



# THE DISPATCHER

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**Solidarity and action:** An estimated 1500 ILWU members marched in Seattle on November 30, 1999, coming from locals and affiliates across the West Coast, including Hawaii and Canada to protest a meeting of the World Trade Organization.

## Remembering the W.T.O. protests that rattled Seattle twenty years ago

I remember that the morning of November 30, 1999, was unseasonably warm for Seattle as I jumped into my car for the short drive to our union headquarters at Fisherman's Terminal in Seattle. That's where I met a small group of fellow members at our office of the Inlandboatmen's Union of the Pacific (IBU), the ILWU's Marine Division.

Twenty years ago, tugboat workers in the Puget Sound Region had elected me to serve as their business agent – and I'd also decided to run for National President of the IBU – so it was a busy and exciting time. But I didn't realize how much more exciting things would get during the next 24 hours.

Our group departed the union office with 300 picket signs, bullhorns, and our large union banner. We loaded up our cars and headed downtown to a pre-arranged meeting point at the Seattle Center fountain. We mustered there with 500 other ILWU members who were arriving from ports up and down the

West Coast, Hawaii, and Canada. We distributed the signs and banners to our ILWU group that had grown in and began marching through the streets toward Memorial Stadium, proudly chanting "I L W U," in a spirited and united voice. Inside the massive stadium, we encountered 30,000 other workers, activists and special guests who had arrived from all over the world. This convergence in the stadium was just a warm-up for our main event that began when thousands of us marched out of the stadium toward the World Trade Organization (WTO) meeting that was scheduled to begin that day in Seattle.

The WTO is a body of corporate-friendly bureaucrats who attracted well-deserved scorn from millions around the world that resented this international group that was established by and for global corporations to write the rules for world trade with little or no concern for workers or the environment. Five years earlier in 1994, many of these same corporations successfully lobbied Congress to approve the NAFTA "free trade agreement" that covered business deals between Mexico, Canada

and the U.S., that encouraged investors to send jobs to Mexico – without improving worker pay or labor rights. NAFTA was promoted by the corporate-friendly Clinton administration over the objection of labor unions. Passing a WTO agreement was the next part of Clinton's free trade agenda – one we were strongly opposed to that happening again.

ILWU International President Brian McWilliams spoke near the end of the rally but he got the loudest cheers from the stadium full of union members by announcing, "There will be no business as usual today!" He explained ILWU members were not working at West Coast ports that day as an expression of solidarity with workers, students, environmentalists, and citizen groups around the world who had gathered in Seattle. McWilliams said corporate globalization and "free trade" was hurting workers and communities – and needed to be replaced by "fair trade" to help workers and protect the environment in all countries. On that day, we all seemed to draw inspiration and hope from the slogan, "another world is possible."

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## PRESIDENT'S MESSAGE



**T**he struggles that the ILWU is facing have brought us to a watershed moment. We're moving through a difficult storm in the path of our union's rich history and continued story. There will be painful conversations. A few of our opponents have even written obituaries for our union. But, rest assured, there are no funeral plans and the ILWU will survive this challenge. We must remain calm and focused.

Your elected officers recently spent several weeks in Portland inside a federal courtroom at an important trial with other ILWU and Coast Longshore Division officers, including International Vice President Bobby Olvera, Jr., Secretary-Treasurer Ed Ferris, and Coast Committeemen Frank Ponce De Leon and Cameron Williams. Our legal team mounted a heartfelt and robust defense against ICTSI Oregon, Inc. – a subsidiary of a Philippines-based company ICTSI Inc. – that formerly operated the Port of Portland's container terminal. Our lawsuit with ICTSI stems from a labor dispute between ICTSI and the union in 2012, when ICTSI became a signatory to a labor agreement with the ILWU but refused to assign all of the work covered by the collective bargaining agreement to ILWU-represented workers. The labor dispute was quickly decided in ICTSI's favor by the NLRB and later in federal court, while labor management relations at Portland's container terminal worsened for unrelated reasons.

At the end of a two-week trial in Portland on November 4th, a jury decided a \$93 million verdict against the ILWU and Local 8. The size of the jury verdict left us shocked, but worse was the mischaracterization throughout the trial that the ILWU does not care about the Oregon community or the Port of Portland. In fact, we are part of the community, and the men and women of the ILWU literally broke their backs building and helping to make Portland's container terminal sustainable for years.

While we respect the process, we disagree with the excessive damages award, which supposedly compensated ICTSI for lost profits and some additional costs for a five-year period. It is our view that the award is not supported by the evidence, but based instead on speculation. The award is also several times what ICTSI projected it would make during that same five-year time period. Because we believe the jury's damages award is inconsistent with the evidence, we will raise these concerns with the Court.

The Judge has responded to our concerns by postponing entry of judgment on the verdict so we can have the opportunity to tell the Court why we believe the verdict is not supported by the evidence offered at trial. That process is now underway, but the Judge will not rule on the post-trial motions until February at the earliest.

Since early November, the International Officers and the ILWU Coast Longshore Division Coast Committee Officers have been consulting and sharing information with other union officers and delegates. On November 12, International Executive Board Trustees and Longshore Division local union presidents convened separately to receive an update. On November 13 and 14, the ILWU Coast Longshore Caucus delegates gathered to discuss the outcome of the trial and next steps. In both cases, the discussion was positive, underscoring our solidarity and resolve.

We're hoping that the Court will review the verdict and explore a different outcome – one that is more fair and consistent with the evidence. If that doesn't happen, there's a possibility that we may seek protection in federal court to re-organize our finances under

protections allowed by the federal bankruptcy court. While nobody wants to take this step, it may be the best way to protect the ILWU and to allow us to return to sound financial footing as quickly as possible.

If that step is necessary, and we hope it won't be, your union will continue helping new members and ILWU veterans, just like we've been doing since 1934. As your President, I consider this my highest duty. We all have an obligation to protect this institution that was built by generations of working men and women who sacrificed to improve working conditions and fight for the working class, despite the numerous setbacks and obstacles encountered along the way.

The ILWU's democratic decision-making process, including the International Executive Board and the Longshore Division Caucus, will help us make the best decisions possible. At the same time, we'll be alert for any employer or politician who thinks they can take advantage of this temporary setback. Finally, I'd like to clarify and reassure everyone that your ILWU pensions, savings plans and health benefits will not be impacted by these legal matters. There will be no changes in your contracts or working conditions.

During the coming months we'll keep you informed as this process unfolds. I'd like to finish this section of the report by acknowledging the many messages of solidarity and support we've receive from unions around the world who contacted us after the verdict was announced. It's a reminder that workers everywhere need to stand up, stick together and continue seeking justice. Let's learn from this experience, redouble our collective strength in support of the working class, and keep moving forward.

### Solidarity matters

I want to share another important event that happened last month.

Most of us watched the recent United Autoworkers strike against General Motors from a distance because GM closed their West Coast assembly plants many years ago. I felt it was important for the ILWU to show our solidarity for these 50,000 autoworkers who participated in their largest job action since 2007, when GM employed 50% more union workers. That's why I took a red-eye flight in October to Flint, Michigan, where I met Sean Crawford, a young,

rank-and-file leader. He told me that generations of his family have lived in Flint and been active in the United Autoworkers. They were union members from the beginning, including the 1936-'37 "sit-down strike" in Flint that inspired workers throughout the country and made GM a union company.

Sean and I spent the day in Flint, walking on picket lines and visiting the "Sit-Down" memorial where many workers, including some of his family members, are honored. We spoke with local union activists and leaders, young people and veterans. All of them talked about their union, the labor movement and the state of America's working class. It was a chilly day, with burn barrels to keep strikers warm on the picket lines as evening fell. They stayed on those picket lines 24-hours a day for six long weeks, until the company finally gave enough for a contract that was ratified by 57% of the membership – although it wasn't the contract everyone hoped for.

I returned from my day in Flint humbled by what those autoworkers were up against – and how bravely they waged their struggle against difficult odds, in an industry that's been outsourcing hundreds of thousands of good-paying union jobs to plants in China, Mexico and "right-to-work-for-less" states in the southern U.S. But that's not all – they're also facing robots. The auto industry was using 127,000 robots in 2016, and certainly has more today. To their credit, the United Autoworkers has responded, in part, by undertaking organizing campaigns to help autoworkers in southern states join the union. Those campaigns have faced brutal opposition from the auto industry and politicians who hate unions, but the United Autoworkers hasn't given up.

Clearly, we are facing challenges. There is pain, but we will survive. Your ILWU officers, attorneys and staff are grinding away each day, turning over every stone and fighting every inch of the way, regardless of the ups and downs, to ensure that we survive and get stronger with each challenge. Remain calm and focused. The ILWU will continue as a symbol of hope for working men, women and families all over the world.

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

## DISPATCHER

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# COLUMNA DEL PRESIDENTE

Las batallas que enfrenta ahora el ILWU nos ha llevado a un momento decisivo. Estamos atravesando una fuerte tormenta en la trayectoria rica de nuestro sindicato y la continuación de su historia. Habrá que tener conversaciones dolorosas. Algunos de nuestros detractores hasta han escrito esquelas sobre nuestro sindicato. Pero tengan por seguro que no hay ningún plan funerario y el ILWU superará este reto. Debemos permanecer calmados y centrados.

Sus dirigentes elegidos recientemente pasaron varias semanas en Portland dentro de una sala del tribunal federal en un importante juicio con otros dirigentes de ILWU y la División de Trabajadores Portuarios de la Litoral, incluyendo el Vice Presidente Internacional, Bobby Olvera, Jr., el Secretario Tesorero, Ed Ferris, y miembros del Comité del Litoral, Frank Ponce de León y Cameron Williams. Nuestro equipo legal montó una defensa sólida y sincera contra ICTSI Oregon, Inc., una empresa subsidiaria de ICTSI Inc., con sede en las Filipinas, que anteriormente operaba la terminal de contenedores del Puerto de Portland. Este pleito con ICTSI se derivó de una disputa laboral entre ICTSI y el sindicato en 2012, cuando ICTSI se convirtió en firmante de un contrato colectivo con el ILWU pero se negó a asignar todo el trabajo que estaba cubierto por dicho contrato a los trabajadores representados por el ILWU. Dicha disputa fue resuelta rápidamente a favor de ICTSI por la NLRB y posteriormente en el tribunal federal, mientras las relaciones obrero patronales en la terminal de Portland empeoraron por otros motivos no relacionados con este pleito.

Al término del juicio en Portland que duró dos semanas hasta el 4 de noviembre, un jurado emitió un veredicto contra el ILWU y el Local 8 por la cantidad de \$93 millones. El monto del veredicto nos dejó pasmados, pero lo peor fue la equivocada caracterización durante todo el juicio de ILWU como organización que no se preocupa por la comunidad de Oregon o el Puerto de Portland. De hecho, nosotros somos parte de la comunidad, y los hombres y mujeres afiliados al ILWU se rompieron el lomo construyendo la terminal de contenedores de Portland y contribuyendo a su sostenibilidad por años.

Aunque respetamos el proceso, no estamos de acuerdo con la excesiva indemnización por daños y perjuicios, que supuestamente compensará a ICTSI por las ganancias que perdió y algunos costos adicionales incurridos a lo largo de cinco años. Opinamos que la indemnización no se basa en la evidencia, sino en la especulación. Además, la indemnización es mucho

mayor de lo que ICTSI proyectó que hubiera ganado durante ese mismo quinquenio. Debido a que consideramos que la indemnización por daños y perjuicios del jurado no concuerda con la evidencia, vamos a plantear estas objeciones al juez.

El juez ha respondido a nuestras preocupaciones aplazando el dictado de la sentencia para que tengamos la oportunidad de exponerle por qué pensamos que el veredicto no se basa en la evidencia que se presentó en el juicio. Ese proceso está ahora en curso pero el juez no decidirá sobre las peticiones posteriores al juicio hasta febrero como más temprano.

Desde principios de noviembre, los dirigentes internacionales, de la División de Trabajadores Portuarios de la Litoral y los miembros del Comité de la Litoral han estado consultando y compartiendo información con otros dirigentes y delegados sindicales. El 12 de noviembre, los Fideicomisarios de la Junta Ejecutiva Internacional y los presidentes de los sindicatos locales de la División de Trabajadores Portuarios se reunieron por separado para recibir información actualizada. El 13 y 14 de noviembre, los delegados del Cónclave de Trabajadores Portuarios de la Litoral de ILWU se reunieron para debatir el resultado del juicio y los próximos pasos. En ambos casos, los debates fueron positivos, subrayando nuestra solidaridad y firmeza.

Esperamos que el juez revise el veredicto y examine la posibilidad de otro resultado – uno que sea más justo y que concuerde con la evidencia. Si eso no sucede, es posible que solicitemos la protección en el tribunal federal de quiebras para reorganizar nuestras finanzas. Aunque nadie quiere tomar esta medida, es posible que sea la mejor manera de proteger el ILWU y nos permita volver a una situación financiera sólida lo antes posible.

Si esa medida es necesaria, que esperamos que no lo sea, su sindicato continuará ayudando a los nuevos miembros y los veteranos del ILWU, así como lo hemos estado haciendo desde 1934. Como su Presidente, yo considero que este es mi deber más importante. Todos tenemos la obligación de proteger esta institución que fue construida por generaciones de hombres y mujeres que sacrificaron para mejorar las condiciones de trabajo y lucharon por la clase obrera, a pesar de muchos contratiempos y obstáculos por el camino.

Los organismos democráticos de ILWU que toman decisiones, incluyendo la Junta Ejecutiva Internacional y la Cónclave de la División de Trabajadores Portuarios, nos ayudarán a tomar las mejores decisiones posibles. Al mismo tiempo, nos mantendremos alertas por cualquier empleador o político que piensa que puede apr-

ovecharse de este revés temporal. Finalmente, queremos que quede claro y asegurarles de que sus pensiones, planes de ahorros y beneficios de salud de ILWU no serán afectados por estos asuntos legales. No habrá ningún cambio en sus contratos colectivos ni condiciones de trabajo.

En los próximos meses les mantendremos informados a medida que este proceso se desarrolle. Me gustaría terminar esta sección del informe con el reconocimiento de los muchos mensajes de solidaridad y apoyo que hemos recibido de sindicatos de todas partes del mundo que se comunicaron con nosotros después de anunciarse el veredicto. Es un recordatorio de que los trabajadores en todas partes necesitan resistirse, mantenerse unidos y seguir luchando por la justicia. Aprendamos de esta experiencia, redoblemos nuestra fuerza colectiva para apoyar a la clase trabajadora y seguir avanzando.

## La solidaridad es importante

En el espacio que queda, quiero compartir otro evento importante sucedido el mes pasado. La mayoría de nosotros vimos de lejos la reciente huelga del Sindicato Unido de Trabajadores Automotrices contra General Motors porque GM cerró sus plantas de ensamble en la costa occidental hace muchos años. Me pareció importante que ILWU mostrara su solidaridad con estos 50,000 trabajadores automotrices que participaron en el paro más grande de su historia desde 2007 cuando GM empleaba 50% más trabajadores sindicalizados. Por eso tomé un vuelo de medianoche en octubre a Flint, Michigan en donde conocí a Sean Crawford, un joven líder de base. Me dijo que varias generaciones de su familia han vivido en Flint y participado activamente en el Sindicato Automotriz. Fueron miembros del sindicato desde el principio, desde la huelga de brazos caídos en 1936-37 en Flint que inspiró a los trabajadores en todo el país y sindicalizó a GM.

Sean y yo nos pasamos el día en Flint en las líneas de piquetes y visitando el monumento honrando a los muchos trabajadores de aquella huelga histórica, incluso algunos de sus parientes. Hablamos con activistas y líderes sindicales locales, tanto jóvenes como veteranos. Todos hablaron acerca de su sindicato, el movimiento laboral y el estado de la clase trabajadora en Estados Unidos. Era un día frío así que había fogatas en barriles para calentar a los huelguistas a medida que caía la tarde. Se mantuvieron en las líneas de piquetes las 24 horas por día por seis semanas interminables, hasta que la compañía finalmente dio suficientes concesiones para que fuera ratificado el contrato por un 57% de los miembros – aunque no se consiguió el contrato que todos esperaban.



Después de pasar el día en Flint, volví azorado por todo lo que enfrentan esos trabajadores automotrices – y el valor que han demostrado en su lucha contra las adversidades, en una industria que ha subcontratado cientos de miles de empleos sindicalizados bien remunerados a China, México y estados con leyes antisindicales en el sur de E.U. Pero es no es todo – también se están enfrentando a los robots. La industria automotriz estaba usando 127,000 robots en 2016 e indudablemente tiene más ahora. Hay que reconocer que el Sindicato de Trabajadores Automotrices ha respondido a esto con campañas de sindicalización de trabajadores automotrices en los estados del sur para que se afilien al sindicato. Estas campañas han encarado una oposición feroz por parte de las compañías automotrices y los políticos que odian a los sindicatos, pero el Sindicato no se ha dado por vencido.

Es obvio que estamos afrontando retos, lo cual es doloroso pero vamos a superarlos. Sus dirigentes, abogados y personal del ILWU están picando piedra todos los días, aprovechando cada oportunidad y luchando sin parar por todo el camino, a pesar de los subibajas, para asegurar que sobrevivamos y nos fortalezcamos con cada reto. Manténganse calmados y centrados. El ILWU continuará como símbolo de la esperanza para los trabajadores y trabajadoras y sus familias en todo el mundo.

**¡Un ataque contra uno es un ataque contra todos!**







*Editor's note: The Dispatcher will be profiling ILWU Locals and Affiliates in the coming months. This profile of the IBU's Southern California Region was the first one in the series and was drawn at random.*

## Inlandboatmen's Union, Southern California Region

**T**he Southern California Region of the Inlandboatmen's Union (IBU) represents approximately 200 members – plus an additional 80 “registrants” who are not yet union members but pay a fee to be eligible for work assignments dispatched from the hiring hall.

The Southern California region is extensive, covering 350 miles of coastline from the Mexican border to Morro Bay. San Diego was the IBU's first Southern California local established in 1934, followed by the San Pedro local in 1935. Workers on water taxis, ferries, tugs, barges, and some kelp-cutters helped grow the union's jurisdiction to include all unlicensed personnel, including deckhands, watchmen, bargemen, oilers, firemen, cooks and galley staff. The San Diego and San Pedro areas merged to become the Southern California Region in 1941-1946.

“These days, IBU members in Southern California do mostly tug work,” said Regional Director John Skow, explaining the tugs are involved with ship-assist work, marine construction, and fuel-barge transfer work. “We have a small unit on Catalina Island that works on the glass-bottom tour boats and also work on boats that deliver passengers to ships out in the anchorages.”

The work performed by IBU members is skilled and potentially hazardous. Workers are required to receive and maintain Coast Guard-certified training and credentials. The process includes a mixture of “sea time” accumulated through on-the-job training, classroom instruction and passing rigorous exams. That wasn't always the case, with requirements tightened after the 1989 Exxon Valdez oil spill that devastated Alaska's Prince William Sound. The Coast Guard now has license requirements for every maritime worker classification.

“The job classifications we have in the IBU include captains who drive the tug boats, deckhands on the fuel barges, tankermen who deliver the fuel with help from tankermen assistants – but it's mainly tug captains and deckhands,” Skow said. “It's the best-kept secret in the harbor because you make good money – but it's not easy to get those credentials and maintain them, although once you get them, you can make a good living.”

In the past, workers had limited options for schooling needed to enter the maritime industry. The California State University system operates a full-time Maritime Academy in Vallejo, but tuition is \$7,000 a year and enrollment is limited. San Diego's Training Resources Maritime Institute in San Diego is a private company that charges over \$1000 for their 5-day courses. Those under the age of 25 may qualify for an excellent 18-month program at the Tongue Point Academy in Astoria, Oregon, with free tuition, funded by the federal Job Corps program, but enrollment is limited.

To provide more opportunities, the IBU recently opened its own apprenticeship program in San Pedro with Coast Guard-approved training. The IBU's apprenticeship school is a two-year program that provides mariners with the skills and knowledge to safely enter a marine industry career. They also offer classes for experienced mariners who need to renew and expand their credentials. The basic program involves 3,000 hours of on-the-job training, plus 420 hours of supplemental instruction and training.

“We noticed there were a lot of people older than 25 who signed up on our list with no experience,” said Skow. “Those men and women have a hard time breaking into the industry without experience, so we got the idea to start an apprenticeship program to give them a chance.”

## Raymond Quintana, IBU member

*I've been working in the maritime industry for 4 ½ years. I started out by doing 2 ½ years of training at the Tongue Point Job Corps Center in Oregon. The first year-and-a-half was through the IBU, where I got my AB (Able Bodied Seaman) and QMED (Qualified Member of the Engine Department). I did an additional year of school at the Clatsop Community College maritime program in Astoria,*



*where I received my Tankerman-PIC, my 100-Ton Masters license, my 200-Ton Mate, and my degree in vessel operations.*

*After graduating, I signed-up at multiple IBU halls and was hired right away at Crowley's petroleum fleet. I worked there for approximately 3 years, starting as a Tankerman Assistant for about two years, then became a Tankerman for one year.*

*During that time, I was living on board a tug boat for three years. We were doing month-ling hitches, working one month, then having one month off—approximately 28 days each. I was trained to work with oil and pump machinery. We loaded oil in Seattle and would take that all along the West Coast. I worked all over the Coast—Vancouver, BC, Richmond, Oakland, San Francisco, Coos Bay, Los Angeles, Alaska and everywhere in-between. I left that job to get hired out of this hall in San Pedro where I've worked with Harley Marine and Foss Maritime.*

*I'm the first mariner in my immediate family. I have one great uncle who is an ILWU Local 13 crane operator. Prior to becoming an ILWU member, he was in the IBU for ten years and told me about the union, which was what got me into the industry. My dad's side of the family are all longshore workers and this was a way for me to do a similar kind of work – but also allowed me to branch out and do my own thing.*

*You face all of the same dangers on a ship that are on a construction site. On top of that, you're in the ocean and face added dangers of drowning, hypothermia, and heatstroke. We also face hazards from lines. The newer lines are made with synthetic fibers that store a lot of energy when they're under pressure. You have to be aware and alert all the time. A lot of major injuries happen when people feel comfortable.*

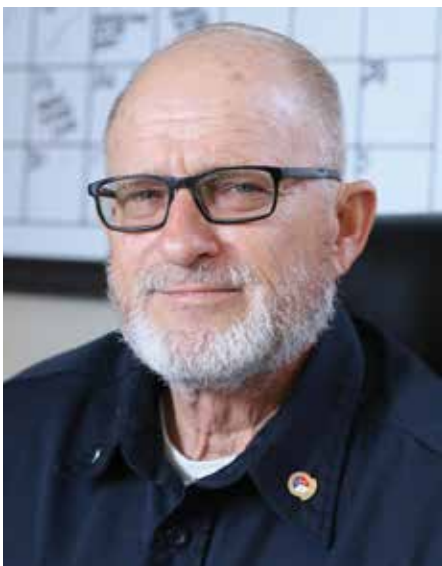
*What the union represents to me is a safe opportunity. There are plenty of non-union jobs out there. I have cousins who work non-union jobs and they're always telling me how unsafe their jobs are. Safety can come in many forms. The industry is evolving and unions are able to protect workers from long-term hazards, not just short-term ones like slipping, tripping, or falling by installing non-skid protections.*

*Chances are you won't go your entire career without getting hurt. When it does happen, you want to make sure it is something you can bounce back from and not something that leaves you permanently scarred for the rest of your life. The difference between something you can bounce back from and permanent injury can be as simple as wearing a hardhat or steel-toed boots. Something like that has to be implemented through policies. Another safety issue is work hours in an industry that's as dangerous as ours. If you are not well-rested, mistakes can happen. Ensuring that mariners get adequate rest was not something that was always implemented, but because of the union, now it is. The union is there to make sure that you leave work in the same condition that you started—with all your fingers and toes. I'm glad I have this job with my union backing me up.*



## John Skow IBU Southern California Regional Director

**I got started in the industry a couple of years out of high school when I joined the Coast Guard.** I was always really interested in working on boats. I joined the IBU after ten years in the military. My first job was running a boom boat that deployed oil booms around barges. I loved that job and did it for five years before getting my Tankerman certs. I did that job for about 20 years and worked on tugs too.



One of the significant changes I've seen in the industry is the reduced manning. That doesn't sit well with me because they expect you to do more with less. When I first came into the industry, I can recall we had five men to a tug. And now we are down to two-person tugs. Now they're experimenting with automated tugs. With the reduced manning, you wonder about safety. If you're working and fall in the water, who's going to come pull you out – the Captain who's running the boat?

I'm very proud to be a member of the ILWU family. I have a lot of pride being a union member and officer. There's a lot of hard-working people in this industry. There's a lot of people who don't like us, but I'm very proud of being a part of this organization because we fight for workers. We care about all workers, not just those in the IBU. Negotiating our contracts even helps non-union workers because it maintains the area standards.

## Eric Bland, Tug boat operator



**I'm a tug boat operator with Foss Maritime in LA/Long Beach Harbor.** I work primarily at THUMS Oil Islands. We service those islands with crew boats and tugs. The THUMS Islands are man-made islands that sit in the LA/Long Beach harbor. They were designed by one of the architects that worked at Disneyland. They are off-shore oil rigs that are camouflaged to look like islands. The ones closest

to shore look like condominiums. We run the personnel out to the islands. We also run equipment out to islands, drilling equipment and other supplies that are put on a barge and pushed to the islands with a push tug. That's a 24-hour a day, 7 days a week operation.

Being a tug boat operator means you are running the tug, maneuvering the tug—you are the Master of the vessel. You are designated by the Coast Guard as the Master of the Tow and you are in charge of the marine safety of that vessel and personnel onboard. Everything falls on your shoulders.

I started in the merchant industry in 1987 after coming out of the navy. I started in the working maintenance in the Alaska oil trade for 4-5 years before I found my way to the inland waters and the IBU. My first job with the IBU was at Catalina Cruises.

I've seen some changes in the industry for good and bad. It has tried to be more safety-conscious in many ways. We all want to go home safe at the end of the day. For the bad, the industry has reduced manning to a two-person vessel and a lot of companies have a live-aboard situation which is not conducive to a safe work environment. When a boat is constantly running and a guy is off-watch trying to get some sleep or they are called up while off watch it can cause a lot of accumulated fatigue.

That's one of the situations that probably won't change until something happens. Until then, we will probably continue to work under fatigue. There's a fix. If the company wanted to do the right thing for the workers in the harbor, the companies could easily have a facility in the company's yard similar to what the fire department has—where they could get off the boat for six hours and walk into a trailer with places for workers to sleep. That would be a better situation for them.

The dangers of the industry are real. In 2007 an IBU member, Piper Cameron was killed in this harbor. Her life meant something and that was a very tragic moment for our industry. Foss named a vessel in her honor.

The union continues to play a vital part in making sure workers are safe. It plays a vital part in protecting wages and jobs. I'm thankful for everything the union has done. I have been able to raise a kid and maintain a household because of my union job.

## Peter Korody, IBU pensioner and former Regional Director

**My first dispatch was in 1974, working at Catalina Cruises in Long Beach as a deckhand.** My first dispatch was in 1974, working at Catalina Cruises in Long Beach as a deckhand. We carried up to 700 passengers. It was a seasonal summer job. In 1976, I was dispatched to a dredging job in San Diego on a dredge tender. I worked there for over a year. It was hard work, 8 hours a day, 6 days a week. We were making at least \$12.00 an hour and that was big money in those days.



In 1980, I was dispatched to Foss, which was a steady job for me. I stayed there for about 12 years. I was active in bargaining contracts and served on the Joint Labor Relations Committee. We had a lot of fun working on the tugs, going out to sea and doing all sorts of tows and harbor-assist work.

We also did a lot of military work which involved target tows and supply runs to San Nicholas Island out of Port Huememe. There's a restricted area past San Nicolas Island where they occasionally practiced shooting missiles. We'd drop these old battleships and leave them there. Then they would tell us to come back to pick them up after the target practices.

Around 1988, the IBU went out on a 139-day strike at Foss over the manning of oil barges. In 1990, the tugboat I crewed-on crashed into the dock and I was injured. I was on off-duty for about 2-3 years. While I was recovering, I volunteered at the hall and got the opportunity to learn a lot. I got involved with some of the organizing efforts that were going on.

I also participated in opposing the bunker fuel tax. The State of California decided to put a sales tax on bunker fuel and our work collapsed in some of the larger California Ports. I spent many months going to Sacramento to convince the legislature to pass an exemption for bunker fuel.

I was elected to the union executive board in 1991. In 1994 I served as Chairman of the Region through 2002. In 2002 I was elected Regional Director and served two terms until 2008. Organizing new companies is the union's lifeline.

Being out on the waterfront is dangerous work. We worked hard and watched out for each other. It was hard always having the employer trying to down-size our crews. The IBU has always stood out as a union that is based on serving the membership. It was a way of life and I had a rewarding career. I was lucky to meet the right people and the right mentors. Even in retirement, I continue to maintain friendships and keep in contact with people from when I was an active member and officer.



# Union-Made Holiday Gift Guide

## BOOKS

### Powells Books

Portland, OR

<http://ilwulocal5.com/support/>

(Use this link for online shopping at Powell's and 7.5% goes to support the ILWU Local 5 strike fund)

### Green Apple Books

San Francisco

## SWEETS, TREATS AND SNACKS

### See's Candy

<https://www.sees.com>

### Ghiradelli Chocolate Company

San Francisco, CA

### Almond Roca

Tacoma, WA

### Guittard Chocolate Company

<https://www.guittard.com>

### Allan Candy Company

Grandy, Quebec

### Brown and Haley

Seattle, WA

### Mauna Loa Mac Nut

<https://www.maunaloa.com>

### Manischewitz

## KNIVES AND CUTLERY

### Cutco Cutlery

<https://www.cutco.com/>

### Gerber Legendary Blades

Portland, OR

[gerbergear.com](http://gerbergear.com).

Some Gerber knives are imported, but if it says "Made in Portland" on the blade, it's union-made.

## CLOTHING, BOOTS AND TEXTILES

### Brooks Brothers Neck Ties

### Carhartt

<https://www.carhartt.com>

### American Rootswear

[www.americanrootswear.com](http://www.americanrootswear.com)

### Pendleton Woolen Mills blankets

[www.madeinoregon.com/pendleton/blankets](http://www.madeinoregon.com/pendleton/blankets)

### All American Clothing

[www.allamericanclothing.com](http://www.allamericanclothing.com)

### Danner hiking and hunting boots.

Portland, OR

[danner.com](http://danner.com)

Danner does import some boots, so check the label: If it's U.S.-made, it's union-made.

### Red Wing Shoes

<http://www.redwingshoes.com/>

## TOYS, GAMES AND SPORTING EQUIPMENT

### Hasbro Board Games

### Play-doh

### Callaway Golf

### Louisville Slugger

### Wilson Sporting Goods

### Holiday dinner

## TURKEY

### • Boar's Head

### • Butterball

### • Foster Poultry Farms

### • Thumann's

## PIES

### • Banquet Fruit Pies

### • Entenmann's

### • Marie Callender's

### • Pillsbury Crescent Rolls & Pie Crust

### Kauai Coffee Company

<https://kauaicoffee.com>

## BEER, WINE AND SPIRITS

### Anchor Steam Beer

### Gallo Estate wines

### Gallo of Sonoma

### PAU Maui Vodka

## STORES

### Costco

### Safeway

### Fred Meyers

### Macy's Department

### Kroger

### Punalu'u Bake Shop

*Big Island*

<https://www.bakeshophawaii.com>

### Foodland or Sack N Save on any of the islands

## Remembering the W.T.O. protests that rattled Seattle twenty years ago

*continued from page 1*

After the rally, thousands of us marched to join other non-violent protestors who had been in the streets since early morning to prevent the WTO meeting from convening. At one point, some labor officials tried to divert our march away from the WTO meeting downtown. Luckily, I had a bullhorn and used it to encourage a group of 75 spirited ILWU members, along with ILWU Vice Presidents Jim Spinosa and Leonard Hoshijo, to go through the marshall's line. Our group of ILWU members then joined other protestors in a standoff with the Seattle Police at several barricade sites.

Looking back, this was one of the key moments in a week of action that made me proud to be an ILWU member. I should add that other union

activists also came through the marshall's line, including a contingent from the reform wing of the Teamsters Union, called Teamsters for a Democratic Union. Sadly, most of the labor contingent that day turned around and went back to the Seattle Center without knowing what was happening on the other side of the line.

It was a surreal world on the other side, full of tear gas, giant puppets and activists of every stripe who had managed to shut down the WTO proceedings that morning with a variety of tactics.

President Clinton had arrived in Seattle and was embarrassed to learn that the WTO meeting was shut down due to the protests. His administration began pressuring our Governor and Mayor to "get things under control."

We couldn't stop the tear gas and mass arrests that transpired during that week, but the solidarity between organized and unorganized workers helped solidify a "Teamsters and Turtles" coalition that gave many of us hope for a new alliance between labor unions and environmental groups.

We did manage to shut down the WTO that first day – and it encouraged some delegates inside to criticize the status quo.

The rest of the week remains a blur. I do recall marching up from the waterfront on Day 2 after the Steelworkers rally when I got my first taste of tear gas, complements of the Seattle Police Department. I was fortunate to be helped by a young woman wearing a dolphin outfit who gave me some lemon juice for my eyes as we trudged along.

Another highlight was an effort by several of us, including IBU member Robert Irminger, who encouraged local and International ILWU leaders to help activists who had been arrested and jailed. Help from Ron Judd of the King County Labor Council – and the possibility of further labor action – encouraged Seattle officials to release the arrested protesters.

After the protests I worked with a handful of other activists from the Direct-Action Network (DAN), who met at the Catholic Seamen's Club on First Avenue to try and continue building the new coalition. In the years that followed, I joined other ILWU veterans from the "Battle in Seattle" at protests in Prague against the IMF and World Bank, and other actions in Washing-

*continued on page 8*

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

This notice applies to all ILWU-represented workers, ILWU members, nonmembers and new hires working in private sector in an ILWU bargaining unit, including members and individuals who happen at any time to become financial core non-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 within the Longshore Division, also to the ILWU Coast Longshore Division Pro Rata fees or payments of any kind under the Longshore Division collective bargaining agreements. 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 because they have issued their own separate notice under their own separate policies and procedures. (Accordingly, this notice shall be superseded by any 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 non-member at any time. Such “financial core non-members” are deemed to be in compliance with any union security clause in a collective bargaining agreement, 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 non-members deprive themselves of the valuable rights of union membership in the ILWU and their ILWU local or division. A financial core non-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 non-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 non-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 other activities and expenses reasonably related to the effectuation of the union’s representational duties (hereinafter collectively called “chargeable activities”). However, union expenditures for non-representational activities such as political activities, government lobbying as to non-representational matters (hereinafter collectively 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 non-members who file timely objections pursuant to this Notice.

For calendar year 2018 (which is the most recent audited year), the financial review has confirmed that no more than 10% of all ILWU International’s expenditures were for nonchargeable activities.

With respect to ILWU locals and divisions that are outside the ILWU Coast Longshore Division, while they may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that their nonchargeable percentage is significantly lower than that for the ILWU International. Nevertheless, those ILWU locals and divisions outside the ILWU Coast Longshore Division who are covered by this notice will reduce or rebate in advance its local dues and fees as to financial core non-union objectors in the amount of 10% based on the nonchargeable percentage stated above for the ILWU International, including the International per capita attributed to them, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such locals and divisions covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the International.

With respect to individuals working within the ILWU Coast Longshore Division, please note that for calendar year 2018 (which is the most recent audited year), financial review has confirmed that no more than 5.99% of all ILWU Coast Longshore Division expenditures were for nonchargeable activities. Please further note that while each ILWU local within the ILWU Coast Longshore Division may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that the nonchargeable percentage of expenditures for such ILWU locals is significantly lower than that for the ILWU Coast Longshore Division. Nevertheless, those ILWU locals within the Longshore Division who are covered by this notice will reduce or rebate in advance its local dues and fees as to financial core non-union objectors in the amount of 5.99% based on the nonchargeable percentage stated above for the ILWU Coast Longshore Division and will also reduce or rebate in advance for such objectors 10% of the International per capita attributed to them, based on the International’s 10% nonchargeable expense figure, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such Longshore Division locals covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the ILWU Coast Longshore Division.

The ILWU International Executive Board and the ILWU Coast Longshore Division have adopted the following Procedures on Financial Core Non-Members Objecting to Nonchargeable Expenditures (hereinafter called the “Procedures”). Under the Procedures, a financial core non-member of any affiliated ILWU local and division has the right within a specified 30 day period of time to object to paying for the nonchargeable activities and expenses’ portion of his or her local dues or fees paid to his/her ILWU local, the per capita fee, which the local pays 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 non-member employed outside the ILWU Coast Longshore Division properly makes such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees, and per capita fees equal to the ILWU International’s nonchargeable percentage of 10% stated above. In the event a financial core non-member working within the ILWU Coast Longshore Division properly makes such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees and of the Coast pro rata fees equal to the ILWU Coast Longshore Division’s nonchargeable percentage of 5.99% stated above. In addition, such individual will also receive a reduction or an advance rebate of 10% of his/her per capita that is paid to the ILWU International.

Under the Procedures, an objection by a financial core non-member must be made in writing and post-marked within 30 days from the date of this notice or, alternatively, the date of becoming a new hire or becoming a financial core non-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, 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 non-members will be deemed timely if postmarked on or before January 1, 2020. Individuals who after the date of this notice become new hires or financial core non-members may file an objection within 30 days of the date they become a new hire or financial core non-member or the date they receive this notice, whichever is later.

Unless changed by a later notice, those financial core non-members and new hires who file timely objections will not be charged from the date they file a timely objection through December 31, 2021 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 within the Longshore Division) and of their ILWU local. 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 challenge will be kept in an interest bearing escrow account pending resolution of such challenge. Objectors who file a timely challenge to the amounts or calculations of fees will receive the amount that may be determined by the Arbitrator to be owed them, if any, 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 is quite a bargain 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. 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 non-members will agree that becoming and remaining a union member makes the most financial 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 Longshore Division or affiliated locals and divisions of the ILWU.

(rev. Nov 2019)





## Statement of Ownership, Management, and Circulation (Requester Publications Only)

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|---|--|--|--|--|--|
| 1. Publication Title<br><b>The Dispatcher</b>   |  | 2. Publication Number<br>0 0 1 2 _ 3 7 6 5   |  | 3. Filing Date<br>10/30/19   |  |
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| Editor (Name and complete mailing address)  |  | <b>Roy San Filippo</b><br><b>International Longshore and Warehouse Union (ILWU)</b><br><b>1188 Franklin St, 4th Floor, San Francisco, CA 94109</b> |  |  |  |
| Managing Editor (Name and complete mailing address)   |  | <b>Craig Merrilees</b><br><b>International Longshore and Warehouse Union (ILWU)</b><br><b>1188 Franklin St, 4th Floor, San Francisco, CA 94109</b> |  |  |  |
| 10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.) |  |  |  |  |  |
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| 12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)<br>The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes:<br><input checked="" type="checkbox"/> Has Not Changed During Preceding 12 Months<br><input type="checkbox"/> Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement.)   |  |  |  |  |  |

| 13. Publication Title  |  | 14. Issue Date for Circulation Data Below                |   |
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| 15. Extent and Nature of Circulation   |  | Average No. Copies Each Issue During Preceding 12 Months | No. Copies of Single Issue Published Nearest to Filing Date |
| The Dispatcher is published monthly except for a combined July/Aug issue, for \$5 a year and \$10 a year for non-members |  |  |   |
| a. Total Number of Copies (Net press run)  |  | 35,000   | 33,500  |
| b. Paid Circulation (By Mail and Outside the Mail)   | (1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies) | 28,838   | 27,476  |
|  | (2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)      | 542  | 542   |
|  | (3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®     | 4,738  | 4,774   |
|  | (4) Paid Distribution by Other Classes of Mail Through the USPS (e.g., First-Class Mail®)  | 298  | 238   |
| c. Total Paid Distribution [Sum of 15b (1), (2), (3), and (4)]   |  | 34,416   | 33,030  |
| d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)  | (1) Free or Nominal Rate Outside-County Copies included on PS Form 3541  | 0  | 0   |
|  | (2) Free or Nominal Rate In-County Copies included on PS Form 3541   | 310  | 325   |
|  | (3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail)  | 0  | 0   |
|  | (4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)   | 0  | 0   |
| e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))  |  | 310  | 325   |
| f. Total Distribution (Sum of 15c and 15e)   |  | 34,726   | 33,355  |
| g. Copies not Distributed (See Instructions to Publishers #4 (page #3))  |  | 50   | 50  |
| h. Total (Sum of 15f and g)  |  | 34,776   | 33,405  |
| i. Percent Paid (15c divided by 15f times 100)   |  | 99%  | 99%   |

\* If you are claiming electronic copies, go to line 16 on page 3. If you are not claiming electronic copies, skip to line 17 on page 3.



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| 16. Electronic Copy Circulation   | Average No. Copies Each Issue During Preceding 12 Months | No. Copies of Single Issue Published Nearest to Filing Date |
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| d. Percent Paid (Both Print & Electronic Copies) (16b divided by 16c x 100) | 99%  | 99%   |

☒ I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.

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☐ Publication not required.

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|--|----------------------|
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|--|----------------------|

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

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

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**ADRP—Northern California**  
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**(415) 776-8363**

## ILWU WAREHOUSE DIVISION

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**ADRP—Oregon**  
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**ADRP—Washington**  
**Donnie Schwendeman**  
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**ILWU CANADA**

**EAP—British Columbia**  
**John Felicella**  
**3665 Kingsway, Ste 300**  
**Vancouver, BC V5R 5W9**  
**(604) 254-7911**

## W.T.O. protests that rattled Seattle

*continued from page 6*

ton, DC, and the World Economic Forum in New York.

We also made connections with the Steelworkers Union in Tacoma, later helping them with what became known as the “Battle of Fife,” where solidarity and support from Local 23 was key.

A year and a half later, I was hired to help organize a large rally on the Canadian Border to protest the FTAA (Free Trade Agreement of the Americas). The ILWU's efforts at the WTO in Seattle were widely respected and discussed on the internet. Tech-savvy activists created the Independent Media Center in Seattle which proved to be a great tool that maintained our spirits and shared information in the years before social media exploded.

The WTO protest was a seminal moment in my life. It broadened my horizon beyond my experience as a militant waterfront trade unionist as I learned how global capitalism was impacting the entire world. I saw how corporate trade deals, including the WTO, FTAA, and

NAFTA were largely negotiated in secret by corporate lobbyists to serve the 1% who control the economy, environment, and politics. Though the Battle in Seattle was a victory, there is much work still to do. I'm glad to see a new generation taking up the struggle with a focus on climate change.

I lost my election for IBU President by 10 votes when the ballots were counted a week after the WTO, but I was fortunate to be hired as an inspector for the International Transport Workers Federation's (ITF) [www.itf-global.org](http://www.itf-global.org) Flag of Convenience (FOC) Campaign. Many of the skills I learned from the "Battle of Seattle" have been put to good use helping seafarers on FOC ships.

In retrospect, if we knew it was going to get as bad as things are today, we would never have left the streets. Sometimes if I listen hard enough, I can still hear the echo of activists marching down the streets of Seattle yelling, "Whose Streets? Our Streets!"

– Jeff Engels

# TRANSITIONS

## NEW PENSIONERS:

**Local 10:** Edwin D. Key; Marvin A. Wilford; Randall J. Castillo;  
**Local 12:** Laura L. Robbins;  
**Local 13:** Ernest A. Castaneda; Carlos M. Mendoza; William Hernandez; Charles H. Bradford III; Kent T. Bennett; Richard J. Tomsco; Betty L. Ping; Ann A. Stacy; Cruz E. Parra; Richard D. Bustamante; Thomas E. Ramsey; Patricia L. Hyde; John M. Svorinic; Milutin M. Radovcic; Syed N. Ahmad; Michael J. Farillas; Eduardo Lopez; **Local 19:** Booker T. Stevens; Elliott M. Ali; **Local 23:** Martin C. Frago; Josette M. Moore; Darrell J. Bainton; **Local 25:** Murray Benjamin; **Local 52:** Richard D. Briggs; Sam D. Matulic; **Local 63:** Robert J. Alexander; Joanne Honeycutt; Linda M. Thiedeman; Janet Brown; Robert L. Sherwood;

**DECEASED PENSIONERS:**

**Local 8:** Joseph G. Kent;  
**Local 10:** Richard Taylor; Max R. Toscano; Cleo Hudson; **Local 13:** Andrew N. Jurun (Frances); John Rikalo; Gary S. Garcia; Luis A. Torres; Roy R. Bugarin; **Local 19:** Isaac Nahmias; Giovanni Picinich; Kennis A. Ghee; Dillard D. Henry;  
**Local 23:** Thomas J. Rapozo;  
**Local 40:** Francis Caldwell;  
**Local 50:** Steven J. Corder;  
**Local 63:** Daniel R. Gregory; Herbert E. Woodward; **Local 94:** Louis Pulido;

**DECEASED SURVIVOR:**  
**Local 10:** Shirley M. Moore; Constanca Braz; **Local 13:** Sophia Espino;  
**Local 18:** Magdalena Garcia; Cheryl McElhaney; **Local 19:** Vera A. Maxson; **Local 34:** Frances Noguchi; **Local 46:** Margaret Gamboa; **Local 50:** Kathleen E. Waisanen; **Local 91:** George E. Jacobsen; **Local 94:** Leila M. Rhoads;