



THE DISPATCHER

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Historic convention: The 38th ILWU Convention was held as a virtual event as the country continues to recover from the COVID pandemic. From left to right: ILWU International Secretary-Treasurer Ed Ferris, President Willie Adams and Vice President (Mainland) Bobby Olvera, Jr. The absence of Vice President (Hawaii) Wesley Furtado who passed away in 2020 was felt throughout the convention. A chair with a black ribbon was placed on the dais to honor brother Wesley's memory.

Stronger Together: ILWU comes together at historic virtual 38th International Convention

The ILWU kicked off its 38th International Convention on June 14th, in San Francisco. The historic convention was the first-ever held virtually.

The decision not to have an in-person convention was made unanimously by the ILWU's International Executive Board at the December 2020 meeting when the U.S. was experiencing one of the worst surges of the COVID-19 pandemic.

"The ILWU International Officers and staff explored every available option for safely and effectively holding the ILWU Convention during a pandemic. At this time, only one option allows us to eliminate the risk posed to the health and safety of everyone (delegates, officers, and staff) and ensure that every delegate has a fair chance to participate. For these reasons, we can only guarantee a safe and equal convention experience for all by holding a fully virtual convention," the IEB statement read. "Delaying this decision is not an option. The officers and staff must move forward with preparations for the 2021 ILWU International Convention and eliminate any remaining financial liability associated with hosting an in-person event."

Pivoting to an online platform took a tremendous amount of work. The virtual convention format was part television broadcast, part Zoom meeting, and required using a secure and transparent online voting system to conduct the union's business. It took six months of intensive planning by the ILWU officers and staff and there was a steep learning curve to pull together all of the elements that were necessary to make the event as smooth and seamless as possible. A team of production technicians including members of IATSE Local 16 were on hand to help make the broadcast a success.

The end product was not the usual in-person convention experience delegates were accustomed to, but the virtual format was the best option available to ensure the union got to conduct its business fairly, openly, and democratically while ensuring the health and safety of delegates, officers, and staff, and also comply with the uncertainty of changing COVID regulations in the city and county of San Francisco that prevented the planning of an in-person event.

Learning curve

The online convention format was a new experience for everyone. In the lead-up to the convention, the ILWU's Education Department conducted seven trainings over Zoom for registered delegates and guests to walk them through the online platforms and voting system. A total of 185 delegates, 27 fraternal delegates, 11 staff members, and 50 guests

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All Creatures Animal Hospital workers vote to unionize



Union Yes!: All Creatures Animal Hospital (ACAH) in Bremerton, Washington voted overwhelmingly on June 15th to form a union after the company's new ownership team was unresponsive to workers' concerns.

Unionizing was not the first choice for the staff of All Creatures Animal Hospital (ACAH) in Bremerton, Washington. The hospital was originally owned and operated by a beloved veterinarian. About a year ago, the hospital was sold to a Seattle-based chain of hospitals, CARA. While smaller than their behemoth corporate cousins such as VCA, BluePearl, or PetVet, their story arc is remarkably consistent:

- 1). local hospital sold to billionaire-backed chain;
- 2). workers' wages and benefits cut;
- 3). workplace conditions deteriorate.

Initially, staff was assured that benefits would stay the same and the family-run atmosphere of the hospital would remain. However, less than a year into the new ownership, conditions started to change. At first, staff tried reaching out to the new owners to engage in discussions. Workers were upset about a new (and reduced) paid time off benefit and hoped that by reaching out

to CARA there would be the mutual respect that had for years existed at All Creatures. Unfortunately, email after email went unanswered. Faced with the new reality of diminished benefits and an unresponsive corporate leadership structure, workers started looking for any other options to try and resolve the issue.

As with any non-unionized workplace trying to resolve issues, workers have several options. One is to throw in the towel: quit and find work elsewhere. Given the staffing crisis, the veterinary industry currently faces, finding work in another hospital in the same community would be easy. With several veterinary hospitals within just a few square miles, landing another job would be as simple as sending out an application. Veterinary technicians and support staff are in high demand. The pandemic and increased pet ownership rates have only exacerbated this situation. However, the workers of All Creatures loved their hospital. They functioned as a tight-knit family. They cared about each other and being the only exotics veterinary hospital in the area, they were able to care for a unique community of pets and

pet owners. Unwilling to leave such a special place in the industry, and with the company unresponsive to staff concerns, workers set out to embark upon the only option available that forces the boss to come to the table and negotiate: unionization.

In April 2020, staff reached out to our union partner in the veterinary industry, the National Veterinary Professionals Union (NVPU). The workers had already been self-organizing and had a meeting planned with the employer so time was of the essence. NVPU reached out to ILWU Lead Organizer, Ryan Takas to discuss the campaign and very quickly a plan was hatched: ILWU and NVPU would work together to assist these workers in unionizing, negotiating a contract, and securing improvements in their workplace. Less than a week later workers marched on the boss and filed for recognition with the National Labor Relations Board.

In the weeks following, CARA followed suit of what has become standard fare in most organizing efforts: hire a union buster and avoid unionization by any means necessary. Workers were subjected to week after week of mandatory meetings where the union buster lobbied claims, accusations, and outright lies against the union, in hopes of scaring workers into voting against their own interest. Workers were told that the union would trade away their wages and benefits in exchange for securing dues; that they would have no say in their contract and would not have a place at the table. They were told if they voted union that CARA would "bargain hard" and the employer would not be in a giving mood if they chose to unionize. In a particularly odd scare tactic, workers were told



that federal marshalls could come in and arrest the bargaining team. In the end, workers saw these meetings for what they were: a desperate attempt by CARA to remain in total, complete and unopposed power. Finally, on June 15th, 2020 the votes were counted and the workers of All Creatures voted 23-7 to move forward with unionizing their workplace.

At this point, with the vote firmly behind them, the bargaining unit has moved forward with preparing for negotiations. They have elected a bargaining team. They are surveying their coworkers to firm up their demands. And most importantly, they are continuing their path of care and solidarity with each other. The road to unionization is fraught with obstacles and the workers of ACAH still have a long journey ahead, but by sticking together and sticking with their union, they are off to a phenomenal start. Please welcome the newest members of the ILWU to the union! You can email them a welcome note at: acahalliance@gmail.com

— Ryan Takas



Tacoma MS Walk: Local 23 MS Walk Co-Captains Holly Hulscher and Lisa Cole said the "virtual MS Walk" looked different again this year, as they weren't able to come together in person to have the raffle, the fundraisers at the hall, or do the walk together in person. However, Local 23 members and pensioners still stepped up to donate to help fight MS. Holly and Lisa would like to give a special thank you to ILWU Local 35 Auxiliary and members of Local 98 for their donations as well. In total, the Longshore team was able to raise over \$9,300 this year, which isn't far behind what they raised last year!



Local 502 donates \$415,000: Surrey, B.C. – Despite the many obstacles caused by the current pandemic, Local 502 found ways to continue with their annual Children's Hospital Fundraiser. The yearly Telethon on live TV has been sidelined for the past two years but the good work continues and Local 502 donated \$56,502 this year. Their eleven-year total is now \$415,793. Brother Alamjit Singh Sidhu (AI) donated \$13,502. Brothers Doug and Aleksandar Vukovic have donated nearly \$30,000 over the eleven years. This local wholeheartedly supports various community needs which also include the local food bank in Surrey. (File photo from the 2019 Telethon)

DISPATCHER

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Communications Director

ILWU TITLED OFFICERS
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Bobby Olvera, Jr., Vice President, Mainland
Edwin Ferris, Secretary-Treasurer

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Stronger Together: ILWU comes together at historic virtual 38th International Convention

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attended at least one training session and those who needed extra help attended more than one. A separate training was conducted specifically for Local 142 delegates. ILWU staff provided tech support via a telephone hotline and chat to answer questions and ensure delegates who were having issues accessing the convention had the assistance that they needed.

Watch parties

Several locals organized watch parties that allowed small numbers of delegates and observers to attend the convention together, adding an “in-person” component to the virtual event.

Adapt and overcome

“I think this virtual convention shows our tenacity and our ability to overcome difficult situations as an organization,” said ILWU Local 26 President Luisa Gratz. “Everyone knows I am not the most technologically savvy person, but I was able to learn and adapt to this new format.”

“We were all learning this on the fly, but at least we all got to be together and have this convention,” added Local 13 President Ramon Ponce De Leon.

Local 10 member Mike Villeggiante said everyone would have preferred an in-person convention, but after several years of hard times, the convention was an opportunity to move forward.

“The working class has gotten beat up the past few years,” Villeggiante said. “We have members who have died, gotten sick, and lost their jobs. The amount of stress happening to our members is something important to confront. The ILWU way is to discuss—not always agree—but once we decide, we move forward. Our role is to come together and make a strong union in the end.”

Welcome to San Francisco

ILWU International President Willie Adams called the convention to order on the morning of June 14th. He thanked the host committee and welcomed the delegates and guests with a short, professionally produced video. Adams then introduced Coast Benefits Specialist and host committee member John Castanho, who recognized Local 10 member, Reverend Richard Strong, to give the invocation.

Following Reverend Strong, the U.S. National Anthem was performed by Local 10 member Janice Smith and the Canadian National Anthem was performed by Emma-Ray Ashton, daughter of ILWU Canada President Rob Ashton.

Delegates were then welcomed with video messages from San Francisco Mayor London Breed and Speaker of the House Nancy Pelosi. Mayor Breed and Speaker Pelosi both have long histories with the ILWU. Breed’s grandfather was a member of Local 10, and Speaker Pelosi was first elected to Congress with the help of the ILWU Northern California District Council, and her campaign was co-chaired by ILWU icons Jimmy Herman and Leroy King.

President’s keynote

President Adams’s keynote emphasized the convention theme, “Stronger Together.” He opened his speech noting the historic nature of the convention.

“For the first time in our union’s history, we are hosting a virtual convention to ensure that every delegate and local can participate in this great tradition of the ILWU. The theme of this year’s convention is ‘Stronger Together.’ Our past is the key to our future. And I believe that some of the best chapters of ILWU history are yet to be written,” Adams said.

Challenges and opportunities

Adams acknowledged many of the challenges and struggles faced by the union since the last convention but encouraged delegates to embrace the responsibility that history has given them. Employer attacks, tough contract fights, lockouts, jurisdictional battles, lawsuits, the threat of automation, and the ongoing pandemic that has resulted in the deaths and illness of many members of the ILWU family and caused significant economic disruption and loss of employment across every ILWU division.

“The last few years have been some of the most turbulent times in ILWU history. Some struggles you inherit, others you choose, some, they come to you,” Adams said. “We can rejoice at the responsibilities which destiny has honored us. We are guardians of the labor movement in our country when so much is at stake.”

Adams expressed the tragic loss felt by the entire ILWU family when International Vice President (Hawaii) passed away in 2020 after a long illness. “When the death of the late ILWU International Vice President Wesley Furtado was announced, there struck a deep and solemn note in our lives which resounded far and wide. Wesley was the senior officer at the International and that included the Coast Committee,” Adams said, “Wes had the historical knowledge. He also understood the process. Wes was a labor warrior. Wes learned from the best there was in the ILWU. We mourn for our fallen brother. And we continue to fight like hell every day for our members.”

The fight for racial justice

Adams’s keynote demonstrated the union’s support for the emerging movement of civil rights activists who have taken up the fight for racial justice in response to institutional racism, voter suppression that is targeting working-class communities of color, and racist police violence. In the summer of 2020, demonstrations broke out in an estimated 2,500 cities and towns across the country in protest of the police killing of George Floyd by the Minneapolis Police. Floyd’s murder was caught on a cell phone video and triggered demands for sweeping reform of the criminal legal system. Between 15-26 million people participated in demonstrations against racism



Wesley Furtado award: The Titled Officers presented Agustin Ramirez with the first-ever Wesley Furtado award for his contribution to the ILWU organizing the unorganized.

and police violence in May and June of 2020, making it the largest protest movement in U.S. history according to the *New York Times*. Adams said that the ILWU’s support for the Black Lives Matter movement is a part of the ILWU’s long history of support for anti-racist movements.

“Two cornerstones of the ILWU are social justice and international solidarity. The ILWU has always had a strong and progressive past and present. The ILWU stands vindicated by history for our positions of principle, moral compass, and boldness of spirit,” Adams said.

Adams explained that in response to the murder of George Floyd, the ILWU Coast Committee held a meeting with the presidents of all the long-shore locals. “The consensus was unanimous, stronger together. We agreed that on June 19, 2020, on the first shift, all West Coast ports, Canada and Hawaii, and other divisions of the ILWU, whatever they could do, would shut down in honor of Juneteenth, the 155-year-old celebration, marking the emancipation of African Americans from slavery in the U.S., and that we would march, protest and speak out against the unjust killings of black and brown men and women of color.”

In his speech, Adams also urged for the passage of the John Lewis Voting Rights Act, the Emmett Till Anti-Lynching Act, and spoke out against the rise of racist attacks on Asian Americans.

Committees get to work

On Tuesday morning, the convention heard pre-recorded messages of solidarity from U.S. Senators from Hawaii Mazie Hirono and Brian Schatz as well as Alvina Yeh, Executive Director of the Asian Pacific American Labor Alliance. After the short program in the morning’s General Session, the delegates broke out into their assigned committees to do the work of the convention. The Constitution and Programs Committee, the Resolutions Committee, and the Credentials/Officers Report Committee worked throughout Tuesday and Wednesday and well into the night on both days.

UFW President Teresa Romero

On Thursday morning, the convention welcomed United Farmworkers (UFW) President Teresa Romero, who joined the convention live via Zoom. President Romero recalled the long history of mutual support and solidarity between the ILWU and UFW.

“You have fulfilled your motto—‘An injury to one is an injury to all’—ten-fold over the last 56 years when it comes to farmworkers,” Romero said. “Few unions in America have stood by the farmworkers’ side earlier and more consistently than the ILWU. You were among the first unions to deliver practical, invaluable boots on the ground and labor solidarity to the UFW during the earliest days.” Romero recalled the dedication and hard work of Local 34 member Don Watson who spearheaded much of the solidarity and support efforts in the 1960s and 1970s.

“The ILWU consistently participated in the farmworkers’ rallies, such as the 1975 march in Modesto against Gallo. You visited supermarkets during the boycott. You supported us financially. Your demonstration of selfless commitment and genuine union solidarity over the years are not easily forgotten. We cannot think of a union more worthy of emulation,” Romero said.

To allow for the Committees to finish their work, many of the pre-recorded solidarity messages from elected officials and labor leaders were not played in General Session, but they were uploaded to a cloud server for delegates to view.

Organizing report

The ILWU’s Organizing Report was delivered by Vice President Bobby Olvera, Jr. and Organizing Director Ryan Dowling. The report began with a video that highlighted recent organizing victories in Southern California, San Francisco, Portland, and Tacoma.

The report outlined the Organizing Department’s robust program that has made the department more effective across all divisions and industries. Over the past three years, the Organizing Department has been fully staffed,

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ILWU 38th Intern

June 14-18, 2021 |

PROGRAM AND POLICIES

Adopted by the 38th Convention

Union Business

STATEMENT OF POLICY ON INTERNATIONAL ELECTIONS (CP-1)

The following proposed changes to the International Constitution reflect the recommendations of the International Executive Board's Subcommittee on Elections, which were adopted unanimously at the January 22, 2021 Special meeting of the International Executive Board.

Amend Article VI, Section 2, 2nd paragraph (page 6) to read:

Alaska shall compose an area. Canada shall compose an area. Washington shall compose an area. Columbia River locals situated in Washington and all locals situated in the State of Oregon shall compose an area. Northern California shall compose an area. Southern California shall compose an area. Hawaii shall compose an area. The Inlandboatmen's Union of the Pacific - Marine Division of the ILWU shall compose an area. The Mining Industry in Southern California shall compose an area. The Office Clerical Unit of Local 63 shall compose an area.

Amend Article VI, Section 2, 3rd paragraph (page 7) to read:

The allocation of Executive Board members in the areas shall be in the following manner: for the first 1,000 members or less, one Executive Board member; over 1,000 and up to 3,000 members, two Executive Board members; over 3,000 and up to 10,000 members, three Executive Board members; over 10,000 and up to 14,000, four Executive Board members. Any area with more than 14,000 members shall be entitled to a maximum of five Executive Board members. Any local with more than 14,000 members shall be entitled to one ex-officio member of the Executive Board, who shall be determined by the local involved and whose replacement, if they cannot attend a meeting, shall be determined by the local involved. (ILWU Canada, the Inlandboatmen's Union of the Pacific - Marine Division of the ILWU, and the Office Clerical Unit of Local 63 shall each be entitled to one member of the Executive Board.)

Amend Article VI, Section 4A, 1st paragraph (page 9) to read:

All candidates for International office shall accept campaign donations only from members and retirees of the ILWU. Donations shall mean direct cash donations, airline tickets, payment of hotel and car rental bills, and also payment of radio, television, and newspaper ad bills. Further, each candidate shall be limited to \$35,000 in total campaign expenditures. All candidates must provide a full financial disclosure statement to the International Executive Board no later than the Board meeting at which the candidates will be installed. Such disclosure statements shall include all contributions received, listed by individual donor, and all money spent, listed by type of expense. Violation of this section shall cause the candidate to forfeit election. Candidate accountability under this section shall commence upon Convention acceptance of this Constitutional Amendment. Prior contributions or expenditures will not be required to be included.

Amend Article VI, Section 11, 3rd paragraph (page 17) to read:

Within approximately thirty (30) days after the Convention or within such time as reasonably required for the preparation of ballot packets (i.e. ballots, accompanying instructions, envelopes, and any other materials) not to exceed forty-five (45) days after the Convention, ballot packets shall be mailed to each member on the eligible voter list at their last known home address.

Amend Article XI, Section 1, 2nd paragraph (page 37 and 38) to read:

Conventions will be held on the following rotational basis in a host city of each area enumerated, except when granted an exception by the International Executive Board as stated above:

- | | |
|----------------------------------|------|
| 1. ILWU Canada | 2024 |
| 2. Washington/Puget Sound/Alaska | 2027 |
| 3. Southern California Area | 2030 |
| 4. Hawaii Area | 2033 |
| 5. Oregon/Columbia River Area | 2036 |
| 6. Northern California Area | 2039 |
| 7. ILWU Canada | 2042 |

Amend Election Rule 9 (page 59) to read:

RULE 9. NOTICE OF REFERENDUM ELECTIONS

The ILWU shall have issued a notice of the election no later than thirty (30) days prior to the date ballots will be picked up at the Post Office. The notice shall be sent to each member's last known address, containing the dates, times and places of the election. The notice may be sent along with the mail ballot provided that they are mailed to the member's home no later than thirty (30) days prior to the date when the ballots will be picked up at the Post Office.

Amend Election Rule 14.B (page 62-63) to read:

B. Optional In-Person Return of Mail Ballot

Affiliates, at their own option and expense, may have official representatives from the outside election agency conducting the election to appear

at the affiliate's offices or dispatch hall with a locked voting box to allow eligible members of such affiliate to return in person their mail ballot directly to such agency representatives. However, in such case, no one other than the agency representatives shall collect or handle any mail ballots other than member's own ballot. Also in such cases, the marking of ballots shall be done privately by each member before bringing the mail ballot to the union office or hall for delivery to the agency representatives. Finally, such optional in-person return of mail ballots shall be preceded by a written notice of such opportunity at least thirty (30) days in advance mailed by the affiliate to its members' last known home address.

Amend Election Rule 14.C.1 (page 63-64) to read:

C. Preparation of Updated ILWU Membership and Voter Eligibility Lists

1. Within thirty (30) days prior to the Convention, each affiliate shall submit to the International Secretary-Treasurer a listing of its active members specifying name, last known home address, and membership book number, if available.. Each affiliate on the final day of the Convention shall submit to the International Secretary-Treasurer final corrections to this listing and any additions and/or deletions of its active members which have occurred since the submission of the listing. Any active members not in good standing or otherwise considered by the affiliate to be ineligible to vote shall be so noted on the listing. The address of any union office, union hall or union official's home shall not be used as the home mailing address of any member other than those union officials. Whenever possible, the listing shall be submitted on computer diskette in a format acceptable to the International Secretary-Treasurer. The listing shall be accompanied by a letter of certification, signed by the President or Secretary-Treasurer of the affiliate, certifying that the listing is accurate, complete and current as reasonably possible.

Amend Election Rule 14.C.2(c) (page 64-65) to read (delete entire subsection 2(c)):

(c)

Amend Election Rule 14.C.3 (page 65-66) to read:

3. Upon receipt of the membership listings from the affiliates, the International Secretary-Treasurer shall have them consolidated on into an electronic format acceptable to the outside agency and provided to the outside agency within fourteen (14) days after the Convention. The International Secretary-Treasurer shall also maintain a copy of the consolidated listing. The consolidated membership listing shall constitute the voter eligibility list.

Amend Election Rule 14.E.1 (page 68) to read:

1. The outside agency shall mail each member in good standing a ballot; a secret ballot envelope; a stamped self-addressed return envelope, pre-labeled by the agency with the member's name, address, the identity of the affiliate and other data sufficient to identify and distinguish the member; and instructions regarding the procedure for mail-ballot voting within sixty (60) days prior to the return date for voting.

Amend Election Rule 14.E.7 (page 70) to delete entire subsection and renumber existing subsections:

7.

Amend Election Rule 14.E.8 (page 70) to read:

8. The deadline for the outside agency receiving mail ballots shall be on the sixtieth (60th) day after the mailing to the voters.

Amend Election Rule 14.E.9 (page 70) to read:

9. All mail ballots shall be picked up by the outside agency after 8:00 a.m. on the sixtieth (60th)day following the mailing to voters. The final logging and tabulation of ballots shall immediately proceed thereafter.

Amend Election Rule 15.A (page 74) to read:

A. Composition and Duties of International Election Procedures Committee

The ILWU Convention shall elect three Convention delegates and one alternate who are not candidates for International Office or IEB to serve on the International Election Procedures Committee. Upon their election, the three Committee members shall immediately meet to designate one among them to serve as the chair. An alternate shall attend all meeting either in person or virtually, and will only replace a permanent member of the committee when that individual is unable to perform their duties. The International Election Procedures Committee shall be responsible for administering these rules, overseeing the conduct of the election, maintaining order during the ballot count, and investigating any written challenges to the conduct of the election as specified below.

Amend Election Rule 15.B (page 75) to read:

B. Composition and Duties of the International Balloting Committee

The ILWU Convention shall elect three Convention delegates and one alternate, who are not candidates for International or IEB office, to serve on the International Balloting Committee. Upon their election, the three Committee members shall immediately meet to designate one among them to serve as the chair. An alternate shall attend all meeting either in person or virtually, and will only replace a permanent member of the committee when that individual is unable to perform their duties. The

International Balloting Committee shall, with the assistance of an outside agency, be responsible solely for tabulating the ballots and resolving any challenged ballots.

STATEMENT OF POLICY ON TITLED OFFICERS AND STAFF PENSION PLAN (CP-2)

The ILWU Pension Plan for Officers and Staff employees is a multiple employer pension plan covering the officers and the administrative and field staff of the International, the officers and administrative staff of the Coast Longshore Division, the administrative staff of the ILWU-PMA Benefit Plan's Office, including the Welfare Area Directors and the ADRP Coordinators, and the union arbitrators of the ILWU-PMA Joint Coast Labor Relations Committee. These four employers each contribute to the Plan, an amount equal to about \$2.2 million per year. The International Union's share of this total is about \$530,000 or 24%.

The participants of the Plan are presently accruing benefits at the rate of two hundred and ten dollars (\$210) per month per year of service (the benefit will increase to \$215 per month per year of service on July 1, 2021), the maximum benefit is \$7,770 per month (\$210 x 37 years) (the maximum benefit will increase to \$7,955 per month (\$215 x 37) on July 1, 2021); regular retirement age is 62; early retirement is available at age 55; surviving spouses are entitled to seventy-five percent (75%) of the participant's benefit. While the Plan is administered between Conventions by the International Executive Board, any changes in benefits are subject to Convention action.

It is the policy of the International Union to keep the benefits available under the Officers and Staff Pension Plan in line with those benefits available under the longshore industry pension plan. Normally, the Convention has been in a year following longshore negotiations where changes to the Longshore pension benefits are agreed upon. However, this year (2021) the International Convention precedes longshore negotiations so we will not know until sometime in 2022 what the changes are to the Longshore Pension Plan. If we wait until the 2024 International Convention to adopt the 2022 Longshore Pension Plan changes, retirees, surviving spouses, and other participants under the Officers and Staff Pension Plan will have to wait at least two full years to receive those Longshore benefit improvements. We, therefore, recommend that the International Executive Board be authorized to adopt the longshore pension increases provided that the finances of the International Union permit. The International Executive Board will have all the information necessary to determine the affordability of those increases, such as the cost of the increases, and the income and expenses of the International Union.

STATEMENT OF POLICY ON OFFICERS' SALARY (CP-3)

The Titled Officers recommends that the Titled Officers continue to be compensated on the same basis as is presently provided for in the International Constitution, Article VI, Section 13. That section should be updated to reflect the May 1, 2021 salary levels as follows:

SECTION 13. The titled officers shall receive such salaries as may be provided for by action of the Convention.

The salary of the International President shall be One Hundred Forty-Three Thousand Eight Hundred Eighty-Seven Dollars and Two Cents (\$143,887.02) per annum, and the salary of the other titled officers shall be One Hundred Thirty- Nine Thousand Seven Hundred Thirty Dollars and Twenty-Seven Cents (\$139,730.27) per annum. Commencing May 1, 2019 and effective each May 1 thereafter, the annual wages of the titled officers shall be adjusted by a percentage equal to the average of the increase in percentage terms in the base rate of pay in the ILWU's three major industries—Longshore, Northern California Warehouse, and Local 142's major hotel agreements (Tourism) - during the previous calendar year. The titled officers shall have the authority to suspend or postpone any salary increase to which they are entitled pursuant to Article VI, Section 13 based on the financial situation of the International Union. Further, they shall have the authority to reinstate any or all suspended or postponed increases without retroactivity at any time between Conventions.

This recommendation updates the titled officers' salaries to their current rates as of May 1, 2021.

JURISDICTION OF FEDERATED AUXILIARY CHARTERS (CP-5)

THEREFORE BE IT

RESOLVED: To Amend Article XX; Jurisdiction of Federated Auxiliary Charters, of the International Constitution to allow for the establishment of two (2) Federated Auxiliaries to cover the large port communities of Los Angeles and Long Beach in furtherance of its Article III, Section 2 "Purpose"; AND BE IT FINALLY

RESOLVED: That Article XX of the International Constitution be amended to read as follows: "*Charters shall be issued to the Federated Auxiliary in each port or locality where International Longshore and Warehouse Union locals are chartered when the situation warrants, upon petition of a Chartered Auxiliary to the Officers and Executive Board of the Federated Auxiliaries, subject to approval of the International Executive Board of the ILWU.*"

AMENDMENT TO ARTICLE XI, SECTION 3 OF THE CONSTITUTION:
VOTING REPRESENTATION BASED ON LOCALS' PER CAPITA PAYMENT (CP-12)
THEREFORE BE IT

RESOLVED: Article XI, Section 3 shall be amended as follows:

"Representation at the International Convention shall be as follows: each local shall be entitled to one vote regardless of membership up to one hundred (100) members *and other workers under the local's jurisdiction who pay dues and/or fees to the local, and one vote for each additional one hundred (100) members and other workers under the local's jurisdiction who pay dues and/or fees to the local*, or major fraction thereof of its paid membership averaged for the one (1) year period immediately prior to the year in which the Convention is held."

IN SUPPORT OF AN ILWU ANNUAL WOMEN, TRANS,
AND NON-BINARY WORKERS'
CONFERENCE (R-22)

THEREFORE BE IT

RESOLVED: on behalf of its members, the 2021 International Longshore and Warehouse Union convention, supports the resolution for an annual ILWU Women, Trans, and Non-Binary Workers' Conference to be chaired by the International Secretary/Treasurer, and BE IT FURTHER

RESOLVED: the ILWU supports the request to allocate \$50,000 to help deliver this educational opportunity and BE IT FINALLY

RESOLVED: the ILWU urges all locals to actively support in distributing information on the event and assisting and encouraging members in attending.

ILWU EDUCATION - ESSENTIAL FOR RANK-AND-FILE UNIONISM (R-37)

THEREFORE BE IT

RESOLVED: That this 38th ILWU Convention:

A. **Recommits** the international to provide educational materials and workshops to assist members in running effective local unions and successfully waging local, national and international struggles, with the following focus:

1. Democratic operation of a local, including steward training and grievance handling, and preparing for escalating shop floor campaigns, negotiations, and in-shop struggles, with training tailored to the needs of each local;
2. Regional educational and training conferences;
3. A continuation of workshops at the International Convention and workshops for use at regional and local membership meetings;
4. The publication of an online ILWU Steward handbook and other materials for local officers, stewards, and members;
5. Political education that counteracts corporate media influence and promotes a working-class consciousness;
6. Inoculating the union in post-Janus bargaining units and implementing strategies to maintain member unity and combat right-to-work laws;
7. Maintenance and promotion of our ILWU website and social media;
8. Continued publication of the Dispatcher;
9. Continued translation of materials into Spanish;
10. Utilizing video teleconferencing to conduct educational training, and video record workshops to make them more available online; and
11. Committing \$25,000 to this program

B. **Encourages** all locals to:

1. Commit to leadership development of women, people of color, LGBTQ+ members, young workers, members with disabilities, and workers of other nationalities;
2. Educate members about ILWU history and principles;
3. Regularly publish local newsletters;
4. Conduct classes to introduce new members to the union, explaining policies, structure, and collective bargaining agreements;
5. Seek the right to conduct and increase union orientation for new hires during work time;
6. Establish websites, use social media, and regularly update union bulletin boards;
7. Negotiate employer-paid lost time for members to attend training and educational events;
8. Hold regular steward trainings and membership involvement classes.
9. Encourage members who have received ILWU training to put this training into immediate practice and to actively share it with other ILWU members.

Organizing

ALASKA ORGANIZING (CP-10)

THEREFORE BE IT

RESOLVED: That the International Union will hire an organizer who lives in Alaska and whose scope of work shall be organizing in Alaska for a period to be determined by the National Organizing Committee in consultation with the leadership in Alaska. The National Organizing Committee shall set the organizer’s terms and conditions of employment.

SUPPORT FOR ORGANIZING THE UNORGANIZED (R-6)

THEREFORE BE IT

RESOLVED: That the 38th Convention of the International Longshore and Warehouse Union reaffirms the ILWU’s commitment to organize the unorganized workers; and BE IT FINALLY

RESOLVED: That the 38th Convention of the International Longshore and Warehouse Union calls on ILWU members to support the organizing program by identifying potential targets and talking to potential new members about the benefits of ILWU rank and file unionism.

STRENGTHENING UNION MEMBERSHIP IN THE PUBLIC SECTOR (R-10)

THEREFORE BE IT

RESOLVED: The ILWU continues to support the education of new employees, in the public sector, about the benefits of becoming a dues paying member, as well as continuing to acknowledge appreciation for the ongoing support of current dues-paying members.

REINFORCE ORGANIZING EFFORT FOR OAKLAND GLOBAL-PROLOGIS WAREHOUSES (R-25)

THEREFORE BE IT

RESOLVED: the warehouses surrounding the Port area must hire union labor in order to ensure the bay area is able to maintain well paying, benefitted union jobs in the local logistics industry; BE IT FURTHER

RESOLVED: organizing efforts in the local logistics and warehouse industry need to be immediately and aggressively pursued, and focused most intently on the warehouses located on the public port property that is part of the ILWU’s jurisdiction; BE IT FURTHER

RESOLVED: we use all organizing efforts possible to create good union jobs by lobbying local officials and governments; BE IT FURTHER

RESOLVED: we commit greater funds and efforts to organize these warehouses and freight stations, even more so than we did during the march inland after the 1934 strike; BE IT FINALLY

RESOLVED: we support the passage of the PRO ACT (Protecting the Right to Organize) to help unions organize and take away the employers power to sabotage organizing efforts.

Tending our Traditions

REMEMBERING INTERNATIONAL VICE PRESIDENT (HAWAII) WESLEY (“WES”) FURTADO (R-39)

Whereas: On March 15, 2020, International Vice President (Hawaii) Wesley “Wes” Furtado passed away at age 64. Wes rose from humble beginnings as a second-generation longshore worker in a working class family and became a widely respected leader within the ILWU and the labor movement for his fierce commitment to unions, devotion to social justice, and considerable organizing and negotiating skills and;

Whereas: Wes was born on September 4, 1955 in Honolulu, Hawaii. He attended school in Kailua, which then was a small town 12 miles from Honolulu, on the “windward” side of Oahu. During high school, he held a part-time job, stocking shelves in a local super-market in the morning, then returning after school to bag groceries. It was here he first demonstrated a strong work ethic. At his father’s encouragement, he applied to work on the docks. In 1978 at the age of 22, he began his career as a longshore worker and;

Whereas: As his seniority and experience on the waterfront grew, Wes’ abilities were increasingly recognized by his peers. Co-workers elected him to serve as their Shop Steward, then Longshore Unit officer, and eventually a member of the Longshore Negotiating Committee. It was through helping non-union workers to organize that Wes began to distinguish himself. He started as a rank-and-file organizer in 1986. His first major assignment involved helping workers at a Kauai hotel to organize for better pay and working conditions. That experience helped Wes find his calling in life.

“I found a passion to help people to stand up as equals to the employers,” Wes said, “To ask for what they deserve for the work they perform. That’s what drives me. When we organize a new house and negotiate over the table and look at the employer, we can tell them what we think we deserve. We deal as equals” and;

Whereas: In 1989 International President James “Jimmy” Herman appointed him as an International Representative. Over the next decade, Wes continued to expand and hone his organizing and negotiation skills by leading a number of major organizing drives and first contract negotiations. In 2000, Wes was elected to be International Vice President, Hawaii and;

Whereas: In his position of International Vice President, Hawaii, Wes took on expanded responsibilities. One of Wes’ last major accomplishments was the creation of Local 100 which represents longshore supervisors therefore be it;

Resolved: That the 38th Convention of the ILWU goes on record to posthumously thank Wes for his dedication and commitment to the ILWU as thousands of workers are better off as a result of his work. We express our gratitude to Wes’ family and be it further

Resolved: That we acknowledge Wes’s wisdom in which he said, “Discussions are always better than arguments. An argument is to find out who is right. A discussion is to find out *what* is right.”
Rest in Peace Brother Wes.

COMMEMORATE THE 75TH ANNIVERSARY OF THE 1946 GREAT SUGAR STRIKE (R-13)

THEREFORE BE IT

RESOLVED: that the 38th Convention of the International Longshore and Warehouse Union celebrates the 75th anniversary of the Great Sugar Strike of 1946 and the achievements of ILWU leaders and rank-and-file members who contributed to the success of the strike and helped to bring economic, social, and political change to all of Hawaii; BE IT FINALLY

RESOLVED: that lessons from the strike and the history of the ILWU serve as an inspiration to future generations of ILWU members.

COMMEMORATE THE 1951 PINEAPPLE STRIKE ON LANAI (R-14)

THEREFORE BE IT

RESOLVED: that the 38th Convention of the International Longshore and Warehouse Union commemorates the strength and solidarity of pineapple workers on Lanai who braved all odds to go on strike in 1951 to win dignity, respect, and significant gains for all their brothers and sisters in the pineapple industry and set a positive example for current ILWU members on Lanai and the rest of Local 142.

COMMEMORATE THE 1970 HOTEL STRIKE (R-15)

THEREFORE BE IT

RESOLVED: that the 38th Convention of the International Longshore and Warehouse Union commemorates the accomplishments of the hotel workers who won that strike 50 years ago. Their indefatigable spirit and steadfast belief in the strength of union solidarity led to the best industry contract of its time and a culture of rank-and-file leadership that all ILWU workplaces strive to achieve.

COMMEMORATE THE 5TH ANNIVERSARY OF THE DECISION TO ALLOW LONGSHORE SUPERVISORS TO ORGANIZE, AND WES FURTADO’S KEY ROLE IN ORGANIZING LONGSHORE SUPERVISORS FROM HAWAII TO THE WEST COAST (R-38)

THEREFORE BE IT

RESOLVED: that the 38th Convention of the International Longshore and Warehouse Union celebrates the 5th anniversary of the NLRB decision to allow Longshore Supervisors to organize, from Hawaii to the West Coast, and the achievements of former ILWU Vice President of Hawaii, the late Wes Furtado, in his triumphant efforts to organize all who fell into this category; BE IT FINALLY

RESOLVED: that example shown by the late Wes Furtado serve as a source of pride, and inspiration to all current and future generations of ILWU members.

Helping our Siblings

STATEMENT OF POLICY ON ILWU LOCAL 30 CONTRACT NEGOTIATIONS (R-5)

ILWU Local 30 (Boron, CA) is in contract negotiations with U.S. Borax, a subsidiary of Rio Tinto, one of the largest mining companies in the world. The mine and plant operations in Boron produce about thirty percent (30%) of the global demand for refined borates. Local 30 represents over 500 ILWU members in the mine and refinery operations at the Boron operation.

Contract negotiations with U.S. Borax have run the gamut from civil and respectful to outright war and a battle for survival. Many of us still remember back to 2010 when, after months frustrating negotiations, the company locked out our members for four (4) months. During the lockout, the International redirected all its resources to assist our members in Boron; organizing food banks, rallies, legal and financial assistance to help Local 30 members weather the lockout. In the end, the solidarity of the ILWU, and in particular, the Local 30 members, won a respectable contract that was over-whelming ratified by the Local 30 membership.

In preparation for these negotiations, the International has provided Local 30 with an extensive corporate profile of Rio Tinto and its subsidiary U.S. Borax. Furthermore, Secretary-Treasurer Ferris has been assigned to monitor

the negotiations and marshal the resources necessary to assist Local 30's negotiating committee.

As Local 30 negotiates with U.S. Borax, the Local 30 membership can rest assured that they have the full and complete backing of entire ILWU. We all stand in solidarity with Local 30 and will do all that we can to help them achieve a fair and just contract.

SUPPORT OF THE JONES ACT (R-9)

THEREFORE BE IT

RESOLVED: That the 38th International Convention of the ILWU reaffirms its strong support of the Jones Act and its commitment to continue to oppose any proposed anti-Jones Act legislation or any other attempt to weaken the Act; and BE IT FINALLY

ORDERED: That copies of this resolution be transmitted to all members of Congress and the United States Secretary of Transportation.

STRENGTHENING UNION MEMBERSHIP IN THE PUBLIC SECTOR (R-10)

THEREFORE BE IT

RESOLVED: The ILWU continues to support the education of new employees, in the public sector, about the benefits of becoming a dues paying member, as well as continuing to acknowledge appreciation for the ongoing support of current dues-paying members.

SUPPORT LOCAL 26 MEMBERS EMPLOYED BY RITE AID IN UPCOMING NEGOTIATIONS (R-18)

THEREFORE BE IT

RESOLVED: That the ILWU and our entire membership support the Local 26 members' struggle with Rite Aid to achieve a fair and just workplace under a 4th union contract; and BE IT FINALLY

RESOLVED: That the ILWU support, when requested by Local 26, ILWU, whatever support is needed to achieve a just and fair contract.

SUPPORT FOR IBU WESTOIL MARINE INC. WORKERS (R-23)

, THEREFORE BE IT

RESOLVED: That the 38th Convention of the International Longshore and Warehouse Union put into the record its condemnation of these actions by Centerline Logistics and Leo Marine Services; BE IT FURTHER

RESOLVED: The International Longshore and Warehouse Union will continue to strengthen its ability to defend maritime workers through coordination with its partners of the Maritime Labor Alliance (ILWU, American Radio Association, Marine Engineers Beneficial Association, International Organization of Masters, Mates and Pilots and the Inlandboatmen's Union of the Pacific) and other maritime organizations, BE IT FINALLY

RESOLVED: The International Longshore and Warehouse Union affirms its commitment to protect the members of the Inlandboatmen's Union of the Pacific, Marine Division of the ILWU from these said union busting efforts of Centerline Logistics and the Sea farers International Union by use of all available assets and resources including Labor, Political, and Public support.

ILWU LOCAL 5'S DEEP APPRECIATION FOR OUR ILWU FAMILY (R-32)

THEREFORE BE IT

RESOLVED: that Local 5 go on record in expression of our sincerest and deepest appreciation for all of you, your locals, and all the members of this union who assisted us in our greatest time of need; and BE IT FINALLY

RESOLVED: that every local and member of this great union be commended for their strength, resilience, kindness, and embodiment of the Ten Guiding Principles during this crisis.

Thank you ILWU Family.

An Injury to One is an Injury to All.

LOCAL 6 WORKERS AT STRATAS FOODS (R-34)

THEREFORE BE IT

RESOLVED: that the 38th International Convention of the ILWU fully supports the locked out workers at Stratas Foods and BE IT FURTHER

RESOLVED: that the International and its officers will provide the necessary support to these members to the best of their abilities and BE IT FURTHER

RESOLVED: that the 38th International Convention of the ILWU urges all its member locals to provide whatever support they can to help these workers win and BE IT FINALLY

RESOLVED: that the ILWU Local acknowledges and thanks all the support given and that will still receive in order to support these workers.

IN SUPPORT OF REGION 37 INLANDBOATMEN'S UNION OF THE PACIFIC (R-35)

THEREFORE BE IT

RESOLVED: That the 38th International Convention of the ILWU urges all delegates and staff to support the efforts of Region 37 to restore their contract with Peter Pan Seafoods, LLC.

Solidarity at Home and Abroad

STATEMENT OF POLICY ON THE FILIBUSTER (R-1)

Since 1806, the U.S. Senate rules have permitted what we know as the filibuster, where a Senator (or Senators) speak on an issue in order to block voting on an issue. The Senate rules have been modified since 1806, adding rules to stop a filibuster and limiting which items are subject to the filibuster. As it stands now, certain matters -- including budget reconciliation, War Powers Resolutions, and votes on nominees to the Federal Bench and Supreme Court -- are not subject to the filibuster. Currently, it takes three-fifths of the Senators to end a filibuster. The three-fifths requirement works out to 60 Senators in the 100 person Senate.

As politics in the United States have become more and more polarized, nearly all legislation proposed by the majority party is subject to filibuster by the minority party thus preventing the Senate from taking any action whatsoever. Thus, if it were not for the fact that most of the proposals in the House's version of the American Rescue Plan Act of 2021 met the requirements for budget reconciliation, it would have died in the Senate as a result of a filibuster and denied millions of Americans help in recovering from the COVID-19 pandemic.

We believe the time is long overdue for the U.S. Senate to do away with the filibuster so that those duly elected to office can implement their policies and programs. There is much that needs to be done—ensuring voting rights and access to the ballot box; infrastructure repairs and upgrades throughout the entire country; labor law reform; immigration reform; equality in housing, employment, and education; police reform; and many other activities that affect our daily lives.

No longer should a few individuals obstruct actions that can benefit millions upon millions of Americans. We recognize that President Biden, given his past position as a long-standing member of the U.S. Senate, has a great deal of respect for the rules and traditions of the Senate. However, he must realize that to enact his programs and policies, the Senate must vote up his legislative proposals: and that will only happen if the filibuster is ended.

The ILWU, therefore, calls on the U.S. Senate, with President Biden's support, to end the filibuster.

STATEMENT OF POLICY ON IN SUPPORT OF FOR THE PEOPLE ACT OF 2021 (H.R. 1) (R-2)

In November 2020, we witnessed the election of Joe Biden and Kamala Harris as the President and Vice President of the United States. The turnout in the election was the highest ever due to a variety of factors. The previous 4 years of the Trump administration, expansion of early voting and mail-in ballots, early voting due to the COVID-19 pandemic, same day voter registration and a number of other changes helped increase voter participation.

Trump and many of his supporters cried foul and argued that as a result of these changes, there was massive voter fraud and he, not Biden, was elected President. Trump filed more than thirty lawsuits claiming voter fraud, yet not one found any fraud. In fact, a number of the lawsuits were summarily dismissed for lack of any evidence whatsoever.

In a number of states with Republican controlled state legislatures, over 200 bills have been introduced to target the expansion of voting opportunities. Many of these, if enacted into law, would severely hamper Black and minority voting. The proponents of these bills argue that they are necessary to curb voter fraud, but they can't point to any instances where there was any such fraud. A few proponents have been honest enough to argue that these bills are necessary for Republicans to win elections. This is the biggest expansion of Jim Crow laws since the Civil War over 150 years ago.

The Democratically controlled U.S. House of Representatives introduced H.R. 1, the "For the People Act of 2021" to expand voter registration and voting access. The law would limit the removal of voters from voting rolls, address election security, clamp down on campaign finance abuse, and addresses ethics in all three branches of the government.

On March 3, 2021 the House passed the "For the People Act of 2021" on a 220 to 210 vote (all "yes" votes were by Democrats and all Republicans and one Democrat voted "No"). With the Bill's passage in the House of Representatives, it now goes to the U.S. Senate for approval.

The ILWU has always supported full participation in all matters that affect our lives. By having more individuals involved, we will have better outcomes, and outcomes that better reflect our entire community. The "For the People Act of 2021" is entirely consistent with our views of democracy and deserves our strongest support. The "For the People Act of 2021" is needed now more than ever to reverse the Jim Crow laws being adopted in Republican controlled states. We stand firmly in support of the "For the People Act of 2021."

STATEMENT OF POLICY ON ASIAN AMERICANS AND PACIFIC ISLANDERES (R-4)

Over the past year, the number of anti-Asian American and Pacific Islander (AAPI) hate incidents has increased dramatically according to Stop AAPI Hate. These incidents coincide with the COVID-19 pandemic which former President Trump referred to as being caused by the "Chinese Virus," a clearly racist term meant to further divide our Country. Consistent with our slogan, "An Injury to One is an Injury to All," the International Longshore and Warehouse Union condemns these attacks and stands in solidarity with our AAPI brothers and sisters.

The past four years of the Trump administration have enabled and embolden individuals with racist views to act out on those views. In Charlottesville Virginia Trump characterized the neo-Nazi's who were protesting as

“very fine people.” While on the campaign trail just last year, he told the while supremacists Proud Boys to “stand by.” And again, his calling the COVID-19 virus the “Chinese virus” have sent a message to those with racist views that they can act on their views with impunity and support from the White House. Rabid Trump supporters and wannabes fuel the flames of racist rhetoric.

Most recently eight people were gunned down in an Atlanta area shooting, six of them members of the AAPI community. We grieve with those who lost a family member, friend, or co-worker. Beyond grieving though we all must do the hard work that stands before us to end systemic racism and misogyny.

OPPOSING RIGHT-TO-WORK (R-7)

THEREFORE BE IT

RESOLVED: That the 38th International Convention of the ILWU urges all delegates and staff to educate their members of the dangers of “right-to-work” (for less) locally and nationally and oppose candidates who support anti-labor legislation such as so-called “right-to-work” legislation or those who oppose pro-labor legislation such as the PRO Act.

SUPPORT OF PROTECTING THE RIGHT TO ORGANIZE ACT (PRO ACT) (R-8)

THEREFORE BE IT

RESOLVED: The ILWU and all its locals stand in strong support of the PRO Act and encourage all delegates, members, and staff to urge the U.S. Senate to pass the PRO Act swiftly; and BE IT FINALLY

ORDERED: that copies of this resolution be transmitted to President and Vice-President of the United States, U.S. Senators, and U.S. Representatives.

FEDERAL TRANSIT ADMINISTRATION (FTA) FUNDING (R-11)

THEREFORE BE IT

RESOLVED: that the ILWU calls upon the FTA to allow the use of transit funds for operating expenditures, i.e. wages etc.; and BE IT FINALLY

RESOLVED: that the ILWU demands of the FTA that these funds be weighted primarily towards low-income working-class communities that need them most, as well as all public transit, including Alaska Marine Highway System, Washington State Ferries, Water Emergency Transportation Authority and Golden Gate Ferry.

THE NEXT GENERATION’S JOB SECURITY (R-12)

THEREFORE BE IT

RESOLVED: That the ILWU supports incentives and robust federal and state funding for research programs to bring new energy technologies to market, including renewables, and BE IT FURTHER

RESOLVED: That the ILWU will support the passage of key energy and environmental policies with a focus on ensuring high labor standards, the creation of union jobs and environmental sustainability; and BE IT FINALLY

RESOLVED: That the ILWU believes that the United States Congress should enact comprehensive energy and climate legislation that creates good jobs and addresses the threat of climate change.

PASS THE PRO ACT (R-16)

THEREFORE BE IT

RESOLVED: The International Longshore & Warehouse Union endorses the PRO Act and shall join the campaign to pass the PRO Act as initiated by the International Union of Painters and Allied Trades (IUPAT) and supported by the Communication Workers of America (CWA) and others; BE IT FURTHER

RESOLVED: The ILWU shall mobilize its members and our allies to pressure elected officials to pass the PRO Act and enact other such legislation that will expand the power of workers and our unions; BE IT FURTHER

RESOLVED: The ILWU shall direct its officers and staff to support the various divisions, district councils, and locals by providing trainings and other resources to best carry out this work, emphasizing such organizing skills as identifying leaders, developing campaigns, building coalitions, and maximizing member participation, BE IT FINALLY

RESOLVED: The ILWU boldly recommits to our historic task to organize the unorganized.

BLACK LIVES MATTER (R-19)

BE IT FINALLY

RESOLVED: That the ILWU, its Locals and affiliates continue our collective struggle so that whether we are male, female, Black, White, Asian, Indigenous, or newcomer, our families are safe, our workplaces are welcoming, our voices are heard, and our rights are respected; and BE IT FINALLY

RESOLVED: That we each practice what we preach, with our families, our communities, our State, our Country, and start with the ILWU today.

THE STRUGGLE TO DEFEND BLACK LIVES (R-20)

THEREFORE BE IT

RESOLVED: This 2021 ILWU Convention does hereby reaffirm, in our solidarity with the specific struggle for survival by the Black population within the United States against all forms of lynch violence and fascism—whether by vigilante actors or by government-deputized agents—the full range of means and measures to which our union committed in Resolution 52 passed at the Seventh Biennial ILWU Convention, held in San Francisco, April 7-11, 1947; BE IT FURTHER

RESOLVED: Real justice means an end to systemic racism in this country. The worldwide protests that erupted after George Floyd’s murder last summer were a wake-up call to our complacency and silence. Our Black and Brown siblings should not have to wait any longer for this country to finally end racist police violence that treats them like enemies in their own country. Not enough has changed since then, causing us to abandon the struggle for freedom, justice, and equality; BE IT FINALLY

RESOLVED: Since its founding in 1934, the ILWU has understood that racism only serves to weaken and divide the working class and that a strong and militant labor movement must be built on a foundation of racial justice. We remain committed to working with the labor movement and our communities to end police and political violence by fighting for real solutions that confront systemic racism head-on. In our union and our country on our daily choices and practices so that this Resolution is a commitment, not just words, at the 2021 ILWU Convention.

EVERY MEMBER CAN HELP CHILDREN AND UNITE THE ILWU (R-21)

THEREFORE BE IT

RESOLVED: The 2021 ILWU Convention will pass this resolution and thereby let every local, pensioner group and auxiliary in every ILWU Division know that they too may unite and participate in the 2021 ILWU Walk the Coast fundraiser to benefit Alex’s Lemonade Stand Foundation’s fight against childhood cancer.

SEND SYRINGES TO CUBA AND END THE EMBARGO (R-27)

THEREFORE BE IT

RESOLVED: that this Convention calls on the Biden administration to vote FOR this Resolution to end the U.S. unilateral extraterritorial embargo of Cuba and act swiftly to remove Cuba from the spurious US list of state sponsors of terrorism, reset Cuba regulations to January 1, 2017, and continue the respectful discussion to fully normalize US-Cuba relations; and BE IT FURTHER

RESOLVED: that the ILWU donate \$10,000 to GlobalHealth Partners to purchase Syringes4Cuba, and BE IT FINALLY

RESOLVED: that this Resolution be distributed to Congressional delegations, the news media, and all labor organizations urging them to do the same.

JUNETEENTH 2021 (R-28)

THEREFORE BE IT

RESOLVED: That we do hereby reaffirm our union’s ongoing real material struggle for the civil and human rights of all workers, against all forms of discrimination—either inside or outside of our industrial jurisdiction—on the basis of race, nationality, ethnicity, color, creed, language, sex, gender, orientation or disability and BE IT FURTHER

RESOLVED: That we do hereby reaffirm our union’s ongoing real material solidarity with the struggle for survival by Black people within the United States, and all other oppressed minorities, within the US, Canada and any other countries in which the ILWU ever charters a local, against all forms of lynching, apartheid, mass internment, mass displacement, denial of equal birthright citizenship, denial of equal housing, education and employment opportunity; and BE IT FURTHER

RESOLVED: That we do hereby reaffirm, in our solidarity with the specific struggle for survival by the Black population within the United States, against all forms of lynch violence and fascism, whether by vigilante actors or by government-deputized agents, the full range of means and measures to which our union committed in Resolution 52 in April of 1947, at the very outset of our still ongoing battle against the racist and anti-worker Taft Hartley Slave Labor Bill of that same year; and BE IT FURTHER

RESOLVED: That we call for the recognition of Juneteenth as a paid federal holiday Throughout the United States of America and any place subject to its jurisdiction; and BE IT FURTHER

RESOLVED: That upon this Juneteenth holiday thus demanded by us, whether recognized and condoned by our employers or not, we shall hereafter proceed to arrange and organize annual public marches and activities in honor of Emancipation Day. The ILWU Convention shall support establishment of the Juneteenth Organizing Committees in all locals annually and invite the Community to participate in planning and activities; and BE IT FURTHER

RESOLVED: That upon this Juneteenth holiday, thus demanded by us, whether recognized and condoned by the employers or not, we shall hereafter proceed to arrange and organize annual public marches and activities in honor of Emancipation Day, BE IT FURTHER

RESOLVED: That the 2021 Juneteenth Organizing Committee plan activities for JUNETEENTH 2021 with specific focus on ENDING VOTER SUPPRESSION, ENDING SYSTEMIC RACISM/POLICE BRUTALITY, ENDING INCOME INEQUALITY, STOPPING PRIVATIZATION

RESOLVED: that this Resolution be submitted to both, the 2021 ILWU Convention and Caucus for adoption. And that the ILWU 38th Convention support the establishment of Juneteenth Organizing Committees in all locals annually, and invite the community to participate in planning and activities as we do for May Day.

THE STRUGGLE TO DEFEND BLACK LIVES (R-30)

THEREFORE BE IT

RESOLVED: This Convention does hereby reaffirm, in our solidarity with the specific struggle for survival by the Black population within the United States against all forms of lynch violence and fascism—whether by vigilante actors or by government-deputized agents—the full range of means and measures to which our union committed in Resolution 52 in April of 1947; and BE IT FURTHER

RESOLVED: Real justice means an end to systemic racism in this country. The worldwide protests that erupted after Floyd’s murder last summer were a wake-up call. Our Black and Brown siblings should not have to wait any longer for this country to finally end the racist police violence that treats them like enemies in their own country; and BE IT FINALLY

RESOLVED: Since its founding in the 1930s, the ILWU has understood that racism only serves to weaken and divide the working class and that a strong and militant labor movement must be built on a foundation of racial justice. We remain committed to working with the labor movement and our communities to end police violence by fighting for real solutions that confront systemic racism head-on.

SUPPORT OF NUMSA’S INTERNATIONAL CAMPAIGN TO FREE MUMIA ABU-JAMAL (R-31)

THEREFORE BE IT

RESOLVED: That the ILWU and our entire membership support the Local 26 members’ struggle with Rite Aid to achieve a fair and just workplace under a 4th union contract; and BE IT FINALLY

RESOLVED: That the ILWU support, when requested by Local 26, ILWU, whatever support is needed to achieve a just and fair contract.

THE IMPORTANCE OF A HEALTHY POLITICAL ACTION PROGRAM (R-33)

THEREFORE BE IT

RESOLVED: that the ILWU take proactive steps to reinvigorate the ILWU Political Action Fund Contribution Program BE IT FURTHER

RESOLVED: that at a yearly interval, the International Executive Board establishes a political priorities list for the year, including concrete actions the ILWU will take to support those priorities; and BE IT FINALLY

RESOLVED: that the *Dispatcher* will publish those priorities for all members to be informed and follow up on a regular basis with educational articles about those priorities and the actions the ILWU is taking to support those priorities.

Stronger Together: ILWU comes together at historic virtual 38th International Convention

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a new Supply Chain Logistical Transport (SCLT) program has been created, and legal costs have been reduced by recruiting and training staff to bargain first contracts.

The Organizing Department has been working closely with local union and division leaders to leverage their knowledge and experience and to take on more of the local organizing work with the creation of the International Organizing Committee (IOC). The department was also quick to deploy staff to train and prepare for the U.S. Supreme Court’s attack on public sector workers in the wake of the *Janus* Decision.

The report outlined many of the Organizing Department’s organizing campaigns over the past three years which have been previously reported on in the *Dispatcher*. The department took on and won several campaigns and supported locals in contract fights and jurisdictional disputes during an unprecedented era of attacks on workers. The Organizing Department also created a COVID resources website to help workers affected by the pandemic navigate assistance programs available to them.

Honoring ILWU Organizer Agustín Ramirez

After the Organizing Report, Vice President Olvera, Jr. recognized Northern California Lead Organizer Ramirez, who is retiring after nearly a quarter-century of service to the ILWU. Ramirez began his organizing career with United Farmworkers after being hand-picked by Dolores Huerta to become a UFW staff member. Ramirez also worked for the International Ladies Garment Workers Union before joining the ILWU Organizing Department in 1998.

“I can honestly say that where I experienced not in words, nor speeches, but in actual practice, the values of social justice, local, national and international solidarity, rank-and-file involvement, and leadership and above all, unconditional support for unorganized workers has been working for the ILWU,” Ramirez said.

Ramirez recalled several of the most memorable ILWU organizing campaigns that he has worked on. One of the most heartfelt and impactful campaigns was the 2012-2015 Alameda Recycling Industry Campaign that dramatically increased wages and conditions for 300 Local 6 members.

“When the contract was ratified in October of 2014, workers’ wages went from \$12.50 an hour to \$20.94 per hour at the end of a 5-year contract,” Ramirez said. He said that the campaign also organized 65 new recycling workers from Alameda County Industries (ACI) into Local 6. Ramirez explained that those 65 workers went

from being temp-agency employees earning the then California minimum wage of \$8.30 per hour with only two paid-days off per year and no other benefits, to becoming full-time, permanent employees with full family medical benefits with no co-pays, sick leave, funeral leave, 12-paid holidays per year, and earning \$20.94 per hour at the end of their 5-year contract.

“What stands out in my mind is what one ACI worker told me. He said, ‘Because of the ILWU, for the first time in my life, I was able to buy Christmas toys for my children from a store other than the Dollar Store.’ This is the reason we organize the unorganized.”

Afterward, Ramirez was honored by the Titled Officers with the first-ever Wesley Furtado Award for his years of service to the ILWU and his extraordinary contribution in welcoming new members in the ILWU by organizing the unorganized.

Remembering Wes Furtado

On Friday morning, the convention held a memorial event for ILWU Vice President Hawaii, Wesley Furtado who passed away in 2020. The delegates watched a special video tribute to Furtado’s life and career. MUA National Secretary and ITF President Paddy Crumlin also sent a video paying tribute to Furtado.

The Titled Officers introduced a resolution honoring Furtado that passed unanimously on the Convention Floor. The resolve to the resolution read:

“**Resolved:** That the 38th Convention of the ILWU goes on record to posthumously thank Wes for his dedication and commitment to the ILWU as thousands of workers are better off as a result of his work. We express our gratitude to Wes’ family and be it further

Resolved: That we acknowledge Wes’s wisdom in which he said, “Discussions are always better than arguments. An argument is to find out who

continued on page 12



Behind the scenes: The 38th Convention broadcast was made successful by a team of skilled technicians that included IATSE Local 16 members.

Stronger Together: ILWU comes together at historic virtual 38th International Convention



Sergeant at Arms: Coast Benefits Specialist and Local 10 member John Castanho represented the host committee and was the 38th Convention’s Sergeant at Arms.

continued from page 11

is right. A discussion is to find out what is right.”

Rest in Peace Brother Wes.”

Delegates and guests from across the ILWU paid tribute to Furtado and shared their memories and stories about how he impacted their lives and the ILWU. ILWU President Emeritus Bob McEllrath led off the tributes with a heartfelt remembrance of their long career and friendship. McEllrath said that Furtado was the best organizer he ever met.

Terri Mast, Secretary-Treasurer for the Inlandboatmen’s Union said the Furtado was always there for the IBU.

“Sometimes he would just show up at our bargaining tables. It was clear that he was there to point out to our employers that he had our back. We

will always appreciate that,” Mast said. “Wesley also really took the time with some of our young workers to make sure that they understood what the unit was about and gave them encouragement to play a leadership role. Wesley, thank you so much for everything that you did for the ILWU.”

Pensioners and Auxiliary

On the final day of the convention, delegates heard from Pacific Coast Pensioner Association (PCPA) President Greg Mitre, followed by Auxiliary President Victoria Sowers.

Mitre gave an overview of the PCPA’s activities over the past three years as well as the impact that the pandemic has had on pensioner clubs.

“We held our 2019 Convention in beautiful Vancouver, B.C. in Septem-

ber. Then, five months later COVID-19 hit and the world turned upside down. We were forced to cancel the 2020 & 2021 PCPA Conventions in addition to all in-person meetings. Our PCPA Executive Board has met via Zoom online, but other than that we have been shut down,” Mitre said. “The COVID-19 pandemic was especially scary, as pensioners were designated in the dangerous group in terms of contracting the virus. We lost some fine brothers and sisters to COVID-19.

“We have also lost some true iconic leaders in the past three years. Former ILWU International President David Arian, ILWU International Executive Board member and Local 13 officer Tony Salcido, and Washington’s labor historian and honorary ILWU Pensioner Dr. Ron Magden, who was an integral part in the collecting and archiving of the ILWU’s history. This has been a very tough time for all of us.”

Auxiliary President Victoria Sowers presented the report for the Federated Auxiliaries. She said that there are eleven active local auxiliaries and that recent membership gains have stalled this past year because of COVID restrictions that prevented gatherings. “The Auxiliaries have felt the effects of the COVID-19 pandemic in our inability to meet as a group, promote our auxiliaries’ agendas and execute planned activities. We are hoping that as things start to return to a new normal, we can once again gather and address items postponed over the last year and a half,” Sowers said. The auxiliaries also lost Lidia

Lopez, President of ILWU Federated Auxiliary 8 to COVID.

The convention passed a resolution from Southern California Locals 13, 63, and 94 regarding an International and Federated Auxiliaries constitutional change to allow ports to have more than one Federated Auxiliary chapter when warranted.

Nominations for International Office

The process of nominating candidates for International office was next on the agenda. International President Willie Adams, International Vice President (Mainland) Bobby Olvera, Jr., and International Secretary-Treasurer Ed Ferris were nominated without opposition, signaling a vote of confidence in how the Titled Officers have navigated the multiple crises that have impacted the union over the past three years.

Sam Kreutz and George Martin will be the candidates for International Vice President (Hawaii). Candidates were also nominated for the International Executive Board (IEB). The current IEB’s recommendations for Balloting Committee and Elections Procedures Committee members were approved by the delegates. Candidate statements can be found starting on page 13 of this issue.

At the Coast Longshore Division Caucus, the week of June 21-25, Coast Committeemen Frank Ponce De Leon and Cam Williams were nominated unopposed.

The 39th ILWU Convention will be in Vancouver, B.C., Canada in 2024.

First-time convention delegate Sarah Esch, Local 19

It was a great experience. We get these contract books and these constitution books, and it’s cool to see how we actually come to these rules and standards that we live by as a union. It was probably a little bizarre as a first-time delegate—that’s not the convention we’re used to—but I thought it went smoothly. The Zoom worked out well; the tech worked out. And I just I feel honored and privileged to be a part of this.

The Local 19 delegates gathered in our executive boardroom with a great big TV. Josh Turgeon was our technical director for the week kind of kept us on track. We had all of our tablets running so that we could vote.

I hope I get to come back. I feel like I’m just getting my feet wet. A lot of it has been overwhelming but in a good way. And I would like to have the opportunity to come back and get even more involved.



Worker to worker solidarity: The Labor Community Services (LCS) of Los Angeles is supporting locked out ILWU Local 6 members at Stratas Foods in Fresno, CA. Most recently, LCS provided shelf staple food boxes, produce, and 100 \$25-dollar food certificates. LCS is also managing a hardship fund provided by the ILWU for the locked out Local 6 workers and working in collaboration with an ILWU 6 committee to distribute these funds. The committee decided to distribute the funds equally amongst the affected workers. The LCS also managed the hardship fund and food bank for ILWU Local 30 during their lockout in 2010.

“Being in the ILWU means you are never alone. When employers attack our fellow workers, we respond with solidarity,” said ILWU International Vice President Bobby Olvera, Jr. “We look out for another and have each other’s back.”

“Local 6 is grateful for the assistance of the Labor Community Services and for all of those who have stepped up to support the Local 6 members who have been locked out since May 4th,” said Local 6 Secretary-Treasurer Jose Nunez. “Your support sends a message to the billion-dollar company Stratas Foods that they can’t bully workers into accepting an unfair contract.”

Contributions to the Hardship Fund for locked out Stratas Food workers can be sent to:

ILWU Local 6
99 Hegenberger Rd.
Oakland, CA, 9462

CANDIDATE’S STATEMENTS

INTERNATIONAL OFFICERS

PRESIDENT



Willie Adams, Local 23

Brothers, Sisters, and Fellow Workers:

My name is Willie Adams. I’m humbled to seek your support and vote for re-election as ILWU International President. I’m a proud 41-year member of ILWU Local 23 in Tacoma, WA.

- Longshore Caucus Delegate from 1998-2021
- From 2000-2003 I served on the ILWU International Executive Board and was one of 4 Trustees.
- From 2002-2018 I served 5 terms as International Secretary-Treasurer;
- Since 2018, I have been honored to serve as ILWU International President;
- Since 2000, I have served on the ILWU Coast Longshore Legislative Committee;
- Since 2012 I have been a member of the San Francisco Port Commission;

The last three years have been some of the most challenging times in ILWU history. From the devastating effects of COVID-19, the loss of life of some of our members, anxiety, depression, layoffs, and a country on the verge of a nervous breakdown. I want to thank you for your patience, boldness of spirit, and discipline. We must continue to defend against lawsuits that are trying to weaken our union. We have been able to preserve our assets, focus our membership, and continue our education programs. Many ILWU members in the Hawaii-tourism industry, IBU Ferries, and Powell’s Books are returning to work.

Would we rather talk about what’s behind us or face what’s in front of us? The 2022 Longshore Contract Negotiations are on our doorstep. Let’s save our money and be prepared. Automation will affect every division of this union and our communities. There will be painful discussions. We need all-hands-on-deck. We must build unity within our ranks, solidarity with the larger labor movement, and community allies. We must continue to defend and expand our jurisdiction in every division. We need to increase our power through strategic new organizing focusing on the supply chain and other sectors that strengthen our power. We must continue to build greater participation by the rank-and-file through education, particularly with younger, newer members, empowering our sisters and our fellow workers. We must strengthen our social media. It is an effective tool if used correctly to inform the membership, assist in organizing, and a call to conscience.

We are coming off our 38th Convention by Zoom. It was not perfect, but we got through it together as a union. We are not rock stars; we are rock solid. A group of officers working together, open-minded to old school ideas, new school ideas, good ideas, working in a consensus, and committed to finding solutions that move the ILWU forward into the future.

We must continue to lobby in Washington D.C. and the state level, getting our message out there and raising money for political action which gives us access to politicians on both sides of the aisle that share our working-class values. I’m planning to attend membership meetings to hear from all of you and get the mood of our membership. I will be there to listen.

God Bless America, God Bless the ILWU.

Mahlo,Willie Adams

MAINLAND VICE-PRESIDENT



Bobby Olvera, Jr., Local 13

Brothers, Sisters and Fellow Workers,

I’m running for re-election as ILWU Mainland Vice President.

I come from a proud longshore family and I am incredibly humbled and honored to follow in my dad’s footsteps as a member and leader in the ILWU. I’m running for re-election because I’m proud of the work we’ve accomplished and believe we can keep it going.

As your Vice President, I serve as Head of Organizing for the ILWU. My goal from the start was to grow the ILWU and I knew in this era, we were going to have to think outside the box. Since 2018 we’ve taken on some of the most exciting new organizing drives in our union’s great history: winning with veterinarian technicians, chassis mechanics, marine biologists and much, much more.

Since the 2018 Convention, the ILWU International Organizing Department has met a number of challenges as the new Administration realigned the union’s resources to make the Organizing Department more robust and effective across all divisions and industries. This began by fully staffing the Department; creating a new Supply Chain Logistical Transport (SCLT) program; and controlled legal costs by recruiting and training staff to bargain first contracts.

These past three years saw the Department grow in membership to some of its highest levels in recent memory all while working with Local leaders to take on more of the local organizing work with the creation of the International Organizing Committee (IOC). Additionally, the Department was quick to deploy staff to train and prepare for the Supreme Court’s attack on working people through the Janus Decision. There, the Supreme Court effectively created Right to Work policy for all public sector members by eliminating agency fee shops. Shortly thereafter, the Department took on and won several campaigns and supported Locals during an unprecedented era of attacks on workers and even a Pandemic.

The incredible campaigns led by ILWU Local 6 with Anchor Union, Tartine Union, and, most recently, Dandelion Union, have excited workers across the country and an entire generation of young people now looks to the ILWU for inspiration. We’re organizing where we’re already the strongest – throughout the supply chain – and in entirely new industries, building out community alliances along the way. When we say #AllHandsOnDeck, we mean all.

With your support, we’ll keep our union strong and make it even stronger. As our Ten Guiding Principles remind us, “To organize the unorganized must be a cardinal principle of any union worth its salt; and to accomplish this is not merely in the interest of the unorganized, it is for the benefit of the organized as well.”

In solidarity,

Bobby Olvera, Jr.

ILWU Vice President – Mainland

HAWAII VICE-PRESIDENT

Paul Sam Kreutz, Local 142

No statement submitted.



George A. Martin, Local 142

Aloha! My name is George Martin; I am a candidate for ILWU International Vice President-Hawaii and I’m humbly seeking your vote.

A big “MAHALO!” to Roland Shimooka, Jr. for nominating me -and- to Syvell DeRego, Gregory Wagner, Jr. and Mike Podue for secondings!

My background:

- I graduated from Laupahoehoe High School in 1978, then joined the Navy. After receiving an honorable discharge, I returned home to Hawaii and went to work for Yamada & Sons (a construction company that had been unionized by the ILWU) in 1981; I was a Laborer while employed with them for only one year when construction got slow.
- Then, in 1982, I started working for Hamakua Sugar Company. I held various positions during my employment there. First as a “Knapsack Sprayer” (Poison Gang) for a year; a Senior Cane Truck Driver (for 2 years). When I got into the Garage as Mechanic Apprentice, I took the initiative for advancement by enrolling in 3 years of classroom work and on-the-job training to become a Journeyman Mechanic in Shop and ended my career there as a Mill Mechanic in 1994.
- During my employment at Hamakua Sugar Company, I served as a Union Shop Steward, then later I was elected to serve as the Unit Chairman, during which time I participated in 2 statewide negotiations, under the leadership of Union Spokesperson Eusebio “Bobo” Lapenia, Jr.

When Hamakua Sugar Company shut down its operation in 1994, I made a motion to set aside\$100,000.00 from the Unit funds for the Pension Clubs in the area, of which there were only three at that time: Honokaa, Paaulo, and Laupahoehoe.

- Thereafter, I reapplied for a job at Yamada and Sons and was hired as a Mechanic in the Shop as well as in the Quarry. I also served as a Shop Steward and Unit Chairman.

While still working at Yamada & Sons in 2007, ILWU Hawaii Division Director Richard Baker, Jr. asked if I would be interested in serving as a Business Agent as Brother Roy Jardine was soon to be retiring in that capacity. After much deliberation, I accepted his offer. Since then, every three years, I’ve run for the Business Agent position and have been successful each time.

- During my tenure as an official of the ILWU, I have also had the privilege of serving as a Trustee on the ILWU (Hawaii) Employers General Pension Plan. I have gained so much knowledge about how the pension plan works, which is helpful when advising our members who have questions when they are ready to retire.

- I’ve also attended and participated in numerous Local and International Conventions. The life blood of any labor organization is “Organizing” and “Mobilizing”. I’ve been assisting in both for the 30 years-plus that I have been a Unit Officer and Business Agent.

With my experience and background –and– with your confidence and your vote—I’ll hit the ground running!

In Solidarity,

George Martin

SECRETARY-TREASURER



Ed Ferris, Local 10

Dear members of the ILWU,

It has been a great personal honor and privilege serving our membership as International Secretary-Treasurer during the past three years.

We have collectively endured so many difficult and historical challenges in recent years and our work is far from over. As such, I am humbly seeking re-election for this important position and just wanted to personally thank each of you for taking the time to read my candidate’s statement.

My name is Ed Ferris.

I was born and raised in Pittsburgh, Pennsylvania. Growing up in a strong union town like Pittsburgh in the 1970’s heavily influenced my personal development and instilled working class values that guide my life today.

I graduated from Indiana University of Pennsylvania in 1991 with a Bachelor of Science degree in Business. My major course of study was finance with a concentration in economics. I relocated to California in the fall of 1991 and began working on the waterfront in 1992. I was registered in 1998 and became a proud member of ILWU Local 10 in 2003.

Throughout my ILWU career I have had the honor of serving in the following elected and appointed positions:

- ILWU International Secretary-Treasurer (2018-Present)
- ITF Fixed Location Warehouse Terminal and Logistics Workers’ Steering group (2019-Present)
- ITF Dockers Section Health and Safety Working group (2018)
- Maritime Advisory Committee for Occupational Safety and Health, ILWU Representative, Washington, D.C. (2016-2018)
- ILWU Coast Safety Committee Chairman (2014-2018)
- ILWU Local 10 President (2016 and 2017)
- Port Performance Freight Statistics Working group, MACOSH representative, Washington, D.C. (2016)
- ILWU Local 10 Vice-President (2015)
- ILWU-PMA PCMSC Negotiations Chairman (2014)
- ILWU Local 10 Secretary-Treasurer (2012 and 2013)
- ILWU Local 10 LRC Representative (2011)
- ILWU Local 10 Business Agent (2009 and 2010)
- ILWU Local 10 Caucus Delegate (2010-Present)
- ILWU Local 10 Executive Board member (2008-2018)
- ILWU Local 10 Mechanics Port Supplementary Agreement Negotiations Chairman (2008)

I continue to believe that we are at a critical point in the history of the ILWU. How we address the protection of our jurisdictional and collective bargaining rights in an environment of increased automation, industry consolidation, privatization, and expansion of “right to work” legislation will ultimately determine the future viability of our great Union.

If re-elected ILWU International Secretary-Treasurer, I will continue to work tirelessly to provide prompt, professional, and equal representation to all of our members. I will continue to faithfully perform the duties of this office in accordance with the ILWU International Constitution and will continue to promote rank and file democracy, young worker leadership development, solidarity, and social justice causes in accordance with our finest traditions.

Thanks for your time, consideration, support, and vote.

In solidarity,

Ed Ferris

#Blacklivesmatter

LONGSHORE DIVISION

COAST COMMITTEE CALIFORNIA



Frank Ponce De Leon, Local 13

Dear Brothers and Sisters of the ILWU Longshore Division,

It was a great honor again to be nominated for the Office of Coast Committeeman at the recent concluded ILWU Longshore Division Caucus in San Francisco. It will be an honor again, once elected, to serve as your representative on the Coast Committeeman for a third term! I am a third generation longshoreman and was registered in January 1982 and have been a member of Local 13 since September 1984. During my time as a Local 13 member, I have been elected to serve the Local in many positions. I have held the following offices: Night Flex Dispatcher, Executive Board Member, Picket Captain, Convention Delegate, Caucus Delegate and Local 13 Secretary/Treasurer. I have also served the Southern California Area as its International Executive Board (IEB) representative and IEB Trustee, and on the 2014-2015 Negotiating Committee.

More importantly, over the last six years (2015-2021), I have taken great pride as your representative on the Coast Committee! Over these years, the ILWU Longshore Division has faced many challenges and we will continue to be tested not only by our employer groups but by the government and legislation as well. Moving forward, it is imperative that we continue to protect the working class as we have in the past while maintaining our ILWU traditions. The key to our success has been the ILWU’s ability to STAND STRONG and STAY UNITED. We must remain vigilant in protecting our contract documents (PCL&CA). This again will be the key in moving forward into the future as we will face the most challenging settings in our upcoming negotiations.

Again, this can only be accomplished through YOUR SUPPORT and YOUR VOTE. Thank you – STAY STRONG and UNITED!

In Solidarity,

Frank “PDL” Ponce De Leon.

COAST COMMITTEE NORTHWEST



Cam Williams, Local 19

Dear Brothers and Sisters, It has been with great pride to have served the rank and file the last six years, as your Northwest Coast Committeeman. Together, we face continued challenges that lie ahead. 2022 Contract Bargaining, Northwest Grain Contracts, Preservation of Jurisdiction in all Ports, Employer observance of our Collective Bargaining Agreements, M&R Technologies & Training and ongoing Labor Attacks by Government. These are just a few of the issues we fight on a daily basis. I will continue with strength and diligence to represent the rank and file of this great Union. I would be honored for your vote for my third term.

In Solidarity, Cam William

CANDIDATE'S STATEMENTS

INTERNATIONAL EXECUTIVE BOARD

SOUTHERN CALIFORNIA



Luisa Gratz, Local 26

Hello Brothers and Sisters,

Although we were on Zoom, our 2021 IL WU Convention was one of our best. Unity was our collective goal and reflected in our resolutions that passed. When we act on them, our decisions will bind us together to build and strengthen the ILWU into the next few years based on our ability to practice our guiding principles. As our struggles against selfishness, greed, racism, and job replacing automation, we also fight influences of hate in our Union, state, and Country with a positive program of unity.

"Automation" is only a word. The ILWU must define its application and limitations in all ILWU divisions. The ILWU pension and welfare funds depend on our support for retirees and spouses with Employer contributions.

Our activities will, if we do the right things in negotiations, protect work for our current and future ILWU members and retirees, in all divisions.

All working people provide for our infrastructure by paying taxes which serve our community and country, providing for public services including schools, street cleaning, 911, fire and police departments, some hospitals, parks, beaches, and much more.

There is no conflict between clean air and safe jobs. The key words are safe jobs. Jobs equal purchasing power. Purchasing power links us to other workers who make and process the goods we rely on. We are all connected. "Automation" can mean electric or manually operated equipment/ tools. "Robots" replace people, don't pay taxes, don't buy groceries, don't think, and rely on 5G, a known carcinogen. Please connect the dots. Please don't use automated checkout stands in your shopping centers. What goes around comes around, or, an injury to one is an injury to all. Climate change is real. We must not trade one for the other. We can have clean air and safe jobs for ourselves, our kids, and our communities, future workers and grandchildren. This combination is available if we fight in solidarity with these goals in mind, together daily.

An injury to one will be an injury to all if not checkedmate with understanding, now, going forward to protect jobs and our future in the ILWU, and the ILWU itself.

In Solidarity,

Luisa Gratz

Jose A Nunez, Local 6

No statement submitted.



Michael A Podue, Local 63

My name is Michael A. Podue and I respectfully seek your vote for the office of International Executive Board (IEB) for a third term. I have been a proud member of the International Longshore and Warehouse Union for 40 years, including my years as a Longshoreman in Local 13 and a Marine Clerk in Local 63. Throughout my career, I have served various elected positions in Local 63 including President, Vice President, Executive Board, Labor Relations Committee Representative, and Convention/Caucus Delegate. In the 2014-2019 contract negotiations, I served as Vice Chair of the Coast Safety Committee. Additionally, I currently serve as Local 63 President, Convention/Caucus delegate, Chair of the

Coast Safety Committee and member of the Coast Clerks' Technology and Legislative Committees. In Washington DC, I represent the union on the Advisory Committee on Supply Chain Competitiveness and Maritime Advisory Committee on OSHA to the Secretaries of Commerce and Labor, respectively. As an IEB member, it is critical to understand the struggles our Union and its members have been through in order to properly evaluate and understand the ever-changing environment and challenges we currently face and will face over the next 25 years. On the political front, the ILWU must remain vigilant in opposing Republican and corporate-sponsored legislation that would harm Labor, the ILWU in particular. To do so, the ILWU leadership including International Executive Board members, must monitor pending legislation in Washington D.C. and in the state capitols and be proactive on beneficial legislation. We must also maintain and continue building our clout in the political arena through our Political Action Fund, our positive relationships with elected officials and facilitating the appointment of ILWU members to key political positions such as the Harbor Commission.

Jurisdictionally, it is critical that we understand that what worked in the past is not necessarily the template of the future. While the ILWU comprises different divisions with distinct jurisdictions, those dividing lines are occasionally less distinct as the employers implement new technologies in the name of "efficiencies" and "cost savings," i.e., reduction of manpower. In the face of this challenge, we need to clearly define the common interests of the ILWU membership as a whole. Another challenge facing the ILWU is the employers' mergers, acquisitions, and creation of alter-ego companies, along with vessel sharing agreements and alliances. Many of these "business decisions" result in labor relations challenges for the Union as we seek to protect our jurisdiction and manning. As a Union, we must remain focused on maintaining our west coast market share and hence man hours that will pay for our welfare and pension benefits that we have earned, bargained for, and benefited from for over 75 years. It would be my honor to serve my fellow ILWU Brothers and Sisters for another three years in this most important position so that I can continue to offer my vision and fight for all divisions and members of the ILWU. In solidarity, Michael A. Podue.



Ray Benavente, Local 13

Fellow ILWU Sisters and Brothers,

I once again ask for your support to serve a second term as an International Executive Board (IEB) member representing the Southern California area. I am honored, and hopefully with your support, I will be given the privilege to serve you again.

I believe that my work and union experience will be beneficial to the IEB when shared with Board members representing other Longshore Division Locals, along with all ILWU Divisions including Hawaii, Canada, and Alaska. The diversity of knowledge and varied perspectives that the IEB brings helps maintain our union strength and fuel our prosperity for years into the future.

The IEB will need to make crucial decisions when recommendations on young member education seminars or conferences are being considered. Member education is an important key to union health! When important decisions need to be made to support organizing, allowing us to THRIVE and not just SURVIVE, the IEB needs to help make these decisions. It is exciting to see new industries being brought under the ILWU umbrella. Organizing ... another key to our union health!

How we deal with automation will be key to the future of the ILWU. Our Executive officers and the Coast Committee with the support of the IEB, will keep us on track towards a bright future. To be sure, this struggle will be fought first by our Local union officials.

I believe I can help make a difference. My union education comes from being a Local 13 member for twenty-seven (27) years, past Executive Board member, past Local 13 Vice President, and four (4) years as a Dispatcher.

I am currently a Local13 Convention/Caucus Delegate and Coast Safety Committee member. I believe all these positions that I have held, the jobs I have done, and the various committees I have served on, has given me my education on how the public views us, what the employer "wants", but most importantly, knowing the needs of every ILWU member keeps me in the "fight for what's right".

In Solidarity,

Ray Benavente

SOUTHERN CALIFORNIA MINING/DESERT

Kevin Martz, Local 30

No statement submitted

NORTHERN CALIFORNIA

Melvin Mackay, Local 10

No statement submitted



Sean Farley, Local 34

No statement submitted

WASHINGTON/PUGET SOUND

Dax Koho, Local 22

No statement submitted



Chris Romischer, Local 52

Brothers and Sisters of the ILWU,

My name is Chris Romischer, and I am seeking a position on the International Executive Board representing the Washington Area. I am honored to be nominated to this position and to have the opportunity to serve the rank and file of this great Union. I am a second-generation ILWU member and "Dirty Neck" Clerk. I have been a member of Local 52 for the last 10 years and a member of Local 19 for 9 years before that. During my time in the ILWU, I have held many leadership positions, including LRC Representative (2009-2010 and 2013-2021), Executive Board member (2005-2010 and 2013-2021, Convention/Caucus Delegate (2009-2010 and 2013-2021), Puget Sound District Council Secretary Treasurer (2009-2010), Vice President (2019) and President (2014-2018 and 2021). Currently, I hold the office of President of Local 52. I believe that the International and the Longshore division is facing some tough challenges in the coming months and the Union will need strong leadership and intelligent thinking to overcome these obstacles. There are numerous lawsuits that the Union is facing including the ICTSI lawsuit and appeal. As a member of the Coast Longshore Budget Committee for the past 11 years, I have been working through how to prepare and budget for all the scenarios that could come up against the union. I also have a unique perspective in that I am also an Accountant and have working in tax preparation since 1999. I believe this background and education allows me to look at problems differently and try to think outside the box. I also believe that the ILWU is a rank-

and-file Union and that all the members should have an opportunity to have their voice heard. As a leader in the Union, I have strived to make sure that my local's membership is allowed to participate in the decision making process and attend all the meetings that they show interest in. I will bring that same mentality to the International Executive Board. If elected, it will be my privilege to not only represent the Washington Area, but to also represent all ILWU members. I look forward to the responsibility of upholding the principals and ideals of which our great Union has been built.

In Solidarity, Chris Romischer

Jason Ford, Local 21

No statement submitted

Dean McGrath, Local 23

No statement submitted



Dan McKisson, Local 19

I am honored to have been nominated for a second 3 year term to the International Executive Board.

I am seeking your continued support for a position on the International Executive Board (IEB) representing the Washington Area. The IEB is the highest ranking body of the International between conventions as such the IEB positions for the Washington Area are vital in representing our concerns and interests for the next three years. Our union is facing continuing challenges including jurisdictional attacks and automation. The Longshore Division continues to battle grain companies during grain negotiations and with the upcoming 2022 Longshore contract negotiations we have much work to do. Together the ILWU will overcome all of these challenges.

The rank and file run this organization and I will make my self available to the issues of the rank and file in the Washington Area as I have strived to do as President of the Washington Area District Council and as a member of the Pension & Welfare and Legislative committees.

As your IEB representative I will represent all of the ILWU members in the Washington Area with experience and dedication.

I have held the following positions in our union:

- 2004 to present - Local 19 Executive Board member
- 2005 to present - WADC
- 2006 to 2007 - Washington Area LRC
- 2007 to present - Local 19 Convention/Caucus Delegate
- 2007 to present - Coast Pension and Welfare Committee
- 2013 to present - Coast Legislative Committee

I have represented the ILWU in the following community positions:

- Washington State Freight Advisory Committee
- Seattle Freight Advisory Board
- Puget Sound Regional Council Transportation Policy Board
- Economic Resilience of Maritime and Manufacturing Taskforce

I would be honored to have your vote to represent the Washington Area on the International Executive Board.

In Solidarity,
Dan McKisson
Local 19
57326

OREGON/ COLUMBIA RIVER



Myka Dubay, Local 5

Sisters, Brothers, and fellow workers,

I am excited and honored to have been nominated to continue serving on the International Executive Board, representing the Columbia River and Oregon area. It has been my absolute privilege to serve on the IEB representing the area these past two years and I would appreciate your vote of confidence in my ability to continue serving the area for another term. In my 6 years as a member of the ILWU, I have served my Local in every capacity I am able: participating in several negotiating committees as part of my work as Business Agent for Local 5, most often as Chief Negotiator; heading up a variety of campaigns within the Local, most recently the Recall Campaign for Powell's Books; and assisting our area Organizer in training new workers to organize their fellow workers and to negotiate first contracts.

Alongside my work for Local 5, I have committed to both outside community organizations such as Portland Jobs with Justice furthering worker rights in my community, and to greater work for the ILWU as a whole. I have participated on the National Organizing Committee since 2019 assisting other members as they organize new workers into the ILWU, I have been an elected delegate to two conventions for the ILWU to represent Local 5, I have served on the Oregon Area District Council as a delegate for the past 2 1/2 years, and in lieu of the LEAD conference for 2020 which had to be canceled, I participated as a panelist on the webinar of the Ten Guiding Principles of the ILWU and how we enact and live those principles within our own union halls.

I am fiercely passionate about the strong democratic traditions and progressive values of our union. We have an amazing history of militant activism and that fire for justice burns within all of us. I believe that officers must be accessible to the rank-and-file and that starts with being transparent and forthright about the work that we do. I will dedicate myself to keeping this union strong and resilient, to communicating with the membership about the business conducted at IEB meetings, to pushing for strong progressive legislation that upholds the values and rights of workers, and to continue my work on the National Organizing Committee to further strengthen and build this union - both internally and externally. We must always be organizing - and if we are not organizing externally, there is always organizing work to do within our own shops.

The ILWU is built upon the solidarity of rank-and-file workers who come together, time and time again, to do amazing things. That is not just our legacy - that is our future. I would be honored to have your vote and continue serving on the IEB for the Columbia River and Oregon area.

In solidarity
Myka Dubay
Columbia River and Oregon Area



Matt Findley, Local 8

Brothers, Sisters, and fellow members,

When I was drawn to be a casual longshoreman in Portland in 2004, I had so many reasons to be grateful, but I was most excited for the opportunity to be a part of this Union. I had watched in the news as the ILWU took center stage in Portland while Local 5 organized at the iconic Pow-

ell's Books in 1999. I witnessed firsthand the solidarity on display as my friends and family walked the picket line during the 2002 lockout. Having been on the sidelines through these events, by 2004, I was eager to join a Union that fought so hard and consistently won for workers.

Since becoming eligible to hold local office in 2013, I have been elected to serve Local 8 on the executive board, labor relations committee, district council delegate, caucus/convention delegate and as earnings clerk. I have also been elected as the president of the Oregon Area District Council since 2013, and was appointed by President Adams to serve on the Legislative Committee starting in 2019.

It's an honor to have been nominated by the Oregon/Columbia River region to run for International Executive board. If elected, I look forward to working together with the other Oregon/Columbia River delegates to make sure the region is well-represented on the board, and to ensure that the ILWU continues to be one of the world's greatest unions. I would be honored to have your vote. Thank you.

ALASKA

Jesse Groom, Alaska Longshore Division

No statement submitted

HAWAII

D Kehau Oyamot-Maeha, Local 142 (Tourism 2)

No statement submitted

Lourdes R Rivera, Local 142 (Tourism 1)

No statement submitted

Radford DeMotta, Local 142 (Longshore)

No statement submitted

Ricardo De la Torre Sr., Local 142 (Pineapple)

No statement submitted

Sierra Delgado, Local 142 (General Trades)

No statement submitted

CANADA

Rob Ashton, Local 500

No statement submitted

IBU



Jay Ubelhart, IBU

I would like to thank the members of the Inlandboatmen's Union caucus to the 38th International Convention of the ILWU for nominating me for a position on the IEB. I am grateful for the trust you've placed in me to represent you. The Convention was great and sisters and brothers from all the ILWU divisions did good work under difficult circumstances. Now is the time to get down to the work of putting our new policies and programs into practice. We have challenges ahead but our experienced leadership and members will help us to march on. A renewed commitment to organizing, fighting unscrupulous employers and keeping the political pressure on will help us achieve our goals. I have been allowed to sit in on the IEB meetings since I was elected as IBU President and got a preview of the important work the IEB does. I look forward to helping contribute to the work of the IEB. We all need to work to preserve and expand our jurisdictions and provide mutual aid when any ILWU local needs it. With the assistance and backing of the ILWU the IBU is engaged in several organizing drives. Working together we intend to prevail. Please take the time to vote. We learned in the state and federal elections last Fall that elections can make a difference in our futures.

OFFICE CLERICAL UNIT LOCAL 63

John L Fageaux Jr, Local 63 OCU?

No statement submitted

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

The International Longshore and Warehouse Union (ILWU) provided its 20th annual Scholarship Program to local High Schools. This program awards up to three students from each participating high school with \$500 scholarships to help with school tuition costs. Each scholarship recipient wrote an essay on Harry Bridges, the founder of the ILWU, in which they recognized his integrity and the value of his struggle to help the working class.

These students are real heroes who have shown they can persevere and continue with their studies. The Scholarship Committee would like to thank all the educators, ILWU members and staff whose efforts make this program a success.



Harry Bridges

We congratulate all the recipients of the
2021 ILWU Scholarship Program

Bishop Montgomery High School	Alexandria Lopez	Darcy Campos	Kevin Carrillo
Carson High School	Azareth Jangui	Alison Ramirez	Ramdeen Liwanag
Juan Rodriguez Cabrillo High School	Michael Quiñero	Briana Perez	Wendy Garcia
Lakewood High School	Ashley Bolter	Keran Orendain	Trinity Absoud
Long Beach Polytechnic High School	Evan Arredondo	Liam Alpert	Victoria Quach
Mary Star of the Sea High School	Joseph Madrigal	Michelle Estrada Cortes	Liliana Buggiano
Mayfair High School	Katharine Gonzalez	Alyssa Martinez	Kristopher Woods
Nathaniel Narbonne High School	Alexander Serrano	Holene Hintay	Lilbeth Mendola
Palos Verdes High School	Zoei Boliveau	Peyton Eberhard	Anika Hauser
Palos Verdes Peninsula High School	Andrew Sinaloco	Daniella Giron	Erin Nimick
Phineas Banning High School	Karen Canales	Sarah Rodriguez	Josmin Mena
Port of Los Angeles High School	Paulina Escamilla	Trandy Babio	Karla Solimenes
Robert A. Millikan High School	Drew Hemmings	Caleya James	Jacob Fischer
San Pedro High School	Adrianita Cruz Reyes	Kaley Soarin	Sonny Doumenc
St. Anthony High School	Ian Joshua Schabert	Manuel Cuevas	Maddyn Shalutin
Torrance High School	Vronica Garza	Lilbeth Meneses	Layla Valdivia
Woodrow Wilson High School	Maximiliano Vuerla	Hannah Stone	Kayla Taylor



“There will always be a place for us somewhere, somehow, as long as we see to it that working people fight for everything they have, everything they hope to get, for dignity, equality, democracy, to oppose war and to bring to the world a better life.”

Harry Bridges

Local 13 President, Ramon Ponce de Leon

Local 63 President, Mike Podue

Local 94 President, Danny Miranda

ILWU Pensioner President, Greg Mitre

ILWU Credit Union President, Ralph Ruiz

ILWU Scholarship Committee Members

TRANSITIONS

NEW PENSIONERS:

Local 8: Brian W Correll; Kenneth R. Lee; **Local 10:** Jimmie Baggett; Timothy J. Guldbeck; Craig K King; **Local 13:** Scott B Adamson; Steven M. Aguilar; Stacy M. Amos; Evagelos Andrikos; Raul M. Chavez; Dwayne E. Compton; John Epperly; Jeffrey J. Franetovich; Joey M. Frederickson; Mario Hernandez; Dragan Kaleb; Annette Mattera; Travis S. McDonald; Michael Pehler; Craig P. Ulrich; **Local 23:** Kenneth H. Frost; Christine A. Ketter; Richard E. Miller; Sheri K. Olsen; Michael F. Pellegrini; Earl K. Sherman; Ira F. Shye; **Local 27:** John Z. Engel; **Local 29:** John L. Zumaya; **Local 34:** Phillip Fowler; **Local 40:** Carl L. Smith; **Local 53:** Patrick Ruddiman; **Local 63:** Edward D. Bayek; Scot A. Henderson; Michael F Kazmark; San Juan Marquez; Vincenzina P. Russell; Norbert M. Saavedra; **Local 75:** Joel Milien; **Local 94:** Henry J. Robles;

DECEASED ACTIVE MEMBERS:

Local 13: Roberto A. Zendejas; Ratchani Nimkhum; **Local 34:** Roy Poulos; **Local 94:** Rene Limon

DECEASED PENSIONERS:

Local 8: Mikhail M. Miller; Donald G. Noonan; David J. Smith; Ernest R. Fisher Jr.; **Local 10:** Robert Arnold; Edgar H. Casillas; Allen W. Crum (Jan); Thomas Dulaney; Richard L. Flores; Howard Mayfield; **Local 13:** Ronald D. (Christine) Anderson; Maria C. Cardenaz; David R. Guzman; Elroy J. Hysaw; **Local 19:** Earl E. Fritts; Storm R. King; **Local 21:** William H. Setters; **Local 32:** James P. Larson; James C. Murray; **Local 34:** David J. Erkkila; Robert E. Fleak; Daniel Friedenthal; **Local 40:** Bill Jasper; **Local 52:** Robert Lomax; **Local 91:** Gilbert L. Apodaca; **Local 92:** Dorman Robbins; **Local 94:** Gerald L. Feigner; Elmer G. Muehler;

DECEASED SURVIVORS:

Local 8: Barbara J. Smith; **Local 10:** Odessa F. Goins; Dorothy Patolo; **Local 13:** Evangeline Noriega; Faatapepe Toavalu; Elodia S. Torres; **Local 19:** Theresa L. Cunningham; Donna M. Hardin; Lorraine A. Wallace; **Local 21:** Judy Davis; **Local 23:** Diane E. Bredeson; Carole D. Shoop; **Local 24:** Evelyn Ellingsen; **Local 34:** Eva Camara; Mary J. Holsworth; Josette Marsh; **Local 63:** Marcella R. Bradford; **Local 94:** Josephine Jackson; Beverly J. Zanze;

A Helping Hand...

...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.

ILWU LONGSHORE DIVISION

ADRP—Southern California
Tamiko Love
29000 South Western Ave., Ste 205
Rancho Palos Verdes, CA 90275
(310) 547-9966

ADRP—Northern California
Hunny Powell
HPowell@benefitplans.org
400 North Point
San Francisco, CA 94133
(415) 776-8363

ILWU WAREHOUSE DIVISION
DARE—Northern California
Teamsters Assistance Program
300 Pendleton Way
Oakland, CA 94621
(510) 562-3600

ADRP—Oregon
Brian Harvey
5201 SW Westgate Dr. #207
Portland, OR 97221
(503) 231-4882

ADRP—Washington
Donnie Schwendeman
3600 Port of Tacoma Rd. #503
Tacoma, WA 98424
(253) 922-8913

ILWU CANADA

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

ILWU International Election Notice

(For Posting at all ILWU Union Halls and Offices From Aug. 2, 2021 to October 1, 2021)

An election by secret ballot of the ILWU International membership is being conducted by mail to determine the selection of ILWU Titled Officers, and International Executive Board members. Additionally, for longshore union members of the West Coast Longshore Division locals, mail balloting will also include the two offices for Coast Committee. The mail ballot procedure is the only method being used for voting in the election. It is being conducted pursuant to the ILWU Election Rules and Procedures, located at the back of the ILWU Constitution. No later than Monday, August 2, 2021, ballot packets will have been mailed out to all ILWU members listed on the Voter Eligibility Lists submitted by affiliated locals and divisions.

If for any reason you do not receive in the mail a ballot packet by Monday, August 9, 2021, and if you believe you are an ILWU member who is eligible to vote in this election, you can obtain a ballot packet by emailing Global Election services at helpdesk@votegees.com or by personally calling Global Election Services, the outside agency assisting in this election, at the following toll free number: **877-455-9367**

Since most ILWU members should receive their ballot packet from the regular mailing, telephone calls to Global Election Services will not be accepted until after August 9, 2021. A ballot packet can only be obtained from Global Election Services and not from the ILWU, the ILWU Election Procedures Committee, the ILWU locals and affiliates, or any of their officers and representatives.

Please note that all voters must return their election ballots by mail in the return envelope provided with the election ballot packet in time to be received at the designated post office in San Francisco. Ballots mailed before but received after the October 1, 2021 deadline will not be counted under any circumstances. To prevent ineligible persons from voting, please note that any individual who requests a ballot packet and who is not on the Voter Eligibility List will be sent a challenged ballot for voting. All challenged ballots will be subject to possible later investigation as to the voter's eligibility. Also, the ballot packets are electronically coded to prevent anyone from having more than one ballot counted. If a voter mails in more than one ballot, the ballot with the latest postmark or receipt stamp will be counted and the prior one(s) will be voided. However, where it is not possible to determine the latest postmark or receipt stamp, all ballots cast by the same voter will be voided.

Members should safeguard their ballots and should not provide them to any union officer or member for mailing or for any other purpose. Ballots handled in violation of the Election Rules and Procedures in the ILWU International Constitution are subject to challenge and may not be counted.

Any ILWU member who has a question about the election may call the ILWU Election Procedures Committee at 1-415-775-0533 to leave a voice mail message. If you call before 9:00 am, after 5:00 pm or on weekends and holidays, please dial extension 150 during the answering machine message to be connected to the correct voicemail. Messages left on the voicemail will be promptly addressed.

**CANDIDATE
STATEMENTS**
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Aviso electoral del Sindicato Internacional ILWU

(Para colocación en todos los salones de asambleas y oficinas de ILWU desde el 2 de agosto hasta el 1 de octubre de 2021)

Se llevará a cabo una votación por correo y mediante boleta secreta para que los miembros del Sindicato Internacional ILWU seleccionen los Dirigentes Titulares del ILWU, y los miembros de la Junta Ejecutiva Internacional. Además, para los miembros de los sindicatos locales de la División de Trabajadores Portuarios de la Costa Occidental, la votación por correo servirá para elegir personas a dos puestos del Comité de la Costa. El procedimiento para votar por correo es el único método que se está usando para votar en estas elecciones. Estas elecciones se están llevando a cabo de conformidad con las Reglas y Procedimientos Electorales del ILWU, los cuales se encuentran al final de la Constitución del ILWU. Serán enviados los paquetes con las boletas a más tardar el lunes, 2 de agosto de 2021 a todos los miembros del ILWU que figuran en las Listas de Miembros con Derecho de Voto que sean presentadas por los locales y divisiones afiliados.

Si por algún motivo no recibe por correo un paquete con la boleta para el lunes, 9 de agosto de 2021 y usted considera que tiene derecho de votar en esta elección, podrá obtener un paquete con la boleta mediante Global Election Services, la agencia externa que está facilitando estas elecciones, solicitándola por email a o llamando al siguiente número gratuitoap for your area:

- Mainland U.S. and Hawaii – 1-800-864-1263
- Canada – 877-455-9367
- Alaska – 888-507-7273
- Panama – 888-840-7574

Dado que la mayoría de los miembros del ILWU deberán recibir sus paquetes con las boletas cuando sean enviadas por correo, las llamadas telefónicas a Global Election Services no serán atendidas hasta después del 9 de agosto de 2021. El paquete con la boleta solo podrá ser proporcionada por Global Election Services, no por medio del ILWU, el Comité de Procedimientos Electorales del ILWU, los sindicatos locales u organismos afiliados del ILWU, ni por medio de ninguno de los dirigentes o representantes sindicales.

Por favor tenga en cuenta que todos los votantes deberán devolver sus boletas electorales por correo en el sobre de devolución incluido en el paquete de la boleta, y este debe llegar a la oficina de correos designada en San Francisco dentro del plazo establecido. Las boletas enviadas antes del 1 de octubre de 2021 que lleguen después de esta fecha no serán contadas en ningún caso. Para evitar la votación por personas sin derecho de voto, por favor tenga en cuenta que la persona que solicite un paquete con la boleta pero cuyo nombre no esté incluido en la Lista de Miembros con Derecho de Voto recibirá una boleta impugnada. El derecho de voto de las personas que reciban boletas impugnadas estará sujeto posteriormente a una posible investigación. Además, los paquetes de las boletas están codificados electrónicamente para evitar que sea contada más de una boleta por persona. Si el votante envía más de una boleta, la que lleve el matasellos o estampa con la fecha de recepción más reciente será contada y las previas serán anuladas. Sin embargo, cuando no sea posible determinar el matasellos o fecha de recepción más reciente, serán anuladas todas las boletas enviadas por el mismo votante. Los miembros deben cuidar sus boletas y no dárselas a ningún dirigente sindical o miembro del sindicato para que sean enviadas por correo o para ningún otro propósito. Las boletas que no sean manejadas de conformidad con las Reglas y Procedimientos Electorales de la Constitución Internacional de ILWU están sujetas a impugnación y es posible que no sean contadas.

Cualquier miembro del ILWU que tenga alguna pregunta acerca de las elecciones podrá llamar al Comité de Procedimientos Electorales del ILWU al 1-415-775-0533 para dejar un mensaje de voz. Si llama antes de las 9:00 a.m. o después de las 5:00 p.m. o en fines de semana o días festivos, por favor marque la extensión 150 mientras escuche el mensaje de la contestadora para que sea conectado con el buzón de voz correcto. Los mensajes que queden grabados en el correo de voz serán atendidos sin demora.