



THE DISPATCHER

"AN INJURY TO ONE IS AN INJURY TO ALL"

OFFICIAL NEWSPAPER OF THE INTERNATIONAL LONGSHORE & WAREHOUSE UNION

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Your union needs you: The 2025 LEAD Institute brought together 112 ILWU members from Alaska, Canada, Hawai'i and the West Coast to train the next generation of union leaders.

LEAD Institute trains next generation of ILWU leaders in Tacoma

The ILWU held its Leadership, Education, and Development (LEAD) Institute from April 13-18 in Tacoma, Washington. LEAD is a key component of the ILWU's education program and is held every three years. It brings together a diverse group of rank-and-file members and elected ILWU leaders to teach them practical skills and provide tools that attendees can bring back to their local unions to develop new leaders and increase membership involvement.

Past graduates of LEAD who have gone on to become elected officers in their locals or at the international level were on hand to share their own leadership experiences with attendees. Among the LEAD alumni are International President Bobby Olvera, Jr., and International Secretary-Treasurer Ed Ferris, both

of whom attended LEAD in 2010. There was a record number of attendees this year—112 in total, including two casual longshore workers.

Participants learned through panel discussions and group exercises that emphasized active participation and collaborative problem-solving and were structured to allow attendees to meet and get to know one another throughout the week.

Among the practical skills taught were how to run a successful union meeting, how to increase member involvement, how to strategically problem-solve, and strategic campaign planning and research.

Opening reception

The conference started with a reception and opening remarks from International Secretary-Treasurer Ed Ferris, International President Bobby Olvera, Jr., and International Vice President (Hawai'i) Brandon Wolff.

Secretary-Treasurer Ferris emphasized that leadership was about

serving the union membership and thanked everyone for stepping up to help build and strengthen the ILWU.

"The time to step up is now," Ferris said. "Our union needs you."

President Olvera spoke about the ILWU's democratic culture and the International Officers' commitment to developing new leaders.

"Nobody is going to hold you back. You have to follow your heart, the constitution, and the bylaws of this international and your locals and divisions, and we will all be much better off because then we truly are a democratic union. Our voice is strong because we are one," Olvera said.

Vice President Wolff spoke about the four key characteristics of good leaders: integrity, honesty, honor, and commitment. Wolff said that leadership is not about being in charge—it's about taking care of the people in your charge.

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President's message

Bobby Olvera, Jr., International President

It's about policies, not political parties or politicians

Sisters, Brothers, Fellow Workers, and Union Siblings,

After the November presidential election, the *Dispatcher* wrote: "With Republican control of all three branches of government, the Trump Administration will have free rein to enact his agenda. We will soon see whether Donald Trump delivers for Workers or for Wall Street."

The answer to that question started coming into focus on Inauguration Day when billionaires like Elon Musk, Jeff Bezos, and Mark Zuckerberg were given front-row seats. Since then, President Trump has appointed the wealthiest cabinet in history.

Wall Street and Silicon Valley venture capitalists are more than well-represented in the Trump Administration, and Elon Musk (the richest individual on earth) has been given the keys to our entire government without any oversight. The voices of Main Street families and hometown workers are absent and silenced in this administration.

In the first 12 weeks of Trump's presidency, we have seen an unprecedented assault on workers including an ongoing effort by the Trump Administration to strip 1 million federal workers of their fundamental rights. This is the single largest union busting action in U.S. history.

The Trump Administration's actions these past several months, supported by Republican Party leadership, are serious threats to longstanding civil and political rights, highlighted by the aforementioned attack on the rights of federal workers. Democratic Party leadership and their rank and file members of Congress, with a few notable exceptions, have failed the American worker and can no longer be relied upon to be an effective opposition to the war on the working class.

Adapting to changing times

Our union must adjust how we approach politics in Washington, D.C. and our state capitols to confront this new reality. Our new politi-

cal program is focused on protecting the jurisdiction of all Locals and Divisions within the ILWU, enshrining the rights of organized labor and putting policies that benefit ILWU members at the center of our strategy.

As reported in the *Dispatcher*, the International and Coast Officers have made some significant changes, we have expanded the Coast Longshore Division Legislative Committee, established a new Legislative committee that represents the Warehouse, Hospitality and Marine Divisions, we retained a new government relations and political consulting firm in Washington, D.C. that will work with the Officers and Legislative Committees to roll out our new political program. This will maximize our ability to defend the interests of the ILWU and its rank and file membership while assisting us in working with legislators on both sides of the aisle.

The ILWU will no longer offer blind allegiance to any political party or individual politician. Our loyalty is to our rank-and-file membership and the values and principles upon which this union was built. The ILWU will staunchly defend our membership across every division, every region, and every industry throughout this union. We will continue to speak up and speak out about the impact the current policies are having on our union and working-class families.

IEB updates

In my first *Dispatcher* column, I laid out the expectations the Titled Officers and the International Executive Board set for ourselves and the work we committed to doing. The new committee structure we created is up and running, and I wanted to give you a brief update on what they have been doing to deliver on our promises to the membership of the ILWU.

The International Organizing Committee has met several times to discuss ways to organize new workers. The IOC will meet in person at April's International Executive Board to discuss field implementation, including identifying new targets,

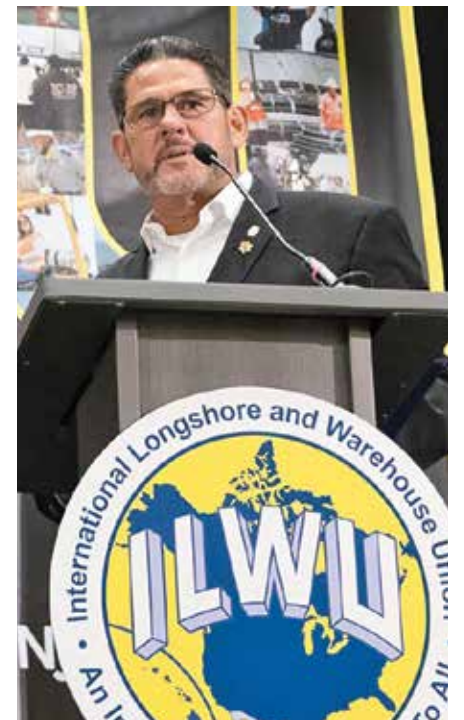
exploring existing relationships, and utilizing collective bargaining agreements to engage the unorganized and continue to build the ILWU.

The Policies and Programs Committee has met three times to discuss issues and find common ground on important issues. Through their collective work they have drafted a statement of policy on the Trump Administration's tariffs that will be discussed, debated, and voted on at the April International Executive Board. In the coming months, the committee will be drafting statements of policy regarding other key issues impacting ILWU Locals, Divisions, and Members. These statements of policy will serve to guide our union in our decisions, actions, and priorities.

The Education Committee has met four times. The Committee recently finished updating and renaming the outdated "How the Union Works", an educational pamphlet describing the ILWU's structure and democratic decision-making process. The new version is called "How Our Union Works" and more correctly describes each division within the ILWU. The Committee now moves to an even larger and more exciting project, they will begin working on the next version of "The ILWU Story", a publication that details the ILWU's history but that has not been updated for over 20 years. I look forward to the completion of their work and to sharing both our longstanding history and introducing two decades of history that has gone undocumented.

The Communications Committee has met three times and has been working to redesign the front page banner for the *Dispatcher*, provide general guidance and feedback on the newspaper's content, and help generate specific story ideas. In future meetings, the Committee will continue to advise on our newspaper's content and will discuss the use of social media as a tool for communication with the membership.

The Legislative Committees have met four times to discuss the legislative priorities and strategies for ILWU Locals and Divisions, including:



- Monitoring executive orders that threaten federal funding and agencies that help unions;
- Opposing legislation that taxes health care benefits;
- Monitoring legislation and executive orders that threaten public sector workers and their right to bargain and be part of a union;
- Tracking proposals on artificial intelligence and automation in the workplace;
- Tracking executive orders and legislation that threaten the Jones Act;
- Tracking funding and changes to housing assistance programs and eligibility requirements;
- Protecting Social Security and Medicare.

We will continue to update you on the work of these committees in future issues of the *Dispatcher*.

Our fight remains the same

While we may be living in a very different world politically, the work of our union has not changed. The last three months have underscored the importance of solidarity and having strong unions in our communities. The labor movement and the ILWU have been essential forces in defending democracy and civil rights. We will continue to amplify our voices and our stories – judiciously and deliberately – to protect our livelihoods and our future. The ILWU will be crucial to these fights in the coming years, and we all have a collective responsibility to do our part to ensure the continued strength of our union and the security of our members and their families.

DISPATCHER

Roy San Filippo
Communications Director

ILWU TITLED OFFICERS
Bobby Olvera, Jr., President
Ryan Whitman, Vice President, Mainland
Brandon Wolff, Vice President, Hawaii
Edwin Ferris, Secretary-Treasurer

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Mensaje del Presidente

Bobby Olvera, Jr., International President

Se trata de políticas, no de partidos políticos ni de políticos

**Hermanas, Hermanos,
Compañeros de Trabajo,
y Hermanes Sindicalistas**

Después de las elecciones presidenciales de noviembre, el *Dispatcher* escribió: “Con el control republicano de las tres ramas del gobierno, la administración Trump tendrá vía libre para implementar su agenda. Pronto veremos si Donald Trump cumple con los Trabajadores o con Wall Street.”

"El ILWU defenderá firmemente a nuestra membresía en cada división, región e industria de este sindicato. Seguiremos alzando la voz y denunciando el impacto que las políticas actuales están teniendo en nuestro sindicato y en las familias de la clase trabajadora."

La respuesta a esa pregunta empezó a cobrar importancia el Día de la Toma de Posesión, cuando multimillonarios como Elon Musk, Jeff Bezos y Mark Zuckerberg ocuparon puestos de primera fila. Desde entonces, el presidente Trump ha nombrado al gabinete más rico de la historia.

Los inversores de riesgo de Wall Street y Silicon Valley están más que bien representados en la administración Trump, y a Elon Musk (el individuo más rico del mundo) se le han otorgado las llaves de todo nuestro gobierno sin ninguna supervisión. Las voces de las familias comunes y de los trabajadores locales están ausentes y silenciadas en esta administración.

En las primeras 12 semanas de la presidencia de Trump, hemos presenciado un ataque sin precedentes contra los trabajadores, incluyendo un esfuerzo continuo de la Administración Trump por despojar a un millón de trabajadores federales de sus derechos fundamentales. Esta es la mayor acción antisindical en la historia de Estados Unidos.

Las acciones de la Administración Trump en los últimos meses, apoyadas por el liderazgo del Partido Republicano, representan serias amenazas a los derechos civiles y políticos de larga data, como lo demuestra el ataque mencionado a los derechos de los trabajadores federales. El liderazgo del Partido Demócrata y sus congresistas, con algunas excepciones notables, han fallado al trabajador estadounidense y ya no se puede confiar en que sean una oposición eficaz a la guerra contra la clase trabajadora.

Adaptándose a los tiempos cambiantes

Nuestro sindicato debe adaptar su enfoque político en Washington, D.C. y en las capitales estatales para afrontar esta nueva realidad. Nuestro nuevo programa político está enfocado en proteger la jurisdicción de todas las secciones locales y divisiones de ILWU, consagrar los derechos de los trabajadores organizados y priorizar las políticas que benefician a los miembros de ILWU.

Como se informó en el *Dispatcher*, los Oficiales Internacionales y Costeros han implementado cambios significativos: hemos ampliado el Comité Legislativo de la División Costera de Estibadores, establecido un nuevo comité legislativo que representa a las Divisiones de Almacenamiento, Hospitalidad y Marina, y hemos contratado a una nueva firma de consultoría política y de relaciones gubernamentales en Washington, D.C., que colaborará con los Oficiales y los Comités Legislativos para implementar nuestro nuevo programa político. Esto maximizará nuestra capacidad para defender los intereses de ILWU y sus afiliados, a la vez que nos ayudará a colaborar con legisladores de ambos partidos.

El ILWU ya no ofrecerá una lealtad ciega a ningún partido político ni a ningún político en particular. Nuestra lealtad es hacia nuestra base sindical y hacia los valores y principios sobre los que se construyó este sindicato. El ILWU defenderá firmemente a nuestra membresía en cada división, región e industria de este sindicato. Seguiremos alzando la voz y denunciando el impacto que las políticas actuales están teniendo en nuestro sindicato y en las familias de la clase trabajadora.

Actualizaciones del IEB

En mi primera columna para el *Dispatcher*, expuse las expectativas que los Oficiales Titulados y la Junta Ejecutiva Internacional tenían para nosotros y el trabajo que nos comprometimos a realizar. La nueva estructura del comité que creamos ya está en marcha, y quería darles una breve actualización sobre lo que han estado haciendo para

cumplir nuestras promesas a los miembros de ILWU.

El Comité Organizador Internacional se ha reunido en varias ocasiones para debatir cómo organizar a los nuevos trabajadores. El COI se reunirá presencialmente en la Junta Ejecutiva Internacional de abril para debatir la implementación en el campo, incluyendo la identificación de nuevos objetivos, la exploración de las relaciones existentes y el uso de los convenios colectivos para involucrar a los no sindicalizados y continuar fortaleciendo la ILWU.

El Comité de Políticas y Programas se ha reunido tres veces para debatir y encontrar puntos en común sobre temas importantes. Gracias a su trabajo colectivo, han redactado una declaración de política sobre los aranceles de la Administración Trump, que se discutirá, debatirá y votará en la Junta Ejecutiva Internacional de abril. En los próximos meses, el comité elaborará declaraciones de política sobre otros temas clave que afectan a las Seccionales, Divisiones y Miembros de ILWU. Estas declaraciones de política servirán para guiar a nuestro sindicato en sus decisiones, acciones y prioridades.

El Comité de Educación se ha reunido cuatro veces. Recientemente, el Comité terminó de actualizar y renombrar el obsoleto “Cómo Funciona el Sindicato”, un folleto educativo que describe la estructura y el proceso democrático de toma de decisiones de ILWU. La nueva versión se llama “Cómo Funciona Nuestro Sindicato” y describe con mayor precisión cada división de ILWU. El Comité ahora se embarca en un proyecto aún más grande y emocionante: comenzarán a trabajar en la próxima versión de “La historia de ILWU”, una publicación que detalla la historia de ILWU, pero que no se ha actualizado en más de 20 años. Espero con interés la finalización de su trabajo y la oportunidad de compartir nuestra larga historia y presentar dos décadas de historia que han permanecido sin documentar.

El Comité de Comunicaciones se ha reunido tres veces y ha estado trabajando para rediseñar el anuncio de la portada del *Dispatcher*, brindar orientación general y comentarios sobre el contenido del periódico y ayudar a generar ideas para artículos específicos. En futuras reuniones, el Comité seguirá asesorando sobre el contenido de nuestro periódico y debatirá sobre el uso de las redes sociales como herramienta de comunicación con los miembros.

Los Comités Legislativos se han reunido cuatro veces para discutir las prioridades y estrategias legislativas para los sindicatos locales y divisiones de ILWU, incluyendo:

- Monitoreo de órdenes ejecutivas que amenazan la financiación federal y las agencias que apoyan a los sindicatos;



- Oposición a la legislación que grava las prestaciones sanitarias;
- Monitoreo de la legislación y órdenes ejecutivas que amenazan a los trabajadores del sector público y su derecho a la negociación colectiva y a formar parte de un sindicato;
- Seguimiento de propuestas sobre inteligencia artificial y automatización en el lugar de trabajo;
- Seguimiento de órdenes ejecutivas y legislación que amenazan la Ley Jones;
- Seguimiento de la financiación y los cambios en los programas de asistencia para la vivienda y los requisitos de elegibilidad;
- Protección del Seguro Social y Medicare.

Continuaremos informándoles sobre el trabajo de estos comités en futuros números del *Dispatcher*.

Nuestra lucha sigue siendo la misma

Aunque vivamos en un mundo políticamente muy diferente, la labor de nuestro sindicato no ha cambiado. Los últimos tres meses han puesto de relieve la importancia de la solidaridad y de contar con sindicatos fuertes en nuestras comunidades. El movimiento laboral y el ILWU han sido fuerzas esenciales en la defensa de la democracia y los derechos civiles. Seguiremos amplificando nuestras voces y nuestras historias, de forma juiciosa y deliberada, para proteger nuestros medios de vida y nuestro futuro. El ILWU será crucial en estas luchas en los próximos años, y todos tenemos la responsabilidad colectiva de hacer nuestra parte para garantizar la fortaleza continua de nuestro sindicato y la seguridad de nuestros miembros y sus familias.



LEAD Institute trains next generation of ILWU leaders in Tacoma



LEAD attendees learned through participatory group activities and exercises.

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“True honor and integrity is doing the right thing for the right reasons, and that’s one of the problems we have with leaders nowadays. They don’t have that. They are in it for power, for profit for themselves, and they’re not about the people,” Wolff said.

ILWU leaders speak

The first panel discussion consisted of ILWU leaders who are past LEAD alumni: Local 142 Secretary-Treasurer Mike Victorino, Jr., Local 30 President Demetrius Freeman, Local 34 Vice President Jadine Trujillo, and IBU Secretary-Treasurer Peter Hart. The panel was facilitated by Local 63’s Patricia Aguirre.

Trujillo spoke about the impact the 2022 LEAD conference had on her leadership trajectory.

“It was exciting just to be in community with everybody else in the ILWU from Canada, Hawaii, and all of the West Coast. That was just a special experience,” Trujillo said. “What I learned from everyone who attended the conference gave me the drive to want to run for the vice president of my local union; it came from the collective solidarity I experienced at LEAD.”

Victorino spoke on the importance of connecting with members, building trust, and working with people. “As a LEAD alumnus, you’re not doing it for fame, power, or glory. That’s not what you’re here for. You’re here to help the greater good,” Victorino said. “What I want you to take out of here is just do the work of the people. Serve. That’s

what you do as a leader, whatever role you play.”

The panel was followed by small group discussions facilitated by LEAD alumni. The groups discussed obstacles or roadblocks they encountered in their local unions and discussed solutions to overcome them.

During breaks, LEAD graduates sat at a “Leaders Table” so they could answer questions about their history with the ILWU and their paths to union leadership.

Ten Guiding Principles

The Leaders Speak panel was followed by a discussion about the ILWU’s Ten Guiding Principles, facilitated by Education Director Robin Walker and consisting of Local 400 President Jason Woods, Local 13’s Vivian Malauulu, Rob Ashton of ILWU Canada, and Local 30 President Demetrius Freeman. Each panelist discussed one Guiding Principle and explained its importance to the union and their work as ILWU members and leaders. Following the panel discussion, LEAD attendees voted for what they felt was the most important principle at one of ten easels around the room.

Strength through diversity

In the next session, participants learned firsthand about the diverse industries and occupations that make up the ILWU. Through small group discussions, everyone learned about the work of ILWU locals and their fellow LEAD participants and how diversity works to build the union’s strength.

Anchoring our values

The day’s final panel discussed how locals are using the union’s core values to anchor themselves as they navigate the divisive and partisan political climate and avoid letting red/blue divides derail union cohesion. Panelists included Local 13 President Gary Herrera, Local 142 President Chris West, Local 23 President Jared Faker, and pensioner and past Local 40 President Dawn Des Brisay. It was facilitated by Columbia River Organizer Ryan Takas.

Herrera also spoke about how he is building bridges with organizations outside the union that have in the past been adversaries. He explained how environmental groups have supported automation because they use “green technologies.” Herrera said he sought to build a blue-green alliance that advocates for clean air technologies operated by humans, not robots. “These groups are all about sustainability,” Herrera said. “But sustainability has three pillars: social, environmental, and economic. To achieve sustainability, those three things must work together. You have to have a strong community, good jobs, all while having a clean environment.”

Reaching out to young leaders

The second full day of the conference began with a panel discussion facilitated by Local 23’s Brian Skiffington on how locals are reaching out to and engaging with newer and younger ILWU members. Panelists included ILWU Canada Second President Dan Kask, Local 23 President Jared Faker, Local 54’s Stef Flores, Local 23’s Tyler Rasmussen, Local 508’s Brittnei Paquette, and Beau Logo and Gina Villegiante from Local 10.

The panelists discussed the history of the young workers’ movement within the ILWU, which started in ILWU Canada in 2013. They emphasized the importance of creating spaces within the union for young workers to get involved, highlighted their vital role in strengthening the ILWU, and shared practical tips and strategies for engaging new and young workers.

Respect in our union and workplace

Local 142 Education Director Ilima Long facilitated a discussion on respect in the union and the workplace with panelists Scarlett Kelly and Joulene Parent from Local 500, and Local 5 President Benjamin Ficklin. The panel was grounded in ILWU’s Third Guiding Principle, which holds that discrimination of any kind is a weapon of the boss that serves no other purpose than to pit worker against worker to their own destruction.

Long introduced the conversation with a discussion of the history of the way oligarchs in Hawai’i deliberately utilized and fostered racism and division among plantation workers to undermine their strength and unity, and how that was overcome by building an inclusive movement that welcomed diversity.

“They unified through a working-class identity and also brought in their racial identities, their national identities, and their ethnic identities. Differ-



Local 6 member Antonio Zamora said being active in the union is the best way to protect good jobs. “LEAD was able to bring together so many wonderful teachers, mentors, and fighters. I have no words to describe how wonderful this experience was.”

ent languages were brought into union meetings and union materials. Culture was brought in, food was brought in, and that is what created the whole of what we have today.” Long said. “It was not about getting rid of everything that is not a worker identity. It’s about expanding the walls of the union to bring in our whole selves. That’s what our Hawaii history tells us.”

Kelly spoke about the “Be More than a Bystander” workplace bullying and harassment prevention program that ILWU Canada has successfully implemented in its longshore division.

Ficklin talked about Local 5’s diversity and inclusiveness and how that has been a source of strength.

“Three-quarters of our officers at Local 5 are trans, queer, or non-binary including myself; I’m a non-binary person,” Ficklin said, explaining how inclusion has helped to attract workers organize their workplaces with Local 5 and make it one of the fastest growing locals in the ILWU.

“By embodying the Third Guiding Principle, people are brought into our labor movement, and that makes everybody sitting here and all the locals that we represent stronger by making sure that we’re a radically inclusive space,” they said.

Race, labor, and lessons from history

Moon Ho-Jung, The Harry Bridges Chair at the University of Washington’s Bridges Center for Labor Studies, gave a talk that challenged attendees to think historically and critically about race and national security. He argued that race is a socially and historically constructed category that perpetuates social inequalities and denies power to those considered non-white.

Ho-Jung then traced the intersection of race, labor, and national security from the founding of the U.S., the colonization of the Philippines, Hawai’i, and the internment of Japanese Americans in concentration camps during World War II and concluded by challenging people to consider that the ways “national security” has often been invoked to in U.S. history including the current moment to criminalize and repress anti-racist and labor struggles.

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Local 142 President Chris West (left) with Neal Gonzalez (AKLD). West was one of many past LEAD graduates who returned to help mentor and share their experiences with the next generation of ILWU leaders.



Local 30 President Demetrius Freeman (center) spoke about how 2022 LEAD “lit a fire” in him. He has since gone on to become the first African-American President of Local 30.

Meetings that work

Prof. Ho-Jung was followed by a session led by Local 34’s Sean Farley on how to run effective meetings. He gave practical tips and tools for orderly debate, efficient meetings, and decision-making.

After the day’s program, LEAD attendees, speakers, and guests attended a dinner at the Local 23 hall. The event included food trucks and live music. They also heard about the organizing efforts by 200 vehicle processing workers at Wallenius Wilhelmsen Logistics in the Port of Tacoma, who are fighting for a fair contract.

Internal organizing & external growth

Wednesday morning began with a discussion on internal and external growth facilitated by ILWU Organizing Director Ryan Dowling with panelists Local 56 President Albert Ramirez, Local 6 Business Agent Pedro de Sa, Local 22’s Dax Koho, and Local 142’s John Sempliciano.

“When we are talking about external organizing, we’re talking about bringing new members into the union, and when we’re talking about internal organizing, we’re trying to activate the members of the union,” de Sa explained. “But in many ways, the ideas are very similar. We are trying to ensure people have agency in their workplaces and their unions. How do we create a relationship and structures where people have more investment and power in their workplace and union?”

Strategic Organizing Campaign Planning

Jon Brier and Northern California organizer Evan McLaughlin introduced the “Heat and Hammer” strategic campaign framework that attendees would use in their final group project, which challenged attendees to put together all of the skills they learned throughout the conference.

“Heat and hammer” is a framework for understanding and strategically using both workers’ energy and workers’ power. “Heat” refers to the passion and readiness of workers to fight for their rights, while the “hammer” represents the leverage and power that workers have to achieve their goals.

Analyzing the 1934 West Coast Strike

This was followed by a strategic analysis of the 1934 West Coast Strike. After watching the PBS documentary, “Bloody Thursday,” Local 23’s Zack Patten led a discussion that broke down

the strike as a strategic organizing campaign using the “Heat and Hammer” framework.

ILWU Senior Researcher Bridget Wack and Rachel Erstad, Research Director for the Harry Bridges Center for Labor Studies, facilitated a two-part training to give attendees practical tools for applied strategic research and how to utilize them in a campaign.

Lords of the Docks

Wednesday evening LEAD participants gathered at the Washington State History Museum to watch, *From Wharf Rats to Lords of the Docks: The Life and Times of Harry Bridges*, a one-man play written and performed by Ian Ruskin that chronicles the life and times of ILWU co-founder Harry Bridges. The UW’s Harry Bridges Center for Labor Studies sponsored the event.

Final project

For their final project, attendees were grouped by region and tasked with defining a goal and identifying decision makers, harnessing the energy and passion among fellow union members about the issue, identifying the points of leverage and pressure to apply to the decision maker and the tactics and actions that will be used to reach their goals. Participants spent most of Thursday working in their groups, with most of them working well into the night.

On the conference’s final day, attendees presented their final projects. Each presentation was followed by questions and feedback from the audience. Afterward, a graduation ceremony was held where each participant received their LEAD diploma for completing the course.

Participant reaction

LEAD attendees said they came away from the training inspired by the ILWU. They learned concrete skills that they could take home to their locals and left with an appreciation for the union’s diversity and rich history.

William Evans is a casual at Local 23 and a member of the Young Workers Committee. He said he was energized and grateful for the opportunity to learn about the union.

“The experience has been very eye-opening to me. I didn’t know a lot about the workings of the union. I was honored to come to LEAD and learn from other workers. I’m what I’m going to take back everything that I learned. It’s given me a lot more confidence to be more involved in the union than I am now,” Evans said.

LEADERS SPEAK

What parts of your experience at LEAD stood out to you as particularly important and meaningful?

Donnair Ross Local 13

I think 2025 LEAD was an amazing experience. What stuck with me the most was the presentation from Professor Moon Ho-Jung. He was so inspiring that we are going to set up a program down in LA for him to speak. We are going to invite all the local unions to come and join. It’s important to know about our past because it affects our future.



Linda Caldwell Local 10

Every day, there was something to do, and we were all actively involved. It’s easy to have someone up there just speaking, but to get everybody engaged was big for me. I learned a lot, and I plan to take all of that back; it’s going to help me start my journey in leadership. This year, I can start running for different offices like LRC, so I can make a difference. It comes down to being a part of the change you want to see.

Tammy Fernandez Local 142

I really liked the respect in the union and workplace panel. I liked the harassment in the workplace prevention discussion. I can use that information and bring it back. I also learned a lot from the campaign training exercises—how to mobilize a team, and how to bring people together and make sure they have a voice.



Chris Hansen Local 12

I really enjoyed the unity and the solidarity here. I had no idea there was a young workers program. Our local would benefit from that. We are a small local, but we do have some younger people getting into the mix, and I think that it would be a great opportunity for them to learn some of the things that took me a long time to learn.

Benjamin Ficklin Local 5 President

The young workers panel was awesome to me—hearing the hunger within that community of people and the work they’re doing to make sure that young folks have a place within the union. That’s going to help grow the entire ILWU in a way that’s going to make us sustainable and long-lived. It was inspiring to listen to the young workers talk about how they want to push our labor movement forward. It’s important that we make sure that there is a home for young organizers so we can continue to grow and be dynamic.



Neal Gonzalez from Alaska Longshore Unit 223 in Dutch Harbor said LEAD reminded him how big and diverse the ILWU is and that he would be taking back many of the lessons he learned back to Alaska.

“I want to take back things like organizing unit meetings to make them more efficient and effective and get more members to the meetings,” Gonzalez said. “Internal and external organizing are also things that I’m personally passionate about.”

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LEAD 2025



Local 13 Vice President Brandi Good speaks at Sanders/AOC ‘Fight Oligarchy’ tour

Newly elected Local 13 Vice President Brandi Good was one of several speakers at the Los Angeles stop of the Fight Oligarchy speaking tour by Senator Bernie Sanders and Representative Alexandria Ocasio-Cortez.

An estimated 36,000 people filled Gloria Molina Grand Park in downtown Los Angeles for the April 12 event. People began lining up before 8 a.m. for the afternoon rally that also included music legends Joan Baez and Neil Young.

Good talked about automation and how billionaires and corporations use technology to undermine worker power and enrich themselves.

“Today, our fight’s not just against the greedy companies. It’s against their robots,” Good said. “They’re pushing automation and claiming it’s ‘progress.’ But let me tell you, these machines aren’t cheaper. They’re not safer. They’re tools to get rid of our jobs, silence our unions, and hand total control to billionaires.

“And don’t buy their lies about effi-

ciency. A robot can’t fix a broken crane or outsmart a storm. It can’t organize a strike. Worse, these systems are vulnerable to hackers and glitches.

“The great labor leader Cesar Chavez once said, ‘Real wealth is not in corporations, it’s in the land, the people, the workers.’ Let’s reclaim that wealth. Let’s fight for a future where technology serves us, not replaces us.”

The speaking tour was designed to raise awareness about how vast concentrations of wealth are undermining democracy, civil rights, and liberties. Oligarchy refers to rule by a small group, typically of wealth and privilege, who leverage their material resources to bypass existing political structures to unfairly increase their power and influence.

Sanders said that he has been fighting against oligarchy his entire career. “I’m no longer talking about how we’re moving to oligarchy. I’m talking about how we are living today in an oligarchic form of society,” he said. “We’re living in a moment where a handful of billionaires control the economic

and political life. ... We’re living in a moment where the president has no understanding or respect for the Constitution of the United States, and let us make no doubt about it, moving us rapidly toward an authoritarian form of society.”

Ocasio-Cortez’s 23-minute speech was a call to action. She railed against corporate influence in politics and called for a ban on members of Congress from holding or trading individual stocks.

“No matter your race, religion, gender, identity or status, no matter if you disagree with me on some things ... I hope you see that this movement is not about partisan labels or purity tests, but it’s about class solidarity,” she told the crowd.

Good was one of several labor leaders who spoke at the event. Among the other labor unions represented were UNITE-HERE Local 11, California Nurses Association (CNA); National Nurses United (NNU), National Union of Healthcare Workers (NUHW), UTLA, UAW, SEIU, and others.



Local 13 Vice President Brandi Good addressed the massive crowd at the “Fight Oligarchy” tour in downtown Los Angeles. She spoke about automation and how billionaires and corporations use technology to undermine worker power and enrich themselves.

Sanders gave a shout-out to the labor movement and the important role it plays in uplifting the working class.

“Today we pledge with our brothers and sisters in the trade union movement, we are gonna grow the movement! Millions of workers want to join unions because they know they’re gonna get better wages, better benefits, better working conditions. Let’s do it!” said Sanders.

Whistleblower: Musk’s DOGE may have caused alarming data breach at the NLRB

According to a whistleblower complaint, DOGE staffers may have been responsible for a cybersecurity breach that removed a large amount of sensitive data from the National Labor Relations Board.

Daniel Berulis, a federal cybersecurity specialist who works at the NLRB, made the allegations in a sworn declaration submitted to a federal whistleblower office and members of Congress, according to NPR. NPR corroborated the details of the complaint with internal documentation that was reviewed by 11 technical experts from other government agencies and the private sector.

The NLRB protects workers’ rights to organize and join unions. Elon Musk, who effectively runs DOGE, has ongoing cases before the NLRB, including one in which his SpaceX company argues that the NLRB’s structure is unconstitutional.

The agency’s computer systems store information about ongoing labor cases, lists of union activists, internal case notes, private affidavits, personal information from Social Security numbers to home addresses, proprietary corporate data, and other sensitive information that is not published. If the data gets out, it could be abused by employers who have cases before the labor board. The data would make it easier for companies to fire employees for union organizing or keep blacklists of organizers.

According to Berulis’ 14-page declaration, within days of DOGE staffers



NLRB cybersecurity expert Daniel Berulis filed a whistleblower complaint after a massive data breach at NLRB

arriving in March, changes were made to the use of the multi-factor authentication security protocol, and he tracked the transfer of around 10 gigabytes or more of data from an internal case management system — the equivalent of a full stack of encyclopedias. The data transfer was “extremely unusual because data almost never directly leaves NLRB’s databases,” he wrote in his affidavit. DOGE engineers disabled logging protocols created to audit users. According to security experts interviewed by NPR, the disabling of logging software was reminiscent of cybercriminal behavior.

Berulis alleged that after DOGE gained access to the NLRB’s systems, there was an increase in attempted logins from locations outside the United States, including from a user with a Russian IP address that had a correct username and password created 15 minutes earlier by DOGE engineers. The login was blocked because of their location.



Message from the ILWU Titled Officers:

Last June, we held our 39th Convention in Vancouver, British Columbia. We opened the proceedings with the Canadian and U.S. national anthems because we are an international union. While there may be a border between our U.S. and Canadian members, that border does not divide us.

Regardless of the country we may live in, we are all the ILWU—united by a shared history, struggle, values, and commitment to uplifting all workers.

We reject the divisive and alarming political rhetoric coming out of Washington, DC, aimed at the people of Canada. Sowing these divisions between workers benefits only employers and politicians to the detriment of the working class. Solidarity has been and will remain a core value of the ILWU.

Our internationalism is a source of strength and power that will not be broken or abandoned.

Bobby Olvera, Jr.
International President

Ryan Whitman
International Vice President (Mainland)

Brandon Wolff
International Vice President (Hawaii)

Ed Ferris
International Secretary-Treasurer



Local 26 hosts labor Town Hall: Local 26 hosted a meeting between local labor unions and U.S. Congressional Representative Sydney Kamlager-Dove (CA-37) at their hall on March 21. Yvonne Wheeler, President of the Los Angeles County Federation of Labor, was among the Southern California labor leaders in attendance. The meeting was an opportunity for local unions to discuss their issues and needs with Rep. Kamlager-Dove. Local 26 President Luisa Gratz spoke on the trade and industrial policies of both Republican and Democratic presidents dating back to Richard Nixon that has led to a dramatic loss of working class jobs for Local 26 members and other unions.

Dale Allen McConnachie

October 23, 1945 - December 30, 2024

Dale was born and raised in San Pedro, California. He grew up with a deep love of the ocean and the harbor. As a young boy growing up, every chance he got was spent on the water, either surfing, swimming, or sailing. Later, he would follow in the footsteps of his father James McConnachie, and become a licensed captain while working on the Catalina Island ferries and the tugboats and barges in Los Angeles and Long Beach harbor.

His father was instrumental in the formation of the Inlandboatmens Union (IBU), the marine division of the ILWU, almost 100 years ago in Southern California. The extended McConnachie family has been a large presence in both the IBU and the ILWU for many, many years, with both the men and women of the family learning the union way from a young age. Dale's older brother, George, worked on the IBU tugboats as

a captain and went on to become a Los Angeles Harbor pilot (ILWU Local 68). They still are a proud presence in both the IBU and the ILWU.

One of Dale's greatest accomplishments was in 1982 when he was registered into the ILWU, a union he had admired and worked alongside since he was a young man. He thoroughly enjoyed working his way up the ranks of ILWU Local 13, ultimately becoming a crane operator, until his retirement in 2008.

Dale was married to Diane Middleton for 26 years until his passing. Diane is an active honorary member of ILWU Local 13, a distinction bestowed upon her for her years of supporting ILWU workers and labor causes in Southern California and abroad. Diane also served as a Los Angeles Harbor Commissioner, representing labor and the IBU and ILWU in her duties as a commissioner, always looking out for the workers in the San Pedro Bay port complex.

Dale and Diane enjoyed a colorful, adventure-filled marriage as Dale loved to travel. His favorites were usually off the beaten path to far away, exotic locations such as Cuba, Tahiti, Vietnam, and India, where he was quick to make friends with the locals and especially the dock workers wherever he went. He was also an accomplished hiker, climbing Mt. Whitney twice with his sons as well as traversing the entire length of Catalina Island on foot.

His adventurous side took him on some wild excursions. He once rowed to Catalina Island, 26 miles away, with his good friend and Pedro local Alfred Villanueva. He rode elephants in Thailand, camped in the Sahara desert, and sailed all over the world to places like Australia, Greece, Croatia, and Belize. He never met a fellow traveler he didn't have something in common with and formed lasting friendships worldwide. Dale purchased a property on the Big Island of Hawaii and loved to spend time there in the hills and beaches of Hawaii.



Dale was the loving father of Ray (Kim), Cory (Marissa), Starla (Eric), stepson Douglas (Shanna), and grandfather to nine. He is survived by his sister Carol Becker (Pete) and numerous nieces and nephews.

Dale was a good union brother, a good husband, and a great friend to the brothers and sisters in the numerous unions in the Southern California area and will be missed dearly by all of us in the ILWU family.

— Greg Mitre
ILWU Southern California
Pensioner President

Trump Administration strips 1 million workers of right to bargain

On March 27, President Trump issued an executive order illegally stripping federal workers of their collective bargaining rights and voiding existing union contracts. The executive order affects approximately 1 million employees at over 20 federal agencies, including the Departments of Agriculture, Veterans Affairs, Health and Human Services, State, Justice, Energy, Interior, Treasury, Defense, and others. It is the biggest union-busting action in U.S. history.

"This is union busting, pure and simple," said Irma Westmoreland, a registered nurse at a veterans hospital in Augusta, GA, who spoke in her capacity as chair of Veterans Affairs for National Nurses United.

Pattern of anti-union actions

Trump has previously issued executive orders that unilaterally undermined working conditions protected by union contracts, including invalidating telework provisions negotiated by unions, and targeting the amount of time union leaders could devote to collective bargaining and other union-related activities.



for the Northern District of California, alleging that Trump's executive order is a retaliatory attempt to punish federal employee unions that have been engaging in constitutionally protected speech. Unions have repeatedly scored court victories after suing in opposition to actions taken by the Trump administration targeting federal workers.

The lawsuit also alleges that the Trump administration overbroadly applied the national security exemption to eliminate collective bargaining rights for over a million workers whose primary functions are not related to national security. Those employees work at agencies and departments like the Department of Veterans Affairs, Environmental Protection Agency, Food Safety and Inspection Service, and others.

Plaintiffs in the lawsuit include the American Federation of Government Employees (AFGE), the American Federation of State, County, and Municipal Employees (AFSCME), National

Association of Government Employees (NAGE-SEIU), National Federation of Federal Employees (NFFE-IAM), National Nurses United (NNU), and Service Employees International Union (SEIU), who collectively represent more than 950,000 federal employees.

"Federal employees have had the right to join a union and bargain collectively for decades – through multiple wars, international conflicts, and a global health emergency during President Trump's first term, said AFGE National President Everett Kelley. During all that time they served the American people with honor and distinction. No one, including President Trump, ever suggested unions were a national security concern."

"The President's unlawful executive order attacking federal unions is not only an attack on a million federal workers, but is a direct attack on all workers who seek a collective voice to bargain for a better future," said SEIU

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"If we allow this administration to tear up federal union contracts, fire federal workers who stand up for our legal rights, and target federal unions and union activists, they won't stop there."

— Sara Nelson, Association of Flight Attendants-CWA President

Although the move to eliminate collective bargaining rights for these workers was justified on the grounds of "national security," law enforcement and firefighters will still be allowed to bargain collectively under the executive order.

The administration has already stripped collective bargaining rights from approximately 50,000 Transportation Security Administration (TSA) officers who work at airport checkpoints.

A coalition of labor unions representing federal government workers filed suit in the U.S. District Court

April 1, 2025

ATTENTION: LOCAL 10 MEMBERS

The Trustees of the Smolin-Melin Scholarship Fund are prepared to accept applications for scholarships for the academic year 2025-2026. Now is the time to indicate your interest. **June 1, 2025 is the application deadline.**

Victor Smolin and Carlton Melin were longtime members of Local 10 who left a sum of money to establish the scholarship fund. They specified that scholarships were to be available to children of Class A Local 10 members to further their "collegiate" education. The Trustees of the Fund interpret "members" to mean **active members in good standing at the time of disbursement of scholarship funds**, deceased members and retired members. The Trustees interpret "collegiate" to apply only to **full-time** study (at least 12 units per semester or quarter) at either a four-year college or an academic junior college.

The Trustees have agreed that (1) no applicant will be awarded more than four scholarships, (2) a fifth scholarship would be considered after careful review of the applicant's record and if circumstances warrant and (3) in no event would an applicant be considered for a sixth scholarship.

Based always on available assets, the Fund historically has awarded scholarships in a range from \$1,000 to \$2,500 for full-time students at four-year colleges or universities, and from \$350 to \$1,750 for full-time students at two-year colleges.

The Trustees are Eleanor Morton, counsel for ILWU Local 10, Eugene Vrana, Retired Director of Educational Services and Librarian for ILWU, and Nicole Bridges, Fund Administrator and the granddaughter of Harry Bridges.

To request an application, simply email Nicole Bridges at: nbridges@leonardcarder.com

She will then send you the application form with the necessary explanatory materials.

(Please note our new mailing address as of 10/1/2023.)

Trump Administration strips 1 million workers of right to bargain

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President April Verrett. "This is blatant retaliation against brave workers who dared to exercise their First Amendment rights to criticize this administration's authoritarian overreach. The labor movement stands in solidarity, and we will not let this administration's union-busting tactics silence us."

Sara Nelson, President of the Association of Flight Attendants-CWA, warned Trump's attack on unions won't stop with federal workers.

"If we allow this administration to tear up federal union contracts, fire federal workers who stand up for our legal rights, and target federal unions and union activists, they won't stop there," Nelson said.

As the *Dispatcher* was going to press, the ILWU International Executive Board voted unanimously to approve a Statement of Policy supporting the collective bargaining rights of all workers to collectively bargain, which will be reported on in our next issue.

TRANSITIONS

NEW PENSIONERS:

Local 4: Charles W. Atwell, III;
Local 10: Marcella L. Dulaney; Joanne E. Francis-Flynn; **Local 13:** John F. Bell; Edward I. Cervantes; Lester A. Clarke; Sal P. Colaruotolo; Richard A. Custard; Hector R. Delgado; Eric W. Langdon; Nicholas A. Poduje; Rachelle Robinson; Frank J. Rodriguez; Rueben F. Soliz; Ted P. Vigil; Kirk A. Wester; Donald E. Williams; **Local 19:** James R. Ellsworth; Juan S. Heflin; Jeannine L. Lofton;
Local 21: Richard A. Hightower;
Local 23: Darwin W. Worrell;
Local 26: Valbert C. Williams;
Local 34: Antonio Del Castillo;
Local 54: Matthew M. Butterworth; Jesus M. Molina; Epie M. Rivera;
Local 63: Sylvia T. Bobadilla; Gretchen P. Martinez; Felicia E. Smith;
Local 75: Albert J. Hunter, Jr.;

DECEASED PENSIONERS:

Local 8: Frank A. Mildenberger; Floyd Murray; Gregory M. Nelson;
Local 10: Norman Hutchins; Joe Lewis; Henry Loche Jr.; Roosevelt Secrease;
Local 13: Thomas D. Costello; Stanley E. Eaton; David J. Flores; Clifford E. Hopson; Richard L. Lane; Anthony L. Loy, Sr.; Dennis Martinez; Alberto G. Medina; Leoncio Villasenor;

Local 19: Robert L. Barnes; Loren J. Keating; **Local 23:** Richard B. Smith; Gordon C. Smith; **Local 29:** Jerry Shipman; **Local 40:** Philip J. Kenny Jr.; **Local 50:** Robert Bish;
Local 52: Robert Seath;
Local 63: Marijan Katnich, Jr.; Norman Loveridge; Rosario Onorato;
Local 75: Sheila D. Henson;
Local 91: Jorge B. Partida;
Local 92: James L. Burton; Gary E. Duback; John Ronne; **Local 94:** Paul C. Martinez; **Local 98:** Steven Arneberg; Robert H. Taylor;

DECEASED ACTIVE MEMBERS:

Local 10: Carl Trant; **Local 13:** Paul Y. Iseda; Curtis A. Martin; Stephen Nitta; **Local 19:** Hampton McDaniel; Jeffrey Rhea; **Local 34:** LaTonya Price; **Local 63:** Martin Martinez;

DECEASED SURVIVORS:

Local 8: Kathleen Trotter;
Local 10: Thelma Gums; Doris M. O'Neil; Bernice Whitfield-Gaar;
Local 13: Evelyn Bronner; Conchita Smith; **Local 14:** Hazel Nadon;
Local 40: Fareeda S. Muhammad;
Local 52: Patricia Cvitkovic;
Local 94: Norma Cristanelli;

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(503) 231-4882

ADRP—Northern California
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(415) 776-8363

ADRP—Washington
Donnie Schwendeman
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(253) 922-8913

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Teamsters Assistance Program
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Oakland, CA 94621
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