



# The DISPATCHER

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## Inside Line

### EXPORTING DEMOCRACY

Riding their rhetoric right into the abyss of reality, the Republican Party and George W. Bush tumbled in the mid-term elections. Even into the last week of the campaign, Bush—after the largest one-month American death toll of the war—was proclaiming victory was around the corner. He would turn over control of the country to Iraq's democratically elected government as soon as it proved itself stable and no sooner. But just what kind of democracy has the U.S. fostered in Iraq?

There are still the Saddam Hussein-era laws forbidding union organizing in most of the economy, laws that remained through the rule of the U.S.-controlled Coalition Provisional Government after the invasion and kept in the current "democratic" regime. More recently the Iraqi government passed a new batch of laws criminalizing what we previously have known as free speech. These laws, some of them lifted verbatim from Saddam's penal code, punish anyone who "publicly insults" the government or its officials with up to seven years in prison. *The New York Times* reports that about a dozen journalists have been charged under these laws so far.

But Iraq's government is arguably only mirroring the current American style of democracy. In Iraq, U.S. forces have held without charges since last April an Associated Press photographer who was shooting pictures of insurgents.

This is in line with the new anti-terrorist law Bush and Congress passed last September. It not only grants the president the power to reinterpret the Geneva Conventions and redefine what is allowable torture. It also broadens the definition of "unlawful enemy combatant" to include not just those who actually fight the U.S., but anyone who allegedly provides financial aid or other indirect support to terrorists. And that allegation can be made by any "competent tribunal" established by the president or secretary of defense.

Based solely on that allegation, the accused is denied the constitutional right of "habeas corpus," that is the right to challenge one's incarceration and charges in a court of law. Bush and his replacement for Donald Rumsfeld, former CIA Director Robert Gates, can now throw anyone they want in jail without charges indefinitely and without recourse. This presumably is based on the theory that if you don't try to burn the witch, how will you ever be sure you've found one.

It seems you can measure the success of Bush's policy to export democracy around the world by how little of it we have left here.

—Steve Stallone  
Editor

# PRESIDENT'S REPORT

## Getting ready for our future

By Robert McEllrath  
ILWU International President

I would like to begin by thanking everyone for all the support in my election to become President. I know that change is difficult sometimes, but with the returning officers and newly elected ones, this administration brings both continuity and freshness.

Wesley Furtado is returning as International Vice President, Hawaii, with his experience representing the state of Hawaii in our Political and Organizing departments and assisting Local 142 as it continues to grow. Also, Willie Adams remains as International Secretary-Treasurer, keeping a watch on the financial condition of the union as well as assisting our Warehouse and Marine Divisions. Filling the International Vice President, Mainland spot, Joe Radisich brings along some new ideas and energy, and will be heading up the Organizing Dept. on the mainland.

Coming back as Coast Committeeman for California is Ray Ortiz Jr. I have worked with Ray since 1997, and he brings his insight from the Longshore Division, coming from Local 13 that today has more than 7,000 registered longshore workers. Rounding out the Coast Committee from the Northwest is newly elected Leal Sundet, with a knowledge of contract administration and arbitration skills that will make this administration particularly effective.

Looking ahead, we have to focus on short-term goals as well as long-term ones. First, the new TWIC (Transportation Worker Identification Credential) card is being legislated right now. We are going to continue to work with our political allies in Washington, D.C. to make sure the government focuses on real security for our ports and doesn't tear apart our civil liberties. The Port Security Committee is working to stay on top of the situation. This affects not just the ILWU longshore workers and our port-based security guards and warehouse workers, but everyone who works in and around the ports. In the ILWU tradition, we will be protecting the civil liberties of all workers, whether they are represented or not.

This brings us to another one of our problems on the docks—crossing jurisdictions on the job site. The employers are trying to use new technology to blur the distinctions between the duties of longshore workers, clerks and foremen. We must remain united and not allow the employers to pit us against each other, one category against the other.

The industry on the docks is changing again. Thirty-eight years ago I worked ships with "wooden" hatch covers. Today we drive million-dollar pieces of equipment and use Star Wars-type technology. We will negotiate

how technology is implemented and ride it into the future because if we fight it, we'll be left behind. But we will not do so at the expense of our Section One jurisdiction.

We will also continue to strengthen and grow our union through our commitment to organizing. The Organizing Dept. is solid, its finances are solvent and the personnel are going in the right direction under the supervision of Peter Olney. Our organizing program is focused on building the warehouse locals in a way that backs up and supports our crucial Longshore Division. It's a tough job, fighting the employers and the government with laws that are designed to hinder our success. But with solidarity within our union and with other unions, both domestic and international, we will be successful.

In my first couple of months in office I have been traveling around the world reinforcing those international ties for both our warehouse organizing and our upcoming longshore negotiations. The Longshore Division's contract

will expire in the summer of 2008. It is only months away and we will be prepared.

It is essential that our welfare and pensions be maintained in this contract. Coast Benefits Specialist George Romero and the Coast Pension and Welfare Committee are already preparing for bargaining. The Officers will do their job, but as always in the ILWU, the rank and file will make the difference.

*Protect your  
job and  
protect your  
jurisdiction.  
The best way  
to do that is to  
do your job.*



What can you do now as a member of the ILWU? First, attend your local membership meetings. Did you have a quorum at your last meeting? Did you attend or leave it to someone else? Think about what you have. You are the keepers of the ILWU. And we must leave a better union to those who follow.

Second, protect your hiring hall. It is always the first thing the employers go after when they try to weaken and defeat the union. They have already started a new campaign denouncing our halls as obsolete and inefficient. I've seen this happen around the world, men and women losing their dispatch halls and their jobs, and employers tearing down working conditions, They will try it here too if we are not constantly vigilant.

Third, everyone must look at their contracts under Section One jurisdiction definition and do your job. Protect your job and protect your jurisdiction. The best way to do that is to do your job. Don't let someone else do it. Your local officers can't do it, the Titled Officers can't do it. Only you can because the docks are yours. Keep up the good work.

**"An injury to one is an injury to all."**

## The DISPATCHER

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# Alcatraz ferry workers fight to keep jobs

by Steve Stallone

A hole was blown in San Francisco's formerly solid union waterfront when the federal government recently awarded the contract for the ferry run to Alcatraz Island to a non-union company.

Ever since the former high security prison was turned into a popular tourist attraction in 1973, the ferry boats to the island in the middle of the bay have been operated by members of the Inlandboatmen's Union, the Marine Division of the ILWU, and the Masters, Mates and Pilots. Last year the Bush administration's National Park Service, which runs Alcatraz as part of its system, took bids for the ferry run. On Sept. 27, 2005 NPS announced it was giving a new, 10-year contract for the ferry run to Hornblower Yachts, Inc., an organization that runs dinner cruises on the San Francisco Bay out of Oakland with non-union crews.

With that move some 15 IBU ferry deckhands and 35 MMP captains, deckhands, customer service reps and ticket agents lost their jobs and the health care coverage for them and their families. Payments toward their pensions ceased.

"It's definitely a hardship on all of them," said Marina Secchitano, San Francisco Regional Director of the IBU. "The possibility of losing their jobs has been hanging over their heads for a year now and it makes it difficult for their families to plan even the smallest things knowing they may be unemployed."

Within a couple of months, Blue and Gold Fleet, the union ferry operator that has been taking tourists to the island for 32 years, filed a protest in the Federal Court of Claims on the grounds that NPS had improperly evaluated the proposals. B&G alleged the contract should be subject to the Service Contract Act, a long-standing labor law requiring a successor of a federal contract to pay the same level of wages and benefits as the current contractor. B&G asked for an injunction to stop the transfer of the contract.

The two unions, the IBU and MMP, also filed suit in U.S. District Court in Oakland in March 2006 seeking an injunction against awarding the contract to Hornblower on the basis that the bid violated the SCA.

Then-Democratic Minority leader Rep. Nancy Pelosi from San Francisco



Unionists picket the Hornblower Alcatraz ferry pier.

wrote a letter to the Dept. of Labor asking it to expedite its investigation into whether the SCA applied to the Alcatraz contract. Pelosi also wrote a letter to the NPS asking for an explanation on why it allowed Hornblower an approximately 60 percent increase in the ferry ticket price when it had not yet even proven it could do the work.

U.S. District Court Judge Claudia Wilkins ruled that the SCA did apply to the Alcatraz contract and only the Dept. of Labor could say it didn't. The Dept. of Labor eventually determined the law did apply 10 days before Hornblower started the run.

The unions also mobilized to use their political and community support. The San Francisco Board of Supervisors passed a resolution supporting the union ferry workers retaining their jobs and urging the San Francisco Port Commission to consider the impact on public safety of not having the experienced union crews on board and the impact to Fisherman's Wharf tourism business to relocate the Alcatraz ferry service elsewhere on the waterfront.

Supervisor Aaron Peskin held a public hearing to address the environmental, business and traffic impacts of moving the ferry service from B&G's Pier 41 to Hornblower's Pier

31½ that both Hornblower and the NPS declined to attend.

The Port of San Francisco has also complained to Hornblower that it hasn't responded to repeated requests from the port for information on changes it is making to its pier facilities that may require environmental review.

Neighborhood groups Citizens to Save the Waterfront and the Telegraph Hill Dwellers filed a lawsuit in San Francisco Superior Court against Hornblower to stop the service from Pier 31½ starting without an environmental review of the impact of the transfer of 1.3 million passengers per year from Pier 41.

In the face of all this opposition Hornblower and NPS proceeded ahead and started the ferry run on Sept. 25.

"They've displayed tremendous arrogance, acting as if the law doesn't apply to them," said MMP California Branch Agent Captain Ray Shipway. "They've just gone ahead without the review for the intensification of use that the port requires."

San Francisco Mayor Gavin Newsom and Pelosi's office intervened in negotiations between unions and Hornblower trying to get an agreement that would result in the hiring of a majority of the union workforce and voluntary recognition of the IBU

and MMP as the collective bargaining agent of the workers. But the company would not budge on its position.

When Hornblower advertised for the new jobs on its ferry run, most all the B&G workers applied. But only a handful were called in for interviews and even fewer were hired. The unions filed an Unfair Labor Practices charge with the National Labor Relations Board alleging discrimination on the basis of union affiliation.

"We feel this charge will hold up," Shipway said. "They passed over the most qualified people for job."

Hornblower filed its own charges with the NLRB on the unions, alleging the unions were picketing its operation to coerce it into recognizing the union. The company also alleged the unions are engaging in an illegal secondary boycott since the Alcatraz ferry is operated by one of the company's subsidiaries, and is seeking an injunction to keep the unions from picketing.

The unions have been picketing the Hornblower dock every Sunday, trying to get tourists to pass on the boat ride. They have been getting wide-spread support from the labor movement, including not just ILWU Locals 6, 10, 34 and 91, but also the San Francisco Labor Council, the Teamsters, postal workers, teachers, machinists, the Sailors Union of the Pacific and the Marine Engineers Beneficial Association. The California Labor Federation has sanctioned a boycott of Hornblower in support of the IBU and the MMP.

On two successive weekends several of the union officers, including Secchitano and Shipway, and other members and unionists have been arrested in civil disobedience actions during the picket line demonstrations.

Although Hornblower has been running the Alcatraz ferry without them for several weeks now, the unions remain optimistic that they will prevail in the long run. They plan to continue the Sunday morning pickets at Pier 31½ to keep up the pressure on the company and to maintain the visibility of the issue. The NLRB rulings may yet help too.

"We could win in a way where Hornblower would have to hire our people and abide by the IBU contract," Secchitano said.

And now that the Democrats have swept the House of Representatives and San Francisco's Pelosi will be the Speaker of the House, setting the legislative and budget agenda, things have changed significantly.

"The National Park Service needs its budget from Congress and that means it will have to respond to Pelosi's concerns," Secchitano added.

## Local 8 longshoreman hurt in accident

by Steve Stallone

Longshore Local 8 in Portland is reeling in the aftermath of a serious accident that sent one of its members to the hospital fighting for his life.

The Russian freighter *Fermita* called on the port to deliver a load of steel slabs Oct. 23. The job started working that morning, another shift worked that night and a third shift took over the next morning, Tuesday, Oct. 24. Down in one of the ship's mid-hatches that day a couple of veteran ILWU longshore workers, Chuck Sadler and Dave Porter, and one casual, Wes La Riviere, were hooking up the loads with slings.

The stow was uneven, the slabs checkered and feathered, making the work a little tougher. Still, they got the first few loads out without problems. But the eighth pick proved different.

That slab had another overlapping it on one end and when they went to lift it they found they were actually tied to another slab underneath it. The sling got caught on the deck so they lowered it and got another sling to try again. This time the overlapping slab on top kept it from going up and out again. Sadler

and Porter tried to put some 4x4s between the slabs to relieve some tensions. As they were doing that, the slabs split the wood.

"When the wood split, it came up like a missile and hit Chuck right above the left eye," said Porter, who was standing just a foot or two away from Sadler at that moment.

"I yelled out 'Call 9-1-1, call an ambulance' it seemed like even before he hit the ground because I could see as it hit him it was obvious he was hurt," La Riviere said.

Sadler landed on his back, eyes fixed open and not breathing. La Riviere checked and he didn't have a pulse. Then La Riviere saw Sadler's body twitch. He turned him on his side and blood poured out of his nose and mouth. That must have opened his airway because then he started breathing. La Riviere held his head to make sure the airway remained clear and he kept breathing. He and Porter kept talking to him and trying to comfort him.

"I didn't leave his side after that till the paramedics got there," La Riviere said. "That seemed to take an eternity."

Once the paramedics arrived they placed Sadler on a stretcher, hoisted

him out of the hold and took him to the hospital where he underwent reconstructive surgery. As of press time Sadler's condition was improving. He is still in a coma, but is sometimes breathing on his own. There is hope he will pull through.

"It happened so fast. You can never be prepared for what you're going through and what you see, especially to see another guy you work with everyday," Porter said. "I was right next to him. It could have been anyone of us. That's the hardest part to deal with. I have six-year old twin daughters and I'd hate to not be able to be around."

The local's members have been standing by Sadler, who is 45 years old and has been a registered longshore worker since 1998.

"We've been up at the hospital day and night and making sure the family is taken care of," Local 8 Secretary-Treasurer Bruce Holte said.

Holte credited La Riviere, whose wife is a nurse and has had some first aid training, with keeping a cool head and acting quickly. The local is going to recognize him with an award.

"Wes is the real hero here," Holte said. "If he hadn't known what to do, Chuck would be dead."

# San Francisco cruise industry growing

by Tom Price

The massive, 77,000 ton cruise ship *Dawn Princess* dwarfs all around her, and when she ties up to the Pier 27 in San Francisco it looks like an 80-story skyscraper has sailed into port and laid on its side. The 856-foot long vessel represents more than just a big ship when she arrives every 11 days—the work she brings in means jobs for ILWU members. Now the union must expand to fill the orders and fight to protect the jurisdiction.

“Historically, in 2001 we had 36 cruise ships show up in the year, in 2004 we had 90 ships calling, two-and-a-half times as many,” watchmen’s Local 75 Secretary-Treasurer BA Michael Terry said. The port will see nearly 100 big ships in 2006 and about the same in 2007.

Local 75 provides as many as 30 members per shift for each vessel call and a call can last from one shift to several days. Longshore Local 10 members, clerks’ Local 34 and foremen’s Local 91 members have also gained work.

The ILWU worked hard politically to get Pier 27 dredged deep enough for cruise ships, and next February the giant ocean liner *RMS Queen Mary II* will pay a call. At 1,132 feet long, the *QMII* is just a few feet shorter than the Empire State Building is tall. Her 157,000 horsepower gas turbine engines drive the 151,400-ton ship at 30 knots, which means she’s built for speed, like the liners of old. The *QMII*, under British registry, will bring 3,000 passengers and 1,250 crew to San Francisco. The other 80 to 100 vessels next year will each bring nearly as many.

“If the vessels need stores and provisions, they’ll pick up from three to 300 pallets and use a Local 10 crew,” said Local 34’s recent retiree Frank Flores, who has worked many cruise ships. “Baggage handling is also Local 10 work, using maybe 38 to 40 people. Four to five walking bosses would be attached to longshore personnel.”

Manning on cruise ship jobs varies port by port and has been an issue of contention at most of them. The Longshore Division’s Cruise Ship Jurisdiction Committee is working to standardize it for the Coast.



The *Sophia Princess* docks in San Francisco.

In San Francisco clerks organize the layout of the operation. Baggage is color coded with tags and laid out on the dock in order so it can be stowed or delivered to the passenger.

“The employers tried to use company freight to assist passengers and handle baggage, but the clerks are of the opinion that is ILWU work,” said Local 34 Convention and Caucus Delegate Eddie Gutierrez, who represents Northern California on the Cruise Ship Committee.

Clerks keep accounts on the operation from the time the ship arrives to the time it leaves. The information enables the agents and the stevedoring company to do their billing. They also account for the time it takes to tie up, how long it took to load certain stores and handle baggage. Their records can become a legal document if there are any disputes. The clerks also perform valuable inspection duties on sealed cargo.

“The first thing the clerk does is check the seal,” Flores said. “I carry my cell phone with a camera on it and I take pictures of the container, what it looks like from the time we open the doors to the time we complete the operation. I attach that to the log.”

Local 10 provides on site mechanics and line handlers who tie up and let go the vessel, usually six members

to tie up and four to let go.

“There’s a lot of manual labor for Local 10, handling bags and moving stores,” Local 10’s Richard Mead said. “When you do the stores, it’s like the old hand jive longshore work, putting things on pallets, taking things off pallets. One of the nice things about handling bags is the contact with the passengers. They’re excited to be in San Francisco, they’re excited about leaving on their cruise. You’re walking with them with their bags and you get to talk to them. It’s had a very good impact on our Local 10.”

Some of the biggest changes have come for Local 75 workers.

“In the old days, before Sept. 11, the maximum number ordered per ship was about 14 watchmen and they kept the trucks and taxis from running over people,” Terry said. “Now we have twice as many people called out and two-and-a-half times as many ships.”

Local 75 members didn’t do such an intense security screening before Sept. 11. Now they use much the same equipment as in airports, and they have to do pat downs, increasing their responsibilities.

“They had police do the pat downs, but they decided that was too expensive,” Terry said. “They actually tried to get rid of us by saying they

were going to bring in special people, until about two years ago when, with [then ILWU International President] Jim Spinoso’s help we stopped that move.”

The employer, Metropolitan Stevedore Co., has provided more security training for Local 75 members who have an advantage because they are used to being around ships and are familiar with maritime procedures. The workers have also learned better social skills, Terry said.

“One of the things that’s different from the container terminals is that this is more service oriented. In Oakland we’re dealing with boxes. In San Francisco we’re dealing with people, people who complain or have special needs,” Terry said. “Now we also do more social interaction on the cargo docks, so this helps everybody.”

The increased work has come with some growing pains.

“We had a situation in September of last year when we had eight cruise ships in three days! This obviously created a lot of problems filling the orders,” Terry said. “We are clearly becoming a larger local, at this point we have 91 members, the most we’ve ever had, and I see nothing but improvement in the future because the cruise industry is strong, and people forget that these are really big ships.”

## ILWU Canada stalks container service work

by Tom Price

Over the last few decades shipping and stevedoring companies have moved container servicing off the docks and, they hope, away from ILWU jurisdiction. But ILWU Canada and the workers at Canadian Intermodal Services on Mitchell Island, off Richmond, British Columbia, think otherwise, and on Sept. 27 provincial labor authorities certified warehouse, maintenance and clerical Local 522 as the bargaining agent for the 65 workers at the site.

The union and the workers’ organizing team spent some months discussing the benefits of forming a union with the workers and asked them to sign cards authorizing union representation. They had plenty of reasons.

“You watch your friends get screwed over, and you know it’s just a matter of time before it comes to you,” bargaining team member Shane Karleen said. “For the employer to think his workers are a dime a dozen is one thing, but to let them know he thinks that is quite another thing, and that’s what happened.”

Safety concerns and lack of respect fueled the organizing. Equipment in

the shop is not properly maintained. A container lift’s anchoring chain broke recently and only the operator’s skill saved a disaster.

“These machines are in bad repair and we’ve been lucky no one has been killed,” said Karleen, who co-chairs the facility’s safety committee.

Apprentice mechanics aren’t getting training and don’t have journeymen to supervise them. New hires are getting paid more than more senior workers.

“A couple people quit over that,” Karleen said. “They were training people who were making more money than they were.”

Once 45 percent of the workers signed cards, the union could ask the province for a representation election.

“We were only looking to get 42 people signed up,” ILWU Canada First Vice President Bob Ashton said. “When we originally applied [for certification] we had over 60 percent signed, but the employers added 23 names on us and that dropped us down below the required 45 percent.”

Meanwhile more workers had signed up, so the union withdrew its first application and reapplied the same day.

“We asked the company who the new people were, they told us they had put in the clerks, apparently hoping those people would vote no,” Ashton said. “But the majority of them voted yes, so it worked against them. They gambled and lost.”

One hundred percent of the workers turned out to vote, and 70 percent of them voted “yes” to forming a union.

The workers include mechanics, welders and clerks—the union managed to secure the whole operation except for administration staff. They work on containers sent by the shipping companies to Mitchell Island for repair and modifications, making between \$13 to \$25 an hour, with no pension.

While the union and the rank and file worked hard to organize, they also had help from provincial labor laws that ensure union rights. These include a timeline that requires the boss to sit down with the workers and bargain in good faith. Workers in Canada have fought hard to get these rights. However, the Conservative provincial government gave the employers a break by abolishing the automatic recognition that used to follow a 100 percent card signup, giv-

ing the employers time to intimidate workers before the required election.

“Now you need a vote even if you sign up 100 percent, that’s a lot easier on the employer,” Ashton said. “They’re cutting back, trying to lay people off, trying to put the fear into them so they’ll apply for a decertification vote. They have the ability to do those things under the provincial code.”

There were rumors the company would close down the repair facility and convert the yard to a self-storage facility. But when Ashton and the committee sat down with the employer Nov. 7, they changed their tune.

“The first question I asked was ‘I understand you’re closing down your operation, opening up a storage rental place?’” Ashton said. “They said no, they have hired a new financial officer and will stay in business. We have started bargaining and we believe they will bargain in good faith.”

The two sides will meet again Nov. 21.

“They have to give a little, they have to make sure they’re looking after their employees,” Karleen said. “The owners should realize that we’re spending the best parts of our lives making them rich.”

# Rite Aid workers won't take the heat

by Marcy Rein

LANCASTER, CA—All summer the warehouse workers at Rite Aid's distribution center here picked, pulled and lifted in full-on high desert heat. Local temperatures topped 100°F most days in July. The warehouse has no air conditioning. The workers sweated, fainted, vomited, suffered weakness, dizziness and cramps. One died after suffering a seizure on the job. Heat may be responsible. CalOSHA is investigating.

On the last day of summer, the wind whipped up puffs of dust as about 35 workers gathered in a knot on the vacant lot across from the facility. They came out on their breaks and lunch hours in their blazing yellow union shirts, ready to tell their bosses they wouldn't take the heat any more.

"As we rounded the gate and I could see all those yellow shirts, I got tears in my eyes," organizing committee member Debbie Kaliff said. "I felt like I was being liberated."

The Sept. 22 action began to break the fear and tension that had hung thick as the desert heat in the warehouse all summer. The workers had started organizing to join ILWU warehouse Local 26 in March and filed for a National Labor Relations Board (NLRB) election June 2.

Rite Aid lashed back with a nasty anti-union campaign. It fired and disciplined union supporters and talked trash about them all over the facility. It told the Board production leads were supervisors who should not be in the union. This put off the election while the Board held hearings—and the company spread more fear and lies about the union.

Sept. 22 also pointed to what the workers will need to do to take on Rite Aid. Their employer will be the country's third-largest drug store chain by the end of the year, if its plans to buy the Brooks and Eckerd stores go through. It brags on its web site that it sank \$90 million into the state-of-the-art Lancaster facility, which opened in 2000. And it operates with a "we don't care, we don't have to" arrogance.

"There's nothing out here in the Antelope Valley that could be considered a good wage," organizing committee member Christine Martinez said. "You start at minimum wage and don't go up."

By those standards, the 600-some people who would be covered by an ILWU contract at Rite Aid are doing a bit better. But the lack of job security and sick days, the punishing production standard and the extremes of heat and cold in the warehouse all pushed them to organize.

"Things have to change in there, the way people are treated," Martinez said of the company's "at-will" employment policy. "They can terminate people with no reason. You have no job security."

Any time a worker in the warehouse calls in sick or goes home sick, they get an "occurrence," which is like a demerit on their record. If they get seven occurrences in a year, they're fired.

"I had walking pneumonia," committee member Lori Williams said. "I had trouble breathing, coughed up blood and went to emergency. I got an occurrence for that."

Other people stay at work rather than take an occurrence, even if they're so sick they're throwing up in trashcans.

Rite Aid uses a production standard called "ProRep" in the warehouse. People's jobs ride on whether they can "make rate," but many feel the standard setting is as arbitrary as the "at-will" policy.



Workers at Rite Aid's Lancaster distribution center marched on management Sept. 22 to deliver a petition demanding relief from the heat. Pictured here, left to right: Gene Jones, Will Moore, Erick Alwora. Local temperatures hover between 90° and 105°F all summer, but the warehouse has no air conditioning. Poor conditions and punishing production standards sparked the Rite Aid workers' drive to join ILWU warehouse Local 26. Their victory would recapture ground lost to Local 26 some 10 years ago, when Rite Aid bought out Thrifty, closed its Ontario warehouse and threw 300 Local 26 members out of work.

"When they set the rates they watch people for a couple minutes, but we work a 10-hour day," committee member Gene Jones said. "So many things can happen. You see people all of a sudden doing 97 percent of their rate when they were at 135. The company changes the standard at will."

Working under ProRep often makes people feel they have to sacrifice safety for speed, committee member Angel Warner said.

"People are hurting themselves just to make rate," Warner said.

Until this June, the warehouse had no heating system, and the winter cold bit people as hard as the summer heat.

"Soon it will be so cold you won't be able to move," committee member Lorena Ortiz said in August. "You'll feel like a popsicle."

The offices at the center have had proper heat and cooling. So has the cafeteria. Only the warehouse work areas don't.

"One of the managers said to us, 'You work and live in the desert and you should be used to it,'" Ortiz reported. "I said to myself, 'Do they think we are rats and we deserve to work in these bad weather conditions?'"

Management showed this same lack of respect in its union-busting campaign. It started by retaliating against the three workers who testified at the Board hearing on whether leads were supervisors. It suspended one and wrote up the two others. It continued by firing four union supporters and disciplining seven others for the feeblest of reasons; threatening that people wouldn't get their annual raise; financing workers' anti-union activities; interrogating people about their union activities and sympathies, and trying to smear the union supporters.

Mike Frescas got fired after he spoke out at a meeting. A group of managers and security guards wearing red shirts marched him through the warehouse and out the door—but they never gave him a reason for his firing.

Christine Martinez suffers from arthritis in her spine. She got fired for not making her rate, after managers twice refused her request for light duty. Replenishment lead Jerry

Doyle, a known jokester and union sympathizer, got fired after a manager overheard him singing "Three Blind Mice." Debbie Fontaine got walked out for "causing controversy."

"When you're in the boss' office and he's calling you an 'agitator' and a 'pot-stirrer' and asking 'Are you a builder or a wrecker,' how respectful is that?" Fontaine said. "My manager pounded on his desk and said, 'My father once told me something when I was young and he used to knock me around, and that is, 'Never, never pass up an opportunity to shut up.'"

Rite Aid routinely referred to pro-union workers as "union pushers" and painted them as thugs and thieves. After filing the election petition, the ILWU gave Rite Aid a list of organizing committee members and told management to respect their rights under Section 7 of the National Labor Relations Act. Rite Aid posted a memo all over the plant listing the committee members and advising them that it would do anything necessary to protect against "threats, harassment and intimidation...damage to any property...theft or misappropriation of property...any violent acts or acts of insubordination."

The NLRB upheld the union's claim that the leads are not supervisors in an Oct. 11 decision. Rite Aid told the workers it plans to appeal.

The ILWU filed 11 unfair labor practice charges on 38 separate violations of labor law Oct. 20. The NLRB now has to hear testimony from workers and managers to decide whether it has enough evidence to issue complaints and hold hearings. It also must decide whether to set an immediate election date. It won't do so if it thinks Rite Aid's unfair labor practices have destroyed any chance of a fair vote.

Since they learned about the complaint, the organizing committee members have been pondering the difference between simply having a vote on the union and having a fair vote. They've been carefully preparing to testify to the NLRB so they can try to make the labor law work for them. They've also been looking at strategies other Rite Aid workers have used to win union representation.

In New York, for example, National Health and Human Service Employees Union 1199 got a card-

check neutrality agreement covering workers at about 100 Rite Aid stores in New York and New Jersey. Rite Aid agreed to recognize 1199 if a majority of workers signed union cards. The union made Rite Aid a preferred provider for its prescription plan. The 1998 agreement gave thousands of workers a fair shot at unionizing.

"Workers have a right to self-organization and a contract," Local 26 President Luisa Gratz said. "They have a right to sit across the table from management as equals. But to make that real, they have to act like a union even before they officially form one. They need to believe in themselves and their rights."

The Rite Aid workers got a taste of what it will mean to act like a union Sept. 22, when they delivered their heat petition to management.

About 40 people from six different unions and the Los Angeles County Federation of Labor came out to Lancaster to back them up that day. ILWU Locals 26 and 13 were there, along with the Teamsters, the Machinists and the Electrical Workers, the School Employees, health workers from SEIU, and the Antelope Valley Labor Coalition. After a brief rally, the crowd marched across the road from the vacant lot, making enough noise for twice their numbers.

A delegation of about 15 workers went in with the petition signed by 165 co-workers. Five minutes later they strode out grinning.

"We went in and asked if we could see [General Manager] Renee Johnson," Stanley Hatmaker reported. "They said she was in a meeting, even though it was lunch time, so the head of security said he'd take it in."

The delegation had clapped and chanted while the security manager looked over the petition. The facilities manager singled Tim Patrick out of the group, demanding he give his badge back because he was "creating a disturbance." Patrick refused.

"I might not have my job any more, but I will stand regardless," Patrick told the crowd to loud cheers.

"This is the first of many actions to come," ILWU International Organizer Carlos Cordon said in closing. He began a slow rhythmic clap, and loud chants of "*¡Sí se puede!*" rose from the vacant lot.

# Carl Damaso: Islands un

## Introduction by Harvey Schwartz

This is the third of a three-part series focusing on the recollections of ILWU leaders who made important contributions to the building of the union in Hawaii. It features Carl Damaso, a Filipino immigrant sugar worker whose struggles against the employers in the cane fields culminated with his becoming president of Hawaii Local 142 in 1964. His stories here center on the pre-ILWU days of the 1930s.

The first two articles highlighted the legacies of Frank Thompson, the union's chief field organizer in the Islands during the great 1944-1946 unionization drive there, and Dave Thompson, who served as ILWU Hawaii education director and International representative between 1946 and 1979.

Carl Damaso went to Hawaii from the Philippines as a teenage contract laborer in 1930. His experiences differed significantly from those of the two Thompsons, who came to the Islands from the U.S. mainland. Frank Thompson arrived as a seasoned California labor organizer intent on unionizing Hawaii's sugar and pineapple workers for the ILWU. Dave Thompson, an Oregon native, was a university student in Honolulu before World War II. He returned to the Islands after the war as an ILWU activist and labor educator.

Damaso, on the other hand, toiled for years as a sugar worker. Although he suspected that only multi-ethnic unionization could succeed, he supported attempts at single-nationality organization as they emerged between 1934 and 1937. But in those years, Hawaii's plantation managers ran a closed, essentially feudal or colonial system. Thus Damaso was fired and blacklisted—labelled “do not hire” by the planters—for trying to bring a little representation and dignity to Hawaii's long-suffering agricultural workers.

Ultimately the ILWU brought the kind of multi-ethnic unionism to the Islands that Damaso felt was needed for the long-term success of labor organization. Clearly, his pioneering efforts helped pave the way. Although Damaso himself was blacklisted until 1940, he eventually found work on the Honolulu waterfront. He became an ILWU longshore worker in 1946. During the 1949 Hawaii longshore strike he was a picket captain and acted as interpreter for Harry Bridges and other ILWU International officers.

Damaso was elected business agent for the longshore units on Oahu in 1950 and held that position for nearly a decade. From 1960 to 1963 he was Oahu division director. In 1963 he was elected president of ILWU Local 142 and took office in 1964. He served with distinction until his retirement in late 1981.

The interview that formed the basis for this

article was conducted in the Islands by Professor Edward D. Beechert in 1966. Beechert, the author of the masterly “Working in Hawaii: A Labor History,” recorded many ILWU veterans as part of the Regional Oral History Project at the University of Hawaii, which he founded.

We are greatly indebted to Beechert for this service and for allowing us to draw from his interview with Damaso for use here. Thanks too for their help to retired Local 142 Social Worker Ah Quon McElrath, Voice of the ILWU Editor Mel Chang and Local 142 Archivist Rae C. Shiraki.

## CARL DAMASO

Edited by Harvey Schwartz  
Curator, ILWU Oral History Collection

I was born in the Philippines, but I came to Hawaii when I was 14 years old in 1930. My first destination was as a plantation worker at Olaa Sugar Company on the Big Island of Hawaii. There was no union there. It was really hard for the workers.

Most of the Filipinos in Hawaii then were concentrated in field work. A few were employed in the mills. But most were sugar cane cutters or cane loaders. The plantations still had those old-fashioned railroads in the early 1930s. The workers loaded the rail cars for just so much money. But it was not really “piecework,” because that is based on how much you can produce. Instead, the wages were limited, regardless of how strong or fast a worker you were. The plantation management just set the price. You could say nothing. If you raised a question about wages or any sort of grievance, the managers would throw you out.

I had all kinds of objections to how things were. I was amazed that there was this big segregation. The Filipinos were concentrated in one camp, the Japanese in another camp. The Portuguese were the first-class citizens. Despite this segregation and other bad conditions, you couldn't fight back much. People were scared. You had to obey what the company said or be out of a job.

My first dream was to be organized under one strong union, but there was no unified labor organization for plantation workers in 1930 in what was then the Territory of Hawaii. But by 1932 Pablo Manlapit was trying to organize the Filipinos. Manlapit started meeting with the sugar workers. You could tell that his organization wasn't too liberal of a union. I felt at the time that if we were just organizing Filipino workers, it didn't make sense, because the Filipino group alone could not succeed in a strike in the sugar industry.

Manlapit did not have too much success organizing just Filipinos. Around 1933 some of his co-leaders collaborated with the plantation managers against him. Most important, though, the workers were beginning to realize that labor organization would be all right, but not strictly on the basis of one race, as had been the case in Hawaii before. They believed that there should be some kind of an organization among the races. That was my feeling also. You cannot succeed by fighting separately.

In 1934 the managers began asking me what I did after my days of work, and especially on Sundays, our one day a week off. After working hours and on Sundays I'd devoted time to Manlapit. But I just told the managers I was interested in listening to what he had to say. They wanted to know if I was also interested in becoming a “liberator” some day. I told them, “That's not my plan.”

By 1934 I was one of the fastest cane cutters in Olaa. The field boss said that if you were fast you deserved some kind of an incentive. I observed what he said and I figured that I was supposed to get a bonus. But on pay day at the end of the month it didn't come to me. That went on and on. So I worked faster. Then one day I felt rotten. I could hardly move, so I just worked at the pace of the old guys. I felt like I could at least keep up with them.

So this field boss said, “What are you doing? That's not the way you work every day.” Then he started swearing at me. I told him, “I can't work fast 'cause I'm not feeling so good. I can't keep up the pace that I have made for the last four, five months. On top of that, I've been cheated many times. You didn't live up to your promise.” So he started calling me all kinds of names. I asked him, “What do you want me to do, kill myself?”

I had no choice but to argue with him. He started calling me a bastard and every damn thing, so what I had to do is hit him with a sugar cane. Then he said, “I'm going to break your bone.” I told him, “Go right ahead.” He tried to wrestle with me, so I got a big cane again and hit him across his face. That was it.

After that, the son of the field boss came around. He got off his white horse and started wrestling with me, so my partner hit him with a cane and he took off. The assistant manager of the plantation came to investigate. I tried to explain about the whole situation, but the managers didn't want to listen to me. They said, “You better pack your clothes and go. We don't need you anymore.”

I went home and waited until six in the afternoon. Then I started to meet with the workers from all the various Olaa Sugar Company camps from miles around. I was meeting with people until ten o'clock at night. The next day, half the people didn't show up to work.

The managers called the police. They came to my camp and started asking questions. I had to leave the camp or go to jail. So I told 'em, “I got no money, I don't have a place to go. Give me some time to call the Philippine government to find out what they can do. I have to try to settle this as a labor dispute or else go back to the Philippines.” I'd been in Hawaii going on four years. So I added, “I know how you people have treated us. We're human like you, but you treat us worse than animals.” They gave me until the following day.

We sent a wire to the Philippine government. They sent over Jose Figueras, one of their Philippine resident commissioners. I thought they'd send the first Philippine commissioner, because he was supposed to come in if the problem involved the working conditions of Filipinos.



Carl Damaso



When Damaso was a sugar worker, cane loaders hoisted raw cane into rail cars like these that were moved right into the fields.

ILWU ORAL HISTORY  
Volume XI

Carl Damaso  
Islands Un  
1930

# Union pioneer, 1930–1950



We had a meeting with management and tried to resolve the dispute. Finally the Olaa managers agreed to reinstate the strikers without any charges, except for me. So I was fired.

I stayed in a secluded place, but one afternoon I had to go to the camp where I had belonged because I had my parents there. I had to sneak in to eat with them. About six o'clock I started having dinner. Then somebody knocked at the door. My brother opened it up. It was the head of the plantation camp police plus two government cops. I couldn't even finish my meal. They just said, "You need permission to come in here." They grabbed me and locked me in jail for 48 hours.

Now I had to get out of the Big Island. I had no money, but my friends and my brother raised 40 bucks for the \$22 boat fare to Maui plus \$18 extra for me and my wife. We'd just been married. At Maui I didn't get a job for five months. Since I was desperate, every now and then I'd write to my two brothers for money.

In early 1935 I got a job at Wailuku Sugar Company. I worked there as a cane cutter. It was the same old story, hard work for a dollar a day. You'd start work at six in the morning and go to six in the evening.

They pushed the incentive idea again: "Cut a little bit faster, you'll get some kind of an incentive." But by then I knew that it was the same old story.

Then the workers began to realize that this was too much. There was a meeting now and then in the clubhouse. I happened to sit down in the front of the clubhouse at one of the meetings one evening. Two to four hundred workers used to get together to discuss what we could do to improve our working conditions.

I sat down there like an innocent guy and didn't say a word. But one of the guys at the meeting found out I was from Olaa. He started calling my name and addressing me. I told him, "The only way we can improve our working conditions is to stay together and appoint someone to bring grievances to management."

I never knew then that during the meeting the Filipino camp police was sneaking in the back of the clubhouse. They heard what I'd said. The next day, at 5:30 in the morning, the camp police came knocking at my door. They said, "Pack your clothes and go to the manager's office at six o'clock."

It seemed like I'd have to leave the camp, but I said to the manager, "What about my wife and kid? Can they stay here this month?" My wife had given birth to my son in late 1935. The manager said, "No, everybody must go, kid and all." We didn't even have a chance to pack. My wife was crying, but they just put a lock on the door and said, "Get out."

I went over to the local plantation office and the man there said, "I know what you are doing. I wish I'd known before I hired you that you were the instigator of the strike at Olaa." I was let go and was "blacklisted."

After that my wife left me and took my kid with her. I had no chance to try to bring him up. I even had the thought that with my record, maybe my wife and kid would live better without me. That was the hardest thing.

I applied for jobs, but they wouldn't hire me. For almost a year I didn't have no job. I tried to make a living shooting pool. Finally in late 1936 I got hired at Hawaiian Commercial and Sugar Company. The man there said, "We'll put you to work, but any false move you make, that's it." I was desperate for the job, so I said, "I'll try to obey whatever you tell me."

Then Antonio Fagel, another labor

leader, came along. He led another nationalistic Filipino organization, the *Vibora Luviminda*. That label came from a Filipino patriot's nickname plus the letters for key areas in the Philippines. One Sunday morning Fagel's organization held a meeting that I attended. I asked, "Why is it that every time a Filipino labor leader comes here his plan is to organize only a Filipino group? What about the rest of the workers? There are other elements besides Filipino grievances that we have to consider. We should involve all the other groups."

One morning in April 1937 all the cane cutters lined up and nobody wanted to move. The workers had been cheated on wages when pay calculations were changed. Twelve hundred of them engaged in a sit-down strike. They were just sharpening their cane knives and wouldn't move. Nobody said a word. The assistant manager arrived in his Cadillac. He said, "Work, or you guys are all fired."

I went inside this place to hide. I didn't want to be seen by the assistant manager because they'd told me I had to obey. But my mind and heart were pleading to fight for the common cause of the working masses. So I negotiated for the guys. But the assistant manager said, "You guys should get a wage cut. You cut yourself. If you don't want to work, we'll make a cow pasture out of the sugar cane field and you guys can go."

Then everybody went home. The strike was on and nobody worked. About six o'clock in the morning the camp police and the managers came to my house. They said, "We know the workers believe you. We'll give you a good job and a new car to drive. You'll join the camp police. Just convince all these guys to go back to work." I thought, "I'm not going to be a pig for you people." I said, "Give us our demands. That's all I'm asking for."

The third day of the strike they drove me from the camp. The camp police came and I was strong-armed out. In the following days all my leaders were evicted from camp, too. Finally they forced many strikers away. We were thrown onto Kahului Beach at the Maui Dry Goods Store. The strike became a major confrontation that lasted for three months. We tried to mobilize all the surrounding plantation guys to back us. We said, "Our struggle is yours. Whatever we come out with, you guys will benefit also."

We did sign a contract, but after the strike some in our leadership betrayed us and the agreement we'd reached went to the dogs. One guy entered Maui management. He got a gold car and joined the camp police. Finally I was the only guy of

my group who was unable to go back to work. I was blacklisted again. I looked all over Maui, but there was no job for me.

Next I took a ship to Molokai to look for a job there. I went to the pineapple camp at Hoolehua where I had friends. At 2:30 in the morning a camp manager knocked on my friends' door. The manager asked, "Is Calixto Damaso here?" Calixto was my name before I came to Hawaii. I changed it when I became a naturalized citizen. I told the manager, "I am, sir." He said, "How many of you people came from Maui?" The answer was, "All of us, sir." Well, he said, "Pack your clothes, get out, this plantation is not a hotel. Move or I'm going to call the government police to lock you guys up."

We moved on to Kaunakakai. We had no jobs. I labored there fishing for three months during late 1937. But I had no clothing, no food, no nothing. Then in 1938 I went to Honolulu. I told my friends, "As soon as I leave, try to find jobs. Don't say I was with you." They got jobs then. I think the managers decided, "As long as Damaso is not with you, we'll give you guys a job."

I applied for a job at Waimanalo Sugar Company. The manager opened a drawer. There was my picture taken during the '37 strike. The manager said, "We're not hiring." When I heard that they hired about 38 people the following day, I went back to see the manager again. He said, "Not you, fella. You were the ringleader in '37. You think I'm going to hire you?"

I tried at California and Hawaiian Sugar Company, but it was no dice. I couldn't find a job, basically, in late '37, '38, and '39. This went on until 1940, when I got employed as a truck helper at the Ready Mix Concrete Company. After that I got a job for a year with American Stevedoring Company. During the war, 1942 to 1945, I worked for the navy supply depot.

In 1946 I applied to Castle and Cooke Terminal as a stevedore and got hired. I was now an ILWU longshoreman. At Castle and Cooke I attended ILWU meetings, but because of my past record I just sat and listened until we took a strike vote in 1949. Then I got active again. Right after the strike I was acting business agent. In 1950 I ran for Oahu longshore BA, got elected, and served for eight years.

When I was in the ILWU I began to realize that my dream had come true. I started from the hard nuts of the laboring group, but now the workers were respected. And they realized that the only way for them to do better was through unity and understanding more about everyone.



Sugarcane cutting was back-breaking work in the 1930s and abusive field bosses abounded before there was a union.

STORY PROJECT  
III, Part III

Damaso:  
Union Pioneer,  
1930-1950

# In the hotels, *iSí Se P*

Story and photos by David Bacon

A new balance of power in hotels may make housekeepers and cooks the inheritors of the San Francisco's waterfront labor tradition, and lead to the kind of rise in the standard of living that longshoremen experienced decades ago.

Like the hospitality workers of today, dockworkers of the 1920s were San Francisco's low wage earners—even scorned as bums and derelicts. Eighty years later, they are some of the best-paid blue-collar workers in North America. A strong union in the 1930s and 40s knitted waterfront and maritime laborers together in every Pacific port. It gave workers a new way to deal with the shippers, and with each other. A radically higher standard of living was one visible manifestation of better organization. The political organizations on the Pacific Coast and in Hawaii, which sent a generation of pro-labor politicians to Washington, were another.

It could happen again, and hotel workers may be the ones to make it happen. Certainly in San Francisco their union avoided the disasters of the Southern California grocery strike and the wage and workforce cuts plaguing the nation's airlines. But the union did more than fight a good defensive battle. It changed the rules. It altered the relationship between hospitality workers and the multinational corporations that now employ them.

San Francisco hotel workers won big in their new union contract. Even Noah Griffin, the dour public face of management intransigence during the two years the city's hotel union went without a contract, gave a sunny assessment to the *San Francisco Chronicle*.

"It's a good settlement," he gushed, "primarily for the workers, but also the city and the hotels themselves."

It will certainly cost them a bundle. Not only will wages rise a dollar an hour for each of the next three years for most workers (half that for those who get tips), but the big chains—Hilton, Hyatt, Intercontinental and Starwood—even threw in 60¢ an hour retroactively for each of the past two years. Poetic justice, since it was their choice in 2004 to refuse to sign an agreement that would have had them negotiating a new contract in 2006. It was expensive justice nonetheless, and they wound up negotiating this

year anyway.

"They decided it was cheaper to sign a contract than go to war with us again," UNITE HERE Local 2 President Mike Casey said.

But this wasn't just a limited dispute over wages—a union in a strong labor town getting serious money for its members. Some of the hardest-fought parts of the new agreement didn't involve money at all, at least not directly. Instead, they put in place building blocks that may make hotel labor much stronger in years to come—coordinated bargaining, card check recognition and civil rights protection balancing the needs of immigrants and African Americans.

If the hotels learned anything in the last two years, it was that the union in San Francisco was better prepared for war than they were. Two years ago, Local 2 asked for a contract that would terminate this year, enabling them to negotiate at the same time its sister locals around the country were also at the bargaining table with the same hospitality chains.

In 2004 the hotels agreed to a 2006 expiration date in a number of major cities. But by the time the San Francisco union demanded it, they realized their mistake and became scared. The notion that independent local unions, which previously could be defeated easily in local strikes, would band together to negotiate jointly, was the worse possible idea for them. Common contract expirations might eventually lead to joint negotiations, multi-city strikes, and even, in the longer-term future, national master agreements.

So in San Francisco the companies balked. Choosing this city and this union was a bad mistake. While hotel operators were able to get 2006 off the table in Washington, D.C., and weaken the momentum elsewhere, San Francisco hotel workers held to their guns. They struck four of the 14 Class A hotels (the city's most expensive) in the Multi-Employer Group, announcing they'd stay out for two weeks. The other ten implemented a mutual support agreement, and promptly locked out their own workers. Once the two week strike was over, workers in the struck hotels were locked out too when they tried to return. The hotels obviously saw no contradiction between their gen-

tlemen's agreement to lock arms in an anti-union alliance and their opposition to local unions showing the same mutual support. Workers did, though. To them it smacked of hypocrisy, and made them more willing to stay on the picket lines.

As it ground on, the lockout did more damage to the hotels than to their employees. After nine weeks, workers were clearly not frightened, and continued to mount noisy picket lines and drive away guests. When the hotels cut off payments to the union health plan, other unions stepped in to make up for them. Management's own tactics pushed people together, and made broader class solidarity more necessary than ever.

At the same time, the hotels had a hard time with their own business allies. The city's mayor, a photogenic, TV-savvy restaurateur, heretofore viewed as business-friendly, tried to broker a settlement. The corporations' rebuff carried a resentful tone, as though he was betraying those who'd propelled him into office. Mayor Gavin Newsom then went to a picketline at Union Square, in the heart of the tourist district. In front of the Westin St. Francis he declared the lockout was hurting city business, and that he would honor the union boycott of the 14 hotels until they settled a new contract.

The hotel corporations finally caved and reopened their doors to their own workers. The mayor kept his promise, however, and stayed away for the next two years. And as room occupancy rates rose nationally, with the industry recovering from its disastrous decline in the wake of Sept. 11, 2001, an active boycott cut deeply into San Francisco's expected share of rising profits.

Hotel housekeepers, bellmen, cooks and laundry workers returned to their jobs, but without a contract. To pressure them further, the companies refused to deduct dues and turn the money over to the union. Rather than watch its income plummet in the middle of this battle, however, the union set up a system to collect dues by hand from more than 5,000 workers.

"In the end it brought us much closer to our own members," said Local 2 Secretary-Treasurer Lamoin Wehrlein-Jaen.

Action in the street continued. Noisy marches reminded managers and travel agents of what a return

to war would feel like. Arrests of dozens of members and supporters for sitting in hotel entrances became San Francisco's annual Labor Day observance. And inside the hotels, workers began to use delegations, petitions and other collective actions when they had problems on the job. The official position of the Multi-Employer Group—that since there was no contract, there was no grievance procedure—created more worker cohesion, not less.

When 2006 finally arrived and union contracts began to expire in other cities around the country, Local 2 was ready to fight again. The hotels were not.

Negotiations, which had stalled not long after the lockout ended, were restarted from scratch. Hotels demanded that new hires receive an inferior medical plan, and pay more for it—the same basic demand which led to the 4-month strike and lockout of 40,000 grocery workers in Los Angeles in 2003, and which store clerks in the end had to accept. Local 2 put its old demands back on the table.

This time, however, the parent union's national strategy began to have an effect in San Francisco. The huge New York local, UNITE HERE's largest, reached agreement in May. It was a six-year deal, meaning that the local won't be a factor in the next round of negotiations three years from now. But New York won substantial raises, and most important, card-check recognition.

Of all the union demands, this was anathema to the hospitality chains. Under a card-check arrangement, workers at non-union hotels run by the same company can sign cards asking for union representation. When a majority has signed, the hotel agrees to recognize the union and bargain. This process avoids National Labor Relations Board elections, which over the last two decades have become a vehicle for scorched-earth anti-union campaigns. Managers facing workers who want a union first hire anti-union consultants. They, in turn, wage a campaign of illegal threats and firings, designed to produce a momentary majority of workers on election day, so scared they vote against their own self-interest.

UNITE HERE has card-check agreements in Las Vegas, where it represents such a large percentage of the casino workforce that the wealthy operators have no choice but to agree. In the rest of the hotel industry, however, union busting is the norm. In San Francisco, it took Local 2 over four years to organize the Parc 55, and at Marriott Corporation's downtown flagship, the campaign lasted at least 10 years.

Ironically, Hilton Hotels broke the logjam in New York. In the 2004 lockout, Hilton led the other MEG employers in San Francisco in defying Local 2. In UNITE HERE's pre-2006 planning, Hilton had even been chosen as the national target. Workers were interviewed around the country, and their testimony supported a growing indictment of worker abuse, especially in non-union Hilton hotels. Following the company's decade-long binge of buying out smaller chains, a majority of Hilton workers are now unorganized. By moving from a majority-union to a majority non-union workforce, the company has begun to push wages and conditions down, even for unionized workers.

Local 2's members understood this. Without organizing their non-union colleagues, they too would feel the same pressure. They recognized that a new contract had to have more than just wage raises. It had to



Hotel housekeepers and other workers, together with supporters from other unions, marched through downtown San Francisco Aug. 31, and staged a demonstration in the entrance of the Palace Hotel, where 68 people were arrested in an act of civil disobedience. Demonstrators blocked the street and hotel entrance.



# ude!

include a better process for bringing unorganized workers into the union.

Local 2's housekeepers and kitchen workers understood power. They knew the advantage they would have if they could force the hotels to negotiate in 2006. They knew why they needed card check. They could have given up these two demands anytime during the nine locked-out weeks, or the two years without a contract that followed. The hotels would have gladly given them raises in exchange. But in a convincing demonstration of the union's ability to educate its own members, the workers wouldn't take the deal.

As New York's new contract was ratified this past May, the union and Hilton also announced that the chain was willing to sign card check agreements in a limited number of other cities. Those agreements would have to be included in new contracts in each of those cities, though, and in San Francisco those negotiations were not going well.

Finally, Local 2 took another strike vote Aug. 24. A week later, at the end of a noisy march through the tourist district, more than 60 members and supporters were arrested for blocking the entrance to the Palace Hotel on Market Street. Managers could envision the possible return of the labor war of two years before. In the shifting alliances inside the Multi Employer Group, Hilton and its allies succeeded in convincing a majority of the other operators that they could live with card check in San Francisco, and reached a deal.

Workers held out for a third strategic goal, however, which may eventually have as profound an effect on the union's strength as card check and common expiration dates. They negotiated an unprecedented civil rights section of the new agreement, which combines protection for immigrant workers with a requirement that hotels make concerted efforts to hire African American workers and residents of other communities underrepresented in the industry's workforce.

The proposal stems from an effort by the union to address changing demographics. In the city's hotels, the percentage of African American workers is falling, as employment continues to grow. African Americans now make up less than 6% of the San Francisco hotel workforce, a number that has declined in each of the past five years but one.

In San Francisco, this issue has a lot of history. The Palace Hotel was the scene of the city's most famous civil rights demonstration. In 1963, hundreds of civil rights activists sat in, and were arrested, in the hotel lobby. They demanded that management hire Blacks into jobs in the



Local 2 President Mike Casey announced Sept. 13 that the union reached agreement on a new contract with the San Francisco's leading hotels.

visible front-of-the-house locations, where the color line had kept them out. The day after the arrests thousands ringed the entire block in the largest picketline San Francisco has ever seen.

Richard Lee Mason, an African American banquet waiter at the St. Francis, remembers, "African Americans had been kept in the back of the house for far too long. People wanted to be in the front of the house, and rightly so."

Employment prospects improved for Black workers for some years after the demonstrations, but the situation changed again in the 1980s.

"I suspect that because the industry had had a great struggle with African Americans, they thought we were too aggressive," Mason speculated. "A lot of us had come out of the civil rights movement, and we were willing to fight for higher wages and to make sure we were treated fairly."

Steven Pitts, an economist at the Center for Labor Research and Education at the University of California in Berkeley, suggested this perception by employers of African American workers is true nationwide.

"Blacks aren't perceived as compliant, and therefore when many employers make hiring decisions, they simply don't hire them," Pitts said.

Hotels hired increasing percentages of immigrants, in a move they hoped would create a less demanding and less expensive workforce. In kitchens and among the laundry carts, voices now speak in accents from Mexico and Central America, the Caribbean, China, the Philippines and a host of other countries. But if the hotel industry hoped this new workforce would be more compliant, they were disappointed. Immigrants proved a key element of the 1980 citywide hotel strike, and smaller conflicts over the following two decades. But Black employment

fell nonetheless.

To restart movement in the other direction, in 2004 Local 2 asked companies to agree to a diversity taskforce, to reach out to African American communities and eliminate hiring barriers. While demanding progress towards ending the de facto color line, the union also proposed new protections for the job rights of immigrants. The union won strong language allowing workers to keep their jobs for up to a year if they have to leave to adjust their immigration status. Management is prohibited from firing workers named in "no match" letters from the Social Security Administration, because their numbers don't match the SSA database (a common cause for termination by employers who assume those workers are undocumented).

The union proposal strengthened an important ruling won six years ago in San Francisco, when an arbitrator held that management couldn't use a "no-match letter" to fire immigrant workers if they had a union contract. Then in 2003 the union organized the Immigrant Workers Freedom Ride, a national demonstration for immigration reform joining immigrants with Black veterans of the original 1960s freedom rides. The mobilization brought people to Washington, D.C. to push for immigration reform to make it easier for immigrant workers to join unions, go on strike and advocate for their labor rights.

The union's civil rights proposal is an important first step, according to Pitts.

"But in the civil rights movement we learned we need structural change, that can bring community residents into the hotels, and make sure they progress," he added.

The new outreach requirement may have limited impact, but it is a first step. It puts immigrants and African Americans on the same side. It makes the union part of a new civil rights movement, geared to a changed world of globalization. The key is prohibiting discrimination against immigrants because of their status, while moving towards affirmative action to gain more jobs for underrepresented communities.

Winning structural reform in hiring will take a lot of bargaining power—an important argument for card check and coordinated negotiations in cities around the country. But possibly more important in the long term, the agreement renews the basis for a civil rights alliance that can lead to greater political power, as well as increasing union strength.

In the 1934 San Francisco General Strike, longshore leader Harry Bridges promised African Americans in the city that if they made common cause with the strikers rather than the ship owners, the union would force employers to take down the color line that barred them from most waterfront jobs. As president of the ILWU, Bridges kept his word. African Americans became a majority of San Francisco Bay Area longshore workers in later years, and the union and minority and working class communities formed an alliance that gave them decades of political power.

Local 2 may become the nucleus of a similar political alliance that reflects the new realities of the city's changing demographics. That could give it an influence, not just in raising the standard of living of its members, but over the lives of working class San Franciscans far beyond its own ranks.



Locked out and striking San Francisco hotel workers rallied in Union Square to hear Rev. Jesse Jackson Oct. 12, 2004.



Hotel workers and supporters demonstrated July 27 against the 13 San Francisco Class A hotels with which their union, UNITEHERE Local 2, has been negotiating for over two years.

# Local 19 moves on member education

This past year the Education Committee in longshore Local 19 in Seattle has been taking first steps toward educating its growing rank and file and casuals to prepare them for the responsibilities of membership in a democratic union. In May, the committee hosted a small event with a labor history movement author. At this year's Bloody Thursday picnic the committee put on an ILWU history trivia game and gave away prizes. During the summer, educational bulletin boards were created for the "B" members and casuals. For the past two months the committee has been creating an educational packet to give to each "B" member that includes ILWU information, a safety information card and the book, "The ILWU Story: Six Decades of Militant Unionism."

Last month, the faculty and staff at the Harry Bridges Center for Labor Studies at the University of Washington invited Harvey Schwartz, Curator of the ILWU Oral History Collection, to speak to one of their academic classes. They contacted the Local 19 Education Committee and asked if the committee wanted Schwartz to speak at the hiring hall as well. This gave the Education Committee an opportunity to host its first big event of the year.

So on Oct. 25, 2006 a large group of both ILWU registered members and casuals convened in the Seattle Local 19 hiring hall for a presentation by Schwartz sponsored by the Education Committee on the birth of the ILWU and the history and tactics of Harry Bridges.

Schwartz has spent 38 years studying and writing about labor in the U.S. He is the author of "The March Inland: Origins of the ILWU Warehouse Division, 1934-1938" and "Harry Bridges: A Centennial Retrospective." He is also editor of

the Oral History excerpts in "The ILWU Story: Six Decades of Militant Unionism" and the oral history stories which have appeared in *The Dispatcher* for more than ten years.

Amid a flurry of paper plates piled with slices of pizza and sub sandwiches, the members took their seats and began listening to some of the history and stories of the union's most revered leader.

Schwartz spoke of how Bridges came to San Francisco as a sailor and ended up staying and working as a longshoreman at a time when there was no union and the men worked long hours for little pay under dangerous conditions. He told stories about how Bridges and other longshoremen organized a coastwise maritime strike in 1934, winning union recognition and a contract with higher pay and a union-run hiring hall.

Schwartz told more stories about how the ILWU organized agricultural workers in Hawaii in the 1940s, how Bridges fought government attempts during the McCarthy period to deport him to Australia for allegedly being a member of the Communist Party, and how Bridges led the union to adjust to the containerization and mechanization of the waterfront.

Behind the history and the anecdotes, Schwartz's theme rang clearly and loudly: Don't take the union's benefits for granted. As we prepare for the 2008 longshore contract negotiations we must remember the trials and tribulations of our past, the lives that were lost for our benefit, and the successes we have gained. As we prepare for the future, and most importantly, for the future of the ILWU, we must all inhale the past, the ideals of Harry Bridges, stand together and breathe out: "An Injury to One is An Injury to All."

—Sarah Esch, Local 19 casual



**Working for Working Families**

**Union Privilege is happy to announce that the 2007 Union Plus Scholarship application is now available.**

The Union Plus Scholarship offers \$150,000 in scholarships annually to members, their spouses and dependents. Students who are beginning or continuing their secondary education are eligible. Awards are based on academic achievement, character, leadership, social awareness, career goals and financial need.

You can learn more about the scholarship and download a PDF application by visiting <http://www.unionplus.org/benefits/education/scholarships/up.cfm>. The deadline to return completed applications is January 31, 2007. Application packets with a postmark later than January 31 will not be eligible for review. Only winners will be sent notification on May 31, 2007.

## ILWU LOCALS GIVE TO YOUTH



An audience of hundreds dining in the gymnasium of the Boys and Girls Club of the Harbor Area witnessed Cynthia Madrigal (center) present ILWU longshore Local 13 President Mark Mendoza (left) with a framed picture she created in an art class offered at the Boys and Girls Club in appreciation for the union's support as the club's executive director Mike Lansing (right) looked on.

The ILWU helped raise \$135,000 that will help the Boys and Girls Club, making this the second year that the ILWU has led fundraising efforts for the organization.

"There's no one who plays a bigger role in the prosperity of the harbor area than the ILWU and shippers," Lansing said. The Boys & Girls Clubs of the Los Angeles Harbor is the largest private child development organization in the South Bay, operating 14 program sites in San Pedro and Wilmington. With almost 20,000 full- and part-time union members and casual workers, longshore workers are the largest industrial workforce in the region.

"When it comes to helping kids, the ILWU leaves our differences with PMA at the water's edge," said Local 13 President Mark Mendoza, whose local gave \$25,000 to be a Gold Sponsor of the luncheon.

"I want to congratulate the ILWU and PMA for coming together to make a difference in the lives of these kids," said Congresswoman Jane Harman (D-Torrance), who attended the luncheon. "After school programs save kids."

School safety and child development experts agree that kids who have a safe place to spend after school hours are less likely to engage in crime or be victimized by it.

The Oct. 20 fundraiser will help hold the club's annual membership fee to \$20, continue offering free educational tutoring, computer classes, music classes, arts and crafts, dance and sport activities to more than 1,500 kids a day.

In the last decade, local fundraising efforts for the Boys and Girls Club have netted more than \$2 million and resulted in dramatic growth.

Local 13 was joined by the PMA as Gold sponsors. APL and ILWU clerks' Local 63 each donated \$10,000 to be Silver sponsors. Organizers also gathered Bronze sponsorships (\$5,000 each) from the ILWU foremen's Local 94, Metropolitan Stevedore Company, Sims Hugo Neu, Sound Energy Solutions, Southwest Regional Council of Carpenters, SSA Marine, Union Pacific, West Basin Container Terminals.

—Bill Orton

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4. See [www.unionplus.org/education](http://www.unionplus.org/education) for links to ALL the Union Plus Education Services.
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# Local 9 retirees seek pension justice

by Tom Price

Warehouse Local 9 retirees hopped in their cars and drove to Olympia Sept. 14 to see if they could get some justice from the Washington State Supreme Court.

The court heard oral arguments that day in a class-action suit the retirees started in 2003 to compel their former employer, the Port of Seattle, to live up to its obligation to pay retiree health care benefits.

The 15 retirees watched the nine-judge panel as they sat around a large oval desk and listened to each side present 20 minutes of arguments. The workers contend the port had agreed to pay lifetime medicals to vested retirees. The port claimed that the medical benefit stopped when the port's tenant, Hasbro Toys, moved out of the area, ending the jobs of 150 Local 9 members and ceasing payments into the benefit fund.

The workers claim the benefits are a public entity's obligation. The port says the plan is a multi-employer plan that comes under laws regulating private benefit plans. To the port, that means it can back out. Its attorneys cited the Summary Plan Description (SPD), which says they can back out if payments into the fund cease. But the contract says otherwise, guaranteeing lifetime benefits to those who qualify. In most cases the SPD is not binding when the contract says otherwise. This will be decided by the court.

The port's argument centers on the multi-employer idea. Local 9 Secretary-Treasurer, BA Tony Hutter had worked at Hasbro and had accumulated seniority while serving 17 years as a Local 9 officer.

"The port argues that because I am a union officer and on leave, and Local 9 paid my premium instead of the port, that made it a multi-employer plan—because of one union officer," Hutter said.

The court will consider the case and issue a ruling in the next few months.

"We consider our retirees' medical as deferred compensation," Hutter

said. "Luckily they didn't pull the plug on the pension. That's more difficult to do. The port approved a \$2 million infusion and at least a million a year for the foreseeable future in order to maintain the pension."

Local 9 workers at Hasbro lost their jobs at the end of 2002 when the company moved to Ontario, Calif. to consolidate operations and take advantage of lower wages. The port had employed the workers to un-stuff containers and load trucks for Hasbro at a port-owned facility on the docks.

After the closing, workers looked to the port for their medical and retirement benefits, as promised in their contract. But the port said no, it had ceased to pay into the welfare plan and said it had no obligation to the workers. After some back and forth, the workers filed a class-action suit against the port in 2003.

More than a year later Superior Court Judge Mary Roberts heard the case, and she took 10 more months before dismissing it in August 2005. That appeared to let the port off the hook. But for the workers, the contract said the port would cover retired workers health care benefits, and they asked the State Court of Appeals to hear the case. A panel of appeals court judges reviewed the case and on June 26 decided:

"[The case] involves issues of broad public import which requires prompt and ultimate determination, to wit: Is a negotiated retiree medical plan a 'government plan' not subject to ERISA and are benefits under the plan a form of deferred compensation that may not be unilaterally cancelled by the employer?"

The Employee Retirement Income Security Act (ERISA) is a federal law that sets minimum standards for most pension and health plans in private industry to provide protection for individuals in these plans. Ironically, the port claims ERISA would allow them to get out of the obligation to the retirees, because ERISA allows employers to opt out of multi-employer benefit plans. The appeals court kicked the case upstairs to the State Supreme Court.

## Longshore Retired, Deceased and Survivors

### RECENT RETIREES:

**Local 4**—Alyn Vail, Paul Scott, Daniel Walker, Merlin Wright, John Ireton; **Local 7**—Clifford Cram; **Local 8**—James Copp, Charles Bitz, Terry Englert, Bruce Lyngstad, Jeffrey Soriano, Grant Pendergraft, Orville McCurtain, Michael C. Johnson; **Local 10**—Melbourne King, Robert Patricio, Charles V. Campbell, Richard Walls Jr., James Hanohano Sr., Hermon Gosey Jr., Gary Esparza, Steve Moncado; **Local 12**—James Whalen, Leslie Richards; **Local 13**—Martin H. Valenzuela, Lino Banuelos, Henry G. Flores, Danny Mahon, Louis Kuljis, Carl O'Dell, Alfred J. Ortiz, Michael Henderson, Albert Amador, Darkness Lyhte, Norman Tuck, Louis Mascola, Gloria Lightner, Vernon Sprankle, Manuel Herrera, Richard Lopez, Alfred Villanueva, James Barra, Santo Tumasella, William Gross, Blanca Clarens, Jose Jesus Molina, Dusanka Puliselic, Len S. Garcia; **Local 14**—George Still; **Local 18**—William Linker; **Local 19**—Storm King, Eldon Fredriksen, Richard Gomez, Thomas Tucker, Donald Kezele, Dennis Spencer, Larry Buehler, Kenneth Foster, Michael Hendrick, Russell Everitt; **Local 21**—Gary K. Brown, Merwyn Mitchell, Robert Massey, Gary St. Onge, John Curtis, Bruce Johnston; **Local 23**—Neal Slavich, Marco A. Hernandez, John Jensen, Curtis Ihlen, Ronald Moon, Larry S. Johnson, Gale Emery, Richard Carino, Primo Alfiche, Donald Clevidence, David Kancianich, Marvin Mann, Edward McGrath, Steven Hays; **Local 24**—Larry Roughton, Melvin Peterson, Allen Lytle, David Proctor; **Local 25**—Brian Fayette; **Local 27**—Daniel Hilt, Ray Stossel, Thomas Bond; **Local 32**—George Larson, Van Berkgigler, Michael Colwell, Ronald Medcalf; **Local 34**—Paul Gannon, Peter Richardson, Robert Carson, Joseph Marotto, Gary Colacicco, Jimmy Cresci, George Leschinsky, Paul Donohue,

David Miyashiro, Washington Tort, Frank Taforo, Charles Ferguson Jr., Avelino Moreira, Garrett Braida, Peter Brady, Joseph Pauletich, Richard Guerrero, David Garland, Robert Richardson, Dennis Gunther, Greg Adams, Edwin Nelson; **Local 40**—Richard Ross, Earl Dunn Jr., Ronald L. Williams; **Local 47**—Ronald Hinchcliffe; **Local 50**—Dennis Petersen, John Newhall, Robert Jorgensen, Jeffrey Adams, John Norman; **Local 51**—Don Kyle; **Local 52**—David Golden, Raul L. Uranga, Hermann Madsen, Gary Hagness, Buford Schachere, Michael Witsoe, Carl Christenson, Scott Godfrey; **Local 63**—Fred Talamantes, Robert A. Gutierrez, Louis De la Torre, John M. Torres, Felix Alvarez, Mike Riggs, Dennis Loveridge, Lee Prlia, Michael A. De Luca, William Bessey, Dane Kohal, Bobbi Gilmore, Richard P. Gutierrez, Charles Axton Jr., Arthur M. Guerrero, Mitchell Salmonson, Jerry Garretson, Richard Heston, Edward Jeffrey, Karen Schaffer, John Winkler, John Cowen, James Stephenson, Robert A. Fernandez, John Noceti, Henry Otomo, Earnest Barrantes, Richard Doyle, Joe Alvarado, Nickolas Mirkovich, Rita Ruelas, Gary Campbell, Louise McDuffie; **Local 91**—Richard Alvis, Bernard Lane, Clyde Kirkwood; **Local 92**—Harry Trask, Dean Lusk, Gerald A. Johnston, Danny Davis; **Local 94**—Edwin Hansen, Thomas Stenehjem, Bobby Ford, William J. Garcia, Joe Herrera, Gregory Connors, Larry Banks; **Local 98**—Allen Barnes, Donald Arneberg, James Willie.

### DECEASED:

**Local 4**—Donald Hoyle; **Local 8**—John Haugen, Stanley Stafford (Patricia), Harold Lawrence (Peggy Ann), Donald Pfenning, Edward Trachsel (Lois); **Local 10**—William Clark (Carol), Henry Bennett (Celestine), John Hogan (Maria),



Chino Mayor and AQMD board member Dennis Yates presents the "Promotion of Good Environmental Stewardship" award to ILWU Local 13 Safety and Benefits Officer Dave Beeman Oct. 12 at the Southern California Air Quality Management District's 18th annual "Clean Air Awards," held at the Biltmore Hotel in Los Angeles. Beeman was joined at the ceremony by Coast Safety Committee member Pete Favazza.

Local 13 and the ILWU were applauded for more than five years of activism in support of cleaning up air pollution at the ports, culminating in the January announcement of the union's "Saving Lives" campaign which calls for all ships calling on West Coast ports to reduce smokestack emissions by 20 percent.

"Their members are the first to suffer adverse effects of air pollution" from the harbor, said Yates.

Beeman, in accepting the award, said that the union's goal of pressuring industry to cut emissions is possible, citing Maersk's decision to switch to cleaner-burning fuel.

"We applaud the direction they've taken," Beeman said. "They've shown the business community that there is a means of controlling our immediate environment and everyone should step up to the plate."

Meanwhile, as the court deliberates the end of retiree health care, the Seattle Port Commission voted 3-2 to give its Chief Executive Mic Dinsmore a six percent raise, to \$339,840 per year. He is already the highest paid port official in the country, and the increase raises his annual pension to \$107,256. He will also get deferred compensation of \$50,000 per year in retirement, according to the *Seattle Post Intelligencer*.

Hutter was caught between two laws, one saying a union officer cannot receive payments from the company, the other being the port's claim

this makes it a multi-employer plan.

"Our union by-laws say you can't run for union office unless you are an employee of a company under our contract," Hutter said. "So that's why I was an employee on leave. When it closed, I got severance pay."

The court should decide the case in the next few months. Hutter sees the case could set a bad precedent.

"But we say that if the port can make a plan and get out of at the drop of a hat, then it violates the state constitution. Every state employer could do that, and destroy the ability to make contracts," he said.

Ned Thompson (Stella), Herman Garcia (June), Johnny Weissmuller Jr. (Diane), Richardson (Brenda), Edward Oliver (Elsie), John Hogan, Rufus Washington, Calvin Lee Brogin, David Willis, Albert French (John), Edward Davis, O. Piggee (Ozella), Percy Massey (Cora), William Azzolino (Lillian), Alvin L. Jones, Richard P. Rodriguez; **Local 13**—John Shellman (Marcella), Raul Navarrette (Martha), Anatole Richard, James Vickers, Arthur Lopez (Consuelo), Donald Stonemetz (Estrella), George Branning (Madalena), William Stumpp (Marlene), Joseph Monneyham (Carlene), Martin Lopez (Maria), Dickie Loquellano (Rachel), Orfeo Kostrencich (Zora), Vincent Barraza Jr. (Eudelia), Robert Pedrotti (Lynne), Joe Valenzuela (Lupe), James Hamby, Rudolph Brady, Kely Okazaki, Gilbert Rivera (Arlene), Amaday Guarino (Helen), Sam Uglesich (Eleanor), Robert Andrews (Dorothy), Allen Russell; **Local 19**—Paul McCabe (Shirley), Alfred Wolfskill (Phyllis), Eli Hepokoski (Aune), Elmer Campbell, G.G. Rosilez, Burl Raines, Elias Schultz, Delbert Castle; **Local 23**—George Remmen, Bernard Faker (Judith); **Local 26**—Terence Richardson (Heidi), William Grapp, Lloyd Viveros; **Local 29**—Lawrence Boulder (Shirely), Joseph Sotelo (Marge), Vincent R. Torres; **Local 34**—Daniel Durigan (Evalyn), Edward McFadden (Hannah), Demo Andora, Charles Sebern, Albert Maxwell (Jacqueline); **Local 40**—Elijah Graham (Wilma), Donald G. Williams, David Heurung (Norma); **Local 46**—Joe P. Perez, Jesse Lara (Maria); **Local 54**—Jose Correa (Maria), Arthur Bunker, Ira V. Johnson; **Local 63**—Roy Gay Jr., Robert Keith (Viola), Julio Salas (Maria), James Kincy (Frances), Amos Ross (Crystal), Nick Zeceovich (Betty), Victor C. Robertson; **Local 91**—Sidney Nau; **Local 94**—Harry Webb, John Ford

(Bobbie); **Local 98**—David Williams, Edward Hopper (Frances), John Ford (Bobbie), Harold Ziegler (Barbara).

(Survivors in parenthesis.)

### DECEASED SURVIVORS:

**Local 8**—Elva Scown, Joyce Coppock, Frances Toates, Rosie McNeal; **Local 10**—Gloria Roldao, Julia Rodgers, Harriett Daggs, Cleo Conner, Louise Danielsen, Amelia Waters, Juanita Whitaker, Dorothy Oldenburg, Jennie Gomes, Emily C. Santos, Esther Renlund, Mary Araujo, Donnie Bradley, Street Watkins, Louise Moore, Beatrice Jones, Edith DeVight, Theresa DeMercurio, Vera White; **Local 12**—Wilmina Garrison, Billie Massey, Mercedes E. Smith, Vera L. Johnson, Florence Mosteller, Gladys A. Jackson; **Local 13**—Mary Wright, Ermadeen Adelman, Mary Zuliani, Juanita Loveridge, Catalina Gutierrez, Estelle Pedrotti, Jeanne Todd, Barbara Roggero, June Donatoni, Frances Lovrich, Lillian Hinkle, Noreta Williams, Mildred Gipson, Doris Choate, Constance Scott; **Local 19**—Dorothy Frye, Gladys Bolstad, Hazel Nigh, Katherine Kellar; **Local 21**—Helen Scott; **Local 23**—Betty Perrin, Dorothy Slavich; **Local 34**—Lanora Woolman, Virginia Duarte, Rose Castagnasso, Margaret Cervelli, Agnes Sanchez, Juanita Page; **Local 40**—Helga Peterson, Helen Lint, Berniece Conboy; **Local 46**—Lou Bertha Holloway, Ruthe Ballestrin; **Local 47**—Marie McNamara, Linda Shattuck; **Local 50**—Sally J. Wilson; **Local 52**—Frances Daffron; **Local 53**—Shirley Sparks; **Local 63**—Grace Anderson, Janine Young, Theresa Snodgrass; **Local 75**—Mary Young, Doris Childers; **Local 91**—Madeline De Vincenzi, Marie Buffalow, Ida Ferreira; **Local 92**—Ida Clark; **Local 94**—Bonnie Wessman, Ruth Blaneburg, Dorothy McGowan, Ruth Warner; **Local 98**—Gerda Jacobson.

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**NOTE:** TWO IMPORTANT BOOKS ARE NO LONGER AVAILABLE TO THE ILWU LIBRARY AT A SIGNIFICANT DISCOUNT, BUT MAY BE PURCHASED FROM BOOKSTORES, INCLUDING THE ILWU LOCAL 5 WEBSITE (powellsunion.com)

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**NOTE:** "A Life on the Beam" is now available in DVD format through the book sale at this greatly reduced price by special arrangement with the Working Group, and includes a bonus feature on the building of the Golden Gate Bridge.

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