



THE DISPATCHER

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ILWU Walk the Coast raises over \$100,000 [page 7](#)



Good jobs not junk jobs: Alameda County recycling workers staged a one-day strike on July 30th. They converged on Oakland City Hall for a rally and day of political action. Workers met with local and state elected officials in the afternoon. That evening, accompanied by community allies, they filled the City Council Chambers and addressed the City Council.

ILWU recycling workers fight for justice

Over 200 Oakland recycling workers staged a powerful show of unity and action by striking on Tuesday, July 30. Employees from the City's two recycling contractors – Waste Management and California Waste Solutions (CWS) – walked off their jobs midway through the morning shift.

Strike 'n roll

Instead of picketing in remote industrial areas where the recycling plants are located, workers formed caravans that converged downtown at Oakland's City Hall. The result was a full day of political action and solidarity that included marches, "human billboards" along Broadway and 14th Streets, visits with local and state elected officials, and a spirited rally. The day ended when rally participants – including many community allies – filled the

upper seats of the City Council chambers and addressed the City Council that evening.

Dirty dangerous work

Recycling worker Emanuel San Gabriel is one of CWS workers who left his dusty and noisy workplace behind to join the protest. He wasn't alone, with 100% of his CWS co-workers joining the effort. San Gabriel spoke at the rally, explaining that the work they do is valuable for the community and environment – but not respected because of low pay and a lack of benefits.

Death caused by company negligence

Last year, Waste Management was charged by Cal-OSHA with violating safety rules that led to the death of a landfill worker, employed at the Davis Street facility in San Leandro where recycling also takes place. Waste Management refused to pay any fines and continues to deny responsibility for causing the worker's death.

Dramatic display of hazards

Other workers, including many from Waste Management, used the strike as an opportunity to detail the hazards that they face each day. The dangers were made obvious with a 30' display of typical items found on a recycling line. Mixed with the paper, plastic and glass were used hypodermic syringes, animal feces, hazardous wastes and solvents, and building materials that often contain asbestos and lead.

Strong message & media coverage

The hazard display was one of many ways that workers used to send a strong message that resonated with the public. Interviews, in most cases, were done by workers – not union officials. Signs were clear with simple messages calling for "justice" and "respect." Workers felt comfortable talking about "corporate greed." The result was good coverage from television, radio and newspapers –

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Postmaster: Send address changes to The Dispatcher, 1188 Franklin St., San Francisco, CA 94109-6800.



Our decision to leave the national AFL-CIO

In late August, I sent a letter to President Richard Trumka that explained why we were discontinuing our membership in the national AFL-CIO. I encourage you to read my letter so you can understand why I made this difficult decision. We took this action after delegates to the 2012 ILWU International Convention authorized us to leave the AFL-CIO – if and when the ILWU International President felt it was in the best interest of the union to do so. Our longstanding commitment to solidarity- helping workers who need a hand – will continue. “An injury to one is an injury to all.”

August 29, 2013

President Richard Trumka
AFL-CIO
815 16th Street, NW
Washington, DC 20006
Re: ILWU Disaffiliation

Brother Trumka:

It is with regret but resolve that we have come to the point where the International Longshore and Warehouse Union (ILWU) must cut formal ties with the AFL-CIO.

As you know, the ILWU has a long and proud history of militant independence inside and outside the House of Labor. With roots from the old Wobblies (IWW), our Union arose from industrial-based organizing, against the tradition of craft-based unionism, to become a founding member of the Congress of Industrial Organizations (CIO). This affiliation itself, however, did not last long. During the anti-labor, McCarthy period, the ILWU was kicked out of the CIO for being “too red” and too independent, and we did not join the merged AFL-CIO until 1988. In short, the ILWU has been independent and unaffiliated for most of its history. Today, the ILWU returns to that tradition.

I do wish to note that during our affiliation, the Federation’s national office did, on occasion, provide some support to the ILWU. One particular high mark was your personal involvement in longshore contract negotiations in 2002, which we gratefully acknowledge. But even in those negotiations, we had to fend off attacks from other national affiliates, who actively tried to undermine our contract struggle by filing legal claims and walking through our picket lines protesting the ten-day employer lockout. And this was at a time when the Bush Administration had openly threatened to militarize the ports and even shoot some of us to secure the ports for the coming war in Iraq. Even after this passed, six years later, when the longshore contract reopened in 2008, one of these national affiliates filed ULP charges against the ILWU to try again to sabotage our bargaining.

Since then, we have seen a growing surge of attacks from various affiliates. A particularly outrageous raid occurred in 2011, when one affiliate slipped in to longshore jobs at the new EGT grain facility in the Port of Longview, Washington, and then walked through ILWU picket lines for six months until we were able to secure this critical longshore jurisdiction. Your office added insult to injury by issuing a directive to the Oregon State Federation to rescind its support of the ILWU fight at EGT, which threatened to be the first marine terminal on the West Coast to go non-ILWU.

The attacks by affiliates against the ILWU have only increased. One affiliate has filed a string of ULP charges as well as an Article XX charge that not only interfere with ILWU contractual rights at specific ports; the ULP charges also are attempting to dismantle core jurisdictional provisions in our Longshore Contract for the entire West Coast. In Los Angeles and Oakland, another affiliate is imposing internal union fines against dual union members for the “crime” of taking a job as a longshoreman — the stated purpose of the fines being to prevent the ILWU from filling new waterfront jobs that replace traditional longshore work due to new technologies. In Oakland and Tacoma, another affiliate is trying to use a recent NLRB ruling against one of our employers to take over ILWU jobs with some of our other employers. Throughout the Pacific Northwest, we are daily seeing still other affiliates blatantly cross the picket lines of ILWU members who have been locked out for months by the regional grain industry. And just this week, some of the Building Trades affiliates have displaced ILWU workers in the loading of barges at Terminal 46 in Seattle where longshoremen have done this work for generations. They also had the gall to file several ULP charges against us for picketing at our own marine terminal. These multi-state attacks against the ILWU are being coordinated in large part by a law firm with close ties to the Federation.

We see this situation only getting worse as the ILWU is about to start West Coast longshore negotiations and face the challenge of the ports soon being run by robotics and computer-operated machinery over the next five to ten years. The survival of the ILWU and the job security of our members depend on our having these remaining jobs, which will mostly involve the servicing and maintenance of the robotics and other machinery. These are jobs that directly replace longshoremen, jobs that ILWU employers control and jobs that fall under jurisdictional provisions of our Contract. We will not let other affiliates jeopardize our survival and block our future as the primary waterfront workforce.

The ILWU has also become increasingly frustrated with the Federation’s moderate, overly compromising policy positions on such important matters as immigration, labor law reform, health care reform, and international labor issues. We feel the Federation has done a great disservice to the labor movement and all working people by going along to get along. The Federation has not stood its ground on issues that are most important to our members. President Obama ran on a platform that he would not tax medical plans and at the 2009 AFL-CIO Convention, you stated that labor would not stand for a tax on our benefits. Yet the Federation later lobbied affiliates to support a bill that taxed our health care plans. Similarly, the AFL-CIO and the ILWU have historically supported comprehensive immigration reform with a clear path to citizenship that protects undocumented workers from firings, deportations, and the denial of their rights. However, the immigration bill you recently asked us to support imposes extremely long waiting periods on the path to citizenship and favors workers with higher education and profitability to corporations, as opposed to the undocumented workers such as janitors and farm workers who would greatly benefit from the protections granted by legalization. As a labor movement, we need to stand up and be the voice for our members and working people. We cannot continue to compromise on the issues that benefit and protect the working men and women of America.

Disaffiliation does not mean that the ILWU intends to go it alone. Not by a long shot. The ILWU has and will continue to provide whatever aid and support we can for our fellow trade unionists and workers everywhere. We are committed to working in solidarity with all unions and labor groups, including the Federation and its affiliates, for the advancement of workers, worker rights, and progressive issues everywhere.

In Solidarity,

Robert McEllrath
International President

cc: ILWU Titled Officers
ILWU International Executive Board
ILWU Longshore Division Coast Committee
ILWU Affiliates
AFL-CIO Executive Council



ILWU International President Bob McEllrath.

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Nuestra decisión de salirnos del AFL-CIO

A finales de agosto, yo le escribí una carta al presidente Richard Trumka explicando por qué estábamos suspendiendo nuestra afiliación al AFL-CIO nacional. Les animo a que lean mi carta para que entiendan por qué tomé esta decisión difícil. Tomamos esta medida después de que nuestros delegados en la Convención Internacional de ILWU en 2012 autorizaron que nos saliéramos del AFL-CIO – en el momento y si el Presidente Internacional de ILWU consideraba que era lo más indicado para nuestro sindicato. Continuará la firme adhesión a la solidaridad que hemos demostrado por mucho tiempo, es decir, seguiremos echándole la mano a los trabajadores que la necesitan. “El daño a uno es un daño a todos.”

President Richard Trumka
AFL-CIO
815 16th Street, NW
Washington, DC 20006
Re: Desafiliación de ILWU

Compañero Trumka:

Lamentamos mucho que ha llegado el momento en que el Sindicato Internacional de Trabajadores Portuarios y de Almacenes (ILWU) ha tomado la decisión firme de romper los vínculos formales con el AFL-CIO.

Usted bien sabe que nosotros, el ILWU, por mucho tiempo hemos demostrado y nos enorgullecemos de nuestra independencia combativa, tanto dentro como fuera del movimiento sindical. Con sus raíces en los antiguos “Wobblies” (IWW), nuestro sindicato surgió cuando se organizaban los trabajadores por sector industrial, dejando atrás la tradición de la agremiación por oficios, para convertirse en miembro fundador del Congreso de Organizaciones Industriales (CIO). Sin embargo, esta afiliación no perduró. Durante el período antisindical del macartismo, el ILWU fue expulsado del CIO por ser “demasiado rojo” e independiente, y no volvimos a asociarnos al AFL-CIO ya consolidado sino hasta 1988. En pocas palabras, el ILWU ha permanecido independiente sin asociarse durante la mayor parte de su existencia. Hoy, el ILWU vuelve a retomar esa tradición.

Quiero señalar que durante nuestra afiliación, la oficina nacional de la Federación prestó su apoyo en algunas ocasiones al ILWU. Una ocasión que se destaca fue aquella en que usted personalmente participó en las negociaciones contractuales en 2002, que reconocemos con agradecimiento. Pero aún en esas negociaciones, tuvimos que defendernos de los ataques de otros afiliados nacionales de la Federación, que se afanaron por debilitar nuestra lucha contractual, presentando demandas legales y no respetando nuestros piqueteos cuando protestamos el cierre patronal que duró diez días. Además esto sucedió cuando la administración del Presidente Bush había amenazado abiertamente con militarizar los puertos y hasta darnos de balazos para que siguieran operando, puesto que estaba inminente la guerra en Irak. Aún después de que ya había pasado todo esto, seis años después, cuando se volvió a negociar el contrato de trabajadores portuarios en 2008, uno de esos afiliados nacionales antepuso denuncias de prácticas laborales ilícitas contra nuestro sindicato para tratar de sabotear nuestras negociaciones.

Desde entonces hemos visto una creciente ola de ataques por parte de varias organizaciones afiliadas a la Federación. Una incursión especialmente descarada ocurrió en 2011, cuando una de ellas se apropió de los empleos de los trabajadores portuarios en las nuevas instalaciones de granos de EGT en el puerto de Longview, Washington, y luego sus miembros se negaron a respetar la línea de piqueteo por seis meses hasta que pudimos sacarlos de ese centro de trabajo importante que correspondía por derecho a los estibadores. Por si fuera poco, su oficina ordenó que la Federación Estatal de Oregon retirara su apoyo a la lucha de ILWU en EGT, la cual estuvo a punto de convertirse en la primera terminal portuaria en la costa occidental que no fuese sindicalizada por ILWU.

Los ataques contra ILWU por parte de las organizaciones afiliadas a la Federación sólo han ido en aumento. Uno de estas afiliadas ha presentado una serie de cargos de prácticas laborales ilícitas, al igual que un cargo según el Artículo 20, que no solo interfiere con los derechos contractuales de ILWU en puertos específicos, sino que con estos cargos se pretende demoler disposiciones fundamentales que protegen la jurisdicción de nuestro contrato portuario en toda la litoral del Pacífico. En Los Ángeles y Oakland, otra organización afiliada está imponiendo cuotas sindicales a trabajadores que sean miembros de dos sindicatos para “castigarlos” por aceptar empleo como estibadores – según esto, se imponen estas multas para impedir que el ILWU represente a los que ocupen nuevos puestos de trabajo portuarios que han tomado el lugar de los puestos tradicionales, debido al uso de nuevas tecnologías. En Oakland y Tacoma, otra afiliada está aprovechando un reciente fallo de la NLRB contra uno de nuestros empleadores para imponerse como representante de los empleados que trabajan para otros de nuestros empleadores. Por todo el noroeste de la costa del Pacífico, estamos viendo a diario como otros sindicatos rompen nuestras huelgas cuando las empresas regionales de granos han hecho un cierre patronal por meses contra los miembros del ILWU. Solo en esta semana algunos sindicatos afiliados de los Oficios de la Construcción desplazaron a trabajadores afiliados al ILWU en la carga de barcasas en la Terminal 46 en Seattle, no obstante que los que han hecho ese trabajo por generaciones han sido nuestros miembros. Además tuvieron el descaro de presentar cargos por prácticas laborales ilícitas contra nosotros por hacer el piqueteo en nuestra propia terminal portuaria. Estos ataques en varios estados contra el ILWU son coordinados en su mayor parte por un bufete de abogados que tiene vínculos estrechos con la Federación.

Consideramos que esta situación sólo empeorará a medida que el ILWU empiece las negociaciones a nombre de los trabajadores portuarios de la costa occidental, mientras que al mismo tiempo debemos enfrentar una mayor operación de los puertos con robots y maquinaria computarizada en los próximos cinco a diez años. La supervivencia del ILWU y el tener empleos para nuestros miembros depende de que podamos preservar los empleos que queden, lo cual implica darle servicio y mantener los aparatos robóticos y otra maquinaria. Los empleos de los trabajadores portuarios quedarán reemplazados por estos nuevos empleos, los cuales serán controlados por los empleadores de los miembros del ILWU y son puestos de trabajo que están sujetos a las disposiciones de nuestro contrato que establece nuestra jurisdicción. No dejaremos que otras organizaciones afiliadas a la Federación arriesguen nuestra supervivencia y obstaculicen nuestro futuro como la principal fuerza de trabajo en los puertos.

El ILWU también ha quedado cada vez más frustrado con las posturas moderadas y acomodaticias de la Federación en asuntos de política, tales como de inmigración, reforma de las leyes laborales, reforma del sistema de salud y asuntos laborales internacionales. Consideramos que la Federación ha perjudicado mucho al movimiento sindical y a todos los trabajadores al quedar de acuerdo sólo para quedar bien. La Federación no ha tomado una posición firme en los asuntos que son importantes para nuestros miembros. El Presidente Obama prometió en su campaña electoral que no se cobrarían impuestos a los que tenían beneficios médicos. Sin embargo, la Federación posteriormente presionó a sus organizaciones afiliadas a que apoyaran un proyecto de ley que terminaría por gravar nuestros planes de salud. Asimismo, la AFL-CIO y el ILWU han apoyado históricamente las reformas amplias a las leyes de inmigración que incluyen una vía directa a la ciudadanía, y protegen a los trabajadores indocumentados de los despidos, deportaciones y negación de sus derechos. Sin embargo, el proyecto de ley de inmigración que usted recientemente nos pidió que apoyemos establece períodos de espera extremadamente largos para lograr la ciudadanía y da preferencia a los trabajadores con mayores niveles educativos que aumentan la rentabilidad de las corporaciones, en lugar de trabajadores indocumentados como los conserjes y trabajadores agrícolas que serían los que más pueden aprovechar las protecciones que conlleva la legalización. Como movimiento sindical, necesitamos tomar posiciones fuertes y defender a nuestros miembros y a los trabajadores en general. No podemos seguir haciendo concesiones en aquellos asuntos que benefician y protegen a los asalariados, tanto hombres como mujeres, en este país.

La desafiliación no significa que el ILWU piensa actuar solo, ni mucho menos. El ILWU ha prestado y seguirá prestando todo el apoyo y respaldo que podamos a nuestros compañeros de otros sindicatos y trabajadores en todas partes. Prometemos solidarizarnos con todos los gremios y grupos laborales, incluso la Federación y sus afiliados, para promover el progreso de los trabajadores, los derechos laborales y los asuntos progresistas en todas partes.

Con solidaridad,
Robert McEllrath
Presidente Internacional

cc: Dirigentes de ILWU
Junta ejecutiva de ILWU Internacional
Comité del Litoral de la División Portuaria de ILWU
Organizaciones afiliadas a ILWU
Consejo ejecutivo de AFL-CIO

Trabajadores del reciclaje luchan por la justicia

Más de 200 trabajadores del reciclaje de Oakland, en una gran manifestación de unidad hicieron la huelga el martes, 30 de julio contra Waste Management y California Waste Solutions (CWS) – dos compañías de reciclaje contratadas por la Ciudad de Oakland que pagan salarios bajos en sus instalaciones en las que a menudo se trabaja en condiciones peligrosas. El primer grupo de afiliados del Local 6 de ILWU empezó el paro de labores a la mitad del turno de la mañana, y a mediodía los trabajadores de los otros turnos se unieron a ellos. El Local facilitó choferes para los minibuses que trasladaron a los trabajadores entre sus centros de trabajo, el salón del sindicato y la Alcaldía de Oakland.

Huelga móvil

En lugar de hacer el piqueteo en zonas industriales remotas y aisladas en las que se encuentran las plantas de reciclaje, los trabajadores formaron caravanas que partieron de la instalación de Waste Management por la mañana y se concentraron en dos plantas cercanas de CWS. Luego todo el grupo viajó junto a la Alcaldía en el centro de Oakland. El resultado fue un día repleto de acción política y solidaridad que incluyó marchas, “carteleras humanas”, visitas con funcionarios electos locales y estatales, y un mitin animoso. La jornada llegó a su punto culminante cuando los participantes del mitin, incluyendo muchos aliados de la comunidad, llenaron los asientos de la cámara de la Alcaldía y pidieron con insistencia a los miembros del Consejo Municipal que respondieran a las injusticias que enfrentan los trabajadores del reciclaje.

Trabajo sucio y peligroso

Emanuel San Gabriel es uno de los trabajadores de reciclaje de CWS



Luchando por las familias: Los trabajadores del reciclaje en el condado de Alameda están luchando por un contrato justo, que incluya un salario que le permita sostener a su familia con dignidad.

que abandonó su trabajo polvoriento y ruidoso para unirse a la protesta. Pero no lo hizo solo: un 100% de sus compañeros de trabajo de CWS se unieron al esfuerzo. San Gabriel habló en el mitin, explicando que el trabajo que hacen es valioso para la comunidad y el medioambiente – pero no se valora, tal como lo muestran los bajos salarios, condiciones de trabajo peligrosas y beneficios de salud limitados que no cubren a los familiares.

Muerte causado por negligencia de la compañía

El año pasado, Cal-OSHA le imputó cargos a Waste Management por violar las reglas de seguridad, llevando a la muerte de un trabajador de recolección de basura que trabajaba en la instalación de Davis Street en San Leandro donde se hace el reciclaje. Waste Management hasta la fecha se niega a responsabilizarse y a pagar más de \$50,000 en multas impuestas por OSHA por haber causado el fallecimiento.

Hace ocho años en 2005, un trabajador de CWS, Douglas Espinoza, murió aplastado mientras trabajaba en Oakland. Cal-OSHA también investigó ese accidente y expidió citatorios debido a que la compañía no acató las leyes de seguridad. [note –need to confirm OSHA citations]

Muestra impresionante de peligros

Los trabajadores del reciclaje, en la protesta realizada en la Alcaldía, dieron detalles al público y a los medios de algunos de los peligros que afrontan todos los días. En un despliegue de 20 pies mostraron algunos de los típicos artículos peligrosos que con frecuencia encuentran en la correa de reciclaje. Además de los artículos de papel, plástico y vidrio vienen jeringas hipodérmicas, heces de animales, desechos peligrosos, solventes volátiles y materiales de construcción que a menudo contienen asbesto y plomo.

Un mensaje fuerte y cobertura de los medios de comunicación

El despliegue de peligros fue una de muchas maneras en que los trabajadores comunicaron un mensaje fuerte con el que el público se identificó. Ellos dieron principalmente las entrevistas conducidas por los medios – no los dirigentes sindicales. Las pancartas contenían mensajes claros y sencillos exigiendo justicia y respeto. Los trabajadores no tuvieron problemas para hablar de los peligros que enfrentan en el trabajo, la necesidad de luchar contra la avaricia empresarial y el hecho de que ganan 40% menos que los trabajadores de reciclaje de San José y San Francisco. El resultado fue una buena cobertura por parte de la televisión, radio y prensa – en la que se destacaron a los trabajadores hablando con sus propias voces.

Violaciones de las leyes laborales

El paro laboral fue provocado por violaciones de las leyes laborales conocidas como “prácticas laborales injustas” (las ULP) cometidas por Waste Management y CWS, incluso las represalias ilegales, la negociación en mala fe y otras ULP. Casi todos mencionaron el problema de la falta de respeto, que se ha convertido en un llamado

a la acción para la fuerza laboral predominantemente inmigrante. A finales de 2012, Waste Management tomó represalias contra los trabajadores inmigrantes que estaban planeando una protesta. La compañía sometió indebidamente a los trabajadores a una revisión por medio de “E-verify”. Esta represalia por parte de la compañía suscitó una queja contra Waste Management por parte de la Junta Nacional de Relaciones Laborales por no negociar con el Local 6 antes de implementar el programa “E-verify”.

Bajos salarios

Entre todas las ofensas, los trabajadores se han centrado en los bajos salarios, ya que se les paga en promedio \$12.67 o menos por hora en Waste Management. CWS paga hasta menos: \$10.87 por las primeras 780 horas, luego \$11.97. Pero CWS paga \$20 por hora a sus empleados de reciclaje en San José y la empresa de “recología” en San Francisco también paga \$20 por hora a los trabajadores de reciclaje. En Oakland, los salarios son pagados por empresas de reciclaje particulares, pero ambas compañías dependen de contratos lucrativos con la Ciudad de Oakland que establece las condiciones de dichos contratos. Tanto Waste Management como California Waste Solutions están cabildeando ahora para que la Ciudad les renueve los contratos por otros 20 años – pero sin pagar salarios dignos a los trabajadores del reciclaje.

“Queremos una mejor vida para nuestras familias,” dice Alejandra León, trabajadora del reciclaje. “Hacemos trabajo valioso para el medioambiente y estas compañías disponen de los medios para tratarnos mejor,” dice ella.

Todos los trabajadores llevaban el mismo botón: “\$20 para 2016!” – lo cual se refería a su meta de igualdad con las otras ciudades de la Bahía que pagan salarios más justos a los trabajadores del reciclaje.

Mismas tarifas, salarios más bajos

Las tarifas que pagan los residentes de San José y San Francisco para la recolección de basura y reciclaje son parecidas a las que pagan los residentes de Oakland – pero los salarios pagados a los trabajadores de reciclaje en esta ciudad son inferiores a los normales. El Sierra Club, GAIA, Coalición de Salud Ambiental y otros grupos ecológicos están apoyando la lucha por aumentar los salarios de los trabajadores del reciclaje porque quieren que los “empleos verdes” sean buenos empleos – no empleos basura.

Ensayo de protesta

En las semanas anteriores a la huelga, los trabajadores mismos organizaron protestas semanales en frente de la sede de Waste Management en 98th Street en Oakland, las cuales contaron con un apoyo impresionante por parte de los compañeros de trabajo que dedicaron cientos de horas voluntariamente a la causa. Los trabajadores pidieron – y recibieron – un fuerte apoyo del público que sonaba las bocinas de sus carros y hacía señas de aprobación al pasar frente a la protesta. La buena cobertura mediática de las actividades dieron oportunidad a los trabajadores

de comunicar al público información acerca de las ganancias de \$800 millones obtenidas por Waste Management el año pasado, y la remuneración total de \$7 millones para el Director General de la empresa, comparándola con los salarios inferiores a los normales que se pagan a los trabajadores en Oakland.

Apoyo de la coalición

La acción y organización de los trabajadores es la esencia de la campaña, pero se está recibiendo un fuerte apoyo de los aliados de la comunidad. Estos incluyen la East Bay Alliance for a Sustainable Economy (EBASE), Faith Alliance for a Moral Economy (FAME), el Sierra Club, Environmental Health Coalition, Worksafe!, la Global Alliance for Incinerator Alternatives (GAIA), Alliance of Californians for Community Empowerment (ACCE), Mujeres Unidas y Activas y muchos otros.

Bilingüe es mejor

La mayoría de los trabajadores hablan español, así que los eventos y materiales relacionados con la huelga son bilingües, para asegurar que todos entiendan y se sientan incluidos. Esto se convirtió en una ventaja ya que los medios en español llegaron a los ensayos de protesta previos a la huelga. La traducción y variedad de idiomas fue evidente durante toda la jornada, fortaleciendo la unidad al superar las diferencias.

Solidaridad de los acereros

El 30 de julio, los trabajadores del reciclaje en la instalación de Waste Management en San Leandro tuvieron una manifestación y mitin. Los acompañaron la caravana de Solidaridad Veraniega del Sindicato de Siderúrgicos (SoS), activistas de dicho Sindicato y aliados de todo el país que hacían una gira de 17 días por 13 ciudades de costa a costa. Durante su gira la caravana ha apoyado las luchas de los trabajadores, y ha participado en protestas, talleres y conciertos.

A la manifestación en Waste Management asistieron más de 60 personas, incluso trabajadores de reciclaje, aliados de la comunidad y una delegación de trabajadores de restaurantes de comidas rápidas del aeropuerto de Oakland que estaban haciendo un paro de un día.

Anne Feeney, la cantante y letrista legendaria de música laboral, y el artista y activista canadiense Michael O'Brien que viajaban con la gira de SoS actuaron en el evento.

Después del mitin, la caravana SoS y una delegación de trabajadores del reciclaje fueron al aeropuerto de Oakland para apoyar a los empleados que estaban en huelga allí.

¿Empleos verdes o empleos basura?

El Consejo Municipal de Oakland finalmente decidirá si los trabajadores de reciclaje que trabajan en esta ciudad tendrán puestos de trabajo dignos como los que se tienen en San José y otras ciudades, o si seguirán recibiendo salarios de pobreza. La decisión será tomada por dicho Consejo en los próximos meses, y los trabajadores del Local 6 sin duda insistirán en hacerse escuchar.

Oakland recycling workers raise hell over corporate greed

continued from page 1

all featuring workers speaking in their own voices.

Labor violations

The job action was triggered by labor law violations committed by Waste Management and CWS, resulting in an “unfair labor practices strike.” But the concerns raised by workers went beyond the unlawful retaliation, bad faith bargaining and other violations by the companies. Nearly everyone raised the problem of disrespect – which became the common rallying cry among the predominantly immigrant workforce.

Low wages

Among the many signs of disrespect, they say, are the low wages, which amount to just \$12.67 and less per hour – while recycling workers in San Jose and San Francisco are paid \$20. While the low paychecks are issued by private companies (Waste Management and CWS) the City of Oakland sets the terms and conditions for lucrative contracts – which both

companies are now lobbying to extend for another 10-20 years.

“We want a better life for our families,” said recycling worker Alejandra León. “We do important work for the environment and this community, and these companies can afford to treat us better,” she said.

Every worker wore the same button: “\$20 by 2016!” – referring to their goal of parity with other Bay Area cities who already pay recycling workers more fairly.

Practice protests

In the weeks leading up to the strike, workers organized weekly protests in front of the Waste Management’s corporate headquarters on 98th Street in Oakland, near the airport. The effort – planned by workers themselves – attracted impressive support from co-workers who volunteered hundreds of hours of time to the cause. Good media coverage at those actions allowed workers to practice talking about Waste Management’s \$800 million dollar profit last year, and the \$7 million compensa-



Getting the message out: Waste Management worker Manuel Christy talks with a reporter from a local radio station about corporate greed. He said workers were fed up with the lack of respect from the company.



Standing with workers: Oakland City Councilwoman Libby Schaaf signs a statement of support for Alameda County recycling workers. Other elected officials who have signed the statement include by Assembly woman Nancy Skinner, Oakland Mayor Jean Quan, Fremont Mayor Bill Harrison, Alameda County Supervisor Richard Valle and Oakland City Councilwoman Rebecca Kaplan.



Workers united: Over 200 workers from Waste Management and California Waste Solutions gathered together for a day-long action at Oakland’s City Hall.

SECRETARY-TREASURERS
CONFERENCE

November 3-7

EDGEWATER HOTEL

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Seattle, WA 98121

For more info contact Robin Walker
or Russ Bargmann at 415-775-0533

tion awarded to their CEO. The theme of “corporate greed” used by workers at these “practice protests” became a key theme in the public messaging for the strike.

Coalition support

While workers and organizing in the workplace remains the heart of the campaign, important support from allies in the community was evident at the action. The East Bay Alliance for a Sustainable Economy (EBASE) that includes the Faith Alliance for a Moral Economy (FAME), the Sierra Club, Center for Environmental Health Coalition, Worksafe!, and the Global Alliance for Incinerator Alternatives (GAIA), Alliance of Californians for Community Empowerment (ACCE), Mujeres Unidas y Activas, and many others. The recycling workers at Waste Management and CWS belong to ILWU Local 6 which is helping the workers organize their campaign.

Bi-lingual is better

While most recycling workers speak Spanish, the strike events and materials were bi-lingual, to make sure everyone understood and felt included. This became an advantage with media coverage, that attracted Spanish-language stations to both “practice protests” that led up to the strike. Translation and a mix of languages were noticeable throughout the day – building unity by reducing differences.

Steelworker solidarity

On July 30th recycling workers at the Waste Management’s recycling facility in San Leandro held a rally and demonstration. They were joined by the Steelworker’s Summer of Solidarity (SoS) caravan—a 17-day, 13-city coast-to-coast tour of Steelworker union activists and allies from across the country. The SoS caravan has been supporting local labor struggles along its tour and participating in street actions, workshops and concerts.

The Waste Management demonstration was attended by over 60 people including recycling workers, community allies, and a delegation of fast food workers from the Oakland airport who were on a one-day strike. Legendary labor singer/songwriter Anne Feeney and Canadian hip-hop artist and union activist Michael O’Brien who were travelling with the SoS tour performed at the event.

After the rally, the SoS caravan and a delegation of recycling workers went to the Oakland airport to support the striking airport workers.

Good green jobs or more junk jobs?

Oakland’s City Council will ultimately decide whether their recycling workers join the better-pay that San Jose and other cities provide, or continue to stagnate with low-wage “junk jobs” instead of the good green jobs that Oakland and other cities so desperately need.



Solidarity down-under: *ILWU Secretary-Treasurer Willie Adams (left) attended a rally in Newcastle, Australia, on August 9 with members of the Maritime Union of Australia's (MUA) Newcastle Branch who are fighting for justice at a coal mine operated by Rio Tinto – one of the world's largest mining companies. Adams said he came to deliver an important message for both workers and the company: "The global maritime community is now taking on this fight."*

MUA Newcastle Branch Secretary Glen Williams (right) explained that the MUA and three other unions have been negotiating together with Rio Tinto for more than a year – but the company still wants to cut job security and weaken the dispute resolution process – despite more than 50 contract changes that workers offered to boost productivity at the coal mine.

Two months ago, workers organized job actions over a four-day period.

MUA Assistant National Secretary Ian Bray said, "We want an agreement and are building alliances around the world to show suppliers and the maritime industry that we will continue taking action for a fair deal."

September 2013

NOTICE TO ALL ILWU-REPRESENTED EMPLOYEES, ILWU MEMBERS, FINANCIAL CORE NON-MEMBERS AND NEW HIRES

This notice applies to all ILWU-represented employees, ILWU members, nonmembers and new hires working in an ILWU bargaining unit, including members and individuals who happen at any time to become financial core members by any means, including by choice, suspension or expulsion from union membership in any local or division affiliated with the ILWU, for the one year period following the date of this notice or until such time covered by a later notice of similar kind.

The information contained herein applies to ILWU International per capita and, for those working in the Longshore Division, the ILWU Coast Longshore Division Pro Rata fees or payments of any kind under a union security clause. This notice also applies to local dues and fees paid to any affiliated ILWU locals or divisions, except those affiliates who have chosen not to be covered by this notice and have issued their own separate notice under their own separate policies and procedures. (Accordingly, this notice shall be superseded by any other notice issued by any affiliated ILWU local or division with respect to its dues and fees.)

Please be advised that individuals working under a union security clause contained in a collective bargaining agreement, notwithstanding the specific provisions of such clause, are only required as a condition of employment under such clause to pay uniform dues and any required initiation fees and may, by writing to the ILWU Secretary-Treasurer, or to their local ILWU secretary-treasurer, resign or decline union membership and choose to become a "financial core member" at any time. Such "financial core members" are deemed to be in compliance with any union security clause, regardless of any specific wording to the contrary, so long as they timely pay all regular and periodic financial core dues or fees properly charged by their bargaining representative as explained herein.

Please be advised, however, that financial core members deprive themselves of the valuable rights of union membership in the ILWU and their ILWU local or division. A financial core member does not have the right to vote, nominate for office, hold office, or be a candidate for office in the ILWU; nor may he/she participate in or even attend ILWU meetings or any functions of the union that are limited to union members. In addition, a financial core member has no right to vote on dues increases or on contracts submitted to the membership for ratification. These rights and privileges of union membership are accorded only to union members in good standing.

Nevertheless, financial core members are still legally required under a valid union security clause to pay to their union for the costs related to collective bargaining, contract administration, grievance adjustment, and union organizing of establishments within competitive markets of ILWU-unionized employers, and other activities reasonably related to the effectuation of the union's representational duties (hereinafter called "chargeable activities"). However, union expenditures for non-representational activities such as political activities, lobbying (hereinafter called "nonchargeable activities") - activities which most workers know help build a better climate for us all in bargaining with employers and in securing fundamental worker rights - may not be charged to financial core members who file timely objections.

For calendar year 2012 (which is the most recent audited year), the financial review has confirmed that no more than 12% of all ILWU International's expenditures were for nonchargeable activities. While each ILWU local and division may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that the nonchargeable percentage for ILWU locals is significantly lower than that for the ILWU International. Nevertheless, those ILWU locals and divisions covered by this notice will not collect or seek to collect financial core fees greater than that based on the nonchargeable percentage of 12% stated above for the ILWU International for the applicable collection period herein or until such time as such local issues a separate notice.

For those individuals employed in the ILWU Longshore Division and work for PMA-member companies under the Pacific Coast Longshore and Clerks Agreement or other longshore industry employers, please also note that with respect to Coast Pro Rata Fees (including "Fighting Fund" fees), for calendar year 2012 (which is the most recent audited year), the financial review has confirmed that no more than 10% of all ILWU Coast Longshore Division's expenditures were for nonchargeable activities.

The ILWU International Executive Board and the ILWU Coast Longshore Division have adopted the following Procedures on Financial Core Members Objecting to Non-chargeable Expenditures (hereinafter called the "Procedures"). Under the Procedures, a financial core member of any affiliated ILWU local and division has the right within an applicable 30 day period of time to object to expenditure for nonchargeable activities of his or her local dues paid to the ILWU local and the per capita paid to the ILWU International, as well as any Coast Pro Rata fees paid to the ILWU Coast Longshore Division. In the event a financial core member perfects such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues and per capita reflecting the ILWU International's nonchargeable percentage of 12% stated above and, additionally for those working in the ILWU Longshore Division, an appropriate monthly reduction or an advance rebate of a portion of the coast pro rata fees reflecting the ILWU Coast Pro Rata Committee's nonchargeable percentage of 10% stated above.

Under the Procedures, an objection by a financial core member must be made in writing and post-marked within 30 days from the date of this notice or the date of becoming a new hire or a financial core member under an ILWU union security clause and receipt of this notice, whichever is later, and addressed to the ILWU International Secretary-Treasurer, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109. To be valid, the written objection must specify the objector's name, address, social security number, current wage rate, the name of his or her employer and the name of the local union or division which represents the objector. A written objection must be timely in order to be valid. Without waiving the 30-day filing period with respect to other notices of this type, please be advised that under this notice only, objections filed by current financial core members will be deemed timely if postmarked on or before November 1, 2013. Individuals who after the date of this notice become new hires or financial core members may file an objection within 30 days of the date they become a new hire or financial core member or receive this notice, whichever is later.

Unless changed by a later notice, those financial core members and new hires who file timely objections will not be charged from the date they file a timely objection through November 1, 2014 for expenditures related to nonchargeable activities based on the applicable percentages noted above and also will be provided detailed, independently verified financial information concerning the breakdown between chargeable and nonchargeable expenditures of the ILWU International, the ILWU Coast Longshore Division (if the objector works in the Longshore Division) and of their ILWU local (if covered by this notice as explained herein). Objectors will also be given an opportunity to file, within 30 days of receipt of such financial information, a challenge to the amount and calculation of any such nonchargeable expenditures and percentages, as well as an opportunity to have such a challenge resolved, if not voluntarily settled, through expeditious arbitration before a neutral arbitrator selected by the American Arbitration Association (AAA) in proceedings conducted under AAA Rules applicable to objections to agency fees. Please also note that the amount or portion of financial core fees pending the period for filing any objection and challenge as well as the amount reasonably in dispute pursuant to any challenges will be kept in an interest bearing escrow account pending resolution of such challenges. Objectors who file challenges will receive any amount that may be determined to be owed them, plus accrued interest, pursuant to these Procedures.

It is important to know that the vast majority of ILWU represented workers believe that the little extra in dues for maintaining union membership and enjoying all the valuable benefits of full participation in the governing of the ILWU, and the negotiation of working conditions is quite a bargain. For a few cents more each week, union members enjoy all the benefits of membership in the ILWU. We sincerely believe that after careful consideration, new hires and financial core members too will agree that becoming and remaining a union member makes the most sense. If you are not a union member already but are eligible for membership under your Local's constitution and rules, please contact your ILWU local to join the ILWU.

This notice may be superseded or amended by later notices as issued by the ILWU, the Coast Pro Rata Committee or affiliated locals and divisions of the ILWU.
(rev. Aug 2013)

Second annual ILWU “Walk the Coast” events raise over \$100,000 for cancer charities

ILWU Walk the Coast organizers had two goals for this year’s event: get more locals to participate and raise more money than last year. Both of those goals were achieved. Walk the Coast is an ILWU, coastwise event dedicated to three principles – to raise awareness and funds for cancer charities, unite the union and work with the community. This year over \$100,000 was raised by ILWU members in Los Angeles, Seattle/Tacoma, San Francisco/Oakland, Port Hueneme, Vancouver and San Diego.

The Los Angeles, San Francisco/Oakland, Port Hueneme, and San Diego locals raised money for Alex’s Lemonade Stand, which fights childhood cancers; the Seattle/Tacoma events raised money for the Pancreatic Cancer Action Network (PanCAN) and Vancouver Walk the Coast, chaired by Rod O’Hearn raised money for the Ovarian Cancer National Alliance. The Coast Longshore Division donated a total of \$7,500 to ILWU Walk the Coast--\$2,500 to each of the charities.

“This was another fantastic event with the ILWU working with the community for a great cause. What was great about this year’s event was that we had more locals organizing events in their community,” said Coast Event Chairman Dan Imbagliazzo. “What is important is not how big or small the events are but that our union—up and down the coast—is working together to do something good for people in our community.”

The Los Angeles event was held on August 10th at Outer Harbor 54/55 in San Pedro. The event affair featured a full day of entertainment. The program started with a performance by the San Pedro High School Marching Band and the “Walk a Mile for Alex” tribute. Family entertainment included games, face painting, a fire department hook and adder, a fire boat water show, six fighter plane flyover, a special op helicopter and police patrol car on exhibition, live bands, a magician and juggler. The Master of Ceremonies this year was local NBC weathercaster Fritz Coleman and the event was opened up by LA City Councilman Joe Buscaino.

A silent auction featured a hot air balloon ride at the 2013 Albuquerque Balloon Fiesta and hotel stays in San Francisco. Also helpful to fundraising efforts this year were the funds raised by Los Angeles/Long Beach Casuals who raised \$3,000 and a Tri-Local Poker Tournament organized by members Sidro Felix (13) and Richard Harriet (94) with 108 players from Locals 13, 63, 94, and the community that raised \$5,660.

Port Hueneme and San Francisco/Oakland organized fundraising walks. The Bay Area event was hosted at Local 34 and also featured a car show and raffle.

The Seattle/Tacoma’s fundraiser was held at the Foss Waterway Seaport.

The day-long event featured carnival games, great food, a silent auction, a bouncy house and live music from the band Stay Grounded. The Tacoma Fire department and Foss Tugs—which is staffed with deck hands from the Inlandboatmen’s Union (IBU) entertained the crowd with a water show.



Walking for Alex: The Bay Area event, organized by Mike Villeggiante, Frank Cresci, Ed Ferris, Jerry Gatine, and Frank Gaskin, featured a walk, raffle and a car show.



Volunteers in Tacoma: Over 30 volunteers from locals 19, 23 and 52 pitched in to make the Seattle/Tacoma area event a great success in raising funds and awareness to fight pancreatic cancer.



Fighting childhood cancer: From left to right: Coast Dan Imbagliazzo, Coast Event Coordinator Robert Maynez, Congresswoman Janice Hahn, Master of Ceremony NBC Weathercaster Fritz Coleman, Event Director Judith Blahnik.

“Longshoremen are very generous people,” said Local 23 President Scott Mason. “This is a great event because it gives ILWU members the opportunity to embrace their own cause, coast wide. We need to get the younger people used to giving back to the community through charitable contributions—that’s a part of our culture and we need to pass that tradition along.”

The ILWU volunteers who have been organizing these events the past two years have faced a sharp learning curve in running a coastwise fundraising event, however, Walk the Coast has been a great success. Walk the Coast has raised tens of thousands of dollars for PanCAN and thousands for the Ovarian Cancer National Alliance. “The ILWU joined the \$100,000-plus

level sponsorship club for Alex’s Lemonade Stand which places the ILWU logo next to the logo of Fortune 500 companies like Kohl’s, Omni Hotels, and Walgreen’s on the charity’s website” said Coast Event Coordinator Robert Maynez. “That is pretty impressive for a labor union. That is in addition to last year’s accomplishment of reaching the ‘Top 100 fundraisers list’ nationwide for all fundraising efforts for Alex’s Lemonade Stand Foundation.”

In just two years, ILWU Walk the Coast has raised over \$200,000 for cancer charities. Imbagliazzo said that the ILWU Walk the Coast event will continue to gather momentum and build on the experience and success. “This is just the beginning,” he said.



Local 63 first annual scholarship: At the August 1, 2013 ILWU Local 63 membership meeting, Local 63 President Michael Podue and Day Business Agent/Committee Chair Michael Ponce awarded the local’s first annual scholarship awards to Dennis Bark, Jr., Baylee Mitsuhashi, Catalina Traylor, Lionel Miller, Ivan Rendon, Marcus Carreon, Evan Clark, William Clark, and Paul Mitre.

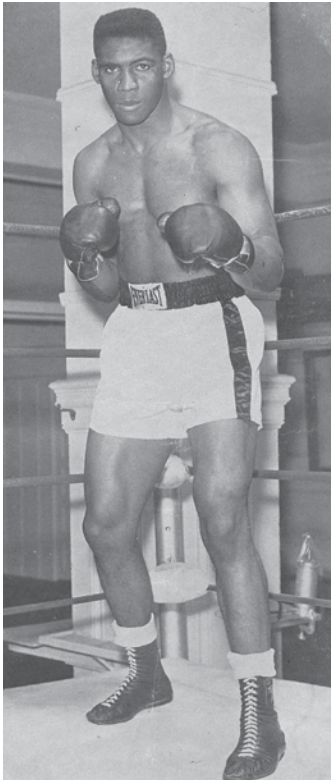
This past Spring, Local 63 formed a committee to review and administer a scholarship fund which would benefit the dependents within the local. The committee is made up of executive board and rank-and-file members: Michael Ponce, Chair; Julie Brown; Mike “Big Daddy” Carranza; Maureen Gutierrez; Thomas Marsee; and Melinda Gould. The new Local 63 Scholarship Fund is in addition to the local’s continuing support to the annual Local 13, 63, and 94 Scholarship Fund which provides scholarships to dependents of the three Locals as well as from within the community.

LETTERS TO THE DISPATCHER

Dear Editor,

I would like to note the passing of my friend and former Local 34 member, Elmer Rush, who died last January 13th. He was born in Ann Arbor, Michigan, where he became an outstanding athlete who played some college football before joining the Army and serving as a paratrooper. By the time he started working with us on the waterfront, Elmer “The Crush” Rush was training to become a professional heavyweight boxer. In 1966, he was rated as the #8 contender for the world heavyweight title – and he did it while serving as a member of the Local 10 Drill Team. I remember him marching with us up San Francisco’s Market Street in 1967 to support the United Farmworkers Union. He finished his years on the waterfront working as a Clerk at Local 34. Thank you for allowing me to share some of these details about my friend and union brother.

Josh Williams, Local 10 Pensioner & Drill Team Captain
San Francisco, CA



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



Standing for solidarity: Bay Area Rapid Transit (BART) workers approached Local 10 after their four-day strike in early July failed to win a new contract. On July 18, Amalgamated Transit Union (ATU) Local 1555 President Antonette Bryant addressed Local 10 members who unanimously adopted a solidarity resolution, as did members of the Inlandboatmen’s Union (IBU) San Francisco Region. Several ILWU members attended a march and rally on August 1 where actor Danny Glover was a featured speaker. Like longshore workers, BART employees have won excellent pay and benefits, but the public-employee unions now face a growing challenge as public support has eroded (polls show BART riders favoring management over unions by a margin of 2 to 1), and the gap widening between union and non-union pay and benefits. When BART workers announced plans for a second strike on August 4, Governor Jerry Brown imposed a 60-day strike injunction. Talks have deadlocked over raises, pensions and health insurance – plus safety issues. Negotiations are set to continue during the summer months.

TRANSITIONS

NEW PENSIONERS:

Local 8: Dave L. Pfaff; **Local 13:** Henry L. Uranga; Albert L. Green; Stanley G. Maness; Earl Rayson; **Local 19:** Charles M. Feely; **Local 23:** James W. Sinclair; **Local 34:** Joseph C. Abruzzo; **Local 40:** James B. Race; Gregory L. Mosher; **Local 52:** David B. Chaddock; **Local 63:** Shirley F. Simmons; Anita L. Uranga; Richard C. Clark; Pete M. Naluai; Lori J. Wheeler;

DECEASED PENSIONERS:

Local 8: Charles E. Moore; Shelton Harrison; **Local 10:** Osborne W. Hills; Melvin C. Richardson (Clara); Robert Sanders; David R. Ellison; Alfredo Rosas Moreno; **Local 13:** James F. Muths; **Local 19:** James E. Turner (Felicia); **Local 21:** Roy F. Mc Crady; Martin L. Benson; **Local 21:** George E. Zdilar; **Local 23:** Garth T. Wilhelm; Thomas L. Bredeson (Malinda); **Local 24:** David L. Proctor (Florence); **Local 26:** Fred A. Contreras; **Local 27:**

Daniel M. Hilt; Richard L. Parkhurst; **Local 29:** Alfred Pacheco; **Local 32:** Robert Dawson; **Local 34:** Arthur Bither (Shirley); **Local 34-Allied Workers Division:** Avelino Moreira; **Local 46:** Peter V. Maria; **Local 52:** Russell W. Rousseau (Sheryl); Thomas Barry; **Local 63:** James B. Seixas (Astrid B. Thangen); **Local 91:** Charles Mickens; **Local 94:** Carl S. Lent (Lavonne);

DECEASED SURVIVORS:

Local 8: Doris Sweider; Juanita Holmes; Joyce E. Piltz; **Local 10:** Edna L. Brown; Mae L. Ford; **Local 13:** Irene La Franco; Gloria Lee; **Local 19:** Georgia M. Griffey; Marge K. Holler; **Local 21:** Selma C. Johnson; Marie Fitzpatrick; **Local 34:** Ella Vera Williams; Barbara C. Ramet; Margaret R. Estrada; **Local 40:** Elsie Skoog; **Local 52:** Marion Marciel; **Local 63:** Ada Oreb; **Local 91:** Ozella Keys-Fuller; **Local 94:** Vera Trujillo;

ILWU LOCAL 13, 63, 94, PENSIONERS & ILWU CREDIT UNION HIGH SCHOOL SCHOLARSHIP PROGRAM

2013 marks the 11th year the International Longshore and Warehouse Union has provided a scholarship program to local High Schools. This program awards up to 3 students from each participating high school with \$600 scholarships to help them with their books, tuitions, etc. Each scholarship recipient wrote an essay on Harry Bridges, the founder of the ILWU, in which they recognized his integrity and the value of his struggle to help the working class. These students are real heroes who have shown they can persevere and continue with their studies. The Scholarship Committee would like to thank all the educators, our ILWU staff & Renee Oloque whose efforts make this program a success.

The ILWU is proud to support deserving young people in our community.

Thank you,
ILWU Scholarship Committee

On behalf of Local 13 President Chris Viramontes, Local 63 President Michael Podue, Local 94 President Danny Miranda, ILWU Pensioner President Penne Lavery & ILWU Credit Union President John Coleman we congratulate the following recipients of the 2013 ILWU Scholarship Program:

Harry Bridges

ILWU PENSIONERS

HIGH SCHOOL SCHOLARSHIP RECIPIENTS

BISHOP MONTGOMERY HIGH SCHOOL
Denise F. Belandres – Joshua A. Gallo – Caroline L. Munoz

CABRILLO HIGH SCHOOL
Elvin John Mabborang – Albert Perez Vanessa Enriquez

CARSON HIGH SCHOOL
Kathleen Masancay – Kemp Rivas- Thea montejo

LAKEWOOD HIGH SCHOOL
Miguel Gonzalez – Naomi A. Spurgeon – Taylor L. Glone

LONG BEACH POLYTECHNIC
Carla E. Ordonez – Samiya J. Hoyle – Ajunea S. Moore

MARY STAR OF THE SEA HIGH SCHOOL
Anthony Camacho – Anne Dever- Gabriela Meave

MAYFAIR HIGH SCHOOL
Aaron Clark – Marysol Gonzalez – Jeanina Botte

NATHANIEL NARBONNE HIGH SCHOOL
Elmer A. Menjivar – Stephanie N. Pacheco – Renato Ibarra

PALOS VERDES HIGH SCHOOL
Andrew R. Benesh – Kimberly J. Rich – Amanda J. Stefan

PENINSULA HIGH SCHOOL
Andre K. Enriquez – Anna N. Gazdik – Kristen A. Koyanagi

PHINEAS BANNING HIGH SCHOOL
Jennifer Gomez – Maritany Rodriguez – Kimberly Madrigal

PORT OF LOS ANGELES HIGH SCHOOL
Carmen Lopez Lisa Ricard – Angelina Grijalva

ROBERT A. MILLIKAN HIGH SCHOOL
Nicole Deleon – Jeremy E. Weidner – Wynter R. Hart

SAN PEDRO HIGH SCHOOL
Janice D. Olivieri – Maureen M. Johnson – Vincent Ortega

ST. ANTHONY HIGH SCHOOL
Kennedy Cordial – Lucila Maldonado – Aldrin Lupisan

TORRANCE HIGH SCHOOL
Dennis J. Bark – Marshall D. Reid

WOODROW WILSON HIGH SCHOOL
Zachary Taylor – Anselmo Gordon – Andrei Kvapil

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75th Diamond Gala

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AS WE CELEBRATE

*75 years of service to the ILWU and
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