



THE DISPATCHER

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The Coast Longshore Division Negotiating Committee began bargaining on May 10th on a new coastwise longshore contract. Both the Negotiating Committee (seated) and the Safety Subcommittee (standing) were elected at the Longshore Division's Caucus earlier this year.

ILWU-PMA begin negotiations on new Coastwise Contract

Negotiations between the ILWU and the Pacific Maritime Association (PMA) began on May 10th in San Francisco. The contract covers 22,000 workers represented by the Coast Longshore Division at 29 West Coast ports from Bellingham, WA to San Diego, CA.

Priorities set by the membership

The priorities for negotiations are set by the union's democratic process. The Coast Longshore Division's Caucus met on January 31-February 11 in Long Beach, CA, where nearly 100 elected delegates met, discussed, and debated proposals originating from Longshore Division locals with ideas and priorities for the new contract. Resolutions for the contract revolved around safety, wages, benefits, jurisdiction, and technology. Delegates also elected the main Contract Negotiating Committee and Safety Subcommittee.

Media spotlight

The shipping industry and global supply chains have generated intense media scrutiny in the past two years, bring unprecedented

media attention to West Coast ports. The COVID pandemic and the sharp spike in consumer demand for products manufactured in Asia have exposed weaknesses in the supply chain links outside of U.S. ports, including labor shortages in the trucking, railroad, and warehousing industry, as well as chassis, gondolas, and other equipment shortages. The Coast Longshore Division has implemented a comprehensive media and public relations response that has significantly increased the inclusion of the union's viewpoint in media reports and established a strong social media presence for the ILWU. However, the ILWU and PMA have agreed to a media blackout for this bargaining session, and the parties will periodically publish joint press releases when needed throughout negotiations.

Worker risks, carrier profits

The negotiations take place in the context of the ongoing pandemic during which the ILWU workforce kept the ports open and cargo flowing at record rates, including critical PPE needed by health care workers, in spite of the risks to the health of ILWU dockworkers.

During this time, ocean carriers generated record profits. According

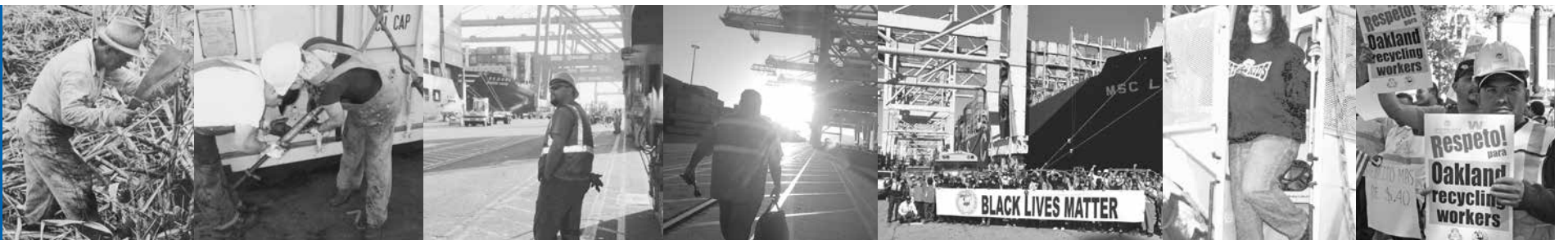
to the maritime research group Drewry, carriers have generated approximately \$190 billion of annual profits, roughly triple from the previous year, although some carriers saw much larger gains. Cosco Shipping reported \$14 billion in annual profits in 2021, nine times more than in 2020 while Hapag-Lloyd's pre-tax income more than quadrupled to \$12.8 billion last year.

"The ILWU has been negotiating with the PMA for decades, and we always get an agreement," said Willie Adams, ILWU International President. "Good jobs, safe jobs, and ports that work for America; this is what we fight for every day."

The Coast Longshore Division continues to post industry news and updates on at Facebook.com, @LongshoreWorkers, and at Twitter.com, @ILWUlongshore.



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LETTERS TO THE *DISPATCHER*

Dear Editor,

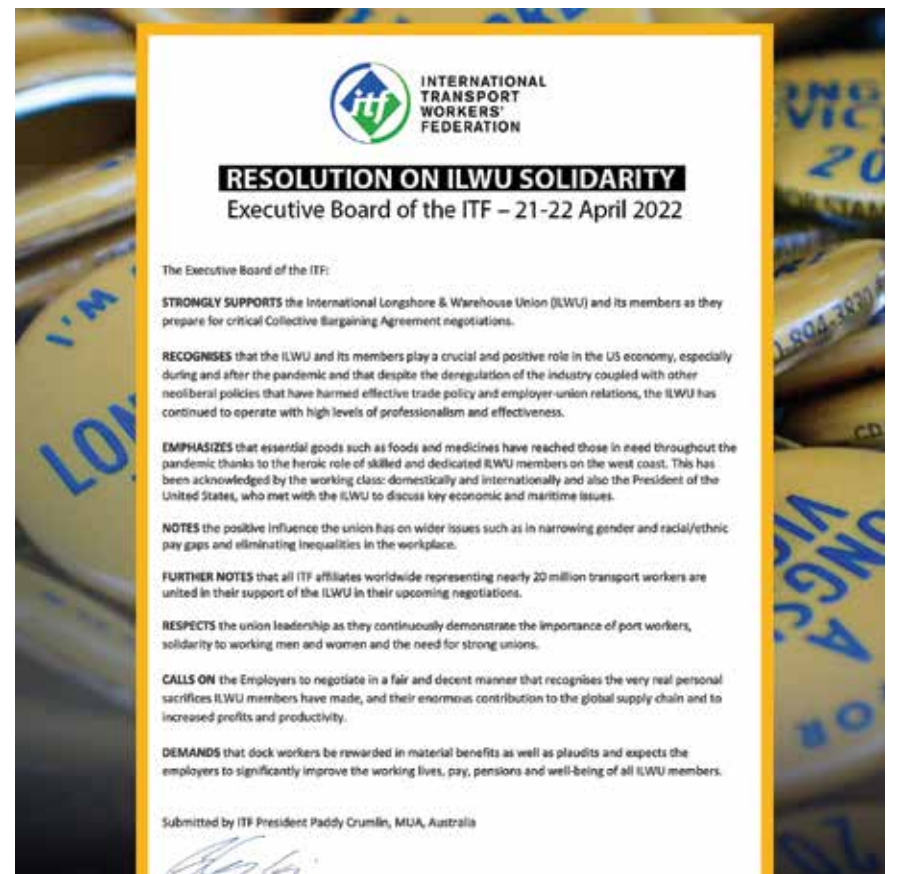
Children, struggling in their life and death battle against cancer, need help to laugh, to play, to grasp their dream of a normal today and joyful tomorrow. Families need support. Pediatric cancer doesn't care about gender, economic status or skin color.

In the March issue, *The Dispatcher* published "\$106,700 Thanks." That article included the logos of all those locals, pensioner groups, auxiliaries and industry companies that helped ILWU Walk the Coast secure funding for Alex's Lemonade Stand Foundation's fight against childhood cancer. This pushed our total donations over \$905,000. None of this is possible without the support of the International Officers, Coast Committee, The Dispatcher, locals, auxiliaries and pension groups. This is truly a united effort.

It appears that 2022 can be our MILLION DOLLAR year. It is very likely that, with the continued support of our union, ILWU Walk the Coast can surpass that milestone. Hopefully every ILWU Division, local and group will want their logo included for this great cause. Thank you to all in our ILWU family.

Dan Imbagliazzo

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



Local 8 affiliate's solidarity wins improvements in new agreement with Ash Grove Cement



Left to right: Stuart Strader, Local 8 President; Tom Morrell, Ash Grove negotiating committee; Brian Murrell, Local 8 LRC; Jeremy Christopher, Shop Steward.

Local 8 successfully renegotiated its Ash Grove Cement Collective Bargaining Agreement for 15 affiliated members that work at the facility full time. The facility, located on the Columbia River, processes aggregate lime received by truck, barge and rail into a usable product for local distribution.

New ownership of the facility posed a new set of challenges, which Local 8 negotiators turned into an opportunity for change.

"The new owners flew some representatives over from Europe who weren't familiar with the ILWU and thought they could push us around," said ILWU Local 8 President Stuart Strader. "They quickly learned we had solidarity in our ranks and that we weren't afraid to fight for our members."

Ash Grove Cement is one of the largest cement producers in North America, and the company was acquired in 2018 for \$3.5B by CRH plc, a global building materials business headquartered in Ireland.

Strader said that despite a rocky start to negotiations, the two sides eventually settled into cordial bargaining and "took care of a lot of issues."

On April 26, the unit ratified a new 3-year agreement with significant gains, including:

- A 6% wage increase in the first year, 5% in the second year, and 4% in the final year.
- A one-time \$250 COVID-19 dedication payment for each member.
- Defined benefit pension was increased \$2.50 over the life of the agreement.
- Initial vacation entitlement was moved from starting in the third year of employment to the second year.
- Training pay rates were eliminated.
- Substandard seasonal workers' rate was eliminated.

- Rev. Martin Luther King Jr.'s Birthday is now recognized as a paid holiday.

Strader said that in addition to the economic gains, the unit finished negotiations feeling empowered and appreciated.

"The workers negotiated regularly scheduled Member/Management meetings to keep open communication, giving a voice to influence working conditions and exercise democracy in their workplace," said Strader.

"The company also wrote them an appreciation letter for their hard work and dedication during the Covid epidemic, thanking our members for their efforts to keep the facility running and profitable, which was an important acknowledgment," said Strader.

"If a company marginalizes their people, they get what they get, Strader continued. "If a company invests and engages their work force as partners, they reap back their investment. When labor stands together, they gain respect and move forward to win a fair contract."

DISPATCHER

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Communications Director

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First post-pandemic ILWU Canada Convention sees progress, elections

The 36th ILWU Canada Convention was a momentous event after four years, since the ILWU Canada Executive Board had voted unanimously to postpone the 2020 Convention until the health authorities deemed it safe to hold mass gatherings.

The week of March 29 - April 1, 2022, 130 delegates came together from across the British Columbia and were joined by a delegation of affiliates from Saskatchewan and BC to address current struggles, celebrate victories, and map out the path forward for the next two years and beyond.

The Convention opened on the unceded land of the Coast Salish Territories xʷməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh). It was an honor to be joined by Aaron Williams, who shared a blessing and a song. The relationship between the ILWU and Indigenous communities along BC's Coasts goes back more than 100 years, when the early ships were made of wood and the men were made of steel. It goes back to the day when William Nahanee refused to run the ship's gear unless he was paid like a European. His gang stood firm until the employer agreed to pay them like the Europeans that were doing the same job.

Our history as a union has been to use our position in the labor movement to help those in need, and to use our earnings to help lift people. Chief Joe Capilano did this in 1906, using his earnings as a longshoreman to pay for a trip to England to lobby the King of England for the rights of BC's Indigenous Peoples. Working people along the waterfront have a gloried history of using our resources to better our lives and the lives of others.

After four years without a convention, the officers' reports were lengthy. Here are some of the highlights:

- Over the past three years, ILWU Canada has grown a movement that stands beside workers who are in distress. We walked picket lines in Saskatchewan with UNIFOR, on Vancouver Island with the United Steelworkers, and in Vancouver with Unite Here Local 40. We went to rallies

to support any workers that needed our support.

- We commissioned the *Economic Impact Study of Digitization and Automation of Marine Port Terminal Operations in British Columbia, also known as the Prism Report*. The study has opened the eyes of people on the west coast of Canada and around the globe about the financial hardship that automation will cause for communities. The study is not enough; the labor movement needs to protect working-class jobs and our future on this planet.

- Over the past few years, we have witnessed the Maritime Employer Association (MEA) in Montreal take on CUPE 375 at the Canadian Industrial Relations Board (CIRB). The employer argued that longshore was an essential service, and that CUPE 375 was not allowed to go on strike. The CIRB ruled in favor of the union, and the right to strike by longshore workers was upheld. The attacks continued, and CUPE 375 took strike action after the MEA changed their working conditions. What we saw next from the federal government was an attack on workers. The government forced CUPE 375 back to work through what we feel is illegal legislation due to our Charter Right to Strike.

- The shop stewards course material has gone through a few changes. The unique structure of our union, its locals, and provincial/federal jurisdiction make it hard to make a "one size fits all" course. We must keep all our education materials updated to stay relevant and in line with changing laws and regulations. We organized shop stewards trainings for multiple locals, including Local 400's newly organized Mercedes workers, Locals 333, 505, and 523 in Prince Rupert, Local 519 in Stewart, and the newly organized workers at Tidewaters Container Services represented by Local 502.

- The ILWU Canada Leadership Course completed two successful installments in 2019 and 2020 as part of the CLC Pacific Region Winter School. This course concentrates on skills new leaders need, such as public speaking, basic labor relations concepts, internal organizing, and historical context provided by the ILWU 10 Guiding Principles.



Affiliate Delegates and the ILWU Canada Officers: Front row (left to right): Rob Ashton, ILWU Canada, Garry Burkart, RWDSU, Paul Guillet, RWDSU, Back row (left to right): Jim Brown, GSU, Cliff Wellicome, ILWU Canada, Tom Dufresne, ILWU President Emeritus, Bob Dhailwal, ILWU Canada, Hugh Wagner, GSU, Pat Bolen ILWU Canada, Dan Kask, ILWU Canada, Randy Anderson-Fennell, RWU-BC.

- Victory Square Law Office provided ILWU Canada's (LCEB) with five consecutive weekly workshops via Zoom. Each workshop was an hour with a lawyer covering the following topics: Just Cause, Post-incident testing, Internal Affairs, Privacy, and Liability. Videos and course materials are available.

- The Fourth ILWU Canada Young Workers Conference (YWC) was held September 4 – 6, 2019. This was the biggest conference to date and had the biggest participation from the ILWU International. With assistance from the ITF Dockers Section, there was an international delegation of dockers and seafarers from Poland, Croatia, and Indonesia. We also had a delegation from the Maritime Union of Australia, who have been an important part of every conference to date. The theme was "Educate, Agitate, and Organize." The conference was a huge success. A date for the next YWC has not been set, but keep an eye out in 2023.

- The Young Workers' Committee said farewell to the outgoing Committee in 2019 at the conference and welcomed a new Committee that has made great strides using technology in bringing workers together during COVID. Their presentation at the convention was a highlight for many.

- In September 2019, Second Vice President Dan Kask attended the ITF Maritime Round Table in Sri Lanka, and spoke at the opening plenary session about ILWU Canada's approach to organizing youth. There were workshops on bargaining, digital organizing, and campaign planning. The highlight was a panel discussion with five Sri Lankan women crane drivers, led by ILWU Local 519's Viri Gomez. Sister Gomez gave a moving speech about her experiences and the important role women play in the labor movement.

- On June 18, 2018, 2019, and 2021 we continued the annual Battle for Ballantyne Pier Memorial at the monument in New Brighton Park that included guest speakers from our pensioners' group, local politicians, local labor leaders, rank-and-file ILWU members, and young workers. COVID-19 prevented an in-person event in 2020. An educational video was created to commemorate the day.



ILWU International Vice President (Hawaii) Sam Kreutz spoke about the importance of family and sticking together.

- The ILWU Canada family felt the profound loss from two fatal workplace accidents within three months. On July 21, 2018, 44-year-old Everett Cummings died while working on a forklift at Fraser Surrey Docks. Followed by the death of 53-year-old Don Jantz, who on October 22, 2018, fell from the south coal stacker/reclaimer at Neptune Bulk Terminals (NBT) in North Vancouver. It is extremely disappointing that both Crown Prosecutors on these trials decided not to apply criminal charges.

- We launched the "Kill a Worker Go to Jail" campaign. This initiative originated from Local 502 after the death of Brother Cummings. We had a successful public launch at the Day of Mourning event that corresponded with a social media campaign. There was a public demonstration during the 2019 ILWU Canada Young Workers Conference at Jack Poole Plaza.

- On August 23, 2020, the NDP Provincial Labour Minister released the Patterson Report on the worker's compensation system. It contained over 100 recommendations calling for an organizational shift towards a worker-centered system that treats all injured workers with dignity. The BCFED OH&S Committee has been pressuring both government and WorkSafeBC to adopt the recommendations.

- Paid Sick Leave came into effect provincially after lobbying and analy-

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ILWU International Secretary-Treasurer Ed Ferris (left) and Alaska Longshore Division President Dennis Young brought greetings and words of solidarity the ILWU Canada Convention.

Photo by Joulène Parent

Photo by Joshua Berson

Photo by Joulène Parent

We are the ILWU



Local 18 West Sacramento, CA

ILWU Local 18 was chartered on December 8, 1964 to cover longshore work in the newly opened Port of Sacramento, CA; the port's name was changed to the Port of West Sacramento in 2008. The new Local's first members included 15 longshore workers who transferred from Local 54 in Stockton, CA and five barge workers who transferred from Warehouse Local 17 in Sacramento.

The Port of Sacramento opened in 1963 after the Army Corp of Engineers completed a massive federal and state-funded channel and harbor construction project that began in 1947 to create the deep water port 79 nautical miles northwest of San Francisco.

The new local met to elect their first leadership at a membership meeting on February 1, 1965. Duane Peterson was elected President, George Lemon was elected Vice President and Kenneth Steuholm, Secretary-Treasurer. Peterson and Lemon came from Local 54 and Steuholm from Local 17. Under an agreement between the Port of Sacramento and the ILWU, the 20 members of the local were guaranteed 35 hours of work each week. Their skills make it possible to fill up to three gangs.

ILWU Northern California Regional Director Bill Chester swore in the new Local 18 officers on February 17, 1965. Several Bay Area locals donated money to get the local started: Local 54 donated \$250; Local 34 donated \$200, and Local 10 donated \$300. ILWU guests who attended the ceremony included International Executive Board member William Lawrence of Local 13; Tom Chapman, business agent from Local 26, Robert Rohatch, President of Local 10; Nate Di Biasi of Local 13, the ILWU legislative representative from Southern California; and Julius Stern, Local 10 welfare officer.

Unlike the larger ports of the West Coast, the Port of West Sacramento does not handle any containers. The port and its operations are currently under lease by SSA Marine.

The ILWU workforce handles a variety of bulk, breakbulk and project cargo, including rice, fertilizer, lumber, cement, minerals/ore, metals, wind turbines, machinery, generators, steel and heavy lifts. The Port of West Sacramento is located in the rich agricultural region of the California Central Valley.

Tim Campbell Local 18 President

I started out here in 1993 throwing sacks of rice. I got hired on out here at ILWU Local 17 Warehouse Division, where I was a millwright all the way up until April 2, 2011, when I became a longshoreman.

I really love the camaraderie. I love being able to work shoulder-to-shoulder with my brothers and sisters. I love keeping the cargo moving. Seeing the truckers come in and out. It's just a whole ecosystem here at the port that makes it work. From the trucks, to the ships, to visitors from other locals that come in to help us fill work. It's really an incredible ecosystem.

This is my ninth year of being the president. I'm a working president. It's not a paid position. I work with all my committees, my Labor Relations Committee (LRC), my Executive Board. I'm a rank-and-filer. I'm the same as anybody else. I'm no different. I just hold a position, that's all. I enjoy helping the membership, and what better way to help to help this union than to get involved.



"The work that the port creates here stimulates the economy locally. Most people that work here live in West Sacramento. They shop in West Sacramento. They gas up their cars in West Sacramento. They spend their money in their 'hood."

– Tim Campbell, Local 18

We've handled many different types of cargoes at the Port of West Sacramento — fertilizers, fish meal, coke, iron ore, black sand, project cargoes like windmills for green energy, rebar, steel, logs, plate steel, steel coils, rice, corn, grain. soybeans, break bulk bag rice, all the way to bulk brown rice and bulk white rice in the rice facility. Almost all the commodities we export are grown locally in Northern California.

Being involved in the union helps you to learn about the inner workings of it. You learn that the rank-and-file members run the union — not the officers. The more members get involved, the more they understand about how this is a bottom-up operation, and not a top-down operation. Plus, the more people that get involved, the more potential new leaders the union will have. It's important for members to get involved understand what really goes on with union and how it works instead of just assuming how it works

In 2002 there were two people who wanted to shut the port down because they didn't like the dust and didn't like how the port looked. They fought to shut us down with a county ballot measure. We banded together as a group and went around and handed out pamphlets. We knocked on doors. I wore out two pairs of shoes knocking on doors and talking to people about the port. This port was never created to make a bunch of money. It was built to create good jobs and to get people closer politically to the state capitol. That was the intention behind it.

The work that the port creates here stimulates the economy locally. Most people that work here live in West Sacramento. They shop in West Sacramento. They gas up their cars in West Sacramento. They spend their money in their 'hood. I think it's important for people to understand that we don't rob Peter to pay Paul. We work here; we live here; we spend here. There's a huge misconception about us working here and then live a long way away. Those days are gone.

**KaTura Law
Local 18 Chief
Dispatcher & Labor
Relations Committee**

I was registered in 2014. I've been working here since 1995, after I graduated. This was my first job. I'm multi-generational. My dad, Sam Law, was a longshoreman. He was registered 1967 and retired in 2010. My brother was also registered in 2014.

I used to come out here with my dad and watch him tie up the ships. There is nothing else I ever wanted to do. I have always wanted to be a longshoreman. My dad drew me to it. For the better part of my life, my dad has been a walking boss. I was able to see him bossing the dock — keeping cargo moving, settling disputes, negotiating between the employer and longshore. It drew me. I found it fascinating. I didn't know anything else but longshoring.

This job has been everything I've expected and more. Getting to drive the equipment, loading the rice, steel, lumber — whatever the commodity is; getting to travel and the opportunity to go to Stockton and San Francisco. The possibilities are endless.

Being able to be in a leadership position is pretty cool. I get to see the ins and outs of the industry, not only as a worker and longshoreman, but I get to see the side of business negotiations, and meetings with the Labor Relations Committee (LRC). I get to see how we negotiate with employers. I get to see contract issues. I get to see resolutions being formed, referrals for more longshoremen. I'm a part of all those things.

The one job that I really enjoy is a hold job — working inside of the ship. At the end of the day, you can see what you've done. You're in there putting the pieces together and making things fit nice and tight, so there are no gaps, no holes, no anything. At the end of the day, you look back over the hatch, you're like, "I did that."

I wanted to run for Chief Dispatcher because I felt I would do my absolute best for our union. The opportunity just fell into my lap. There was one person who was moving up to a walking boss and it left an open position. I thought that this was something that I could do. It is a very detail-oriented job, which I am. I knew that I could do the job, and I just jumped right in.

Our motto is "An injury to one is injury to all." I really live by that. We're in this together. I'm trying to bring that back, because it kind of gets a little bit lost. That slogan was big when I came up. It was on the back of every shirt. If something happens to my union brother, it's like something happening to me. We have to stick together so that we all can move forward with our common goals of protecting our docks, protecting our workers, and just keeping this thing going for the next generation.

"I like to see that there are more women now. I'm able to be a part of a new generation of women coming in and handling our business."

– KaTura Law, Local 18

The union is changing. When I first came here, there were so few women. And now we're booming. When I first came out here, they screamed and hollered at me. I was an 18-year-old kid with long fingernails, and they were like, "What the hell are you doing out here? You don't belong out here." I like to see that there are more women now. I'm able to be a part of a new generation of women coming in and handling our business.

That's one thing that is really changing. Our Secretary-Treasurer, Rena, she was the first woman in that position. I'm the first African-American woman Dispatcher. It's a lot of firsts. Pretty soon we'll have the first woman walking boss from Local 18. I have a daughter, and she can see that this is something she can do.

I carry with me the values that I was brought up with from my dad: Taking pride in your work, being respectful, being responsible, treating people as you want to be treated. You can get the same result by having a little more kindness. So that's what I'm trying to lead with: Bring kindness. It's not "I" and "you." It's "us."



**Derek Peterson
Local 18 Member**

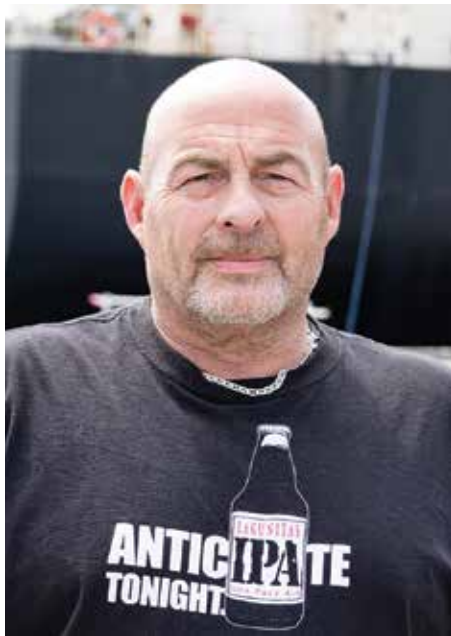
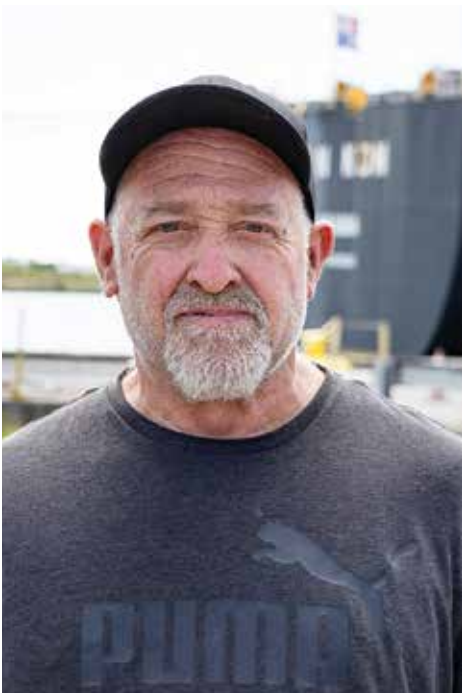
got registered in San Francisco and spent 10 years there. I transferred back here after my dad passed away, to be close to my mom. After I was here for a couple of years, they wrote me in as President. The first thing I did, I tried to make registration, which I did. And that was important.

My father was Duane Peterson, started in Stockton at Local 54. They built this port, and Stockton had the jurisdiction. They opened a charter here. It was the last charter the Longshore Division opened. There were 10 people that came from Stockton. They absorbed the barge group — there were five of them that they brought over to Local 18. There's a lot of controversy on what was supposed to take place. Some people say it was supposed to be given back to Stockton. Stockton couldn't fill the jobs. They weren't sending enough people down. The Local started in 1964. In 1967 it sort of solidified that the local was going to be here when they made B-men. It put them on their own page.

You know everybody that works here because we're so small. Forty jobs on a rice ship, basically, and that's our membership, and it also puts casuals and visitors to work. So you get to know people.

This is my life. My dad was the original President of the local. I used to come out here and fish off the docks. This was just my place I went, and somewhere where I became really close to my dad. It is where I got to know him.

This is my home. It's not just work to me. I'll give away everything else, and I'll stay here and sleep. That's how much I love it. I wouldn't trade this place for anything.



**William John Linker, Jr.
Local 18 Member**

My dad came here as a B-man from Stockton. When they needed more people after the original charter members came down, my dad was part of that. My grandfather before him was a member in Stockton, too. There are quite a few Linkers running around in the ILWU.

I've done everything on the dock here — equipment, clerking, bossing, pretty much done it all. It's doesn't get monotonous. I couldn't imagine having to go and do the same thing every day. I was

dispatcher for a couple years. I have served on the Executive Board and the Labor Relations Committee.

I'm sort of getting older. I still do the hard jobs, like the shoveling. I'm probably the third oldest out here, fourth oldest maybe. I still go down in the hold, and I do enjoy working hard still. We used to throw sacks, 110-pounders, day and night. It was good work and good people that I've worked with. They always made it fun. Oddly enough, getting totally exhausted was fun.

Growing up, my dad taught me what it meant to be a part of the ILWU. To me it means taking care of each other. It's not about "me, me, me." It's about what you can do for others. We need to give back, not just to the local community but worldwide. We need that cohesiveness, you know? United we stand, divided we fall.

I don't know if you're familiar with Measure L. It was a 2002 ballot measure in Yolo County. At one point, these new people that bought their houses across from the turning basin brought up this measure to do away with the port.

We hit the streets every day, passing out flyers knocking on doors and explaining the ramifications if the measure passed. All the members were out there. I think everybody did at least one walk. We were out there every day for a good month. We ended up beating the measure. It wouldn't have affected just this local it but the whole industry, the rice industry, the local economy. Everyone really benefits from this port being here.

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Southern California ILWU Locals honor fallen workers at First Blood memorial in San Pedro

On May 15, more than 200 ILWU members, pensioners, auxiliary and officers from Locals 13, 26, 63, 94 and the Inlandboatmen's Union gathered at the Longshore memorial in San Pedro's Gibson Park for the 20th Annual First Blood Memorial. ILWU members gather each year at the bust of ILWU co-founder Harry Bridges and a plaque bearing names of ILWU members who have been killed while working on the docks in the Ports of Los Angeles and Long Beach.



Pattama Ang, wife of Chuliah Ang spoke about how much Chuliah enjoyed working on the docks.desn.

During the ceremony the names of each the fallen workers was read aloud, and a bell was rung following each name. The ceremony honors members from the Longshore Division, the Inlandboatmen's Union, the ILWU's Marine Division, and port security guards from Local 26.

This year's memorial ceremony recognized Chulaih Ang, who was killed on the docks earlier this year and became the 70th name to be added to the memorial plaque honoring those who have died on the waterfront.

"On the granite stone behind me, you'll see the names of everybody who's ever been killed on the waterfront," said PCPA President Greg Mitre. "Unfortunately, this year, we're going to put another name on there. We work in a very dangerous industry. We have this memorial every year so that we will never forget. We owe that to our families. We owe that to the families of those that have been killed. And we owe it to our brothers and sisters who work on the waterfront."

Pattama Ang, Chuliah's wife, was among the speakers at the memorial. "I still miss him," she said. "My husband is the greatest man I have met in my life. We came here to follow the American Dream. I would like to thank you—all of his brothers and sisters—for the support during the times he worked at the port. He would always come home and talk about the good things and how much he enjoyed going to work every day."



Local 13 President Ramon Ponce De Leon spoke about the sacrifices made by First Blood Martyrs Dickie Parker and John Knudsen.

Also in attendance were 22 members of the family of Jose Santoyo, an ILWU mechanic who was killed on the job in 2019.

First Blood in 1934

In addition to honoring ILWU workers killed on the job, the event commemorates the early struggles by West Coast longshore workers for fair wages, hours and working conditions. The First Blood ceremony recalls the violent clash between dockworkers and company-paid strikebreakers on May 15, 1934 that led to the deaths of Dickie Parker and John Knudsen,

the first two workers killed in 1934 in the fight for dignity on the waterfront.

In his remarks at the memorial event, Local 13 President Ramon Ponce de Leon spoke about Parker and Knudsen and the sacrifices they made and the times that they lived.

"Dickie Parker shed his blood for us, for everybody here," Ponce de Leon said. "He didn't intend on doing it, but he did it for the working class. I want us to never forget Chulaih Ang, Jose Santoyo, Dickie Parker, and John Knudsen."

First post-pandemic ILWU Canada Convention sees progress, elections

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sis showed that workplaces with paid sick leave had fewer transmissions of COVID. As of January 1, 2022, provincially regulated workers are eligible to receive five paid sick days in addition to three days of leave. BC is the first province in Canada to bring in paid sick days.

- ILWU Local 400 representatives continued their questioning of Transport Canada officials regarding changes to current regulations that apply to tugboats, or the general lack of regulations. They also reminded TC of recommendations made by the Transportation Safety Board (TSB) long before the most recent accident at sea that took the lives of two workers. The MV Ingenika sunk on February 11, 2021, Troy Pearson, 58, and Charley Cragg, 25, died in the frigid waters while pulling a barge through the Gardner Canal south of Kitimat, BC.

- At the 2018 ILWU Canada Convention, we were told about seafarers performing container lashing aboard ships on the St. Lawrence River while in transit to the Port of Montreal. This extremely dangerous act permitted by Transport Canada takes good-paying jobs out of the hands of trained Canadian workers. At first, Canadian Maritime Workers Council and CUPE

held high-level meetings with senior bureaucrats to explain how dangerous lashing is onboard a ship, especially on a vessel in transit. A 23-year-old Sri Lankan, Second Officer fell to his death on May 19, 2019, while unloading containers aboard the Maersk Patras while sailing the St. Lawrence Seaway. His body was never recovered. We are still asking the same bureaucrats why this practice is still ongoing.

- On Sept 10, 2019, we brought forward the safety concern over the need for women's fitted coveralls to remove hazards faced by female workers trying to perform their work while wearing men's re-sized coveralls. When the union first brought up this subject, we argued there was added risk from slips, trips, and falls caused by the ill-fitting personal protective equipment (PPE) only to discover other adverse health risks. We will be introducing the employers to a woman-graded (fitted) coverall designed by a woman mechanical engineer based in East Vancouver.

- The past two years have been challenging times for front-line transportation workers, including ITF Inspector Nathan Smith. Since taking over as primary inspector in March 2018, Brother Smith has completed 600 inspections and collected

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MUA sends delegation to show support, solidarity with the ILWU

A delegation of members from the Maritime Union of Australia WA (Fremantle) and Queensland Branches, visited the ILWU International offices in San Francisco to show their support for the ILWU in their contract negotiations with the Pacific Maritime Association. They joined the ILWU International Officers, Coast Committeemen, the Longshore Division's Contract Negotiating Committee and staff from the ILWU and Coast Longshore Division for a meal and celebration of the strong bonds of solidarity between the two unions.

WA Branch Secretary Will Tracy presented silk-screened posters commemorating the 11-week strike by MUA wharfies against QUBE to ILWU International President Willie Adams and to Negotiating Committee Alternate Gary Herrera who accepted the print on behalf of Local 13. Following their visit to San Francisco, the MUA delegation traveled to Tacoma, WA to thank members of Local 23 for their solidarity in the QUBE struggle.

"Our relationship with the ILWU is a long one," Tracy said. "It's a relationship of genuine friendship and international solidarity. When we reached out globally to ask for assistance during our strike, the first union to jump in unequivocally and without hesitation was the ILWU."

Always Bargain Collectively: Portland preschool teachers and the ABC's of worker power

Workers everywhere are coming together to form unions. From Amazon to Starbucks workers, the news is full of newly minted unions, sometimes working with traditional unions and sometimes striking out on their own to form something new. Most of these workers are new to the labor movement, and all are fed up with the poor wages, poor conditions, poor benefits, understaffing, and general disrespect on the job. But we don't have to look far to see similar revolutions happening. It's happening here in our union. In Portland, Oregon, the preschool teachers are rising.

In private preschools, there are few unionized centers. The industry is dominated by a hodgepodge of single location centers, many times micro, in-home facilities employing only three to four workers. That trend is punctuated by the occasional multi-center employer and of course the biggest player in the industry, KinderCare. Preschools themselves vary wildly, with some offering specialty education philosophies like Montessori or Reggio Emilia, while others are more daycare-oriented than educational. There are nonprofit and for-profit employers. Some are sole proprietors while others are owned collectively in a parent-owned or worker-owned structure. To complicate the industry further, funding sources also vary from a tuition-based system that families pay monthly (often to the tune of over \$1500 per child per month) to grants, donations, endowments, and in some cases, dedicated tax revenue. It's unsurprising that in a discussion with an organizer from the American Federation of Teachers (AFT) about why they have not been active in preschool worker organizing, the candid response was that the efforts "couldn't scale" given the nature of the industry.

As to the workers themselves and the conditions they work in, pre-

schools are the perfect storm. A vast majority of workers are women or non-binary workers; many are workers of color, and most are well under 30 years old. Add to that the extremely low union density in the industry and the result is unsurprising: exceedingly low pay, woefully inadequate benefits, and working conditions that demand a worker give all - for the sake of the children. The jobs are not sustainable, and something has to give. Usually, workers burn out and leave the field. But in 2019, the workers of Growing Seeds, a "large" employer with four centers and nearly 80 workers, had a different idea. They were going to organize a union.

After some self-education with Labor Notes classes, the workers of Growing Seeds formed their union, the Growing Seeds Workers Union, under the umbrella of ILWU Local 5. They handily won their recognition vote at all four centers. Then the pandemic hit, and they were all laid off. But that didn't stop them. Since March of 2020, they have continued to push for their union. They have organized, negotiated, filed unfair labor practice charges against employers with the Labor Board, and gone on safety strikes. They have organized rallies and parties and utilized social media to tell their story.

Through those efforts, other workers began to take notice. They saw similar issues at their schools. They faced similar struggles at their jobs. And for the first time, there was a path to try and address those problems and a union that was going to stand with them in support. First, it was the workers of Wild Lilac who are rapidly approaching their first contract. Then a former Powell's bookseller-turned-teacher at Fruit & Flower got their coworkers involved in the efforts, and they voted to join the ILWU and are just at the beginning of their contract negotiations. And on May 16th, the next group of preschool workers announced their union, the Joyful Noise Childcare Union (including four preschool centers), will be voting to unionize in the coming weeks.

All four organizing efforts are under the banner of ILWU Local 5. In total, these efforts now include over



Workers at Joyful Childcare Workers' Union are a part of a wave of organizing efforts by early education teachers in Portland, OR.

180 preschool workers striving to achieve greater workplace democracy, improved conditions, and ultimately, a union contract at their workplace.

This small explosion of organizing has created more conversations in the field than ever before. Workers from other centers, both in Portland as well as other states, have reached out to the campaigns to find out how they can start their own organizing efforts. Workers are fed up and looking for solutions. As far as solutions, all four campaigns are at various stages of their contract negotiations (or initial vote to unionize). And while no contracts have yet been achieved, the improvements that have been implemented through the bargaining process are impressive. At Growing Seeds, starting wages have increased dramatically. Health care has become more subsidized by the employer, and PTO accrual and access has increased for all workers. At Wild Lilac, the bargaining team just negotiated a several dollars across the board increase for workers. At all centers, workers are empowered to demand more, to call out unsafe and unsustainable conditions, and perhaps most importantly, have found their voice and found support in the cacophony of voices not just in their workplace, but from others in their industry.

Organizing preschool centers in Portland is still in its fledgling years. With hundreds of preschools across

the metro area employing thousands of workers, there is still much work to be done. Each organizing effort has brought with it new lessons on best practices in organizing in a preschool setting. Further complications from recently passed legislation relating to preschool funding through local taxes as well as a broad and active coalition of business owners, parents, and community interest groups all have created continuing challenges and an ever-changing environment. However, in the end, the core of preschool worker organizing is the same as any other worker. The jobs need to be sustainable and provide workers with enough pay and benefits to comfortably live. The way we will get there is through organizing in our unions, supporting each other along the way, staying true to our principles, and remembering no matter the industry and no matter how you phrase it, we stick to the basic tenets of our union and maintain working-class solidarity across industries. After all, "An Owie To One Is An Owie To All".

— Ryan Takas
Oregon Area Lead Organizer



Topics in the training include:

- Communication skills building
- Public speaking
- Economics for working people
- Effective union meetings
- The ILWU's history, values, and diversity

Leadership, Education and Development Institute September 18-23, 2022 • Sacramento, CA

The ILWU will host a Leadership, Education and Development Institute (LEAD) in Sacramento, California September 18-23, 2022

The theme of this year's conference is **"Today's Challenge: Educate Tomorrow's Leaders."**

"Our union needs education to continue to grow and thrive. As a LEAD alum myself, I know the power of this program to help hone critical skills and set people up to be successful as they develop as leaders," commented ILWU International Secretary-Treasurer Ed Ferris. "LEAD is a great opportunity for emerging leaders to come together, engage with one another, and share skills and insights. I look forward to working with this year's workshop participants."

Instructors are drawn from ILWU ranks, university labor centers, and longtime labor educators and activists.

Local unions and affiliates may nominate participants, who are each required to complete an application form. Priority consideration will be given to new officers and rank and file activists who have not yet participated in any previous LEAD programs. For reasons of space and diversity, each affiliate should expect to send no more than two participants, but a waiting list will be taken in case of cancellation or non-participation from some locals.

The LEAD budget will cover participants' hotel stay, breakfast, lunch, training materials, facilities, and instructors. Participants will be housed together in double rooms but may upgrade to single rooms at their own expense. Any reimbursement for expenses such as lost wages or travel will have to be covered by the participant or their local or IBU region, or by area fundraising activities. Financial hardship applications will be considered on an individual basis. In cases where financial hardship is an obstacle to participation, a written request for assistance, including a statement about the circumstances involved and the amount of assistance requested, must be submitted to the International Secretary-Treasurer.

Interested members should fill out an online application, which is available at <http://www.ilwu.org/Education>. Educational Services Director Robin Walker is also available to help answer any questions.

We are the ILWU

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It is important to look at the past. It will give you a better idea of how to run things in the future. We need to understand what those that came before had to sacrifice for us to have what we have in our contract. I shook Harry Bridges' hand when I was six or seven years old. He was having his birthday down on one of the piers, and my dad took us there. My dad told me that this was the man that made all this happen. It was really cool.

Lorin Poncia ILWU Local 18 Labor Relations Committee

I have been here for almost nine years. My dad was a longshoreman. He passed away and I got his book, so I came in as a B-man. I knew nothing about the industry. I was working as a dental assistant before this. It's different, because being a dental assistant is not hard labor. It's hard being a woman out here. I think you have like a little bit more to prove. It's been a ride, and I love it.



I was motivated by just the benefits. I have a 10-year-old. Being a dental assistant, I didn't have any of that. I'm the youngest of four. My mom went down the list and everybody else said "No," and she said, "You don't have a choice. Thank your sisters." I'm glad that happened.

What I like most about working on the waterfront is that we don't do the same thing every day. I can do different things, clerking, driving heavy lift, taking hold jobs. It's not just sitting at a desk or just doing the same thing every day. You never get bored. It's always something different.

My favorite would be the hold jobs. I think it's fun to learn the way that things are stowed. You don't really think about like the science of it. There's a balance to it. You don't think about that, but when they're out at sea, it matters the way that things are loaded. It's like a game of Tetris.

Being an ILWU member means that I have family bigger than my blood family. Once we pass through those security gates, we're all family. It's good to know that you have people looking out for you and taking care of you. And you're doing the same for them.

Coming to the union meetings helps you learn about the union. At first, meetings were weird for me. I just knew to be here on the first Tuesday of the month. I didn't even know what I was listening to at first. Then you as you come to more meeting you start to understand and you realize, "Oh, I know, what he's talking about."

As ILWU members we all have common goals to offload and load cargo efficiently and safely and make sure that everybody goes home at the end of the night. Our job is labor. Don't ever shrink it. Don't ever make somebody think that your job is not important. That's my opinion.



Local 6 Convention: Local 6 held their 75th Annual Convention on May 21st at their hall in Oakland, CA. More than 50 delegates, pensioners, and guests attended the event. Local 6 Business Agent Corey Tacconi who is retiring after being a member of Local 6 for 41 years, was recognized for his service to the union. He has been the Business Agent for the North Bay/Fresno area for the past 21 years. Delegates heard about ongoing contract negotiations in several units across the local and ongoing organizing efforts, including an update on Tartine Bakery workers who are fighting for their first contract. Delegates also heard an update from the East Oakland Stadium Alliance and the effort to keep billionaire John Fisher from endangering operations at the Port of Oakland by building baseball stadium on port property at Howard Terminal.

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.

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First post-pandemic ILWU Canada Convention sees progress, elections

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\$1,000,000 in back wages. Overall, \$1.4 million has been returned to seafarers by ITF Inspectors Nathan Smith and Peter Lahay. These are stolen wages being returned to workers.

- We have increased our cooperation with faith-based groups such as Mission to Seafarers and Lighthouse Ministries. Terry Engler and Rob Ashton are now on the Mission Board of Directors.

- We worked with the local shipping community to form a BC Seafarers Welfare Committee, which includes ILWU Canada, Chamber of Shipping, Vancouver Fraser Port Authority (VFPA), Pacific Pilotage Authority (PPA) and others set up the seafarers' vaccination program and has been effective in delivering vaccines to foreign seafarers.

- Through the help of the ITF and ILWU Local 400, a video "Tug Workers Sound the Siren" was produced highlighting the crisis in the tugboat industry.

Guest Speakers

We were lucky to be joined by a few guest speakers at this convention. Ed Ferris, ILWU International Secretary-Treasurer, brought greetings from the International, along with Sam Kruetz, ILWU International Vice President from Hawaii. Other speakers included Bea Bruske, President of the Canadian Labour Congress, Seamus O'Regan, Federal Minister of Labour, and Laird Kronk, President of the BC Federation of Labour.

Elections Results

April 9 – 29, 2022, ILWU Canada held an election for the position of Secretary-Treasurer. The candidates were Bob Dhaliwal (Local 502) and Cara

Kerins (Local 502). Brother Dhaliwal was successful in his campaign and was elected for a third term.

Rob Ashton (Local 500) was elected President of ILWU Canada by acclamation for a third term. Pat Bolen (Local 502) is serving a second term as 1st Vice President and was elected by acclamation. Dan Kask (Local 502) is staying on as the 2nd Vice President in charge of Education and History for a second term.

Cliff Wellicome 3rd Vice President of ILWU Canada announced that he would not be seeking re-election and has decided to retire after over 35 years in the industry. Brother Wellicome has served the union well in many different roles through his Local and finally as 3rd VP of Safety. His knowledge and expertise will be greatly missed. The Officers wish him a long and happy retirement.

Finally, Jessica Isbister was elected 3rd VP in charge of Safety by acclamation. She enters the position with a wealth of knowledge and is looking forward to serving the union for the next two years.

The 2022 ILWU Canada Convention was a great success after a tough couple of years of making our way through the global pandemic. There is a strong plan to move the union forward toward the next Convention in 2024 and a lot of hard work ahead. It will be a challenge to get everything we would like accomplished in the next two years, but we look forward to the challenge with optimism.

*In Solidarity,
The Officers of ILWU Canada*