



THE DISPATCHER

www.ilwu.org

VOL 82, NO 11 • DECEMBER 2024

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Scores of delegates and guests convened in Seattle for the IBU's 26th convention.

IBU's 26th convention convenes in Seattle

Delegates honor IBU Secretary-Treasurer Emeritus Terri Mast; look to the future

The 26th convention of the Inlandboatmen's Union (IBU) met in Seattle on November 12-15. Elected delegates participated in discussions and debates. They worked in committees throughout the week and heard from a variety of speakers including national and international labor leaders, elected officials, and ITF inspectors.

Important decisions made at the convention included resolutions of global solidarity, support for workers organizing unions and fighting for first contracts, and honoring retired IBU Secretary-Treasurer Terri Mast.

A meeting with the International Organizing Department was held on the Monday before the convention to discuss organizing drives and first contract bargaining.

The convention opened with a land acknowledgment and welcome by Tlingit tribal member Kasi Perreira.

IBU President Estrada's address

In his convention address, IBU President Robert Estrada addressed the challenges facing workers, the IBU, and the labor movement after Donald Trump's election. He expressed his

confidence in the union's ability to rise to the challenge.

Estrada said that looking back on his career with the IBU, he is most proud of his work serving the union. He recalled that before getting his full-book membership he had an 8-hour weekly shift walking the picket line during the 1987 Crowley strike.

"The labor struggle is what formed me. We have to let the next generation know who we are and what matters," Estrada said

Estrada touched on the impact of the November elections, which saw Donald Trump return to the White House and Republican control of the House, Senate, and Supreme Court.

"Our job just got a lot harder," he said. "I think we can surmount these challenges—the IBU has been around since 1918. The Department of Labor is no longer going to be interested in labor."

Despite these challenges, Estrada said there are also new possibilities. He cited the growing support for and interest in unions by young workers entering the labor force and emerging industries like offshore wind and barge-based emission collections that are potential avenues of growth for the IBU.

Estrada said when he was elected IBU President he had several main points of focus:

- **A renewed focus on the importance of retirement and medical benefits:** Estrada said that defending benefits packages in contracts is crucial. He noted that the IBU has recently brought four new companies into defined benefit pension plans in the last few years after decades of not bringing in any. "We are going to bring pensions back into style in the IBU," he said.
- **The importance of organizing:** Estrada noted the plan to attack public and private sector unions outlined in Project 2025, the blueprint for a second Trump Administration. "It's going to take a financial commitment to organize as well as time and effort," he said.
- **The need for mutual respect:** Estrada recognized that there will always be disagreements and the importance of debates as part of the union's democratic process. "Even when we disagree, we can't see each other as the enemy. This is more important now than ever," he said.

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President's message

Bobby Olvera, Jr.
International President

We've Got Work to Do

Sisters, Brothers, and Fellow Workers,

In 2018, I received a call from ILWU Vice President Wesley Furtado that set me on a path to run for International office. He asked me to come to Hawaii to meet with him and members of the Hawaii Longshore Division. Over breakfast, we talked about the future of our union.

"You have work to do," he told me.

It was both a challenge and a call to action. He was right. I couldn't stay on the sidelines, content with my past elected offices. I understood that my real work was only just beginning.

The ILWU is all of us, and we share the responsibility to honor those who came before and to set the stage for those who will follow. Together, we must safeguard this union and carry forward the proud legacy and traditions we've inherited.

I rose to the challenge and ran for International office. With the membership's support, I served two terms as International Vice President. Those six years were tough. In 2020, we lost Uncle Wes. We faced a pandemic, endured 13 months of grueling West Coast longshore negotiations, and confronted a decade-long lawsuit from ICTSI that threatened our very existence.

Before we could move forward, we had to clear the obstacles in our path. I am grateful to President Emeritus Willie Adams for removing many of those stumbling blocks, allowing the new officers to focus on building a stronger ILWU, free from the shadow of bankruptcy and the accompanying drain on our resources.

Now is not the time to rest. We have a unique three-year window, free from major distractions, to move this union forward, re-engage our membership, and recommit ourselves to our core values. From the Titled Officers to our newest members, we all have work to do.

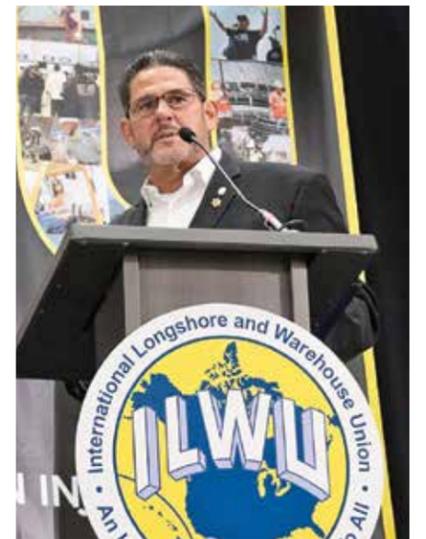
We will work closely with our active members and pensioners—including our three President Emeriti—to modernize our union's policies and practices. This union is rich in untapped talent and enthusiasm, and we will draw on the experience and knowledge from all our regions and divisions.

The effort will begin with the International Officers and the International Executive Board (IEB). At our October meeting, the Officers presented the IEB with a comprehensive, strategic three-year plan to improve every department and program in the ILWU. The IEB unanimously adopted this plan, and we have already begun the work of implementation. Part of the plan involves holding our IEB meetings in different areas over the next three years, providing more opportunities to interact with members and allowing rank-and-file members to observe and participate in the International's work firsthand.

IEB Committees: The Foundation of Our Plan

We will have seven ILWU Executive Board Committees for the 2024–2027 term, each with defined goals and deliverables. Five are new committees; two are existing. These committees will empower IEB members to shape and implement the ILWU's priorities:

- 1. Infrastructure Committee (New)**
This committee will recommend improvements to the union's internal structure and operations, including IT infrastructure and operational policies.
- 2. Policies and Programs Committee (New)**
This committee will address social issues, inclusivity, and internal community-building. It will help strengthen and maintain unity and solidarity by fostering understanding among all members.
- 3. Education Committee (New)**
This committee will update ILWU educational programs, making our curriculum more accessible—potentially through online platforms—and developing new materials for conferences and local training. It will also update *How the Union Works* and *The ILWU Story* to reflect who we are today.
- 4. Communications Committee (New)**
This committee will advise on all communication channels, including *The Dispatcher*, social media, and other outreach methods. Its members will source articles and ensure we're providing timely, relevant, and useful information to the membership.
- 5. Legislative Committee (New)**
This committee will advocate for legislative priorities that represent all ILWU locals and affiliates—whether you work in a warehouse, a hotel, a hospital, a mine, or on the docks. Every member deserves a voice in Washington, D.C. The committee will work closely with the International Officers, the Coast Longshore Legislative Committee and Chair, and the Senior Policy Advisor.



Existing Committees:

- **Offshore Wind Committee (Established 2020):**
This IEB committee monitors the emerging offshore wind industry on the West Coast, guarding and advancing ILWU jurisdiction for all divisions.
- **International Organizing Committee (Established 2018):**
This committee supports the Organizing Department with regional knowledge and best practices, maintaining open communication with local officers and rank-and-file members, and assisting with first contract negotiations.

Delivering for Our Union

The Titled Officers and the Executive Board are on the clock. We are committed to modernizing and updating our union's practices so that the ILWU is well-positioned to face future challenges. Central to these efforts is our renewed emphasis on empowering members through comprehensive education and strengthening our collective power through targeted organizing initiatives. By our next convention, this administration will demonstrate tangible progress across all ILWU departments and programs, ensuring that the union's foundations in education and organizing are stronger than ever.

This will be a collective effort. We will engage the membership, our pensioners, and leaders throughout the union. The ILWU is all of us, and we share the responsibility to honor those who came before and to set the stage for those who will follow. Together, we must safeguard this union and carry forward the proud legacy and traditions we've inherited.

We have work to do—and we will get it done.

DISPATCHER

Roy San Filippo
Communications Director

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Ryan Whitman, Vice President, Mainland
Brandon Wolff, Vice President, Hawaii
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The *Dispatcher* (ISSN 0012-3765) is published monthly except for a combined July/Aug issue, for \$5.00 a year and \$10.00 a year for non-members by the ILWU, 1188 Franklin St., San Francisco, CA 94109. Periodical postage paid at San Francisco, CA. *The Dispatcher* welcomes letters, photos and other submissions to the above address © ILWU, 2012. Postmaster: Send address changes to *The Dispatcher*, 1188 Franklin St., San Francisco, CA 94109-6800.

Mensaje del Presidente

Bobby Olvera, Jr.
International President

Tenemos trabajo para hacer

Hermanas, Hermanos y Compañeros de Trabajo,

En 2018, recibí una llamada del vicepresidente de ILWU, Wesley Furtado, que me puso en el camino de postularme para un cargo internacional. Me pidió que fuera a Hawái para reunirme con él y los miembros de la División de estibadores de Hawái. Durante el desayuno, hablamos sobre el futuro de nuestro sindicato.

“Tienes trabajo para hacer”, me dijo.

Fue a la vez un desafío y un llamado a la acción. Después de esa conversación, me di cuenta de que tenía razón. No podía quedarme al margen, contento con mis cargos electos anteriores. Comprendí que mi verdadero trabajo recién comenzaba.

El ILWU somos todos nosotros y compartimos la responsabilidad de honrar a quienes nos antecedieron y preparar el terreno para quienes vendrán. Juntos, debemos salvaguardar este sindicato y llevar adelante el orgulloso legado y las tradiciones que hemos heredado.

Acepté el desafío y me postulé para un cargo internacional. Con el apoyo de los miembros, cumplí dos mandatos como vicepresidente internacional. Esos seis años fueron duros. En 2020, perdimos al Tío Wes. Enfrentamos una pandemia, soportamos 13 meses de agotadoras negociaciones con los estibadores de la Costa Oeste y enfrentamos una demanda de una década de ICTSI que amenazó nuestra propia existencia.

Antes de poder avanzar, tuvimos que despejar los obstáculos en nuestro camino. Agradezco al presidente emérito Willie Adams por haber eliminado muchos de esos obstáculos, lo que permitió que los nuevos funcionarios se concentraran en construir un

ILWU más fuerte, libre de la sombra de la bancarrota y de la consiguiente sangría de nuestros recursos.

Ahora no es momento de descansar. Tenemos una ventana única de tres años, libre de distracciones importantes, para hacer avanzar este sindicato, volver a involucrar a nuestros miembros y renovar nuestro compromiso con nuestros valores fundamentales. Desde los funcionarios titulados hasta nuestros miembros más nuevos, todos tenemos trabajo por hacer.

Trabajaremos en estrecha colaboración con nuestros miembros activos y jubilados, incluidos nuestros tres presidentes eméritos, para modernizar las políticas y prácticas de nuestro sindicato, muchas de las cuales están desactualizadas desde hace décadas. Este sindicato es rico en talento y entusiasmo sin explotar, y aprovecharemos la experiencia y el conocimiento de todas nuestras regiones y divisiones.

El esfuerzo comenzará con los funcionarios internacionales y la Junta Ejecutiva Internacional (IEB). En nuestra reunión de octubre, los funcionarios presentaron a la IEB un plan estratégico integral de tres años para mejorar cada departamento y programa en el ILWU. El IEB adoptó por unanimidad este plan y ya hemos comenzado a trabajar. Parte del plan implica celebrar nuestras reuniones del IEB en diferentes áreas durante los próximos tres años, brindando más oportunidades de interactuar con los miembros y permitiendo que los miembros de base observen de primera mano el trabajo de la Internacional.

Comités de la Junta Ejecutiva Internacional (IEB): El Cimiento de Nuestro Plan

Para el período 2024-2027 tendremos siete comités de la Junta Ejecutiva de ILWU, cada uno con objetivos y resultados definidos. Cinco son comités nuevos y dos son existentes. Estos comités empoderarán a los miembros de la IEB para dar forma e implementar las prioridades del sindicato:

1. Comité de Infraestructura (Nuevo)

Este comité recomendará mejoras a la estructura y operaciones internas del sindicato, incluida la infraestructura de TI y las políticas operativas.

2. Comité de Políticas y Programas (Nuevo)

Este comité se ocupará de cuestiones sociales, inclusión y desarrollo de la comunidad interna. Ayudará a mantener la unidad y la solidaridad, fomentando el entendimiento entre todos los miembros.

3. Comité de Educación (Nuevo)

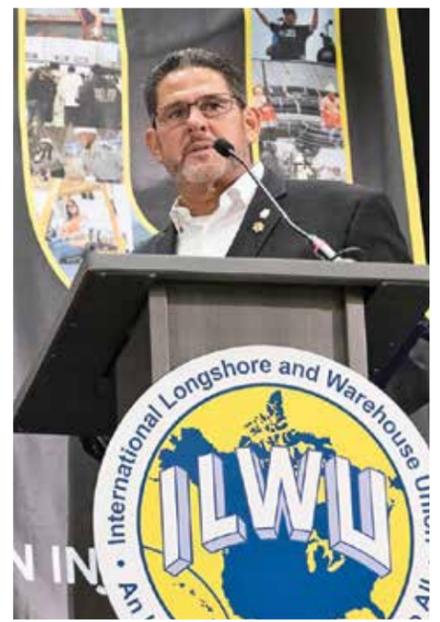
Este comité actualizará los programas educativos de ILWU, haciendo que nuestro plan de estudios sea más accesible—posiblemente a través de plataformas en línea—y desarrollando nuevos materiales para conferencias y capacitaciones locales. También actualizará *How the Union Works* y *The ILWU Story* (Cómo Funciona el Sindicato y la Historia de ILWU) para reflejar quiénes somos hoy.

4. Comité de Comunicaciones (Nuevo)

Este comité brindará asesoramiento sobre todos los canales de comunicación, incluido *The Dispatcher*, las redes sociales y otros métodos de difusión. Sus miembros buscarán artículos y se asegurarán de que proporcionemos información oportuna, relevante y útil a los miembros.

5. Comité legislativo (Nuevo)

Este comité defenderá las prioridades legislativas que representan a todos los sindicatos locales y afiliados de ILWU—ya sea que trabajen en un depósito, un hotel, un hospital, una mina o en los muelles. Todos los miembros merecen tener voz en Washington, D.C. El comité trabajará en estrecha colaboración con los funcionarios internacionales, el Comité legislativo de estibadores costeros y su presidente, y el asesor principal de políticas.



Comités Existentes:

- **Comité de Energía Eólica Marina (Establecido en 2020):**
Este comité del IEB supervisa la emergente industria eólica marina en la Costa Oeste, protegiendo y promoviendo la jurisdicción de ILWU para todas las divisiones.
- **Comité Organizador Internacional (Establecido en 2018):**
Este comité apoya al Departamento Organizador con conocimiento regional y mejores prácticas, manteniendo una comunicación abierta con oficiales locales y miembros de base, y asistiendo con las primeras negociaciones del contrato.

Proveyendo para Nuestro Sindicato

Los Funcionarios Titulados y la Junta Ejecutiva están trabajando intensamente. Estamos comprometidos con la modernización y actualización de las prácticas de nuestro sindicato para que ILWU esté bien posicionado para enfrentar los desafíos futuros. Un aspecto central de estos esfuerzos es nuestro renovado énfasis en empoderar a los miembros a través de una educación integral y fortalecer nuestro poder colectivo a través de iniciativas de organización específicas. Para nuestra próxima convención, esta administración demostrará un progreso tangible en todos los departamentos y programas de ILWU, asegurando que las bases del sindicato en materia de educación y organización sean más sólidas que nunca.

Será un esfuerzo colectivo. Involucraremos a los miembros, a nuestros jubilados y a los líderes de todo el sindicato. El ILWU somos todos nosotros y compartimos la responsabilidad de honrar a quienes nos antecedieron y preparar el terreno para quienes vendrán. Juntos, debemos salvaguardar este sindicato y llevar adelante el orgulloso legado y las tradiciones que hemos heredado.

Tenemos trabajo para hacer—y lo haremos.

Tenemos trabajo para hacer—y lo haremos.

Inspiring night as the Harry Bridges Center for Labor Studies celebrates 2024 award recipients

On Sunday, November 10, the Harry Bridges Center for Labor Studies at the University of Washington hosted its annual awards banquet in Seattle. Drawing more than 400 supporters - the highest attendance in the event's thirty-two-year history - the celebration recognized student scholarship recipients and members of the ILWU and local labor communities.

The Harry Bridges Center, the only program in the Washington state public university system devoted to workers' rights, was founded in 1992 in honor of the ILWU's legendary founding president. Through a grassroots campaign, one thousand ILWU members and pensioners each donated \$1,000 to establish an endowed Harry Bridges Chair in Labor Studies, a prestigious position held by a UW professor. Since that time, the Bridges Center has grown immensely. Hundreds of undergraduate and graduate students participate each year in labor courses, receiving scholarships and research grants, and acquiring valuable skills in the labor movement through internships. The Center has also established a Labor Archives of Washington to preserve and document labor history.

The current Harry Bridges Chair is Professor Moon-Ho Jung, an acclaimed historian of labor and American empire. Professor Jung opened the awards celebration with a sober reflection on the recent U.S. election and invited attendees to recognize the strength and determination of the activists and community members gathered in the room. This past January, he organized a conference titled "Reckoning with the Black Radical Tradition" in honor of visionary intellectual and astute organizer Jack O'Dell, who helped shape the course of the Black freedom movement. The conference included a panel on Black workers and the ILWU featuring Local

10 pensioner Clarence Thomas and Local 52 member Gabriel Prawl.

Much of the evening was devoted to recognizing student scholarship recipients. Since 1992, gifts from current and retired members of the ILWU have created these awards. The Martin and Anne Jugum Scholarship, created in 1997, honors the late Local 19 leader Martin "Jug" Jugum and his wife, Anne, and their dedication to the labor movement. Four undergraduate students were the recipients of the award this year: Stephanie Herrera, a nursing student organizing for accessible health justice with agricultural workers; Sofia Torres, a Political Science and History student focused on international solidarity in labor and anti-imperialism; Tristan Jafari, a Biochemistry student and Emergency Medical Technician (EMT) advocating for social justice and labor policies promoting health equity; and Alyssa Siron, a Community, Environment, and Planning student with firsthand union organizing experience as a Starbucks organizer and a passion for community building with Filipinx workers.

The Silme Domingo and Gene Viernes Scholarship honors two inspiring Seattle labor leaders who fought for union democracy alongside Filipino cannery workers in ILWU Local 37 (now a part of the Inlandboatmen's Union) and organized in solidarity with resistance to the Ferdinand Marcos dictatorship in the Philippines. The scholarship was established thanks to the efforts of the IBU, and Region 37. This year's scholarship recipient was Inhauck Choi, an incoming Human-Centered Design and engineering graduate student. Choi specializes in designing technology that cultivates equity, accessibility, and opportunity. Another award, the Gundlach Scholarship, was created in honor of siblings Jean Gundlach, a ILWU secretary and labor activist, and Ralph Gundlach, a former UW Professor. This award was



Local 23's Zack Pattin was honored with the Distinguished Labor Studies Alumni Award and the Distinguished Supporter Award.

presented to Runjie Wang, a graduate student in the Cinema and Media Studies program, whose primary interest in research focuses on automation technology in the longshore industry in the Pacific Northwest.

The Frank Jenkins Jr. Fellowship honors the legacy of Frank Jenkins Jr., a leader in ILWU Local 19, a lifelong civil rights and union rights activist, and one of Seattle's first Black and Filipino longshoremen leaders. Two graduate students were the recipients of this award. Eulalie Mathieu, a dedicated Preservation Specialist at the Labor Archives of Washington and graduate student pursuing her master's in Library and Information Science; and Jordan F.S., a History graduate student with a lifelong dedication to labor organizing who is studying fisheries management in maritime labor. The Kennedy Drayton Scholarship honors Ian Kennedy and Michele Drayton, both former officials and rank-and-file members of Seattle's Local 52, who created this scholarship in 2018 to advance their deeply held commitment to education and organized labor. This scholarship was awarded to Maia Cruz, an undergraduate student in Anthropology and Spanish. Cruz is committed to leadership

and representation of Latinx communities, studying their cultural dynamics and labor-related struggles.

Several ILWU members were honored at the banquet. Retiring IBU National Secretary-Treasurer Terri Mast was celebrated for her lifelong dedication to the labor movement. Mast has been fundamental to the Bridges Center Visiting Committee and the continued success of the programs and scholarships provided throughout the year.

The Center also recognized ILWU Local 23 longshoreman Zack Pattin with the Distinguished Labor Studies Alumni Award and the Distinguished Supporter Award. In the past, these awards were often presented separately to individuals who helped establish the Harry Bridges Center and to former students who worked to advance the labor movement. Pattin, an active Bridges Center Visiting Committee member, a UW Tacoma labor studies graduate, and a well-known and respected organizer within Local 23, received both awards this year. His award was introduced by Mike Jagielski, President of the Pacific Coast Pensioners Association, who described Pattin's efforts to establish Local 23's Young Workers Committee.

— Andrew Hedden

Leadership, Education and Development Institute (LEAD) Tacoma, Washington April 13-18, 2025

The ILWU will host a Leadership, Education and Development Institute (LEAD) in Tacoma, Washington, April 13-18, 2025.

The theme of this year's conference is "I am the ILWU." International Secretary-Treasurer Ed Ferris, who attended LEAD in 2010 as a rank-and-file member of Local 10, described the urgency of leadership training in strengthening the union and facing challenges on the horizon. "Our union needs you. The time to step up is now," he said.

Topics in the upcoming conference include:

- Communication skills building
- Strategic organizing
- Union and community engagement
- Effective union meetings
- The ILWU's history, values, and diversity

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 conferences. For reasons of space and diversity, we have seats for two participants from each local, but do our best to accept additional participants as space allows.

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.

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.

ILWU's Feed the Community Day marks 27 years of community solidarity

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

The Southern California ILWU's Feed the Community Day continued its tradition of supporting local families for the 27th year 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. The Holiday Committee works with several local charities to prescreen families who receive the meals to ensure they go to those in need.



Local 13 President Gary Herrera thanked all of the volunteers for their hard work to make this year's Feed the Community Day possible. "Your character is who you are and what you do when no one is looking."



Local 26 Watchmen Max Quitasol and his son Chevy. Quitasol has been volunteering at the Feed the Community event every year since he joined the ILWU 20 years ago.

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 23 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 500 ILWU volunteers including family members came out to help distribute food to the community, according to Jose Alvarez, Holiday Committee President. Alvarez said he has been participating in the event for 25 years and is motivated to keep going in honor of the memory of his sister who volunteered at event when she was a casual.

Alvarez showed up the event despite a broken foot and said the volunteers from the Holiday Committee picked up the slack. "I'm looking forward to the future as we carry forward this tradition of feeding the community."

Local 13 President Gary Herrera expressed his thanks to all of the volunteers at the event.

"It's an honor and privilege to be here today. I know the work you put in today to represent the ILWU and to give back to our community," Herrera said. "The backbone of our industry and this



The Feed the Community Day event is an opportunity for ILWU families to come out and have a shared experience of giving back.

union is our volunteerism. To every member, auxiliary, and pensioner—this does not get done without you." He added the event showcases the ILWU character each year despite the lack of television cameras. "Your character is who you are and what you do when no one is looking."

Local 94 member Mike Ponce, who

helped start the tradition 27 years ago when he was an ID at Local 13, thanked volunteers for continuing the tradition. 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.

Looking Back, Looking Forward: Local 5's 2024 Organizing campaigns

Local 5 saw great success in new organizing this year; as they preparing for continued success in 2025

A spectre is haunting the bosses of Portland - the spectre of workers organizing. From the Portland Teachers strike to the continued resilience of New Seasons Labor Union to achieve their first contract, workers in Portland, Oregon, the self-named "City that Works," recognizes that by demanding a share of power and profits, by exercising solidarity and mutual aid, and by taking collective action - including—when needed—embracing the mentality of a "City that REFUSES to Work," something greater can be achieved. In this rising tide of union activism, the ILWU's and Local 5's role in supporting workers' efforts cannot be overstated. The short of it is, Local 5 is on fire!

COVID setbacks

In January of 2024, Local 5 was still recovering from the effects of COVID-19. Powell's took advantage of the pandemic crisis. They implemented mass layoffs and seized the opportunity to cut seniority, paid time off benefits, and refused to rehire long-time workers who had given most of their working life to making Powell's a world-class bookstore. At the start of the year, the union workforce at Powell's was only 276 (down from around 450 in the pay

period before the pandemic hit—when Powell's laid nearly everyone off). In addition to Powell's workers, the Local 5 membership included workers from Aramark at Evergreen, the Oregon Historical Society, IMIrJ, Wild Lilac Child Development Community, and the remnants of Growing Seeds Learning Community after the former owner fractured the business and sold each of the three preschool centers to three different new owners. As Local 5 ended

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IBU's 26th convention convenes in Seattle

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Guest speakers

The first guest speaker was Washington State Senator Bob Hasegawa who spoke on building working-class power. He used examples from his more than three decades of experience as a leader with Teamsters for a Democratic Union to encourage and inspire delegates and draw out important lessons in building a democratic and inclusive labor movement.

"Building power means organizing people and organizing people is the hardest job in the world," Hasegawa said.

He was followed by Jaimie Newlyn, Assistant National Secretary for the Maritime Union of Australia who spoke about the importance of international solidarity.

Honoring Terri Mast

The first evening of the convention featured a special banquet to honor IBU Secretary-Treasurer Emeritus Terri Mast and her extraordinary career and contribution to the IBU, maritime workers worldwide, the labor movement, and her mentorship of women leaders in the ILWU.

Terri Mast recently retired as Secretary-Treasurer of the IBU after serving the union in that position for more than thirty years.

Mast was a key figure in the Union of Democratic Filipinos (KDP) which fought for democracy in the Philippines. Following the assassination of her partner and comrade Silme Domingo by gunmen acting under orders from the Marcos dictatorship of the Philippines, Mast took his place in the union leadership at the ILWU 37 Alaska Cannery Workers Union and embarked on a long battle to win justice for Silme and fellow fallen activist Gene Viernes.



Washington State Ferry worker Jordan Zetty, who serves on the Puget Sound Executive Committee and is a Puget Sound Convention Delegate.

In 1982 Mast was elected President of Local 37, becoming the first woman president of an ILWU local. At the ILWU Convention held this past June in Vancouver, B.C., a mentorship award was named in Mast's honor to recognize her important contribution as a mentor to new leaders in the union.

"It's not easy being the first of something," Mast said. "Whether it's the first woman president of an ILWU local or the first national officer in the IBU because you don't want to be the last. You want to make sure that other women are pulled up and will have that same opportunity. Only by having women in leadership can other women see that it's possible."

On the final day of the Convention, the elected IBU delegates paid additional tribute to Sister Mast for all the water she's carried on behalf of the union. Current IBU Secretary-Treasurer Peter Hart remarked about one of the most important lessons he's gained from his time working with Terri over the years: "Empathy for those that are different or whom we're at odds with is the most important or challenging quality to have when doing union work. It's easy to worry about the livelihoods of people we agree with, but the true test is being able to do so for those we do not. Without that fundamental understanding, unions will never be strong enough to punch up to power."

ITF Inspectors panel

Wednesday began with a panel discussion with the Inspectors from the International Transport Workers Federation. On the panel were ITF-West Coast Coordinator Ryan Brazeau, ITF-Northern California Inspector Sam Levens, ITF Puget Sound Inspector Cyrus Donato, and ITF Southern California Inspector Joshua Bobic.

Brazeau gave a brief overview of ITF inspectors' work to protect the wages and living conditions onboard vessels on the West Coast and globally.

The first ITF inspector was appointed in 1971, and today, there is a network of approximately 140 Inspectors based in over 120 ports in 57 countries worldwide. Many ITF Inspectors are former seafarers or dock workers. Their job is to inspect ships calling in their ports, ensure the seafarers have decent pay, working conditions, and living conditions, and enforce ITF agreements on board to ensure compliance.

Inspector Sam Levens gave an overview of how "Flags of Convenience"

allow ship owners to flag their ships from countries with few regulations undermining the power of unions and workers, paying them less, and extracting more profits.

"Solidarity isn't charity," Levens said, "Seafarers have a tremendous amount of industrial power which is why these shipping companies have created an elaborate shell game to try and keep seafarers vulnerable and disorganized."

Levens also talked about the conditions inspectors often find onboard vessels including lack of food or rotted food, non-payment, delayed or underpayment of wages, unsafe working conditions, and physical and mental abuse.

Donato gave an overview of the case of the 'United 6' that was covered in the April 2024 issue of the Dispatcher. The case involves 24 Filipino fishermen working for California-based McAdam's Fish who were contracted through Pescadores International, a Filipino labor agency. The workers say they were stranded and isolated on board fishing vessels in Westport, WA for more than three months without receiving their full wages and in substandard conditions.

"If you are bringing workers into the country and not paying them their wages, it's a form of human trafficking. Let's call it what it is," said Donato.

Tongue Point Academy

The convention heard a presentation about the Seamanship Program at Tongue Point in Astoria, OR from Acting Manager Mike Sasso. The Academy is funded by Job Corps, a federal training program run by the Department of Labor that helps young people ages 16 through 24. The training and education are provided at no cost to the students. They live on campus during their training. Students are placed in internships and receive job placement assistance.

Sasso also spoke about the impact COVID-19 had on their program and the need for more instructors.

Pensioners & retirees panel

IBU pensioners Robert Irminger and Jeff Engels spoke about their efforts to form IBU pensioner/retiree groups. Engels said the purpose of the groups was threefold:

- To preserve the history of the IBU and educate new members;
- Protect the interest of pensioners by ensuring they understand how to apply for all the benefits to which they are entitled;



Crowley worker, Puget Sound Executive Committee Member, and Convention Delegate Justin Collins.

- Assist the active membership with political action, support in labor disputes, and other activities that may help the union.

Resolutions adopted

Delegates discussed dozens of proposed resolutions which were debated, amended, and voted on by the body. Key resolutions adopted by the 26th IBU Convention delegates include:

- Support the Labor Campaign for Single Payer healthcare system
- Commitment to stand against tyranny and oppression
- Urge that Cuba be removed from the U.S. State Department list of state sponsors of terrorism
- Support the call for a cease-fire and the protection of Palestinian and Israeli civilians in the current conflict in the Gaza.
- Join the National Labor Network for Ceasefire in Gaza
- Support Starbucks Workers United
- Support Alcatraz Workers in their struggle for a first contract
- Invite newly organized IBU members of Leo Marine to build power for maritime workers
- Express appreciation to the family of Don Little for his contributions to the IBU membership
- Recognizing the contribution of Terri Mast to the IBU and the labor movement
- Create an Offshore Wind Committee and negotiate offshore wind jurisdiction in towing and construction contracts
- Create a plan for the restoration of pension benefits lost by the rehabilitation process

"We had a successful convention and made important decisions that moved the union forward," said Estrada. "We need to be prepared to not only weather the backlash against organized labor in the coming years but continue to grow the IBU."



Mike Sasso Acting Manager of the Seamanship Program out at the Job Corp Facility in Tongue Point, OR.



West Coast ITF Inspectors from left to right: Cyrus Donato, Joshua Bobic, and Sam

Looking Back, Looking Forward: Local 5's 2024 Organizing campaigns

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2023 the union's roster was down to only 401 members.

Union rising

Since January 2024, the labor of the Organizing Department and worker activists from previous years has begun to bear fruit; organizing campaigns from 2023 wrapped up with ratification votes and contract implementations. Through sustained efforts, Local 5 has roared back and surpassed its pre-pandemic membership numbers.

In January, the preschool teachers of the Joyful Childcare Workers Union (JCWU) became the fourth group of early educators to gain full membership in Local 5. Their first contract was implemented on January 1, 2024, with more affordable healthcare, improvements on paid time off, and a progressive and transparent wage system where wages both rise more than inflationary pressures each year. Workers can also improve their wages through obtaining higher levels of education, taking on additional responsibilities in the classroom, and engaging in training and professional development activities. Local 5, now organized with a Division structure much like Local 142 (see *The Dispatcher* May 2024 for more information), the 80 workers joining the Early Education Division of the Local would now bring the total number of Early Ed Division members to 120 workers.

The Local 5 "Early Ed" Division is not the only Local 5 Division on the rise. The "Non-Profit" Division of the local has also experienced significant membership growth, more than doubling the ranks this year. Starting in January, the Non-Profit Division represented 35 workers. Because of the dedication of workers in three different campaigns over 2023, those efforts resulted in solid wins for all three workplaces. First up in contract ratification was the Community Cycling Center unit in February, followed by Neighborhood Partnerships in June, and finally Free Geek in August. While each contract is in itself unique to the workplace and the goals of those members in each unit, each successive contract has informed and helped build the next one - with each bargaining team utilizing language that has been developed by other campaigns and employing lessons and strategies that have been learned in each successive campaign. With workers from these three workplaces becoming full members of Local 5, the local saw the

Non-Profit Division increase to a total of 89 members! In addition to all the standard provisions of a union contract (just cause, union security, individual rights, grievance procedure, etc), here are some of the specific highlights of what they gained in each struggle for a fair first contract:

Community Cycling Center

- Minimum wage set to MIT's "living wage" for Portland with yearly wage increases in line with inflation
- Wage differentials for positions, hazardous conditions and language skills
- Sanctuary employer rights and enhanced protections from discrimination, harassment, and microaggressions
- Additional one week of paid holidays
- Paid jury duty and bereavement leave
- Work from home stipends for remote workers

Neighborhood Partnerships

- Establishes \$30/hr base rate of pay and yearly inflationary increases for workers
- Provides for "Flex Pay" paid time off which allows workers to take extended vacations or reduce their weekly working hours with no loss of pay
- Monthly transportation/parking stipends and remote work stipends
- Paid bereavement and jury duty leave
- Increased health Reimbursement benefits (in addition to the status quo for health insurance)

Free Geek

- Increased starting pay to \$19/hr
- Provides a minimum of 15% wage increase over three-year agreement
- Improved sick time and vacation accrual
- Strict statute of limitations for past discipline staying on employee records
- On-the-clock union membership meetings

While the ratification of each first contract is cause for celebration, the past year was not only about completing bargaining and the implementation of first contracts, 2024 was also the year of organizing new workplaces with Local 5. Throughout the year, a total of 12 workplaces representing over 125 workers walked on their boss and demanded union representation with the ILWU. The remainder of this article is dedicated to recognizing their efforts.

In January, **Northwest Workers Justice Project (NWJP)** including 16 workers (attorneys, paralegals, and administrative support staff) marched on the Executive Director and gained voluntary recognition. They have been bargaining on average twice a month for nearly a year and have made significant headway on all non-economic proposals. Finally, in November of this year, economic proposals made their way to the bargaining table and are in active negotiations at this time. One major issue the team hopes to address is a disparity between the wages and working hours between NWJP and their union counterparts in other organizations (notably a reassessment of the work-week and setting a new standard of 35 hours/week rather than the current 40 hours/week).

February saw the addition of the **American Federation of Musicians Local 99 Staff**, which includes 2 workers, the minimum number of workers required to form a union, based on the National Labor Relations Act. These negotiations were completed in record time and the contract was ratified in September of this year. Workers set the priorities of their negotiations: living wage for all workers including increases with inflation as well as establishing recall rights and a meaningful severance in the event of a layoff. All priorities were achieved and now one worker sits on the Local 5 Executive Board while the other is a Trustee for the local.

March brought with it a major struggle, this time with the behemoth of private early education, **Guidepost Montessori**. Workers at two separate centers, Tigard and Lloyd, including a total of 34 workers, notified their Site Directors of their intent to unionize. In a swift and cruel response, Guidepost shuttered both centers, giving workers and the families they provided care for less than 24 hours' notice of the closure. This level of anti-union aggression was a surprise, given the consequences to workers, families, and children, much less the damage inflicted on Guidepost's reputation. The ILWU stood strong with these workers throughout this injustice, filing multiple unfair labor practice charges against this illegal retaliation. The community stepped in and generated ongoing media attention which helped raise funds for the laid-off workers. At present, both centers remain closed. Workers and the ILWU await the Labor Board's decision on those charges and, if successful, will issue a demand to bargain and provide relief to those affected workers.

In May, Local 5 embarked upon an experiment in its expansion - organizing with workers who do not have a work "place" but instead are a part of the massive group of "remote workers" who rarely, if ever, report to an office or employer headquarters. This particular group of workers made up of 5 individuals, is the **National Council for Occupational Safety and Health**. Initially, workers had attempted to form an independent union. However, lacking the support and expertise to negotiate



Guidepost Montessori workers at the Tigard Center go live with their organizing campaign.

a contract and move forward with their efforts, they sought the support of the ILWU. Local 5 recognized such cross-state border efforts would come with its own unique challenges and stepped up to take that challenge head-on, including the potential issue of "right-to-work" state laws. The primary issue workers are seeking to resolve is the lack of parity and fairness regarding health insurance options, mostly caused by the fact that workers live in different states and have varying options of care, depending on their location. The bargaining has progressed slowly and as the year closes, around two-thirds of non-economic items are nearing resolution. The looming issue of health insurance and bringing fairness to that problem has yet to be discussed.

As summer began to fade, August was not just for backyard barbecue and baseball games. The 11 workers of **Portland Street Medicine (PSM)** and another 2 workers from the **Willamette Food and Farm Coalition (WFFC)** were making moves to solidify their place in the labor movement as well. With both employers agreeing to voluntary recognition, workers were excited to be a part of the Local 5 tradition. For the staff of PSM, they quickly got to work on sending out surveys to their coworkers and setting a timeline for bargaining. Now in December, those efforts will imminently play out as they will hit the table in January with three back-to-back sessions and have a full non-economic contract proposal presented by the end of January. The staff at WFFC unfortunately have had to deal with a different reality. Soon after their unionization, the employer notified the union of a substantial revenue shortfall that would require all employees to be laid off. Undeterred, workers prioritized two items: 1) Severance so that they were supported in the transition to new employment; and 2) negotiating a skeleton contract that would ensure upon their recall to employment or any other future workers had basic rights and protections and that their efforts to unionize WFFC would not be in vain. They were successful in their goals and in December, just before being laid off and receiving severance, a three-year agreement was ratified that will act as a placeholder for when WFFC can regain its footing and restart the organization. Already the WFFC Board has been successful in fundraising and obtaining grants and while

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Contract signing for the American Federation of Musicians Local 99 staff.

Looking Back, Looking Forward: Local 5's 2024 Organizing campaigns

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not a guarantee, there is a strong likelihood the organization will be back, with union staff - and the union contract - by 2026.

September organizing activities were especially exciting with two workplaces announcing their efforts to join Local 5. The first, **Spin Laundry Lounge**, which employs 14 workers, and the second, **CLEAR Clinic**, including eight attorneys and paralegals. Both groups of workers were successful in their demand for voluntary recognition. Workers at Spin were ahead of the curve in terms of preparedness for bargaining. Once they won their union they were ready to start bargaining as they had already been working diligently for months to develop a contract. They hope to address core concerns in the workplace including: creating a fair disciplinary procedure, enshrining scheduling rights and importantly, in support of the people of Palestine, encouraging Spin to Divest from Israeli companies it does business



SCRAP ReUse PDX workers gained voluntary recognition from their employer.

with (currently Spin utilizes a timekeeping app that is owned by an Israeli company). Over three weeks of bargaining, in November, workers made a full non-economic proposal and, as they wait for a response from the employer, are finalizing their economic proposals in hopes of moving negotiations forward quickly and seeing those improvements come to fruition. CLEAR Clinic workers have taken a different approach and instead have decided to hold off on bargaining until March so that they can develop a full proposal before the first session, and in anticipation of a major increase in the size of the organization, an intention of bringing new workers into the discussion and ensuring they have a voice in the negotiation process.

October organizing victories included a 100 percent vote in support of joining ILWU from the five workers at **Worth Rises**, a nonprofit organization dedicated to dismantling the prison system. This campaign is another example of a remote workplaces; workers as far as Georgia are a part of the unit. Since winning their union victory, Worth Rises has restructured and laid off several members (workers did receive severance). Despite this setback, workers (including those who have been laid off) continue to actively support the efforts of their coworkers who remain and negotiations for a first contract will begin in January.

Then, in November, 12 workers from **SCRAP ReUse PDX** joined the union and once again gained voluntary recognition from their employer. Workers at SCRAP are keen to start negotiations in January as they seek to improve their wages to more sustainable levels

(currently workers are paid an average of around \$17/hr) and negotiate for other meaningful improvements to their workplace such as more robust safety procedures. They have been meeting weekly to develop their first proposal and have elected their bargaining team to spearhead that effort in the new year.

In the second week of December, workers at **"Z" Farm**, including 16 workers, walked on the boss and demanded voluntary recognition. Workers have given Farm time to convene their Board and vote on the request and we do not yet know the outcome of whether "Z" Farm will agree to voluntary recognition or if workers will need to vote in a standard election. This time in wait is not lost. Workers are moving forward with developing their contract, surveying the membership, and preparing for the inevitable outcome of their unionization and bargaining for a first contract.

While the time and efforts of worker organizers cannot be understated, it also must be recognized that each of these organizing drives, in addition to the incredible support from ILWU Officers and the Organizing Department, each drive also has had the unwavering commitment of support from the local. Throughout this year of organizing, the local has consistently prioritized ensuring these workers and these organizing campaigns are supported - through direct assistance of the Local 5 Executive Board, stewards, and members as well as by highlighting these struggles on the local's Facebook (@ilwulocal5) and Instagram (@ilwulocal5) accounts so that our greater union family and commu-

nity can also celebrate and find inspiration in these successes.

In looking towards the next year, the days ahead will have a different flavor than what has occurred this year. After the outcomes of the national elections, discussions about organizing and the probable increasing difficulty of organizing under an anti-union Labor Board, have become a regular topic of conversation. Many organizing committees have been working double time to try and get to the point where they are ready to go public with their efforts - all in a race of time before union election processes change with a new Labor Board. There is a flurry of activity expected in January, February, and March as workers try to move their campaigns forward under the current Biden Labor Board policies. It's impossible to say exactly how the landscape over the next four years will change in terms of organizing but one thing will certainly remain the same: no matter what laws or what barriers to organizing are put in place, workers in every sector of the economy will continue to desire to improve the conditions of their and their coworkers lives. At present, the best vehicle to achieve those goals is through unionization. But the real gas that makes that vehicle go is solidarity. Solidarity cannot be litigated away, nor can be "policy-ied" out of existence. The solidarity of workers is immutable.

Always has and always will. Brothers, Sisters and Fellow Workers, Onward and Upward, 2025 and beyond.

- Ryan Takas, ILWU Organizer

SEND US YOUR TOY DRIVE PHOTOS

Please send photos and details of your local's holiday toy drives to Roy@ILWU.org for publication in the *Dispatcher* by January 10.

TRANSITIONS

NEW PENSIONERS:

Local 4: Jeffrey T. Thorsen;
Local 8: Jesus C. Arango; Chrys B. Davis;
Local 10: Georgina Y. Capizano;
Vernon B. Johnson; Angel Morales;
Local 13: Henry E. Castillo; Patrick Chartrand; Roxanne Dominguez;
Raquel H. MacKenzie; Adrian O. Rollins;
Local 19: Michael D. Binford; John W. Crofoot; Denise L. Felhosi; Eric C. Pinder;
Local 23: Albert V. Alvarado; Eric H. Bock;
Diann G. Hernandez; **Local 29:** Mario J. Espinosa; **Local 30:** Joe Turner Jr.;
Timothy M. Merritt; Jerry L. Cordova;
Rodney Q. Brady; Timothy A. Hargett;
Kim A. Kalmbach; David A. Patterson;
Arnel B. Rivera; Kevin E. Grounds;
James McLaws; **Local 34:** Eric L. Reed;
Local 52: Robert A. Jeter; **Local 54:** Kyle R. Schleder; **Local 94:** Thomas G. Camello;
Kurt A. Yontz; **Local 98:** Rick D. Hinchcliffe;

DECEASED PENSIONERS:

Local 4: James L. Andrew; **Local 10:** Theo E. Frazier; Alfredo Lira, Jr.; Herbert Burnley; **Local 13:** Wayland Allen;
Rosemary S. Crespin; Thomas Daugherty;

Linda J. White; **Local 19:** Robert N. McDonald; Gregory C. Ross; William Sodden;
Thomas Tucker; **Local 21:** George W. Audinet; **Local 23:** Harold L. Charles;
Arthur A. Clark, Jr.; **Local 34:** Kavern E. Dixon; **Local 63:** Augustine Magdeleno;
Jack Webb; **Local 94:** John Alexander;

DECEASED ACTIVE MEMBERS:

Local 10: John S. Beverly; Olga E. Figueroa; **Local 13:** Tony Butorovich;
Ian C. Harper; Arthur Hermosillo;
Tavita P. Lavea; Graham S. Schofield;
Local 19: William R. Dille; **Local 46:** Michael H. Lofland;
Local 75: Bruce L. Doiron; Brenda Trevino;

DECEASED SURVIVORS:

Local 10: Beverly A. Crowder;
Anthula Drolapas; Allie M. Powells;
Local 12: Clara L. Hardman;
Local 21: Beverly J. Scott;
Local 24: Marilyn J. Audette;
Local 34: Paulette Barnett; Dorothy R. Malia; **Local 50:** Virginia L. Ashbaugh;
Local 52: Carolyn L. Hansen;
Local 63: Ora Lee Baker; **Local 92:** Ruth C. Davis; Virginia L. Johnson;



Support for at-risk youth: Volunteers from Local 19, the IBU, and the Federated Auxiliaries volunteered at Seattle's Teen Feed program which provides healthy meals to homeless and at-risk youth seven days a week. The program also utilizes trained advocates and support coordination staff to link youth with the resources and services they need to achieve stability. Pictured from left to right: Ryley Fairbanks, Elizabeth Fairbanks, Charlie Bendock, Hannah Bendock, Yu-Shan Huang, Vienna Wong (IBU), Abby Contreras, TJ Karch, Ali Vekich, Tim Tuiasosopo, Tony Mashburn, and Richard Allison.

LETTERS TO THE DISPATCHER

Dear Editor,

Auxiliary 1 members attended the 2nd Annual Harry Stamper Stomp, held on Saturday, September 7, at Mingus Park in Coos Bay, OR.

The audience enjoyed the music and antics of a local Bluegrass group known as Coos River Ruckus, who performed a number of Harry's songs, as well as their own, mostly expressing views of area unions and the working class of local industries. A number of guest singers and musicians added to the fun.

We plan to attend next year as well, and hope more people can be there to remember and honor such an interesting and talented person.

Marilyn Richards, Secretary, Auxiliary 1

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

Howard Keylor Memorial Event January 25 at 1 p.m.

Henry Schmidt Room | Local 10 | 400 North Point St., San Francisco, CA 94133