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.”
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.

We hope that, if 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’re 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 received 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 Auto Workers 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 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.
Así que empecemos por la decisión en Portland. De hecho, los fallos de los jueces del tribunal federal y los tribunales de apelación que se han establecido a lo largo de cinco años. Opinamos que la indemnización por daños y perjuicios, planes de ahorro 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 las 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 que marcó el mes pasado. La mayoría de nosotros vimos de lejos la reciente huelga del Sindicato Unido de Trabajadores Automotrices contra General Motors. Era un día frío, así que muchos trabajadores de aquella huelga en Flint, Michigan, 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 movimiento del sindicato. Muchos 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 piezas y visitamos el monumento hombrando 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 logrados en barreras para calentar a los huelguistas a medida que caía la tarde. Se mantuvieron en las líneas de piezas 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 nos esperaba.

Disculpe, pero ha habido un error en la fecha. La huelga en Flint se llevó a cabo en octubre, no en noviembre. En los próximos meses les mantendremos informados de la nueva situación en Flint, pero en el informe más reciente, se mencionó que el caso se desarrolló en noviembre. Es un error de edición que se ha corregido en este document.
Inlandboatmen’s Union, Southern California Region

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, tugboats, 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 tugboats are involved with ship-assist operations, 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.

“Then, these men were doing mostly tug work,” said Regional Director John Skow explaining the tugs are involved with ship-assist operations.

“Those men and women have a hard time breaking into the industry without experience, so we got the idea to start an apprenticeship program,” 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.”

We noticed there were a lot of people older than 25 who signed up on our list with no experience,” said Scow. “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.”

I’ve been working in the maritime industry for 4½ years. I started out by doing 2½ 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-long hitches, working one month, then having a 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.

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 tugboats, 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 $1,000 for their 5-day courses. Those under the age of 25 may qualify for an excellent 18-month program at the Tongue Point Job Corps Center in Astoria, where I received my Tankerman-PIC, my 100-Ton Masters license, my 200-Ton Mate, and my degree in vessel operations.

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.

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.

Raymond Quintana, IBU member
Eric Bland, Tug boat operator

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 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.

I’m a tug boat operator with Foss Maritime in LA/Long Beach Harbor. I work primarily at the 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 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 Hueneme. There’s a restricted area past San Nicolas Island where they occasionally practiced shooting missiles. We’d drop these old battle ships 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 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 lifestyle.

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 crew. The IBU has always stood out as a union that is based on serving the membership. It was a way a 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.
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 Rootsweat
www.americanrootsweat.com

Pendleton Woolen Mills blankets
www.madierenegon.com/pendleton/blankets

All American Clothing
www.allamerican clothing.com

Danner hiking and hunting boots.
Portland, OR
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

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After the rally, thousands of us marched to join other non-violent protesters 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 protesters 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, compliments 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-

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

November 2019

This notice applies to all ILWU-represented workers, ILWU members, nonmembers and new hires working in private sector in an ILWU bargaining unit, including mem-
bers 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 divi-
sion and are deprived of the above-mentioned dues and fees, whether these nonmembers are present in the bargaining unit office, or be a candidate for the board of directors, or any other local role, or any local meeting or event, or otherwise 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 bar-
gaining, 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 expendi-
tures, financial reviews and practical experience confirm that the 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 objects 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 objects 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 objects 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 expense figure, of 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.

Under the Procedures, an objection by a financial core non-member must be made in writing and postmarked within 30 days from the date of this notice or, alter-

dately, 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 objection’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.

Unpaid 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 Assn. Of course, such an arbitration may be conducted by telephone or on emergency fees. We conduct such arbitrations in a manner that 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 are 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)
horizon beyond my experience as a mil- 
ed, including the WTO, FTAA, and 
tant waterfront trade unionist as I learned 
The WTO protest was a seminal 
information in the years before social 
tated the Independent Media Center in 
were widely respected and discussed on 
ILWU's efforts at the WTO in Seattle 
and politics. Though the Battle in Seattle 
ding down the streets of Seattle yelling, 
we would never have left the streets. 
WTO protest was a seminal moment in my life. It broadened my 
we have just seen a new generation 
stake up the struggle with a focus on 
climate change.

A year and a half later, I was hired to 
help organize a large rally on the Cana-
dated a week after the WTO, but I 
Trent/Northwest, ILWU 25:

We also made connections with the 
 Hill T. Bennett; Richard J. Tomsco; 
was a victory, there is much work still 
to do. I'm glad to see a new generation 

A Helping Hand... 

W.T.O. protests that rattled Seattle

ded a week after the WTO, but I

W.T.O. protests that rattled Seattle

ded a week after the WTO, but I

W.T.O. protests that rattled Seattle

NAFTA were largely negotiated in secret 
by corporate lobbyists to serve the 1%

My election for IBU President by 10 votes when the ballots 
were counted a week after the WTO, but I

In retrospect, if we knew it was 
going to be as bad as things today, we 
would never have left the streets. Sometimes if I 
listen hard enough, I can 
still hear the echo of activists march-

The WTO protest was a seminal 


ILWU CANADA

A Helping Hand...

NEW PENSIONERS:

DECEASED PENSIONERS:

W.T.O. protests that rattled Seattle

A Helping Hand...

ILWU WAREHOUSE DIVISION

DARE—Northern California

ILWU WAREHOUSE DIVISION

DARE—Northern California

W.T.O. protests that rattled Seattle

A Helping Hand...

ILWU ^ontinued from page 6

don't, and the World Economic 
Forum in New York.

We also made connections with the 

We also made connections with the 

W.T.O. protests that rattled Seattle

A Helping Hand...

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