor Jerry Brown and then-Police Chief Richard Word, that the demonstrators started the violence by attacking the police.

"Not a single rock or bottle was thrown at the police," Chanin said. "That was confirmed by the police's own video."

Letters of congratulations for the victory from Maritime Union of Australia National Secretary Paddy Crumlin, Charleston ILA Local 1422 President Ken Riley, the Liverpool Dockers, ITF dockers section secretary Frank Leys and Doro-Chiba, the railroad workers union of Japan, were read to the assembly.

"If the profits of war go unquestioned, there will be no peace, and if police brutality and government deception goes unchallenged, there will be no freedom," Crumlin's letter read. "You not only defended your rights, but our rights and the rights of all."

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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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