



THE DISPATCHER



OFFICIAL NEWSPAPER OF THE INTERNATIONAL LONGSHORE & WAREHOUSE UNION

www.ilwu.org

Vol. 84, No. 2 • February 2026

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The Secretary-Treasurers conference brought together members, officers, and staff for a five-day conference to help them understand their legal and ethical responsibilities to safeguard the union's money.

ILWU Secretary-Treasurers Conference meets in Portland

Transparency, oversight, and accountability themes at training for local union officers and staff

The ILWU Secretary-Treasurers Conference brought together over 80 ILWU members, officers, and staff responsible for local finances to Portland, February 15-19, for a five-day training organized by the ILWU's Education Department.

The conference featured interactive exercises and expert-led presentations to help participants understand their legal and ethical responsibilities to safeguard membership dues, as well as their obligations under federal labor law and local and International union constitutions. The conference emphasized the importance of open and transparent financial practices so members can see that their dues money is fully accounted for and properly spent.

Topics included labor laws regulating union governance, transparency, and democratic accountability; internal control measures and

bookkeeping practices; ongoing oversight by elected trustees; budgeting; maintaining union records; cybersecurity threats and precautions; and a union's legal obligations as an employer. The conference also covered conducting local union elections properly, laws regulating the use of political action funds, bonding requirements for staff and officers managing union funds, and the proper management of current and archival union records.

Expert speakers

Speakers at the conference included legal experts and experienced secretary-treasurers: ILWU Secretary-Treasurer Ed Ferris, ILWU Canada Secretary-Treasurer Bob Dhaliwal, ILWU General Counsel Lindsay Nicholas, Coast Longshore Division General Counsel Kirsten Donovan, Local 142 Secretary-Treasurer Michael Victorino, Local 5 Secretary-Treasurer Ryan Takas, Local 18 Secretary-Treasurer Rena Way, Alaska Longshore Division Secretary-



Local 46 Relief Dispatcher and Executive Board member Danita Stewart-Crocker.

Treasurer Darryl Tseu, and ILWU Education Director, Librarian, and Archivist Robin Walker.

Welcome from Secretary-Treasurer Ferris

The conference began on Sunday evening with a short program and a welcome by ILWU International Secretary-Treasurer Ed Ferris, who thanked the officers, presenters, staff, and attendees. Ferris said he attended the conference in 2013, and it helped

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Historic win as the OCU organizes 71 workers in the right-to-work state of Texas

Workers win historic wage gains, major improvements in benefits, and job protections in first contract

When Evergreen office clerical employees in Dallas began discussing union representation, they were starting from a place familiar to many non-union workers in right-to-work states. Most bargaining-unit employees earned between \$38,000 and the low \$50,000 range annually, with limited job security, modest benefits, and little leverage over their working conditions.

The Evergreen Dallas organizing campaign began with a single phone call.

Tim Chen, an Evergreen employee who had previously worked in the company's New Jersey office, transferred to Dallas and quickly realized that the office was unrepresented. Tim knew OCU President John Fageaux Jr. from New Jersey, where John had been asked by the ILA to assist with contract bargaining. During that time, Tim observed John's bargaining skills firsthand and was impressed by his preparation, strategy, and effectiveness at the table.

After arriving in Dallas, Tim reached out to John to ask whether organizing into the Office Clerical Unit was possible. John told Tim that if he could get three or four coworkers to attend a meeting, he would fly to Dallas to discuss their options.

That first meeting proved decisive. After hearing what union representation could realistically achieve, the employees in attendance were convinced this was the right path forward, and a plan was put into motion immediately. John Fageaux was joined by OCU Vice President Dawn Feikema, Secretary-Treasurer Shari DelPrino, and the organizing effort accelerated rapidly.



Local 63 OCU Vice President Dawn Feikema (left) and Local 63 OCU President John Fageaux (third from left) with some of the new OCU members from Evergreen Dallas.

Over the next several weeks, the OCU made multiple trips to Dallas, meeting with employees wherever they could—lunchtime, after-work, and small-group discussions that gradually grew into larger gatherings as momentum built. Approximately two weeks after the first meeting, the union filed a petition with the NLRB. In early December 2024, Evergreen Dallas employees voted overwhelmingly in favor of ILWU representation, by a margin of 49 votes to 17.

Following the election, the bargaining unit elected a four-member bargaining committee: Tim Chen, Taylor Rodriguez, Ally Geng, and Joy Lin. Working closely with OCU President John Fageaux and Vice President Dawn Feikema, this committee played a critical role throughout negotiations and helped secure a landmark first contract.

Historic Wage Gains

The first Evergreen Dallas contract delivered immediate retroactive pay to every bargaining-unit member upon ratification. That retroactive pay ranged from approximately \$20,000 to more than \$70,000 per employee, depending on classification and progression.

In addition, the contract provides wage increases over the three-year term of the agreement, ranging from approximately 35% to over 205% compared to pre-union wages.

Most significantly, the agreement reset the wage structure entirely. All employees with three or more years of service now start at \$110,000 per year. This was not simply a series of raises—it was a structural correction that recognized the value of the work being performed and established long-term earning power.

Benefits That Provide Real Security

In addition to historic wage gains, the agreement delivered major improvements in benefits and job protections, including:

- Improved paid time off (PTO)
- A defined benefit pension plan
- Lifetime medical coverage
- Strong job protections, including a no-layoff provision

A Model for Organizing in Right-to-Work States

Nearly one year after the election, in December 2025, the bargaining unit ratified its first collective bargaining agreement. The gains secured were not handed down or freely given. They were won through unity, discipline, strategic bargaining, and unwavering support for the bargaining committee.

The Evergreen Dallas contract stands as a powerful example of what is possible—even in a right-to-work state like Texas. It demonstrates that when workers organize, stay united, and engage in disciplined and strategic bargaining, they can fundamentally change their working lives.

For workers considering union representation, for members wondering whether solidarity still matters, and for employers who underestimate the resolve of organized labor, Evergreen Dallas delivers a clear message:

When workers stand together, they can change everything.

The Evergreen Dallas contract stands as a powerful example of what is possible—even in a right-to-work state like Texas. It demonstrates that when workers organize, stay united, and engage in disciplined and strategic bargaining, they can fundamentally change their working lives.

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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

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.

“This Is What Solidarity Looks Like”

Eye witness: Federal authorities tear gas peaceful Labor Against ICE rally in Portland

On Saturday, January 31, 2026, my husband, Jamison Roberts, ILWU Local 4 President, and I, the president of ILWU Auxiliary 11, stood shoulder to shoulder with thousands of union members and community allies in Portland’s South Waterfront.

We gathered at Elizabeth Caruthers Park for what was planned as a peaceful, permitted rally and march: Labor Against ICE. More than 30 labor organizations had united under one banner for the first time in my memory, not just for contract fights or strike support, but to say ICE Out and solidarity now.

There was music. There were speakers about peace and unity. Children ran around with their families. Retirees, pensioners, nurses, teachers, and working people filled the park. You could feel it in the air: hope, resolve, togetherness. We sang Bella Ciao in harmony, raising our voices for our immigrant siblings, people who make up our communities, our workplaces, and our struggles. The energy was powerful and beautiful.

We marched with union banners at the front, heading down Moody Avenue, turning onto Bancroft toward the ICE facility. As we passed a young boy playing the Star-Spangled Banner on a keyboard, a father lifted his son onto his shoulders and waved an American flag. “Are we done yet, Daddy?” he asked. “Not yet,” his father said with a smile, “we have to do our civic duty.” That moment of joy, of civic pride in standing for justice, is one I won’t ever forget.

But then everything changed.

As we marched towards the ICE facility, my husband and I heard it; boom, boom, boom, boom, one after another. It was tear gas. Without warning, federal agents unleashed chemical munitions on a crowd of peaceful demonstrators, including children and the elderly. The shouts of “Gas! Gas! Gas!” rippled through the march. People began turning around and trying to leave calmly, but the waves of gas spread fast and wide, filling the blocks around us and choking everyone in its wake. Everyone. That little boy with his flag. Elderly folks in wheelchairs. People with canes. Families with pets. Nobody expected this.

We weren’t violent. We weren’t a threat. We weren’t on the streets to “riot” but to stand up for justice and human dignity, the core of what labor solidarity means. Yet, chemical agents rained down on us with such intensity that people were vomiting, crying, and desperately covering their faces. Volunteers tried to help escort the elderly away, but there was simply no safe escape from the choking clouds.

What began as a day of unity, unionists united under one social mission, ended as a brutal, premeditated assault on peaceful protesters representing well over 30 unions. This was

not a spontaneous moment of chaos. This was a calculated use of force against nonviolent protesters. News coverage confirms that federal agents met a family friendly, labor led march with repeated rounds of tear gas and other munitions, triggering condemnation from city leaders.

Walking to our car, eyes burning and hearts heavy, we felt something stronger than anger: betrayal. We felt violated. We were disillusioned with a government that would attack its own citizens exercising their First Amendment rights. And then, as unionists always do, we asked: What’s next? What’s the action? Who needs us? How can we help?

That is what radicalizes a labor movement, not just corporate attacks or contract violations, but state violence against peaceful working people in the streets.

Why Labor Must Be Part of This Fight

The struggle against ICE isn’t separate from the labor movement; it is a labor issue.

Immigration enforcement functions as a tool of labor discipline. When workers are terrorized by raids and deportations, that fear is exploited to suppress wages and weaken organizing power. Workers without secure status face exploitation and isolation, conditions that undercut all workers’ bargaining power. As recently argued in the magazine, Jacobin, unions rarely endorse action beyond “bread-and-butter” issues, but the fight against ICE is exactly where labor’s moral and strategic power belongs.

The Minneapolis action on January 23, where hundreds of businesses closed, and workers joined a broad community demand for ICE to leave, points toward the kind of collective leverage working people can bring to this moment.

This was a calculated use of force against nonviolent protesters. News coverage confirms that federal agents met a family-friendly, labor-led march with repeated rounds of tear gas and other munitions, triggering condemnation from city leaders.

Our own union’s history is clear about this, too. The ILWU has an official policy against fascism, rooted in the belief that unchecked authoritarianism threatens all workers. The ILWU’s International Executive Board reaffirmed this commitment in December 2025, quoting a 1945 warning from CIO President Philip Murray: “It is not impossible for fascist ideas to conquer America.” For me, that isn’t abstract history. It’s a reminder that working-class institutions either defend democracy in practice or authoritarianism fills the vacuum.



Marchers were immediately tear gassed as they approached Bancroft where the ICE building is located.

What Happened Next — And Why We Must Keep Fighting

In the hours after the assault, Portland officials issued a public statement describing “heavy waves of chemical munitions” used against a peaceful daytime protest where, they said, the “vast majority” of people “violated no laws, made no threat, and posed no danger.” The statement ended with a blunt message: “To those who continue to work for ICE: Resign... Leave.”

In the days after the rally, the legal system began to push back. The ACLU of Oregon filed an emergency action seeking to stop Department of Homeland Security officers from using crowd control munitions “in retaliation” against people nonviolently protesting or reporting at the Portland ICE building.

On February 3, 2026, a federal judge issued a temporary restraining order in the case, limiting how DHS officers can use chemical and projectile munitions against nonviolent protesters and journalists.

That legal win matters, but it doesn’t erase what happened to us in the street. It doesn’t un-gas children. It doesn’t restore the trust that was broken when federal forces treated a permitted labor march like an enemy battalion.

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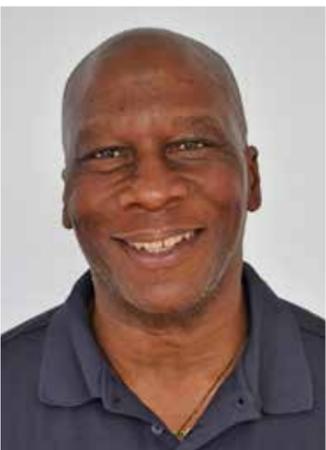


Local 4 President Jamison Roberts and Auxiliary 11 President Shonna Roberts at the Portland rally

Celebrating BLACK



We are the ILWU



David Porter Local 92 President Portland, OR

I was born and raised in San Pedro, but I was not able to get on the waterfront down there. I wound up moving up to Oregon in 1995. My wife's uncle was a foreman up here. He told me to check with the unemployment office and the Urban League and see if they had any information on the ILWU.

In 1999, we had a draw from the unemployment office. They gave out 1,000 applications for casuals. From that pool, they made 150 of us casuals. I was fortunate enough to get drawn in the first group. They bought us in groups of twenty-five at a time.

I was a casual at Local 8 for fifteen months. 1999 was a contract year, and I believe that was the first year that it went to 59-and-a-half and out. The people who were of age retired; it opened the door for new people.

My first shift was driving a truck at night on a container ship. It was before the days of actually getting trained. We were just told to go out and grab a truck, but we didn't know any of the terminology, where to go, or what to do. So it was a steep learning curve for us. It was definitely on-the-job training, but we had some phenomenal old timers who showed us the way.

I was at Local 8 for 18 years, and then I became a foreman in 2018. Before I was a longshore worker, I was always in a leadership role. When I first came down here, I didn't want any responsibility. I wanted someone else to direct me to do something, and I was okay doing it. Then it was just a natural progression for me to move into a foreman role.

I was fortunate enough to attend the LEAD conference in 2002 in Palm Springs. Willie Adams was the secretary-treasurer at the time. Big Bob was a vice president, and Spinner was the president. And we had a president at Local 8, Rod O'Hearn, who felt I would be an asset. He was going to nominate a B person and send them to the LEAD conference, and I was that person. He told me I had the qualities to be a leader and that I would participate in this great union. I was blessed to attend that early on, and that's how I got involved. The climate was different in 2002. We were involved in a lockout, so it was more militant for longshore locals, particularly my local. There were duties and responsibilities as a B to participate in rallies and things like that.

At Local 8, I was on the E-board. I ran for vice president. I ran for caucus delegate, and that was a hard one to crack because we had a lot of old-timers with a lot of time and experience who had been going to the caucuses for a long time before me. It took me probably three to four times to finally get through and become a caucus delegate in 2009. I am currently serving my second term as President of Local 92.

I've been blessed to be a part of the ILWU. It's been life-changing. And this is why I participate and give back. I have a passion for it because this union has done so much for my family and me. I've been able to put two daughters through college because I was a longshoreman. This is more than a job; it's a great way of life, and I feel an obligation to give back.

Jeanette Walker-Peoples Local 34 Marine Clerk San Francisco Bay Area

I came into the industry when they had the draw in 1999. My dad, Andrew N. Walker Sr., was also in the ILWU. I also have siblings and other family members in the industry. I know the history of this union, what it was built on, and the importance of keeping it strong. I was lucky enough to get selected as an un-ID. I got my B book very quickly. Then it took me two years to get an A book. As soon as I was eligible, I signed up to run for dispatcher and got the relief position. That was my first introduction to having an elected position in the ILWU. I did the dispatch for two years. Every two years, you had to change. I did my two years, and I came out. I was signed up for the clerks and transferred to Local 34 in 2009.



I went to union meetings regularly, and I still do. I listen and ask questions. I am big on asking questions and challenging people. I am the type of person who likes to know everything, from the inside out, about my livelihood and everyone else in Local 34. It's not just about me; it's about all of us. An injury to one is an injury to all.

At one union meeting, our president at the time, Sean Farley, got up and encouraged people to run for Vice President. I was in the back of the room, and I said, well, I'll do it, not knowing really what it entailed. I didn't win that election, but I did get on the Labor Relations Committee. That's where I started learning about the politics of the waterfront. The following year, in 2016, I ran again for vice president and won, becoming the first female and African American to hold that position in Local 34. I learned a lot about the industry. After serving as vice president from 2016 to 2019, I became the executive board chair. I've been on the executive board and a trustee ever since. I try to make changes where I can. I really love my job; I love the industry and the union. It's very important to me.



Gabriel Prawl Local 52 Seattle

I started in the union back in 1992 in Local 19. I had just moved back to Seattle from New York. I lived in Seattle from 1979 to 1981. When I came back, it was hard to get good-paying jobs in New York as a Black man with long dreads.

My first job was a car ship, but one of the biggest things that we were doing back then was bulk cargo. We had to load boxes of apples onto the ship by hand. It was a hard, tough job, but there was plenty of work. Many of us got a lot of hours and were able to get registered early. I was hitting it hard.

I experienced discrimination in my early career. Those experiences got me active in the union. I promised myself that when I advanced to A, I would study everything I could about the ILWU so I could represent people who couldn't represent themselves. That's why I study.

HISTORY MONTH



We had the education committee sitting idle. Nobody was chairing that committee, so I requested to be the chair. I was given an opportunity, which was great, because then I was able to study the history of the ILWU. I recruited a B man and a few casuals to help me out. That's when I learned all of the beautiful history of the ILWU. I also got a chance to read about the history of Black workers fighting to build a stronger, more united union, which was what Local 10 was doing at that time.

I tried to learn everything I could. I went to the ILWU's Leadership Education and Development (LEAD) training. I was on the local Executive Board. I studied the union. All of these things connected me to the real history of the ILWU. Then, in 2003 or early 2004, Local 10 sent a letter to all the locals to support the Million Worker March.

Rudy Finne was the president of Local 19. He called me into the president's office, and he said, "I've got something here that I received from Local 10, and I think you're the right guy to do this." It was to organize Local 19 and the Seattle area to participate in the Million Worker March. That's how I connected more with Local 10. I was able to meet Leo Robinson, Trent Willis, and Clarence Thomas. I had talked to them before, but that's when I really started connecting with them.

When I addressed the membership meeting, I asked for a donation for the Million Worker March. The membership voted to give me \$500, which is not much to organize a national event. As the chair of the education committee, I invited Leo Robinson to speak at our meeting, the same day as our membership meeting. I was able to get the executive board to allow Leo Robinson to speak at the membership meeting. His speech was so powerful that the whole room was silent. When he finished speaking, our members got up and made a motion to donate an additional \$ 5,000 to the Million Worker March.

"For many of us, a longshore worker was regarded with the same esteem as a Black lawyer or a Black doctor, because longshoremen could live where Black doctors and lawyers lived, yet were a part of the working class."

– Clarence Thomas

The following year, Katrina happened. Our committee still had funds left over, and we used them to start the Katrina Relief Coalition to help all the people in New Orleans after the hurricane. We had to organize, raise money, rent containers, and hire a truck. We also reached out to the International, and they donated over \$3,000 to help us get those containers to New Orleans.

Leo Robinson became my mentor. One of the things he taught me was that we have to help all workers in the union fight discrimination. That's part of the work of the African American Longshore Coalition. We fought for all workers, not just Black workers. He also said we have to go out into the community, be part of making change, and fight racism and discrimination outside the union.

I ended up joining the A. Philip Randolph Institute (APRI). The APRI president was Verlene Jones Davis, and she became my mentor in the community. She trained me, she mentored me, and I eventually became the president of the A. Philip Randolph Institute. I was the first longshoreman in the Pacific Northwest to be a member of the APRI. That opened a door for me to be one of the vice presidents on the Washington State Labor Council. I am also on the Executive board of the Martin Luther King Labor Council, and I build connections with Black organizations in the community, such as Africa Town and King County Equity Now, which are stakeholder networks here in Washington State. I also served as the first Black president of Local 52.

The ILWU has been great for my family. It's put me in a position where I can fight for what's right. It put me in a position where I recognize humanity and give back to the community. It also put my family in a position to buy our own home and send our kids to college. The ILWU has been great to me. It took a fight to recognize the greatest and most beautiful things the ILWU could provide to its members. I want to see that for every ILWU member.

At the LEAD conference, you were asked to write a postcard to yourself. I wrote to myself: "Connect with the community, build solidarity. I'm ready to help the union when we come to contract negotiation or strike." And that's what I did. That's what I'm continuing to do today.

Clarence Thomas Local 10 Retired San Francisco Bay Area

In the progressive and labor community, I am known as the good Clarence Thomas. As my wife says, "the real Clarence Thomas," to distinguish me from the Supreme Court Justice. I am a third-generation retired member of ILWU Local 10 in San Francisco.

I am a past secretary-treasurer of Local 10, served on the executive board multiple times, was a longshore caucus delegate and convention delegate, and was a member of the Alameda Labor Council and the East Bay Legislative Committee.

My maternal grandfather, Lee Edwards, became an ILWU member in 1944. The same year as Cleophas Williams, the first African American to serve as president of an ILWU longshore local. My grandfather was well acquainted with Cleophas. My dad came in 1963, the same year as Brother Leo Robinson, who was a very well-known rank-and-file leader of the ILWU.

My journey into the ILWU started in 1969, when I applied for B-man status while attending San Francisco State College. Unfortunately, I was not selected from the thousands who applied.

I had several encounters with ILWU members long before I became a member. During the San Francisco State College strike in 1968, I was a part of the Black Student Union Central Committee, which initiated the longest student strike at an institution of higher learning in the United States. The strike led to the formation of the first Department of Black Studies and School of Ethnic Studies.

The American Federation of Teachers had its own demands, and they received strike sanctions from the San Francisco Labor Council. As a result, ILWU members joined our picket lines. Local 10 provided casual jobs to faculty, students, and other workers on campus. Danny Glover, an activist, artist, humanitarian, and classmate of mine, and now an honorary member of Local 10, worked as a casual because Local 10 provided casual jobs to those on strike, including teachers and students.

My entry into Local 10 did not take place until 1985. That was following the sudden death of my father, Clarence Thomas, Sr. I came in under what is known as the Permissive Rule. I think of it as coming into the union the hard way. Because while I appreciate and respect the socialistic principle of the union's Permissive Rule, I didn't want to come in because my dad had died. In 1985, there were not many B people in Local 10. Many of the longshore workers were very supportive. They mentioned that they knew my father and the kind of man he was. I felt a need to measure up.

When I started on the waterfront, a crane operator moving 125-150 boxes was considered a successful move count for the shift. When I retired in 2016, the number of moves per crane was up to 325-350. This is partly due to the operator's skill level and partly to the technology introduced to enhance crane operation and increase production. I can attest to technology having reduced manning on jobs. It has mitigated the camaraderie between members as a result of the container handling equipment.

In the 1950s and 60s, the employer looked to the ILWU to hire people from high-unemployment areas like the Fillmore, Hunters Point, the Mission District, West Oakland, and the white working-class communities. It also meant those coming onto the waterfront had family and community connections with the ILWU and were aware of its history, traditions, and influence in the community. This was a way of being able to enhance the lives of those who lived in those communities because being a longshoreman meant something to those people. For many of us, a longshore worker was regarded with the same esteem as a Black lawyer or a Black doctor, because longshoremen could live where Black doctors and lawyers lived, yet were a

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ILWU Secretary-Treasurers Conference meets in Portland

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him develop as an officer in Local 10 and played an important role in his leadership journey to become International Secretary-Treasurer.

Ferris shared three principles that have served him well as a secretary-treasurer for a local union and the ILWU International:

- **Transparency:** Be transparent with union finances to build trust and reduce internal division.
- **Do the Right Thing:** Administer union funds according to the constitution and laws, recognizing that the union's money belongs to the membership.
- **"No." is a complete sentence:** Be prepared to say no when necessary, even if it's uncomfortable.

Landrum-Griffin Act

One of the conference's objectives was to ensure that participants clearly understood the rules and laws governing labor unions, union officers, and officials. ILWU General Counsel Lindsay Nicholas spoke about local union constitutions and the law. She highlighted the 1959 Labor-Management Reporting and Disclosure Act (LMRDA, also known as the Landrum-Griffin Act), which oversees the internal operations of private-sector unions. Her discussion focused on key aspects of union governance under the LMRDA, such as a "Bill of Rights" for union members, financial reporting requirements, fiduciary duties, regulation of officer elections and trusteeships, and the law's practical effects on union officers and members. The session also addressed internal governance practices, including maintaining current constitutions, procedures for adopting amendments, and organizing resolutions for easy reference.

International Constitution

The next session covered the ILWU International Constitution, the responsibilities and duties of local unions and affiliates, and the rules governing International conventions and elections for local unions and the International. The ILWU is composed of voluntarily affiliated, autonomous local unions. Each local manages its own affairs but must adhere to ILWU affiliation requirements. Locals are required to establish their own governance policies, but these cannot conflict with the ILWU International Constitution.

Fiduciary responsibility

The next two sessions emphasized the importance of open and transparent financial practices to ensure dues money is fully accounted for and prop-

erly spent. Nicholas conducted a session on the fiduciary duties of union officers and, in some cases, union staff under the LMRDA, highlighting their ethical and legal duty to act in the best interests of the union's membership. The session defined who is considered a fiduciary, outlined their core responsibilities, and stressed the need for strong internal financial controls to prevent conflicts of interest and potential personal or criminal liability. It also included hypothetical scenarios to explore the complexities of financial decisions, emphasizing adherence to local union and International constitutions, obtaining membership approval for uncertain expenditures, and maintaining transparency.

The role of union trustees

Local 142 Secretary-Treasurer Michael Victorino, Local 18 Secretary-Treasurer Rena Way, and Local 5 Secretary-Treasurer Ryan Takas participated as panelists in a session that focused on the role of trustees within local unions, the financial oversight processes, policies used to ensure accountability, strategies for building a culture of trust and transparency, and practical approaches for engaging and training trustees. The speakers compared structures across large and small locals, described approval and audit processes, shared challenges, and offered specific practices, such as introducing stress tests into the auditing process and rigorous review of receipt and voucher procedures.

Cybersecurity threats

The cybersecurity session provided an overview of common threats and concrete practices unions could adopt to reduce the risk of a cybersecurity breach, emphasizing layered security such as two-factor authentication, firewalls, data encryption, regular security audits, vigilance, awareness of phishing scams, and rapid responses to security breaches. The session also covers common cyberattack types, how to respond to a cyberattack, and how to investigate system compromises. Nicholas also discussed several real-world scenarios in which labor unions have been targeted by sophisticated cyberattacks.

Union record keeping

Education Director Robin Walker presented on union recordkeeping and compliance under the LMRDA and the Department of Labor's Office of Labor-Management Standards (OLMS), as well as obligations for ILWU locals under the International Constitution. The presentation explained which financial and governance records to retain, retention timelines, common OLMS violations and remedies through improved pro-



Local 10 Business Agent Ed Henderson (left) and Local 30 President Demetrius Freeman working crunching the numbers during the budget workshop.

cedures and documentation, asset and liability tracking, digital recordkeeping and data backup, and records custody during officer transitions.

Local union dues and International per capita

The final session on the first day covered the legal rules and requirements for union dues increases, initiation fees, and assessments under the LMRDA and International per capita under the ILWU constitution. The session included a group exercise in which participants calculated per capita for a hypothetical local.

Labor-Management Relations Act

The second day began with a discussion on reporting requirements and prohibited union expenditures and transactions under the 1947 Labor-Management Relations Act (LMRA, also known as the Taft-Hartley Act), led by Lindsay Nicholas. The session included a brief overview of LMRA's purpose and goals.

Combating fraud

The conference also tackled the hard lessons of fraud. It featured a panel discussion that openly addressed rare cases in which local union officers or staff abused the trust of the membership. The ILWU has a strong record of protecting members' dues from fraud and misuse. However, over the years, a few isolated incidents occurred in some locals. These challenging case studies were discussed so others could learn from them.

The panel included ILWU Canada Secretary-Treasurer Bob Dhaliwal, Alaska Longshore Division Secretary-Treasurer Darryl Tseu, and Local 5 Secretary-Treasurer Ryan Takas. They shared firsthand accounts of financial misconduct they encountered, including reimbursement fraud and embezzlement. They discussed the methods of fraud, identified failures that enabled them, and the extensive

remedial actions taken to recover funds and prevent future incidents.

Federal and state reporting requirements

Nicholas led a session covering federal reporting, bonding, and compliance requirements for labor unions under the LMRDA. It also included an in-depth discussion on bonding requirements, including what a bond is, who must be bonded, and how to calculate the amount, electronic filing procedures, deadlines, and the legal responsibility of officers who sign the reports.

Beck objectors

The last session of the day focused on the legal requirements and procedures stemming from the Supreme Court's 1984 *CW v Beck* decision, and the rules governing Beck objectors in private sector unions including the distinction between representational and non-representational expenses, the procedural obligations for unions, and the rights and responsibilities associated with handling Beck objectors.

Budget workshop

The next day began with a practical budgeting workshop led by Secretary-Treasurer Ferris. He stressed the importance of budgeting for union finances and explained the International's comprehensive budgeting process, which involves analyzing past expenses, forecasting future needs, and considering factors such as inflation, salary increases, and benefit costs. He also highlighted the need to maintain a reserve fund equal to at least six months of operating expenses. After the introduction, Robin Walker guided attendees through a hands-on exercise where participants acted as the secretary-treasurer of a fictional local and drafted an annual budget based on provided financial data.

The final three sessions included a presentation by Coast Longshore Division General Counsel Kirsten Donovan, who discussed the union's obligations as an employer and provided an overview of federal and state employment laws, including those related to anti-discrimination, harassment, and other employer obligations. This was followed by an overview of local union officer elections, focusing on federal regulations and practical guidelines from the OLMS. The final lecture of the day covered campaign finance laws and procedures governing Political Action Committees (PACs).



The Secretary-Treasurers Conference brought a diverse group of ILWU members from large and small locals and affiliates.

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Celebrating BLACK HISTORY MONTH



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part of the working class. Members were self-made men and part of an integrated, democratic union with an anti-racist and social justice history that commanded great respect and admiration for Harry Bridges and the ILWU. I represent the last generation of workers who were part of the Civil Rights and Black Liberation movements. I witnessed the Reverend Dr. Martin Luther King, Jr speaking at the Oakland Auditorium with my dad and two grandfathers, at the 100th Anniversary of the Emancipation Proclamation. I was a member of the Black Student Union and the Black Panther Party, so my years of activism began long before I joined Local 10. I decided to become politically active in Local 10, three or four years after I became an A member. I regularly attended board meetings and general membership meetings. Brother Leo Robinson approached me to run for the executive board, and then he encouraged me to join the Alameda Labor Council and the East Bay Legislative Committee. He said it was important to hold elected officials "feet to the fire," as he put it, on issues concerning the working class, specifically the ILWU. He made it clear to me that the community needed the ILWU's presence and involvement in all community issues, from local school board races to mayoral races.

Leo wielded tremendous influence in Local 10, but not as an elected officer. Members looked to him for leadership on important matters of the local. He was the member who wrote the resolution calling for a boycott of South African cargo following the Soweto Uprising in 1976. He wrote the amendment to Brother Howard Keylor's motion to refuse to discharge South African cargo aboard the Nedlloyd Kimberley in 1984. Lawrence Thi-beaux, Leo Robinson, David Stewart, A.J. Mitchell, and others contributed to the formation of the African American Longshore Coalition (AALC), as highlighted in the "ILWU Story." AALC was established to address racism and all forms of discrimination internally; to protect the union so people would not have to go outside to sue. The AALC was approved by the Longshore Caucus in 1992.

One of the accomplishments I am most proud of is the Million Worker March held in Washington, DC in 2004. It was initiated by Local 10, and it was about establishing a workers' agenda: ending the imperialist wars in Iraq and Afghanistan, slashing the military budget, repealing the Taft-Hartley Act, protecting Social Security, providing universal health care, stopping the dismantling of public education, amnesty for all undocumented workers, and the enforcement of all civil rights. If we are to be quite honest, it could actually be part of a platform for the working class right now in 2026. The Longshore Caucus voted to support it. The AFL-CIO refused to support it, saying they agreed with the message, but it wasn't the right time.

"This Is What Solidarity Looks Like"

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A Closing Call

We are union members. We know solidarity isn't just a word, it's a practice. It's showing up for each other when it's hard. When it's uncomfortable. When it costs something. It's not just supporting labor actions on the picket line. It's standing with immigrant communities when they are under attack.

That's what we did on January 31st. And though we were assaulted for it, we did not back down. We will continue building alliances with organizations fighting deportations and defending civil liberties because labor without justice for the most vulnerable is not true solidarity.

In the face of violence and intimidation, we found clarity and unity. We found purpose. We found power. And we will keep walking together, through tear gas, through courtrooms, and into

tomorrow, to build a movement that is truly collective, just, and unbreakable.

Because "An Injury to One, Is An Injury to All".

— Shonna Roberts,
ILWU Auxiliary 11 President



Rick Anderson, Local 4 pensioner, after being tear gassed.

The Million Worker March signaled the start of a 'new wave' of union activism distinct from the dominant business unionism that serves the needs of the bosses, instead of vigorously representing the working class. Trade unionists, workers, anti-war, and social justice activists were all represented at the mobilization. People gathered from across the United States, Canada, Japan, Haiti, and South Africa to participate.

The ILWU has been the most democratic and radical institution that I've been a part of. It has provided its members with real power at the point of production. Like any institution, it has its faults, and they've been well documented, but positives far exceed the negatives, which explains how it has survived as long as it has. I have been a part of many rank-and-file historic actions including: May Day 2008 - West Coast Port Shut-Down, to oppose the wars in Iraq and Afghanistan; in 2010, closing 5 Bay Area ports - Justice for Oscar Grant and Jail for Killer Cops; 2014 - Block the Boat Palestinian Solidarity Action; Juneteenth 2020 - Mobilization to End Police Terror, Systemic Racism and the Privatization of Howard Terminal at the Port of Oakland.

In my retirement years, I am a part of the ILWU San Francisco Bay Area Pensioners Organization. I am a member of the Executive Board of the Pacific Coast Pensioners Association. I am the co-founder of DeClare Publishing along with my wife, Delores. We have published three books: Mobilizing in Our Own Name: The Million Worker March; Cleophas Williams: My Life Story in the ILWU; and A Year of Good Trouble, 1934, about various historic labor struggles that took place, including the West Coast Waterfront Strike of 1934; and the 1934 Minneapolis, Minnesota Teamsters Strike.

Being part of the ILWU means being part of an institution that has been responsible for my family's well-being for 82 years. My mother Charlene Thomas, was raised in a Local 10 household. The health care benefits have undoubtedly enhanced her longevity and quality of life. She is now 97 years young. I am very close to Sister Sadie Williams, the widow of Cleophas Williams, who will celebrate her 102nd birthday on February 25.

I have contributed a significant amount of time, but I could never give more than I received from the union. It has encouraged me and given me the opportunity to be part of the greatest union for the working class, in my opinion. My advice to young members or current active members is to remember that the power of good leadership and strong leadership comes from the bottom up, not the top down; rank-and-file unity is absolutely necessary. I learned that an injury to one is an injury to all, and that's not an empty slogan. It means giving something up when someone is in trouble, taking a position on things when it may not be popular, or may be difficult to do so.

ART CONTEST!!!

The Host Committee for the ILWU 2027 Convention is looking for Northwest-inspired designs, and we want to see what our community creates for the convention.

Up to 3 designs per person

Submission deadline:
April 1st, 2026

Submission details:

- High-resolution digital files or hard copies accepted
- No AI-generated artwork

Prize:
\$500 + bragging rights

How to submit:

- Email scanned artwork to PresidentILBA@outlook.com
- Mail hard copies to:
3440 East Marginal Way South
Seattle, WA 98134
Attn: ILBA

Let's show off that Northwest creativity!

LABOR DONATED



Photo by Danny Beagle

SF mural and sculpture honoring 1934 strike turns 40: In 1984, the ILWU led a city-wide celebration of the 50th anniversary of the coastwide longshore strike, which gave birth to our union, and the San Francisco General Strike, which followed the killing of two strikers by police.

As part of that celebration, the union commissioned a mural, which turned out to be a 20' high, three-panel free-standing sculpture designed by a team of Bay Area muralists. The artists included muralists Ray Patlan, Eduardo Pineda, Horace Washington, Jamie Morgan, Miranda Bergman, and others. The late Dave Jenkins, a longtime Local 10 member and political activist, worked with ILWU staff to raise funds and supervise the monument's creation.

The art was completed and positioned at the corner of Stuart and Mission Streets, where the two strikers were killed, in 1986. So this year is its 40th birthday—still standing, recently refurbished and touched up by the San Francisco Arts Commission.

In the photo, Eduardo Pineda, one of the group of artists who designed and painted the art honoring the 1934 strike Showing off the mural he helped create.

Check it out.

ILWU Secretary-Treasurers Conference meets in Portland

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Final project

The week ended with a nine-step trustee audit where attendees worked in groups to apply the skills and knowledge, they acquired throughout the conference to audit the books of a fictitious union local.

Participant reactions

Several participants said the conference covered a lot of important material and was organized in a way that made it easier to understand. Newly elected Local 28 Secretary-Treasurer Jennifer Racine said she now has

a better grasp of her responsibilities. "There's a lot more to the role of secretary-treasurer than I thought there was in the beginning. I'm glad that I came here and learned this. There is a lot to learn, and I am very appreciative of how well laid out the information was," she said.

"I liked that it was really broken down into sections," added Local 142's Rhonda Morris. "It was a really good week. It was very easy to learn, and it was organized in a way that all of us who are not naturally into finances could understand it."

TRANSITIONS

NEW PENSIONERS:

Local 4: Robert W. Breaker, Jr.; **Local 8:** Dennis E. Valentine; Thomas D. Ward; **Local 10:** Jesse R. Dean, Jr.; Kimberly Tsui; **Local 13:** Kathryn J. Bernstein; Paul Bjazevich; Archie A. Brown; William P. Fitzpatrick; Nicholas J. Johantgen; Denise L. Johnson; Phil Maes; Gornam K. Singh; Adrian J. Soto; Bernard H Van Wie, Jr.; Melvin D. Vaughn; **Local 19:** Michael D. Binford; Jeffrey E. Cannon; **Local 23:** Steven E. Collamore; **Local 26:** Sady M. Cathey; **Local 29:** Everardo C. Crespo; **Local 40:** Randell A. Clark; **Local 63:** John D. Collins; Malcolm D. Owens; Diana Stame-Miller; **Local 94:** Catherine A. Clark;

DECEASED PENSIONERS:

Local 10: Andrew J. Burns; Stephen G. Christensen; Eliezer Colon; Edward Houston; John M. Law; **Local 13:** William R. Lisenbery; Virgil V. Paine; Arthur Pettersen; Leonard R. Risler; Louis L. Rodriguez; Manuel Torres; Mark E. Williams; **Local 14:** George C. Still;

Local 18: Jerry L. Miller; **Local 19:** Orville L. De Rosia; Dennis I. Haugen; Frank F. Kroger; **Local 21:** Sherman Johnson; **Local 23:** Michael A. Hays; Michael J. Mostrom; **Local 34:** William Aviles; Robert D. Lind; **Local 40:** Johnny B. Newton; **Local 50:** Richard T. Vetriccek; **Local 63:** Sharon D. Harrison; Fred Rodriguez; Fred Talamantes;

DECEASED SURVIVORS:

Local 8: Merlene Halvorsen; Virginia L. Yandell; **Local 10:** Louise Avaloz; Hazel L. Gonick; Jacquelyn Peoples; **Local 13:** Gwendolyn P. Azueta; Elisa Cardenas; Mary C. Sedano; **Local 19:** Doris Cook; Ann M. Fredericksen; Roberta J. Gagnon; Jacquelyne J. Thornton; **Local 23:** Alyce C Glaser; Shirley R. Thompson; **Local 27:** Louise A. Kendall; **Local 34:** Jayne L. Berlin; **Local 53:** Gail J. Ruddiman; **Local 63:** Yvonne Carr; Tillie R Hagey; **Local 75:** Otis L. Kemp; **Local 91:** Zumeta Costa;

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San Francisco, CA 94133
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