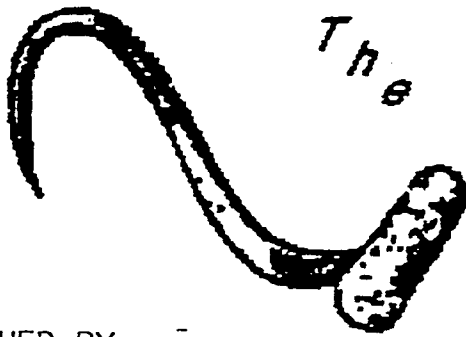


AN INJURY TO ONE IS AN INJURY TO ALL



The RUSTY HOOK

Seattle ILWU



PACIFIC COAST PENSIONER'S ASSOCIATION

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JANUARY - FEBRUARY 1995

CALENDAR OF EVENTS

JANUARY MEETING ----- JAN. 9
FEBRUARY MEETING ----- FEB. 6

"COMPETITIVENESS & COOPERATION"

The growing trend in the business world and even in the White House is the notion that trade unions, as we know them, are irrelevant to the new technology and the new 'global economy'. It's as if the employer in the new technology is a different person than we knew when we were forced to break our backs for a living. Don't be deceived. The "new" employer has the same motivation as the "old" employer -- more profits -- and he'll get them from the same source he got them before -- the worker's and consumer's hides.

Corporate America and the federal government want workers to cooperate with the employer and compete with their fellow workers, at home and abroad. The very idea should be repugnant to any worker who is aware of the contradictions between capital and labor.

It is very interesting that the employer would want the workers to join the team with them to share all the responsibilities of management. I wonder if their next move would be to share the profits equally?

Don't be sold a bill of goods about being "competitive" with your fellow worker or "working as a team with the employer". They both mean the same thing. They are devices to lure the worker into constructing his/her own scaffold. By this, I don't mean to suggest that a worker should not take pride in the work he or she does. Pride in a job well done is very personally satisfying and is a very good bargaining chip come union negotiations. In addition, pride in one's work gives one a sense of independence from the boss,

According to one worker who testified before the Dunlop Commission, "The company always told us that they had to be competitive. Increasing the company's profitability, they said, would increase our job security. That was the purpose of our workteams, to make us efficient and productive. We became more efficient. Our yield rate on each wafer (silicon chip) went from 80% to 95%.

"Then the company took the ideas contributed by the experienced workforce in Santa Clara, which they got through the team meetings, and used them to organize new fabs with inexperienced workers, in Arlington, Texas, where wages are much lower. The experienced workers lost their jobs. The team meetings stole our experience and ideas, and didn't give us any power to protect our jobs and families."

Brothers and sisters, this same tragedy is occurring all across our country and in every industrially developed nation. Don't be misled by a bunch of snake oil salesmen. Remember -- the only real protection a worker has is his/her solidarity with his/her fellow worker in their trade union. This is not an alien concept - this gave us the eight hour day, vacations, medical care and a life of dignity

Dick Moork

The Dunlop Commission (named for its chair, John Dunlop, Nixon's Secretary of Labor) held a key hearing in Silicon Valley, near San Jose, CA. A pretty good picture of what was planned for the worker came to light in the hearings. Witnesses gave the commission (and the public that wants to hear) a good first hand look at the new "high performance workplace" - work teams --labor/management cooperation --the contingent workforce, and the new world of "corporate culture and values." A senior vice-president of one of the "hi-tech" companies said, "employees have become decision makers, and management has practically disappeared." She called for a new public policy for labor-management relations." When an employer says things like that, you can be sure you are being sold a bill of goods. Employers, hi-tech or low-tech, are always trying for higher profits through the exploitation of labor -- the only force that adds real value to any of his products.

Continuing, Doug Henton, who represented an industry/government policy group which convened the hearing was even more blunt. "Unions as they have existed in the past are no longer relevant." he said. "Labor law of 40 years ago is not appropriate to 20th Century economics." They're talking the "economics" of marketing for the exploiters while we're talking "pork chops" and living standards for the people producing the goods.

If one reads between the lines, these people are saying that it isn't unions that they oppose, its just the fact that the workers control the unions and they don't like that. They are proposing something that, for very good reasons (in 1935 and in 1994) is illegal -- a comp- any union.

The following is a contribution by our very welcome first guest columnist -- Ms Carol Campbell. Carol is a social & political activist from Vashon Island and a member of the family of one of our most respected members, --- "J.P." Ryan.

FOCUS ON REALITY

I woke up to National Public Radio (NPR) blustering about the proposed tax cuts - Not just this morning but yesterday and the day before too. Gingrich is going to give \$500 per kid to taxpayers making \$200,000 or less. Clinton proposes a combination of cuts and credits for families earning less than \$120,000 and Gephardt is suggesting a straight cut for those making less than \$75,000.

Tempering my euphoria over these politician's 'munificence' are the lists of programs to be decimated to pay for it. Railroads, highways, schools, food stamps. The list goes on and on. While they worry about the middle-class family with one breath, we are accused of being nothing but social leeches with the next.

This has become business as usual in the world's oldest existing 'democracy' - but the new twist is the lack of reaction from the citizenry. Its as if we are paralyzed after our trip to the polls in November. While the pundits say "we voted for change", no one but right wing zealots seem to be vocalizing what that change should be. So, it is just more of the same old rhetoric. (BS)

Why doesn't someone tell these jerks, both elected and self-anointed, that 'getting the government off our backs' does not mean destroying the very things that benefit the average guy- -that government is supposed to do? We are tired of paying for things two or three times, only to pay for them yet again, or lose them entirely. We are tired of paying for social security for a pittance of retirement income while these clowns in three-piece suits retire on more money than we can earn in twenty years. We are tired of watching the circus while our country goes down the toilet!

The passenger railroads are a good example. The Irish from the east and Chinese from the west labored and died to lay the tracks, while the wealthy traded the assets like baseball cards The taxpayers (without knowing it) gave entrepreneurs millions of acres to finance the rail roads and ensure their profits. Once the railroads were built, the lands were sold off, or shuffled over to yet another financier in stock deals. The owners quit investing in rolling stock and maintenance of the road bed and took the profits off the top. Then the big railroads started going bankrupt! Big surprise! C grade students in the 8th grade could have figured out the cause and effect - but not the leaders of this great nation. -- No, they moaned and groaned and bailed out the profiteer with taxpayer money in return for a promise that passenger service would be maintained on a few runs with a public subsidy.

And so, AMTRAK was created. No quid pro quo was dem-

anded by our elected representatives; No new engines or passenger cars were mandated to be built; No new tracks were laid. AMTRAK was a joint venture between private and public agencies. Profits were (and are) taken by the private side -- losses absorbed by the taxpayer.

For the past 30 years, passengers who had the time and energy could treat themselves to a railroad trip into the 19th Century by riding AMTRAK. Of course, dining cars were discontinued; sleepers were not provided; schedules were not maintained and many excursions ended up on a bus because the train broke down or derailed.

Lo and behold, the newly 'public/private corporation started losing money - It needed a bigger subsidy from the taxpayer to continue even the lousy service it was providing. Except in the eastern commuter corridor (and sometimes even there), taking a train became synonymous with adventure. Only the most daring were willing to try it.

Now, because of the advent of the intermodal container, the freight railway companies are making big bucks. The transportation geniuses, aided by their computers and the experience of their workers, have figured out that hauling hundreds of containers cross-country on rail cars with one very small train crew is cheaper than hauling them with hundreds of trucks. The tracks are humming -- trains are running night and day. The rails are so crowded that the plethora of freight trains is slowing the rail system down. The passenger trains are accused of blocking the rails. They are so antiquated they can't go very fast, but under the AMTRAK enabling legislation, they have the right of way. [In most of Europe, passenger trains and freight trains travel on separate tracks, one not impeding the other and the heavy freight trains not damaging the passenger trains' right-of-way].

Notwithstanding the above outrage, do our elected officials introduce legislation for an increased tax on the privately run rail freight system? Do they, in any way, remind the owners of these private railroads that the right -of-way belongs to the citizens and that they, the private owners are there by the grace of the citizens? Do they put the public interest ahead of profits? Of course not, they make noises to shut AMTRAK down entirely.-"it's costing the government too much money!". At this point, the rhetorical question has to be asked, "Can we afford these jerks?" What is intrinsically wrong with taxpayer subsidizing their own transportation?

It's become one of those fearful entitlements that are bankrupting big government. We all know what entitlements are: they are those big expensive give-aways that benefit the little guy instead of big business. All of those horrible programs such as National Parks, the Public Broadcasting System, Medicare, school lunches Head Start, the Public Health Service, Social Security and that anathema to all of those right wing ideologues --- WELFARE! --- all of those other government handouts that have turned us into a nation of "welfare queens in our Cadillacs".

Pardon me? Am I missing something? English is my native tongue and these people seem to be speaking ancient Greek. Entitlements? You bet I'm entitled! I as an American citizen, am entitled to a decent standard of living a safe retirement, a secure neighborhood and insured and comprehensive health care. My kids are entitled to a full education and a job when they grow up. And, we are all entitled to have protection from the con men of Wall St. and Capitol Hill. That is why we pay taxes!

And pay taxes we do -- To the local government, the school district, the county, the state and the feds. We pay sales tax, income tax, social security tax, property tax, luxury tax, use tax, entertainment tax and death tax. They tell us that we must support the defense budget while there are no enemies to defend against (Saddam Hussein?) They tell us that they don't tax the air we breathe but they are lying. Example: We pay the cost of emission tests on our cars - ergo, we pay for the air we breathe!

However, it is not the taxes we pay that are bankrupting us and our nation - it is the way that the taxes are spent. Oh I know - That's what they say when they cut some piddly-assed little program that benefits the working stiff - like the subsidy to beekeepers. But when are they going to cut the welfare to big business?

We bail out Chrysler to cover up their mismanagement- they move to Canada and Mexico and God only knows where else. We bail out the crooked S&Ls to the tune of some \$500 billion and counting, We give tax breaks to giant insurance and pharmaceutical companies to subsidize their relocation in a more "business friendly" country. We pay our 'elected' Representatives and Senators five and six times the amount of money the average person makes every year. We furnish them the best medical care in the world. We give them a pension that would make a sultan's eyes green with envy and then we, the people, furnish them with golden parachutes and a revolving door so that they can return from retirement and lobby against the people's best interests.

WE WANT TO THANK THE FOLLOWING BROTHERS AND SISTERS FOR
THEIR GENEROUS CONTRIBUTIONS TO THE RUSTY HOOK
SUSTAINING FUND

(Not necessarily in the following order)

RAYMOND, ILWU, LOCAL 1, PENSION CLUB

- GUS RYSTAD**
- VAL SWEGEL**
- DAVID BARNHILL**
- PETE STARKOVICH**
- HARRY 'SNUFFY' SMITH**
- PETE SACCAMANO**
- GRANT MYERS**
- CHESTER SMITH**
- BUD HAVLISCH**
- ED HICKS**
- RICH MALETTA**

**If anyone is omitted, they will surely be recognized in
the next issue of this marvelous publication!**

We buy limousines for public officials and build mansions in which they work(?) We pay for their private jets, yachts and trips abroad. Those who govern us live like kings and, for the worth of their service to us, the electorate, they don't deserve the minimum wage. Vermin the likes of Charles Keating, Ivan Boesky and Michael Milken can rip off thousands of small investors for billions of dollars and spend a couple of years in a country club prison playing tennis and golf. Let some poor black kid, who didn't get what he was entitled to in the first place, gets caught selling a small amount of marijuana and he gets 10 years hard time.

This is crazy! We spend our lives listening to a media run by the same fat cats who are robbing us blind. Then we express our anger by railing about some poor immigrant or welfare mother. Come on folks, get a clue! The rot in our country didn't start in the basement -- it's the roof that's leaking. The people we entrust with our security are mugging us at every turn and we want to blame it on some poor old lady in a nursing home who has the gall to fall ill when she is eighty years old. What on earth is wrong with our sense of reality and decency that we can buy into this distorted vision of American society?

This nation was built by working people. They fought, bled, died to build a country where Joe and Jane Average could go to bed warm, dry and reasonably well-fed. Now we seem to want to destroy all of that - lock our children in jails and/or orphanages, throw our sick and elderly out into the streets, so the rich can get richer.

Whenever someone speaks out against these inequities, they are accused of advocating and fomenting class warfare. Well. I hate to tell you this, the class war started a long time ago -- and it was declared on the have-nots by the haves. The poverty stricken were the very first victims: the working poor the next: the so-called 'middle class' is going down with them. After all, even wealthy, reactionary, anti-labor and smug Orange County bit the dust and went bankrupt, a victim of their home-bred syndrome -- **GREED!** Carol Campbell

SPECIAL ANNOUNCEMENT

Dr. William Gerberding, President of the University of Washington, has graciously accepted our invitation to our annual Spring Luncheon at the Swedish Club on May 4, 1995. Surely, it goes without saying, Dr. Gerberding is a special friend of the ILWU and the principal reason there is a Harry Bridges Chair in Labor Studies.

Make a notation on your calendar for next May 4. There will be more later and, if you plan on attending, please call (206) 343-0504 or -----.

"Pray for the dead and fight like hell for the living"
Mary Harris "Mother" Jones

By Del Castle

While we are celebrating the 60th anniversary of the '34 strike, this year is the 105th anniversary of the first docker's strike in London. In 1889, the dockers of London were overworked, underpaid and exploited mercilessly through unfavorable conditions of hiring and employment.

"In 1889, a small strike broke out at the West India Dock and quickly spread to other piers. Led by Ben Tillet and his lieutenants, Tom Mann and John Burns, (who were trade unionists and engineers), the dockers were quickly organized into a union. Despite a lack of funds and union experience, they held firm during the strike, which lasted for more than a month. Meanwhile, their cause had awakened much sympathy not only among labor, both organized and unorganized, but also among the middle class. Young liberals, radicals, Fabian Socialists and humanitarians rallied to their cause, took up collections, passed out soup to the strikers and their families, wrote articles and made speeches. The employers could not find scabs (called blacklegs in England)

ONE PARTY RULE

By Del Castle

It is no longer true that we have a two-party, democratic political system. We have now, and have had for some time, single party political rule.

What we actually have is a two-party system -- Democratic and Republican parties for the boss - and a no-party system for the rest of us. Strictly speaking, we have an oligarchy - rule by the few for the benefit of the few.

The 1994 elections have consolidated single-party rule. The Democratic Party caved in to the reactionary oligarchy after the '92 elections and Clinton is still continuing to retreat.

If there is any doubt about this, consider the program for deficit cutting offered by a bipartisan committee on how to balance the budget (published in the Seattle Times, 12/12/94)

"Raising the retirement age for Social Security to 70".

"Limiting federal tax deductions in a way that would affect the mortgage interest deduction".

Increasing Medicare premiums

"Cutting entitlements other than Social Security by 10% and index future growth to inflation".

"Limiting income tax deductions to 28%"

"Cutting Social Security withholding tax by 1.5 percentage points to 4.7% and requiring Americans to deposit the difference in IRA style accounts" (A forced savings program to further enrich the bankers).

for the strikers. Nearly 50,000 pounds was raised to help the dockers by public subscription."

"In the ensuing years, the organization of unskilled workers progressed rapidly in England and there was an increased solidarity in the ranks of labor. Many regard the dock strike as the beginning of this trend."

Ben Tillet, general secretary, wrote a very interesting report on the strike, in which he had this to say, among other things.

"We had established a new spirit, the bully and the thief, for a time at least, were squelched; no more would the old men be driven and cursed to death by the younger men, threatened and egged on to murder by an overmastering bully. The whole tone and conduct of work, of management of men, was altered, and for the best ... the docker had, in fact, become a man!"

If this reminds us of the '34 strike and its gains, it should also remind us of what it would be like to lose our union! **SOLIDARITY, BROTHERS AND SISTERS!**

(Quotes from: Introduction to Contemporary .

In other words, make the pensioners and workers generally pay the cost of deficit reduction. The purpose of all this is not so much to balance the budget, but rather to lower the living standards of the American people for the sake of global competition and increased profits

The lesson for us and the American people is that we need a political party that represents the workers and the common people -- the majority! In other words, we need a second party! Most may think of it as a third party, but whatever it is called, we need a party that expresses the needs of the majority as opposed to the few who represent the rich.

This is the only way to establish a truly democratic political system. If we fail to found and support a 2nd (3rd) party, democracy will not and cannot survive. The bosses and his underlings will succeed in keeping one-party rule for the benefit of the rich and powerful and less and less for workers and all of us below the billionaire class!

THERE'S WELFARE AND THEN, -- THERE'S WELFARE

By Dick Mook

When you hear the pols in D.C. blowing their horns and beating their breasts about welfare reform, you can rest assured that they are not talking about corporate welfare, the cost of which far overshadows the cost of entitlements for the unfortunate in our society.

Ronald Reagan, in mentioning his mythical "Welfare Queen", who collected her welfare check in her mythical Cadillac, never mentioned his very wealthy corporate friend and benefactor GE, nor the real double dippers and wealthy leeches in our society. Of course, when the subsidies, tax breaks and absolute highway robbery of the corporations is even mentioned, it is never referred to as "welfare", however that's precisely what it is. It is an absolute free financial ride for those who do not need nor deserve it.

A few examples:

\$100 million to Sunkist, Gallo, Campbell's Soup, M&M's, McDonald's, et al to advertise their products abroad.

\$1 billion to Continental Grain, Cargill, and Louis Dreyfus Corp. to provide free shipping of wheat, corn and other commodities

\$55 million to provide the grazing fees for livestock for wealthy ranchers. The taxpayer pays \$7 of every \$9 per animal grazing fee.

\$135.6 million to private forestry companies that owe taxpayers for timber purchased but are allowed to default with no consequences. (I'm sure we know who they are)

\$48 million for land titles to mining companies that pay less than \$4500 for each title instead of the millions the land is worth.

(Source: Essential Information Inc.)

Believe me, that's just the tip of the corporate financial and political iceberg. The record shows that the only motivation of the multi-national vultures that the working people are presently faced is more and more profits at the expense of the working people of whatever particular country they are preying upon, If this were not true, why would these seemingly ever present corporate entities be crowding the halls of every nation's houses of government -- and spending billions -- wining, dining, buying sexual favors and paying for vacation trips for legislators and their families?

At the local level, it becomes much more direct and unsophisticated. One only has to look at Nordstrom's arrogant and cynical actions in the Westlake Park matter in Seattle -- or the experience of every large American city being held hostage by professional sports teams -- that syndrome is classicly referred to as "the people be damned".

The corporate welfare system is so rotten that corporations are allowed to deduct lobbying expenses with which they go back to Washington, D.C. and further pick our pocket. (We, the taxpayers, pay the tab) They can deduct the money with which they pay for the luxury junkets for congress members. This is tantamount to paying for the mugger's ammunition. When was the last time you heard Newt Gingrich, or Clinton, for that matter, complain about this type of welfare? In fact, the greatest beneficiary of corporate welfare, the Pentagon, gets its budget routinely increased, with no realistic justification, by Congress every year. This is certainly welfare for our ubiquitous arms manufacturers - and at our, the taxpayers, expense!

The next time you read or hear about welfare reform, remember they are not talking about corporate welfare. The ones who talk about welfare reform are the ones who have created the problem with their greedy 'downsizing', (the latest buzzword for layoffs) throwing millions onto the unemployed and welfare rolls. These 'downsizers' are the ones who sabotaged reform in our present so-called health care "system"?; these are the ones who squelched the striker replacement bill; these are the ones who gave us NAFTA and GATT. We must always remember that the only motive that they have is increased profits and no amount of taxpayers expense will be spared.

SPECIAL THANKS

The special thanks of the editorial staff go out to the following brothers and sisters, without whom we could never get the 'RUSTY HOOK' in the mail.

Not necessarily in this order;

Kathleen & Carol -- Local 19 Office Staff

Charlie Yearka

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Lenzie Shellman

Miriam Moorck

George Daley

Hector Goulet

Roman Javillonar

Joe Ziller

Arnie Gunderson

Tom Connelly

Bud Havlich

If there was anyone omitted, it was purely an oversight and he/she will be recognized in future editions. After all, we never claimed perfection.

MEMBERSHIP

Brothers & Sisters: For most of us, our adult working life has been spent under the umbrella of the ILWU, one of the world's greatest and most democratic unions. We all know that, without the ILWU, most of us would have been down the road. It seems that a special breed of character was either present when we started, or was instilled in us during our years of work with our brothers and sisters. We were fortunate to be protected by a strong union contract that was negotiated by rank-and-file negotiators, (it has been found that the employer does not respect independent thought or action).

Now we have escaped the responsibility of the workplace and have nothing to lose but our pensions, our medical benefits and our self-respect. Actually, life is

not that easy. Struggle seems to be our lot in life and the more of us that struggle, the easier the struggle will be. The forces that we had to fight all of our working life are still there. Because of our economic system, they will always be there whether we are active workers or retired. When profits are involved, workers and pensioners rights are far down the scale of importance. We have to accept the responsibility of protecting our rights and all of our working brothers and sisters in the ILWU and around the world. We can only do this if we remain organized (together) ---- those who wish to deprive us of our gains (won by the sweat and blood of our predecessors) never not stop trying to take those gains away.

PLEASE SUPPORT YOU PENSION CLUB AND THE WORKING CLASS!

1996 NEGOTIATIONS

The August 1994 issue of PMA Update, employer house organ, quotes Mr. Terry Lane, PMA Vice President of Labor Relations, while speaking to the American Association of Port Authorities, offering a revealing insight into the employer's plans for the future.

In his speech, Lane addressed the various problems facing the employer in the technological age and with the shrinking job market in the small ports. He noted that the PMA members must look at "managing the size of the registered work force, and thus, industry costs, by adopting new registration procedures, improving the selection criteria (my emphasis), and using retirements as a way of addressing the problems of an aging and sometimes disabled work force". (Comment) The PMA, while presently resisting realistic registration, is already "managing the size of the registered work force". The percentage of manhours presently being worked by casuals is a good measure of what Mr. Lane is talking about, ie, The PMA wants a cadre of "Tems" so as to avoid paying fringes. Remember, casuals get minimal wages and no benefits, so who do you think he would rather hire? He also realizes that, by keeping a casual at that status, he is creating a bitter and frustrated future union member who just as likely would blame his/her plight on the union.

Lane observed that "a mentality preserved by archaic dispatching procedures and work rules exists within the union and with some of the PMA membership."

He added, "It is also a mentality that, with labor and management cooperation, (again, the 50/50 stew proposal-one horse, one rabbit) can be changed. It must be changed if the employers are going to meet the regulatory safety requirements, control labor costs, and maintain efficient operations, thus contributing to the future viability of the union". Aren't we lucky to have Mr. Lane concerned about our welfare?

Quoting from the article "Mr. Lane argued that current dispatching procedures in some ports allow the longshoremen or clerks in the hall to pick and choose among the job orders [as the contract has provided since the 1934 Federal Arbitrator's award; Ed.], even if it means arriving late or that unqualified persons will be dispatched. (Lack of a training program) This is done no matter how busy the port is."

The article continues with Mr. Lane explaining that the small log ports are causing an enormous drain on the PMA coffers. While most of the ports' work has dropped off considerably due to alternative log sources in other countries, Japanese economic downturn and, lastly, "environmental issues involved in harvesting logs, there are 19 dispatch halls with joint employees still operational in Washington and Oregon." And, he pointed out, "The registered work force receives PGP, welfare, pension and benefits in these ports where there is little or no work".

Of course, Mr. Lane offered some solutions (they have a couple of years to come up with more) to these prob-

lems. "By eliminating PGP from the Contract, fine-tuning the travel system, and consolidating dispatching, the existing work force could be traveled to the ports where work exists to earn hours of work and hours to qualify for benefits".

He then glowingly explains how easily this can be accomplished without pain in the age of the computer. This seems fitting considering the cold, mechanical and impersonal manner in which the employer has historically viewed "his" work force. Nowhere in the article and, I presume, nowhere in his speech did Mr. Lane take into consideration the reasons for the "archaic" dispatching procedures and work rules. He doesn't mention that they evolved through worker's experience with employer practices and with practical experience on the job. Nor does the article mention the fact that those men and their families living in the log ports were party to the negotiation of the contract that included PGP and that PGP was designed for precisely this eventuality -- a lack of work furnished by the employer. Of course, the employer would argue that PGP was designed to alleviate the impact of mechanization. If the employer would hire ILWU members to stuff the lumber containers in the log ports, he might have an argument.

As for traveling workers from port to port, the employer, to date, has a pretty miserable record. It has been a do-it-yourself project for many years. Speaking for the Puget Sound area (this is surely the area with the most locals that would be affected), the employer has always resisted a humane system of travel. Even when we had a locally negotiated travel system in the area, we had continual beefs with certain employers and, in many cases, with the PMA itself.

The article is filled with what seems to be an equal amount of concern for the PMA and the Union but, its entire thrust is that of cutting manpower and maximizing profits -- and we all know how they do that.

For instance, "He (Terry Lane) warned that the industry (by "industry", in this case, he specifically means the union) must accept that the number of longshoremen and clerks that will be required to perform the traditional longshore stevedoring and terminal functions is going to decline".

"He cited the current trend of rationalization, shared services, the changes in vessel design, and the capabilities of Electronic Data Interchange as clear indication that there will be fewer longshore and clerk jobs in the future, _____".

Mr. Lane concluded by saying "It will take time, and progress on improving the work force through changes in dispatching and training is likely to occur in small steps. With the cooperation of labor and management, future negotiations can and must address these issues. Our history indicates that negotiated solutions are not only possible, but as in the past, such solutions will set the course for the West Coast longshoring industry in future years".

There is little doubt that maintaining the size of the present work force, under the onslaught of the new technology will be difficult. However if, as Mr. Lane states, the PMA is truly concerned about this problem, why are they making every effort to eliminate union clerks where there is an option to retain them? In the past, and under the provisions of the PCCCD, ILWU marine clerks made up loads, received all cargo, prestowed all cargo for loading, checked all cargo aboard, drew up stowage plans, etc. Today, a large portion of this work is unnecessarily, and in violation of the agreement between the parties, bypassing ILWU clerks. Part of Mr. Lane's conclusion is true. Solutions to the

specific problems can be solved through negotiations, however, we should hope that they will not be on Mr. Lane's stated terms.

To this writer, it looks like our future negotiators will have their work cut out for them. All of the above words have been said before and said by the same people. Tragically, instead of being satisfied with their current super-profits, the employer wants to extract another pound of flesh. And, they have an especially favorable political climate to make a run for it - one that emphasizes competitiveness and profits over cooperation and humanity.

Dick Moork

THRIFTY/PAYLESS

This megabucks outfit is a corporate cancer on the working people of the Western United States. They are now actively assaulting the ILWU in Southern California. The Northwest does not have the benefit of the largess of the "Thrifty" side of the cabal, but, over the years, we have seen Payless trash working people right and left and its time for concerted action.

As recently as 1988, Payless bought up a small, locally owned chain of drugstores in the Walla Walla area. The employees of this chain of a few local drugstores were all long time employees and long time residents of that area. They were also union employees with a collective bargaining agreement. When Payless got finished moving in, the oldtime employees were "replaced" and the collective bargaining agreement was history.

As mostly from the longshore division, we have to remember that the economic playing field, among workers, is not a level one - even in intra-ILWU family. All industries and their workforces are affected by many and various economic forces. i.e., the longshore division is in the enviable position of controlling the docks where no one, at this time, can successfully outflank them. Consequently, they are in a very enviable bargaining position. It is not because longshore worker are smarter or tougher, they just happen to be in the right spot. However, the warehouse division, Locals 6, 9 & 26 are in a very precarious position, especially with the new global economy and the mobility of the employer, wherein he can move his operations with little more than the push of a button and displace hundreds of workers.

Local 26, the ILWU's huge Southern California warehouse local, is now being assailed by Thrifty/Payless. They are demanding major and insulting concessions.

Following are some of the employer demands.

The workers contribute 65¢ an hour for their pensions.

The workers contribute another 50¢ an hour to maintain their health and welfare.

The workers give up two holidays a year.

The workers work four 10 hour shifts without overtime.

The workers give up their COLA

Establishment of a new 3 tier pay system.

Most of the membership of Seattle Pension Club comes from the longshore division. We know what we would tell the employer who made these medieval demands. They, the members of Local 26, being workers and as ILWU members, mandate our support. There can be no question that, as we proudly proclaim over the entry to our union hall, "An Injury to One, is an Injury to All". As one of our founding fathers, Benjamin Franklin, said during the American Revolution "We must all hang together, or we will hang separately".

**PLEASE DO NOT SHOP AT PAYLESS -- THE JOB YOU SAVE
MAY BE YOUR OWN!** By Dick Moork

"If it had not been for these things, I might have live out my life talking at street corners to scorning men. I might have die, unmarked, unknown, a failure. Now, we are not a failure. This is our career and our triumph. Never in our full life could we hope to do such work for tolerance, for justice, for man's understanding of man as now we do by accident. Our words - our lives - our pains - **nothing!** The taking of our lives - lives of a good shoemaker and a poor fish peddler - all! That last moment belongs to us - that last agony is our triumph."

THE IMMORTAL LAST WORDS OF BARTOLOMEO VANZETTI.

ENDORSEMENTS

As you know, the staff of the Rusty Hook constantly tries to shy away from self-aggrandizement, (snicker) however we feel duty bound to report the following. In a letter to Pearl Castle, Doris Vekich, a lifetime ILWU trade union stalwart, widow of the late Andy Vekich and mother of Randy, our past international vice-president, wrote the following: "Pearl also, I wanted to tell you and your husband, Del, how much I enjoyed my first copy of the Rusty Hook. I'm a strong union person too, [understatement of the year, ed.] and enjoy reading good union material."

Brothers and sisters, the importance of this message is that the last issue was the first to be sent to widows. It was not that we considered them unimportant, but we are still trying to get organized and, hopefully, we will be able to reach out even farther in the future.

Sister Vekich, you have no idea of the amount of journalistic adrenalin your words give us. Thank you so much, sister.

By Fred Berg

Two very disturbing and seemingly disconnected occurrences have come our way in the past few weeks. The Republicans, with most of their vote being influenced by the religious right, have taken over Congress and many state governments. At the same time, there is also a report from the International Labor Organization (a branch of the UN) that 30% of the Third World work force is unemployed. These two facts, taken together and in the same context, bode big trouble for organized labor in particular and humanity in general. In the light of NAFTA, GATT and the new "Global Economy" it doesn't take an economic rocket scientist to figure out what they have in store for us "wage slaves".

It is certain that the Republicans wish to bring the Third World to our country. In fact, reading between the lines of their rhetoric, this is a certainty. Funds for job training and education are to be cut, affecting the poorest segment of our society by institutionalizing mass ignorance. With increasing pressure on the media, the news we receive will be soft-pedaling the coddling of the rich along with additional hidden taxes for the poor. In addition, social security benefits will be in increased jeopardy.

The new Congress has already launched its quest to reline the pockets of the wealthy. Dick Armey, the new House Majority Leader, has announced his sponsorship of a 17% across the board income tax with no deductions. He

argues that this would simplify taxpaying. Such simplicity would result in a 40% tax cut for many wealthy taxpayers. It would also result in a pensioner paying \$1700 of his/her \$10,000 pension income to the government, as contrasted to the \$700 that he or she now pays.

And, we must not forget that buzzword, "welfare". The new Congress' program, which is aimed at the poorest of our citizens and is definitely racially motivated. Their proposed "welfare reform" would put a 14 year old girl, pregnant and without family, out on the streets without any welfare payments they say will corrupt her morals.

Other people will also be out in the streets. The elimination of jobs due to robotization, advanced computer technology and the export of industry will put more and more people in unemployment lines. And, there will undoubtedly be campaigns to discredit unemployment compensation and make it appear more and more like unjustified welfare payments.

And, last, but not least, we will continue to be harassed by these same Christian-right zealots who furnished 39% of the Republican vote in the last elections. They will stridently tell us that all of the evils of the world and our society are due to the collective sins of the people and that only prayer and accepting their philosophy will make things better.

It is time for us to tell these fundamentalist boobs that it is their brains that need rehabilitation and it is them who must return to the real world.

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USA Bulk Rate