



THE DISPATCHER

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THE INSIDE NEWS

We are the ILWU: Local 9	4
Powell's workers ratify new contract	6
Local 22 members at the Port of Tacoma ratify new contract	6
"You Bet": PCPA Poet Laureate and SoCal pensioner Jerry Brady leads annual tour of historic Gold Rush town	6

IMPORTANT NOTICE FOR UNION MEMBERS
page 7

ADRP Coordinators workshop	8
TRANSITIONS	8



Harry Bridges Center for Labor Studies Awards Celebration [page 2](#)



Giving tradition: Local 13 Secretary-Treasurer Jesse Lopez (center, kneeling) led the blessing of the food at the Feed the Community Day event. Thanks to the generosity of ILWU members in Southern California, 1,500 struggling families in the harbor-area received Thanksgiving meals. The Local 13 Holiday Committee works with local charity organizations to pre-screen recipients each year.

ILWU's 26th Annual Feed the Community Day continues tradition of solidarity and support

Southern California ILWU Locals provide Thanksgiving meals to 1,500 harbor-area families

The Southern California ILWU's 26th Annual Feed the Community Day continued its tradition of supporting local families by providing turkeys and all of the fixings for a complete Thanksgiving dinner to those in need. The annual event is sponsored by Locals 13, 63, and 94, So Cal Pensioners, Auxiliary 8, and the ILWU Credit Union. Thanks to the generous contributions from ILWU members the event provided 1,500 families from the harbor area with Thanksgiving meals.

Planning for the event starts in September by the Local 13 Holiday Committee. Set up for the event began in the early morning of November 21

at the Longshoremen's Memorial Hall in Wilmington. A reefer (refrigerated container) filled with 1,500 turkeys was set up outside the hall, ready to be unloaded. Tables and tents were also set up and the food was organized to make it easy for volunteers to assemble bags of groceries so they would be ready to hand out to the families starting at 11 a.m.

This year more than 200 ILWU volunteers including family members came out to help distribute food to the community, according to Jose Alvarez, Holiday Committee President. Also serving as officers on the Holiday Committee are Steve Roldan (Committee Vice President), and Katy Witkowski (Committee Secretary-Treasurer.)

"I've been doing this for 24 years and will keep doing this until the wheels fall off. It's heartwarming to

see everyone come out and volunteer," Alvarez said, adding that he is motivated to keep going to honor the memory of his sister who passed away. She volunteered at the event when she was a casual. "I'll keep doing it on her behalf and until the day they say there's no money or no turkeys. That's when we stop. Until then, we'll keep going."

Local 13 President Gary Herrera expressed his thanks to all of the volunteers at the event. "You all are taking time out of your day to come out and feed the community," Herrera said. "We're able to give back and that's what the ILWU has always been about." Herrera also thanked the members of the Holiday Committee for their commitment, year after year, to organizing the Feed the Community event. "They've been making this happen for years. This

continued on page 3

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Commemorating another year of advancing the labor movement: Harry Bridges Center for Labor Studies' dedication to scholarships and education



This year's Harry Bridges Center for Labor Studies scholarship recipients. Close to \$70,000 in scholarships and fellowships were awarded to graduate and undergraduate students at the University of Washington.

On Sunday November 5, nearly 300 students, faculty, and members of the labor community gathered in the Husky Union Building ballroom on the University of Washington campus in Seattle for the Harry Bridges Center for Labor Studies Awards Celebration. Each year, the Center extends its commitment to fostering the study and advancement of the labor movement by awarding thousands of dollars in scholarships and grants to dedicated scholars and activists. This year, the Center proudly allocated close to \$70,000 in scholarships and fellowships to both graduate and undergraduate students at the University of Washington.

Established in 1992, the Bridges Center as a tribute to the legacy of Harry Bridges, the founding president of the ILWU. Its inception was the outcome of a grassroots fundraising initiative spearheaded by ILWU members and pensioners, setting



Eunice How distinguished alumni.

it apart as a distinctive institution within a university otherwise characterized by millionaire and billionaire donors. Aligned with the values of Harry Bridges and the ILWU, including pragmatic labor organizing, democratic unionism, principled anti-racism, and social justice, the Bridges Center advocates for the rights of working people and the exploration of their issues within higher education. The Center funds working-class students, facilitates classes on labor issues, and backs research initiatives conducted by faculty and students focusing on labor-related topics. In 2010, the Bridges Center took a crucial step in safeguarding and promoting the history of labor in the Pacific Northwest by establishing the Labor Archives of Washington.

In 2023, the Bridges Center received increased support from the Washington State legislature, allowing it to expand its programs. At the helm of the Bridges Center is Moon-Ho Jung, History Professor and the current occupant of the Harry Bridges Endowed Chair in Labor Studies. "We are at an exciting moment of growth at the Bridges Center," said Jung. "The increased state support over the next two years will allow the Bridges Center to expand our capacity significantly."

Several scholarships within the Bridges Center have been realized through the contributions of both current and retired ILWU members, as well as locals associated with the ILWU. Among these, the Martin and Anne Jugum Scholarship, the longest standing scholarship, pays tribute to the legacy of the late ILWU Local 19 leader, Martin "Jug" Jugum, and his

wife Anne. Four undergraduate students were recipients of this esteemed award this year: Sunshine Cheng, a student in the UW's Law, Societies, and Justice program working to build cross-movement solidarity, particularly around issues of racial, labor, economic, and disability justice; Helen Huang, a Chinese international student completing their undergraduate degree in History and Drama with a minor in Labor Studies, passionately active in struggles over women's rights; Lupe Valtierra Prieto, working in community-based efforts and organizing in the field of mental health; and Kels Cook, an undergraduate student of Geography, organizing and advocating for access to reproductive healthcare.

The Gundlach Scholarship, created in honor of the late labor activist and ILWU secretary, Jean Gundlach, was awarded to Anna Nguyen, a graduate student in Political Science, whose devotion to labor and community organizing led them to a focus on the study of labor and tenant unions. The Domingo-Viernes scholarship was founded through the efforts of the ILWU's Marine Division, the Inland-boatmen's Union of the Pacific (IBU), Region 37, honoring Silme Domingo and Gene Viernes, two inspiring Seattle labor leaders who fought for union democracy alongside Filipino cannery workers. This year's scholarship recipient was Daniela Murguia, a graduate student in Education, who is working as an educator to further equitable environmental activism centered around supporting undocumented students and their families. The Frank Jenkins Jr. Fellowship was created by Local 19 to honor Jenkins, a founding member of the local and one of the first Black and Filipino longshoremen in Seattle. It was awarded to two PhD students: Jamelah Jacob, a PhD student in History, studying the history of Filipino American activism who is also involved in student organizing and student worker solidarity; and Soohyung Hur, a PhD student in Geography, who also leads the Bridges Center's Building A Movement (BAM) Labor Internship program and serves as a head steward of the graduate student union UAW 4121.

Research grants and Best Papers/Project prizes were also awarded to UW graduate students and faculty



Moon-Ho Jung, History Professor and the the Harry Bridges Endowed Chair in Labor Studies at the University of Washington.

who are studying a wide range of labor issues: combating systemic racism and sexism in the trade industry; American foreign relations and how it shaped Asian diasporic communities; immigration status and how it restricts professional licensure in Washington; the history of the first white collar worker strike; the societal consequences of using A.I. and algorithmic hiring systems; and the historic effects of American capital investment on Jewish industry and agriculture in Palestine.

Many members of the ILWU attended the banquet, including Alison Steichen, a current UW student and member of Local 19. Steichen was the recipient of the Domingo-Viernes scholarship in 2016 and is now working on a project titled "Women on the Waterfront," interviewing women about challenges they have faced in the male-dominated longshore industry, as well as celebrating the progress they have fought so hard for. "The UW is a crown jewel of the Pacific Northwest—ranked one of the top 20 universities in the world. It is inspiring to have an institution of this caliber honor labor and the ILWU, and to truly value our members, their contributions, and their individual and collective experiences. I am extremely passionate about this project. I feel a deep responsibility to record the voices of these trailblazing women and show them the respect they deserve for making supreme sacrifices that paved the way for people like me," said Steichen.

The Robert Duggan Distinguished Supporter of Labor Studies Award, which recognizes individuals

continued on page 8

DISPATCHER

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ILWU’s 26th Annual Feed the Community Day continues tradition of solidarity and support



ILWU family members of all ages volunteered to help fill grocery bags and instill community solidarity in a new generation.

continued from page 1

shows that we have a heart for our community, that we care for our community, that we are part of our community, and that we give back.”

Local 94 member Mike Ponce, who helped start the tradition 26 years ago when he was an ID at Local 13, reflected on this important tradition. “When we began this we didn’t know where we were going, but once we got our committee together, and all the volunteers, we knew the sky was the limit,” Ponce said. The first Feed the Community Day in 1998 started with the modest goal of giving away 50 turkeys but the idea quickly gained momentum and

they ended up giving away 500 turkeys and baskets the first year. “Who would have thought 26 years later, we’re still doing this? I’m just amazed by this new committee.” Ponce said the key to keeping it going is always training new committee members. “Start teaching them young, because we will need them to replace us. That’s how you keep something like this going,” he said.

Volunteers came from all over the ILWU including Local 26 Watchmen who have been doing security at the event every year. Also among the volunteers were 17 members from Local 56.

Local 56 President Albert Ramirez said the event is about community soli-

arity. “I think it’s being appreciative of what we have, and giving back to people that are in need,” said Ramirez. “A lot of families are hurting. It’s humbling to be here with so many workers from other locals.. We’re grateful to everyone who put this event together and the leaders and rank-and-file for their generosity that made it possible to fund this; it’s expensive to feed so many families.”

Local 13’s Mo Garcia started volunteering 16 years ago when she was a casual. “I was inspired by my uncle who was a longshoreman and he brought me out to volunteer,” Garcia said. “ I just wanted to give back to the com-

munity because that is what has been instilled in me. I’m from Wilmington and growing up there were times my family needed to rely on assistance. I love giving back and I love people.”

Los Angeles City Council member Tim McOsker, whose district includes Wilmington, stopped by the event and spoke to the volunteers.

“You all are part of a gigantic machine of good work, a good labor movement, great families, and are doing a little bit of what you can to make sure that we have a future,” McOsker said.



More than 200 volunteers came out to make the day a success.



Local 13’s Mo Garcia has made volunteering at the Feed the Community Day an annual event for the past 16 years.



Local 94’s Mike Ponce was one of the originators of the annual event 26 years ago when he was an ID at Local 13 and still returns to volunteer.

We are the ILWU



ILWU: Local 9

The Seattle warehouse local that later became ILWU Local 9 was born out of “the March Inland,” the union’s warehouse organizing drive of the 1930s.

In October 1935, workers struck Fisher Flour Mills in Seattle. The strike became a symbolic fight for the labor movement throughout the Northwest and across the United States with workers ranging from bakers, longshore workers, and ship crews boycotting or refusing to handle Fisher Mills products across the country. The four months of hardship and struggle by the warehouse workers paid off with a victory for the workers and created the foundation for the local that would go on to become ILWU Local 9.

Local 9’s warehouse work grew in the following decades all over the Port of Seattle. But eventually, as happened to much of the warehouse work on the West Coast, employers started shifting that work away from the port and the membership and work opportunities for Local 9 slowly eroded. By the 90’s most of the warehouse work in the Port of Seattle was gone, with the last warehouse, Hasbro, closing in late 2002.

Currently, Local 9 represents security workers at SeaTac Airport, operated by the Port of Seattle. Local 9 members work as security screeners for airport employees, staff airfield access gates, provide airfield security, and serve as trainers for security workers in the bargaining unit. Local 9 also represents Operations Controllers who work in a communications hub that monitors airport and airfield security, airport trains, baggage, and airport maintenance.

The local first organized SeaTac access controllers in 1992 and they reached an agreement with the Port of Seattle on their first contract at the beginning of 1993. The unit was expanded in 2001 after the 9-11 attacks and took on additional security duties.

The employee screeners were brought into Local 9 during the 2016 contract campaign, in which Local 19 agreed to co-chair bargaining and show unity between workers on the waterfront and in the airport. Originally the Port of Seattle wanted to contract out those positions to a private company. Working with Local 19 and the ILWU International Organizing Department, the local utilized a “bargain to organize” strategy. Paired with member actions at SeaTac, solidarity from Local 19 meant Local 9 could successfully leverage worker power at the negotiating table to get those workers hired as port employees and as part of the Local 9 bargaining unit, winning a 25 percent wage increase over what screeners would have made working for a subcontractor. The strategy increased the size of the Local 9 bargaining unit by 40 percent and landed the biggest gains for existing members in over a decade.

“Everybody thinks that security at the airport is only about screening passengers getting on the plane,” explained Local 9 President Jimi Limeric. “We focus on what we call the insider threat. When employees come to work at SeaTac Airport, they go through a security checkpoint run by the Port of Seattle and staffed by Local 9 members. Their belongings go through an X-ray, they walk through a metal detector, and all their bags are checked. Everything that’s brought to the airport is either checked as it’s coming in or checked in a warehouse or a loading dock area. We patrol all over the airport looking for people without credentials and monitor the fences around the airport perimeter. Protecting passengers has always been our number one priority. In many other airports around the country, employees don’t get screened; we were the first in the country to do it.” Limeric added that the Transportation Security Administration (TSA) will be requiring all major airports to institute employee screening checkpoints similar to those currently at SeaTac.

The local was hard hit by the U.S. Supreme Court’s Janus v AFSME decision in 2018 that ruled public employees cannot be required to pay fees or dues to unions representing them to cover the costs of collective bargaining.

Recently Local 9 has been focused on rebuilding after falling into disorganization over the past few years. Local 9 members formed a membership action team and elected new leadership that has been working with the assistance of the ILWU International Executive Board (IEB), led by IEB members Dan McKisson from Local 19 and Dax Koho from Local 22 along with Assistant ILWU Organizing Director Jon Brier to get the local functioning. They have launched an internal organizing campaign to

convince more workers to become dues-paying members of Local 9. The campaign has been successful in energizing and reorganizing the local. Since the beginning of the campaign, they have more than doubled their membership; more than 70 percent of the bargaining unit are now dues-paying union members.

“When I first started here and became a member of the ILWU, I wondered what the longshore workers thought of us—we just work up at the airport. Now I realize that they do think of us, and that’s important,” Limric said. “International President Willie Adams and Coast Committeeman Cam Williams came up from San Francisco; Jon Brier from the International Organizing Department, Dan McKisson and Herald Ugles from Local 19, Dax Koho from Local 22, have all reached out to us and helped us and that means a lot to me.”

Jimi Limric Security Access Trainer President Local 9

I started in Local 9 at the Port of Seattle in October of 2001, working as an access controller which is construction support. And then I moved up into security and did that for a while. About a year-and-a-half ago, I got selected to be a trainer. Seven of us in the bargaining unit do the training for security people. I like my work as a trainer because I like working with people.

One of the best things I like about this job is the diversity of the workforce. There are immigrants from all over the world in our local. We have people from Africa and the Middle East, South America, Central America, and Mexico, and of course, people who were born and raised in the United States. I get to meet a lot of different people and get to experience different cultures. The day before Thanksgiving one of our trainees brought us a whole Afghani meal. I enjoyed that. I think part of that comes from the fact that I was in the Navy for 21 years and got to travel all over the world.

I’ve been a Local 9 member since the day I started at the airport. My family has a history with labor unions. My dad was a PATCO air traffic controller who was fired by Ronald Reagan for going on strike. I know what labor struggles are like. I think it was in 1981 when they went on strike. I remember I had come home from my basic training in the Navy and I was at the house by myself when there was a knock on the door. There were two federal marshals at the door with a summons or something telling my dad he had to go back to work by a certain date. Most of the air traffic controllers didn’t go back, including my dad, and he lost his job.

I’ve always supported unions. They’re important and I’m glad to see that a lot of them are starting to make a comeback. It’s been hard in the public sector because of Janus. Our struggles are a little harder. The more people we have in the union, the better everybody’s life is.

I have always been involved as a shop steward and executive board member. I stepped away from it three or four years ago. After a while, I wasn’t really happy with the state of things and I wanted the local to get our act together administratively, so I got back involved. My main goal has been to get everything in the front office squared away. It’s been challenging. We’re not a large local. None of the local officers are full-time. We all have to work 40 hours a week here at the airport. We don’t have an office staff. Officers have to do that work in their spare time, which is fine, but there is a lot of work to do.

We’ve made big strides in rebuilding the local. And because we’ve done that, we’ve gotten workers more interested. We have a contract that’s expiring soon. So people are more interested. I think we’ve also made the point with the Port of Seattle that we aren’t just a little union in disarray anymore; we are rising like a phoenix.



Teri Donovan Operations Control Vice President Local 9

A lot of people call Operations Control the heartbeat of the airport, because of our far-reaching communication. Everything that happens from ceiling leaks and clogged toilets to security breaches, comes through here. This place never stops. If anybody has a question, they call us. It is hard to describe the scope of our work and all of the work orders that we do daily.



I like being a frontline worker. I like being able to solve problems. I like the pace. It takes an eclectic background and personality to do something like this. It’s not suited for everybody; we are a kind of unicorn. We can have some awesome security people and they do that corner perfectly. The rest of it is different. So that’s some of the challenges that we face. I like rotating every day to different stations. It’s something new every day.

But once I leave to go home for the day, I can leave it behind. I hand it off to other people to take over and trust them to do what they need to do.

I come from a union family; my father was a machinist. My husband is a Teamster. When you're a union member, it's generally not a singular activity, it's a family activity. I've been involved in the union from the very beginning. It's important because the Port of Seattle can make assumptions about what people can or can't do, or how to do it and it doesn't always play out well for the employees. Having the union there to weigh in on scheduling, breaks, and other issues helps workers to have a voice and be able to say, "This isn't right." It prevents a lot of problems. We can't establish the schedule, but we can facilitate communication and try to resolve potential problems or prevent them from occurring in the first place.

I've been a shop steward since day one. I've been on the executive board since day one. We've had some leadership changes. And we needed a balance between security and operations. Somebody had to step up. And if not me, then who? You have to put your money where your mouth is.

I've had many conversations with members. After this next contract, I'm not going to be here. This is our legacy that we're going to leave behind. We are getting more activity in the local but this is going to be their future. We have to educate the younger people on what it means to have a union. Because of the union, we have opportunities to progress in our careers and have protections for our jobs that we wouldn't have otherwise.

Ty'Ausha Gibson
Full Employee Screener
Shop Steward

I love the people that I work with. They're amazing. My team is amazing. Our job is to make sure that everybody gets to work safely and to make sure that everybody that is going to work is safe and that everyone flying out of here is protected from what we call the insider threat. The job sometimes can be hectic but we try to keep it as reasonable as we can for the stakeholders that come through. It is a very nerve-wracking job.



I'm a shop steward. I put the whole team on my back and make sure that the team is okay. When we didn't have the chairs that we needed, or other equipment that we needed, or if we needed more staff at the checkpoint, I made it happen. I make sure that the team has a voice and that the team knows that they can speak up.

It's important to be a part of a union because you have protection that will give you more opportunities. The union helps people maintain their lives without feeling like they're walking on eggshells all the time. We might disagree at times but in the end, the union will always come together to make sure that the team gets what we need.

I feel like we are moving forward with the reconstruction of the union. I was one of the people that got the ball rolling to turn things around. We're trying to move forward right now. I'm new to this. Jimmi is new to this. We're just hoping that he gets the help that he needs.



Al Jackson
Airfield Operations
Specialist
Local 9 Executive Board

I started with the Port in April of 1997 as a construction specialist, which was a temporary position. I stayed there for about a year and then I shifted over to the group that Jimi is with right now, security. I stayed with security until 2011. When I got this opportunity as an Airfield Operations Specialist. What we do

is we inspect the airfield surfaces, the markings, the lights, the signs, and the pavement; we do regulation enforcement and make sure that vehicle operators are adhering to the rules and the regulations— they're not cutting off airplanes, wearing seatbelts, obeying the speed limit. We also assist fire and police with medical escorts and do wildlife mitigation.

I retired from the Marine Corps after 20 years. What I like about this job is that—within the confines of the rules and regulations—it gives me a lot of latitude. I like to interact with people. I was a weapons instructor in the Marine Corps, so I like to teach. I like to engage people and educate them, especially young people, on the safety aspect of their job. I don't need micromanagement. I've been a manager before, so I know what I need to do. I don't sit in an office. That's just not me. I like to be out in the elements, and I have a lot of latitude to do the job the way I see fit.

Before coming to the airport, I had never worked a union job. I had a lot to learn about how unions work but I embraced it. I came to a union job, so I'm going to support it and I have ever since. There's been a change,

and it's become challenging because of the Janus ruling and now that people are not obligated to pay. Participation in the union has always been a struggle, but it's become a bigger struggle now. Fortunately, the majority of people in my group, are dues-paying members. I started as a union rep. I'm also the safety rep. I sit on the appeals board, and I'm on the executive board. Before COVID, we were a lot more active, we had more meetings. Now with the new elections, and the change in union leadership, we're kind of in a rebuilding state right now. We have so many new people, and they may not have come from a union background, and you can see it; they don't seem to see the importance of a union. Once we get our leadership solidified, and just get everything back in order, we could probably bring people back in and get our numbers up.

Susan Lee
Operations Controller

I've been here at the airport for 32 years. I was here before Local 9 organized us.

We have four main workstations here in Operations Control: security, trains, gates, and then maintenance and baggage. But many other things go on in this room as well.

I was once an air traffic controller, so I don't find this job stressful but I'm a different breed. What's stressful is that we don't have the staffing sometimes. It's a very busy job. You have to want to enjoy the work, otherwise, it becomes tedious.

Our jobs are very important. Security is very important. Everything is funneled into here—from security to outside airport operations and maintenance, all the train activity, that gate activity, it all comes here. The volume of our work is high, however, the other positions the local represents. The union has value. It's just been dysfunctional. We're thankful for Jimi, Terri, and Ty for getting us back on track.

I tried to stress to the members in my group that they wouldn't have what they have today if we did not have the union. they're lucky to have this well-paying job. So the union has helped us in that regard.



Seth Miller
Security Access Trainer

I've been here a little over 23 years. I was still in the training process when 9-11 happened. We had a couple of days off before they brought us back. All of a sudden, I went from number two or three from the bottom of the seniority list to having 40 People below me because they had to bring in so many new people.

Being a Security Access Trainer entails working with new hires, and walking them through the onboarding process, walking them through what our job is, everything from just a basic introduction to signing off on their skill levels when we feel confident that they can complete a task on their own after they have gone through training. We also do training for current employees as new regulations and guidelines come in from TSA or management wants processes done differently. The training department reaches out to our current workers to make sure that they have what they need to do their jobs.

Ultimately, we're here to protect the passengers. We're not TSA but we're still here to protect the passengers. It's behind-the-scenes stuff—making sure everyone that's working out here is where they're supposed to be and doing things appropriately. We make sure they're not bringing bad things inside, whether it's a contractor or an airline employee. Ultimately, that's our job—to protect the passengers. We do it in a different way than TSA, but very similar.

This is the first job that I've had that was union. It was a new experience. Overall, I think it's great. I like the representation, the ability to work with management and have a real voice talking to management so that we can have input in things that we want to happen and mitigate things that we don't want to happen. We've had our ups and downs in the local over the years. We have rallied amongst ourselves to solve this. We're one group here, and we need to solve this. You can't expect change to happen if you don't want to make the change.

I think it's very important that members are involved because if you're not involved, it's not working for you. You've got to have a voice and what's happening. Whether that is just going to a membership meeting, running for the board, being a shop steward, or just talking with your leadership about things you want to see happen or problems that are happening. Being involved is key to making the local or the union run as it should.

Powell's workers vote to ratify new contract



The labor community in Portland and the ILWU family across the West Coast and Canada came out to support Local 5 workers at Powell's during their "No Labor Day" strike on September 4. The strength and unity of Powell's workers with solidarity from other workers helped Local 5 members win a strong contract.

On November 22, 2023, Local 5, which represents Powell's workers, reached an agreement with Powell's Books in Portland. Negotiations first started on February 3, 2023 — and grew contentious over the summer, culminating in a one-day, unfair labor practices "No Labor Day Strike" on September 4 after Powell's refused to come to the table and bargain in good faith with the union.

Local 22 members at the Port of Tacoma ratify new contract

After months of difficult bargaining, members of Local 22 ratified a new agreement with the Port of Tacoma on December 6 that included significant gains on wages. Negotiations started in January of 2023.

Local 22 represents 96 workers at the port including office workers, rail car coordinators, facility maintenance workers, and mechanics. "Our talents are wide and many," said Local 22 President Mike Kisak.

Wages were the key issue for the local according to Local 22 Business Agent Jairus Brenneise. "We did not

want a status-quo contract that only kept up with inflation," Brenneise said, adding that Local 22 members came to work through COVID while non-represented, management positions at the port were able to work safely from home during the pandemic.

Workers won a strong contract with wage increases of 24 percent over 5 years. The increases are front loaded with a 9 percent increase in the first year and includes retro pay, Brenneise said.

Local 22 members held an informational picket outside the Port of Tacoma offices on October 17, prior to the regularly scheduled commissioner meeting which drew support

Negotiations around base rates of pay stalled the conversation at the table over the summer, resulting in the unfair labor practice.

The strike drew widespread community support. ILWU Delegations from across the West Coast and Canada came to show their support and solidarity with Local 5 and workers at Powell's.

Contract victory

The new contract contains 10–19% in increases to the minimums for the lowest paid job groups in the first year, with increases to the minimums for all jobs throughout the life of the contract. Additionally, the contract features annual wage increases totaling \$5.20 over the life of the agreement for every union worker — this amounts to a 28% increase for the average Powell's worker and is in addition to any wage increases tied to promotions.

Workers were prepared to go on strike again over the holiday season if negotiations had continued to deteriorate. Fortunately, both parties were willing to come to the table and work together to avoid any further labor disruptions by reaching an agreement that union workers could — and would — support.

Stronger together

"Following a historic first contract rejection in October, we're thrilled both parties were still able to come to the table and negotiate in November, reaching an agreement that our members could support," said the negotiating team, Michelle Carroll, bargaining unit representative for Powell's Books remote employees, and Myka Dubay, ILWU Local 5 Union Representative in a statement. "We could not have done this without the incredible support of our fellow union members standing behind us — this contract victory is their contract victory."

In addition to annual wages increases, and increases to base rates of pay, the new contract addresses issues of disagreement between the union and Powell's that arose during the COVID-19 pandemic layoffs. "Emily Powell said early in the pandemic that our contract was not written with a global pandemic in mind," said Ryan Van Winkle, President of ILWU Local 5. "With this new contract, we have corrected those language oversights. That alone is a win for union employees."

The agreement was ratified on December 15, 2023, and will be implemented on January 1, 2024.



More than 40 people turned out to support Local 22's informational picket and their fight for a fair contract at the offices of the Port of Tacoma in October.

within," Brenneise said. "It's vital that we have strong relationships with port commissioners as labor. This is something that ended up being a lynchpin during our bargaining."

"You Bet": PCPA Poet Laureate and SoCal pensioner Jerry Brady leads annual tour of historic Gold Rush

Jerry Brady, the well-known and highly-regarded PCPA member and longshore poet, was born and raised in the small Sierra Nevada foothill Gold Rush town known as You Bet, California.

Brady spent his youth in the 1920s and 1930s in You Bet, but left town for work and ended up in San Pedro, CA, where he was an active member of ILWU Local 63 for many years. Jerry still resides in San Pedro. But every fall for the past forty-one years Brady, now 90, has led a tour of the old You Bet townsite and the surrounding gold mining district. Thirty to forty people join the tour annually. Most are from nearby Nevada City, a still thriving and

famous Gold Rush town frequently visited by tourists, Grass Valley, and adjacent mountain communities. But other people join the popular tour as well. This year, "Red" from Local 13 and some of Jerry's young relatives from Southern California traveled the 400 to 450 miles necessary to participate.

Brady's father was a hydraulic gold miner in You Bet during the early 1930s, when hydraulic mining, although generally outlawed as destructive by state law in 1884, was still legal under certain conditions. Everyone on the tour got a magnet with a photo showing Jerry's dad working a powerful hydraulic mining hose in You Bet sometime between 1932 and 1935. The tour visits the now-deserted You Bet townsite where Jerry grew up, historic

cemeteries dating back to the 1860s at You Bet and nearby Red Dog, and other mining-related areas.

You might ask, "Where did the name You Bet come from?" Well, local lore has it, the name came from a tavern owner at the townsite in the 1850s who used to say "you bet" all the time. Anyway, the tour reaches a fitting climax with a long stop for lunch. This year the lunch break featured an extremely informative and fascinating presentation about the history and changing technology of gold mining in California from the 1850s to the recent past. If you ever get to Nevada County, California, in the early fall, be sure to join Jerry's "You Bet" tour. I did on September 30, 2023, and it was terrific.

— Harvey Schwartz



Southern California pensioner Jerry Brady has been leading annual tours of the historic Gold Rush town You Bet for the past 41 years.

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

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

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

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

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

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

For calendar year 2022 (which is the most recent audited year), the financial review has confirmed that no more than 9.38% of all ILWU International’s expenditures were for nonchargeable activities.

With respect to ILWU locals and divisions that are outside the ILWU Coast Longshore Division, while they may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that their nonchargeable percentage is significantly lower than that for the ILWU International. Nevertheless, those ILWU locals and divisions outside the ILWU Coast Longshore Division who are covered by this notice will reduce or rebate in advance their local dues and fees as to financial core non-union objectors in the amount of 9.38% based on the nonchargeable percentage stated above for the ILWU International, including the International per capita attributed to them, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such locals and divisions covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the International.

With respect to individuals working within the ILWU Coast Longshore Division, please note that for calendar year 2022 (which is the most recent audited year), financial review has confirmed that no more than 3.38% of all ILWU Coast Longshore Division expenditures were for nonchargeable activities. Please further note that while each ILWU local within the ILWU Coast Longshore Division may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that the nonchargeable percentage of expenditures for such ILWU locals is significantly lower than that for the ILWU Coast Longshore Division. Nevertheless, those ILWU locals within the Coast Longshore Division who are covered by this notice will reduce or rebate in advance their local dues and fees as to financial core non-union objectors in the amount of 3.38% of their local dues less the International per capita based on the nonchargeable percentage stated above for the ILWU Coast Longshore Division and will also reduce or rebate in advance for such objectors 9.38% of the International per capita attributed to them, based on the International’s 9.38% nonchargeable expense figure, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such Coast Longshore Division locals covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the ILWU Coast Longshore Division.

The ILWU International Executive Board and the ILWU Coast Longshore Division have adopted the following Procedures on Financial Core Non-Members Objecting to Nonchargeable Expenditures (hereinafter called the “Procedures”). Under the Procedures, a financial core non-member of any affiliated ILWU local and division has the right within a specified 30 day period of time to object to paying for the nonchargeable activities and expenses’ portion of his or her local dues or fees paid to his/her ILWU local, the per capita fee, which the local pays to the ILWU International, as well as any Coast pro rata fees paid to the ILWU Coast Longshore Division. In the event a financial core non-member employed outside the ILWU Coast Longshore Division properly makes such objection, they shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees, and per capita fees equal to the ILWU International’s nonchargeable percentage of 9.38% stated above. In the event a financial core non-member working within the ILWU Coast Longshore Division properly makes such objection, they shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees and of the Coast pro rata fees equal to the ILWU Coast Longshore Division’s nonchargeable percentage of 3.38% stated above. In addition, such individual will also receive a reduction or an advance rebate of 9.38% of their per capita that is paid to the ILWU International.

Under the Procedures, an objection by a financial core non-member must be made in writing and post-marked within 30 days from the date of this notice or, alternatively, the date of becoming a new hire or becoming a financial core non-member under an ILWU union security clause and receipt of this notice, whichever is later, and addressed to the ILWU International Secretary-Treasurer, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109. To be valid, the written objection must specify the objector’s name, address, the name of his or her employer and the name of the local union or division which represents the objector. A written objection must be timely in order to be valid. Without waiving the 30-day filing period with respect to other notices of this type, please be advised that under this notice only, objections filed by current financial core non-members will be deemed timely if postmarked on or before February 16, 2024. Individuals who after the date of this notice become new hires or financial core non-members may file an objection within 30 days of the date they become a new hire or financial core non-member or the date they receive this notice, whichever is later.

Unless changed by a later notice, those financial core non-members and new hires who file timely objections will not be charged from the date they file a timely objection through December 31, 2024 for expenditures related to nonchargeable activities based on the applicable percentages noted above and also will be provided detailed, independently verified financial information concerning the breakdown between chargeable and nonchargeable expenditures of the ILWU International, the ILWU Coast Longshore Division (if the objector works within the Coast Longshore Division) and of their ILWU local. Objectors will also be given an opportunity to file, within 30 days of receipt of such financial information, a challenge to the amount and calculation of any such nonchargeable expenditures and percentages, as well as an opportunity to have such a challenge resolved, if not voluntarily settled, through expeditious arbitration before a neutral arbitrator selected by the American Arbitration Association (AAA) in proceedings conducted under AAA Rules applicable to objections to agency fees. Please also note that the amount or portion of financial core fees following the filing of any objection and challenge as well as the amount reasonably in dispute pursuant to any challenge will be kept in an interest bearing escrow account pending resolution of such challenge. Objectors who file a timely challenge to the amounts or calculations of fees will receive the amount that may be determined by the Arbitrator to be owed them, if any, plus accrued interest, pursuant to these Procedures.

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

This notice may be superseded or amended by later notices as issued by the ILWU, the Coast Longshore Division or affiliated locals and divisions of the ILWU.



ADRP Coordinators workshop: The ILWU-PMA Benefits Plan's Alcoholism/Drug Recovery Program held weeklong training program from coordinators from November 27 through December 1 at Local 10 in San Francisco. The training covered a range of important topics including suicide prevention in the workplace, pain and substance use, anger management, and critical incidents prevention in the workplace, among other important topics. Photo credit: Stanley Scott

The ILWU Titled Officers
would like to wish
our entire ILWU family
a very Happy Holidays
and a wonderful
New Year!

Willie Adams, President;
Bobby Olvera, Jr., Vice President (Mainland);
Sam Kreutz, Vice President (Hawaii);
Ed Ferris, Secretary-Treasurer

Commemorating another year of advancing the labor movement: Harry Bridges Center for Labor Studies' dedication to scholarships and education

continued from page 2

whose efforts have helped to establish the Harry Bridges Center, was posthumously awarded to Local 98 member Jon Halgren, who passed away earlier this year on January 11, 2023. Jon epitomized the generous, intergenerational spirit of the ILWU pensioners, and always had a friendly smile and welcoming approach to life. Jon and his mother Fern were at the forefront leading the campaign to fund the Harry Bridges Chair, cementing his loyalty and dedication to the Center. He never received widespread public acknowledgement of his contributions and support, and he preferred it that way. The Harry Bridges Center is proud to finally be able to recognize Jon's selfless efforts and generosity, which made the continued work of the Center possible.

Another major contributor to the ILWU's history was the late Dr. Ron

Magden, a labor historian and professor at Tacoma Community College who became an honorary member of the Local 23 Pensioners Club through his dedication in educating young workers on the union's history. After his retirement from teaching, Dr. Ron began studying and collecting the records of Puget Sound's waterfront workers, authoring several books and articles on the subject for more than 40 years. His work provided the basis for the multimedia web project titled 'The Waterfront Workers History Project,' an archive sponsored by the Harry Bridges Center for Labor Studies. With the sponsorship of Local 19 and the ILWU Coast Longshore Division, Magden's book, 'Seattle's Working Waterfront, 1884-Present', was recently updated and published posthumously by the Bridges Center. Funds remaining from the book's publication were

used to create an endowment in Magden's name, which will support students studying labor history at the University of Washington.

The final award announcement of the ceremony was the Distinguished Labor Studies Alumni Award, which recognizes former students who are making a difference by working to advance the labor movement. The award was presented to Eunice How, class of 2012, who as a leader in the Seattle chapter of the Asian Pacific American Labor Alliance (APALA), became one of the most recognizable figures in the local Seattle movement. She was first recognized as the inaugural recipient of the Gundlach Scholarship back in 2011 and has most

recently joined the Bridges Center's Visiting Committee, while continuing to support students through the BAM Internship and speaking in Labor Studies classes at the University of Washington.

This annual celebration of labor through scholarships, internships, classes, and research projects, is an ever-growing facet of higher education at UW. Through the constant support of the ILWU, local unions, and the members of the Visiting Committee, Standing Committee, Bridges Chairs, Bridges staff, and the Labor Archives team, the Center is meeting the challenges of bringing the labor movement into a new era.

TRANSITIONS

NEW PENSIONERS:

Local 4: John S. Morgan;
Local 8: Randy S. Besmehn;
Local 10: Arnell R. Balmediano; Kennenth D. Christensen; Larry L. Thomas; Mark W. Ward;
Local 13: Louis F. Cesena; Loren D'Aunoy; Jack B. Dimon; Maria E. Duarte; Demetrio Espejo, Jr; Tevita M. Fifita; Jason J. Fortner; Joseph M. Garcia; Jennifer M. Mephram; Angel Murillo Rico; Aletta C. Owen; Wayne E. Palmer; Jose S. Pinzon; Steven J. Roupoli; Jeanne M. Sias; Markell O. Sias; Ronald L. Smith Jr.; Raymond V. Strauss; Robert J. Thomas; Fagalele Tilo Jr.; Gracela H. Vivian; **Local 19:** John P.W. Holmes; Matthew W. Kennison; Ronald S. MacLennan; **Local 23:** John G. Buchalski; Michael D. Ferderer; Kenneth D. Iverson; Dale A. Little; Tad D. Nelson; Joseph J. Newton; Robert R. Richards; Tommy D. Whinery; **Local 29:** Michael P. Morgan; **Local 34:** Stephanie L. Goodspeed; Michael T. Kinsey; **Local 46:** Mark F. Pro; **Local 63:** Katherine A. Kobren; Marcia Paz Lizarraga; Fredia C. McGrew; Wendy H. Stavros; Lonnie F. Straughan; Robert A. Witlowski; **Local 91:** Enrique V. Hernandez; **Local 98:** Steven R. Arneburg; Karen D. Walton;

DECEASED PENSIONERS:

Local 10: Francisco Perez;
Local 13: A. Lewis Gomen; Fred T. Martinez; Paul C. Michaelis; Richard I. Olson; George N. Padovan; John Vargas, Jr.; **Local 19:** Jan L. Feddersen;
Local 23: Eldon C. Davis;
Local 24: Wilfred L. Olsen;
Local 40: Robert V. King;
Local 63: Harold O. Montoya;
Local 91: Antonio T. Grego;

DECEASED SURVIVORS:

Local 8: Katherine L. Swendsen;
Local 10: Mildred McMahon; Marija Mijat; Wilma D. Murray-Crayton;
Local 13: Lillian L. Felando; Alma Gull; Nancy Howe; Lydia R. Valdez;
Local 21: Stella Brusco; Linda Gleave; Margaret Johnson; Rena Talbott;
Local 23: Marliss Micheles;
Local 24: Mary K. Gideon;
Local 29: Frances P. Selvig;
Local 63: Alica Martinez;
Local 94: Mary E. Lanier; Barbara Murphy;

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

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29000 South Western Ave., Ste 205
Rancho Palos Verdes, CA 90275
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ADRP—Northern California
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(415) 776-8363

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Portland, OR 97221
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ADRP—Washington
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