

The RUSTY HOOK

Seattle ILWU

PUBLISHED BY
SEATTLE ILWU-PENSION CLUB



PACIFIC COAST PENSIONERS ASSOCIATION

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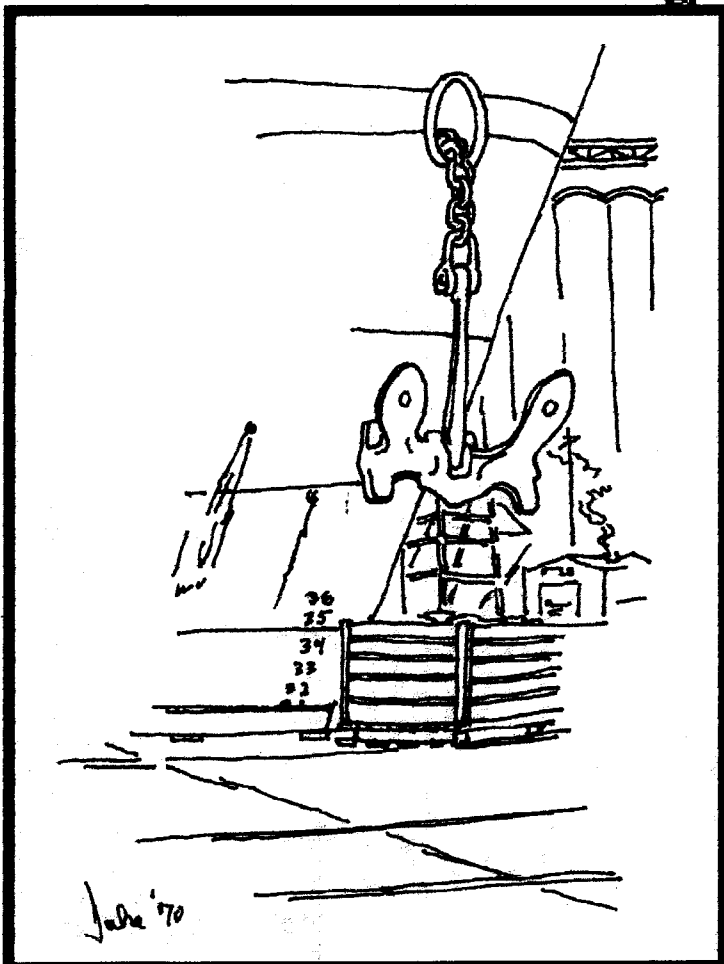
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Fall 1997

EDITORIAL STAFF

FRED BERG
DEL CASTLE
ART MINK

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BEWARE THE INCREMENT!

Mr. Miniace, President and CEO of PMA has a ten year plan to do it to the ILWU. He states it will be necessary to educate the ILWU membership. Being new to the game - having experience only as an HMO administrator back east - we think he could stand a little educa-

tion. Many times newcomers rush in where wiser people fear to tread. We have been educated in dealing with the PMA for the past sixty three years, since '34. We don't need lessons from a greenhorn!

Miniace says, for instance that "We can no longer afford to do the wrong things, looking only short-term. When you look at our ten year goal you will shudder." [Not to mention the ILWU rank and file.] "But, when we get there and when you look back, you will see how far we have come by taking incremental steps." In other words, he thinks that by easing it in, we will not notice. But the results will surely make us shudder if we allow his incremental method to succeed.

Miniace issues a warning about a new PMA approach to negotiations: "We are NOT preparing for our next negotiations six months in advance anymore. Our next negotiation begins now!" In other words Miniace will attempt to do it to the ILWU - "incrementally", that is a little step at a time in hopes we wont notice until the plunger handle is in.

We must accept his warning. We need to prepare for negotiations beginning now.

Mr. Miniace wants to know "Why do we pay highly skilled employees to stay home and then complain when we have labor shortages and scheduling problems?" This translates into meaning that we should not have the right to pull our peg. If he is worried about labor shortages, why does he not advocate more registered workers?

He asks: "Why do we pay longshoremen and clerks for a full shift when they arrive late and wonder why they don't arrive on time?" This is a management

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problem. No one objects to arriving at work on time. In fact, our record of prompt arrival time is somewhere in the neighborhood of 99.9%. If anyone doesn't show up on time, management has the right and the responsibility of discipline.

He also complains: "Why, at the wages we are paying today, do we accept less than the most qualified and well-trained individuals into the industry?" Our method of recruitment into the industry is wide open. If "most qualified and well-trained individuals" apply, nobody is preventing their being hired. So far, such applicants are few and far between.

Next, he moans: "Why do we spend 7 or 8 Million dollars annually training longshoremen and clerks who may not choose to use their new skills?" The answer to that is plain - the days of slavery are long gone!

Finally, he touches a sore spot: "Why do the dispatch halls in the nation's busiest ports still use sign-in sheets on clipboards and chalkboards left over from the 1930s to dispatch longshoremen to jobs?" Miniace has been on the job as President and CEO of PMA for only one year. He is obviously new to the industry and possibly can be excused his ignorance. The hiring hall method was installed by the '34 strike as a means of democratizing and desegregating hiring. Everyone was given an equal shot at available jobs to equalize earnings as far as possible. This corrected one of the most vicious, unfair and corrupt hiring evils of the shape up. We will defend that democratic right by all means necessary!

If Mr. Miniace is interested in greater efficiency in the shipping industry we suggest he propose a six hour day, four shifts a day; without a cut in pay, of course. In that way, there would be no interruption in all operations at all times. The PMA has long sought continuous operation. The six hour day will do it. Why fool around with "incrementation"? Just take care of all of Mr. Miniace's complaints in one fell swoop.

In final answer to Mr. Miniace, we point out that the PMA may have timed their incremental onslaught against the ILWU a little late. It is true that labor has been in a weak position since the anti-union Reagan years. But a turn appears likely with the victory of the Teamsters' UPS strike. The PMA may have to reduce Miniace's "incrementation" to zero. After all, their profits are pretty good, longshore has broken all records in productivity, and the present system, under the gains the ILWU has made is working. The M&M program proved that industry and labor in longshore could prosper if the workers were given a fair share. Now the newcomer, Mr. Miniace, wants to cut the workers' share. As an educator, Mr. Miniace comes on the scene without a teacher's certificate.

Get a life, Miniace!

Another Picket Line

On September 8 Nurses from Portland Kaiser set up a picket line at Group Health Central. The pickets were protesting Group Health HMO sending Group Health employees to scab on the Kaiser nurses' strike. This is absolutely outrageous! That Group Health Cooperative (?) could stoop so low is beyond belief. Yet the message handed out at the picket line lays it out clearly. Their information is contained in a leaflet entitled:

AN IMPORTANT MESSAGE TO GROUP HEALTH CONSUMERS FROM GROUP HEALTH MEMBERS

On Tuesday, September 2, 1997, Service Employees International Union Local 49 at Kaiser/Portland went out on strike. The over 2,200 SEIU employees representing licensed practical nurses, dental workers and service and maintenance workers are striking over huge benefit takeaways.

As of this date, GHC management has sent 60 managers and non-union employees to Portland to work during the strike. GHC is offering a \$1,000 bonus (in addition to their regular salary) to replace striking SEIU workers. We feel it is unconscionable that GHC would use this recently approved alliance between GHC and Kaiser to force concessions on union members.

In 1996 GHC union members voluntarily took wage and benefits cuts over a two year period in addition to extensive layoffs in order to help GHC reduce operating costs and provide some economic relief. Spending thousands of dollars to send employees to Portland to scab during a strike is no way for GHC management to thank their employees for their sacrifices. It is no way to spend your health care dollars!

SEND A MESSAGE TO GROUP HEALTH AND KAISER

Call Cheryl Scott, GHC President, at 448-6755 to voice your concern over GHC spending your health care dollars to send GHC employees [scabs] to Kaiser/Portland to force concession on union members.

**Join The Old Timers
Seattle ILWU Pension
Club
3440 E. Marginal Way S.**

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SOCIAL SECURITY RIPOFF

One of the most fraudulent proposals for "solving" the Social Security problem (a "problem" manufactured by those seeking to rob the poor to pay the rich) is to have workers invest their Social Security tax in the stock market. This is like having us invest in the lottery. The stock market is a gamble. It is for those who have enough surplus funds to play roulette. It is not for workers on less than the income of millionaires. What it boils down to is simply giving the Wall Street gamblers some of our hard earned money to play with.

That the stock market is a risk is well described by even a Seattle Times financial commentator who pointed out that not only is it a risk, but its future losses are inevitable. It follows the old rule that what goes up must come down. It may not crash as in '29 (although there is no guarantee of that), it will inevitably fall into a "bull market" - the downer.

A better proposal for solving the Social Security crisis is to reverse the above. That would be simply to tax the rich. If the country needs money for social welfare it might as well get it where it is - from the rich.

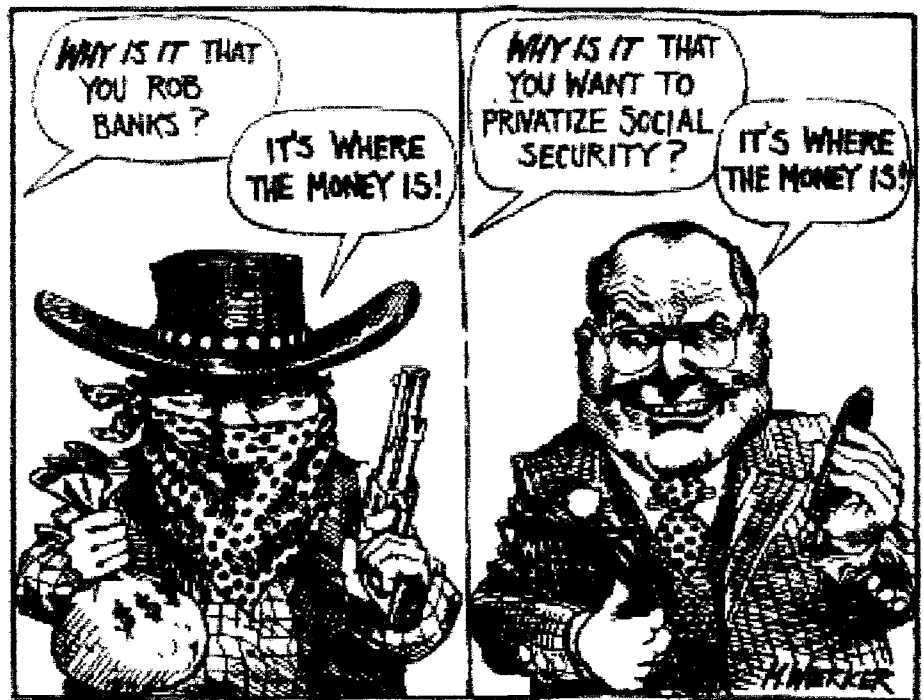
Some would say that is impossible; and, as long as the rich run the government, that may be true. But consider that the rich are also part of the country and that they made their money here from the workers without whom they could not have gotten rich. If it were possible to become rich without workers, they would have gotten rid of us long ago. If they are patriotic citizens, they have the obligation to see that the country is in good shape including the elderly.

So we should tell the rich they owe us and the country a responsibility to see that the country is kept in good shape.



Pension Parity

Several Old Timers are starting a campaign for pension parity. They point out that the difference between \$900, low pension for those who were responsible for building the union compared to \$2700 for those at the top scale. This is patently unfair, divides our ranks and discriminates against four out of five different categories. Why should we have an unfair system in pensions when



Z MAGAZINE SEPTEMBER 1997

the ILWU has always stood for equal earnings? This is the evil of the tier system.

One of the parts of this program overlooked until now is that the stock market has been skyrocketing. Now, unless we have been misinformed, our pension fund is invested to some extent in Wall Street. With all that gain, where is the money? - for pensions? Surely a parity program for pensions and survivors will not break the bank.

As Ralph Souza said at the March PCPA Executive Board meeting:

"All the problems I've heard in the last few hours are important problems and this [pensions] is an important item too. In our bulletins up and down the coast, there should be questions inserted about our retirement so they know we are not sleeping giants to be forgotten. We are well aware that we have a tier system. We are well aware we don't have COLA. We are well aware some of us came down here as kids. I've got some forty odd years down here. I only got paid for 35. That was five years the employer stuck into their pockets. Did they give the guy who had only eight or nine years those five odd years? Did they give him a pension? Hell no, they pocketed that. I implore you to talk it up - put it in your bulletins and keep the pressure up for the next two years so the next Negotiating Committee will know how we feel."

We heartily endorse Brother Souza's remarks. And we heartily endorse the beginnings of a campaign for pension parity. Keep up the pressure!

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CORRESPONDENCE

From Old Timer JERRY TYLER we got this interesting letter:

"Del: Quick note to let you know I received the check. I got one for \$50 a couple of months ago. So enough, already!

I'm sending copies of the book to the Book Editors of both the Times and P.I. today advising them the book is on sale at ILWU Pension Club. If we get a break from them you might get rid of what you have left. I'm having a book signing at the Book Works in Marysville next Friday from 10 am to 2 pm. They have priced the book at \$6, so you can charge any outsiders what you can get. If they come. More later."

If you haven't gotten your copy of Jerry's popular book, "My Gang in the Alley" you can still get it for \$5 at the Old Timers, \$2.50 of which goes to the Old Timers treasury, which, as always is short. A good deal.

From JEAN GUNDLACH some more notes from the past:

"Bill Chester was the only International officer who would help staff with our problems at work. (Goldblatt had been designated by Harry but he terrified us - he was negotiator at contract time with, the whole big staff.) So Chester was the man to see - helpful and sympathetic.

One day he called all the staff to say he'd bought baseballs, and Willie Mays the great outfielder was going to autograph for whoever wanted one! What a deal! We stormed the small office and the shy "Say Hay" star signed and signed. I sent mine to my nephews with great pride. They both wrote that they know of our famous star! (A little young maybe?) The other day I learned the autographed ball is now worth \$5,000 - and I'm sure neither nephew knows as how it is!"

Also from JEAN, copy of a letter to the Local 19 President about MARTIN JUGUM. Excerpts follow:

"While going to the U of W law school several of us rented an apartment with the Beck family on Brooklyn Avenue, and I met their young son, George Beck, about 1938.... The years passed, and after WW II I again met George and discussed the intervening years. I had become a lawyer but I continued a long association with ILWU as attorney for the cannery workers, later ILWU Local 37, as well as an active longshoreman.

"George Beck knew of my labor background, and knew that I knew Martin Jugum, and with great emotion told me: "I love Jugum, he saved my life during the invasion at Normandy, June 6, 1944. I was young, and not very big, and the heavy equipment and waves were knocking me down repeatedly. I didn't think I could make

it. I think I would have drowned, and along came Jugum.. He picked me up under his arm, and said 'don't worry kid, we'll make it', and carried me ashore along with his own gear. He saved my life. If it wasn't for Jug I wouldn't be here. Have a drink on Jugum."

"I mentioned this story to Jugum when we were both delegates to the ILWU convention in San Francisco. He remembered Beck at the invasion, but indicated "that was nothing"....Fraternally, Barry Hatten"

From LYNN MILLER in Edmonds:

"In reading the summer issue of the RUSTY HOOK, I see again, a reference to efforts of the PMA to remove the lifetime guarantee from the welfare program. As a survivor who depends on this program for medical/dental insurance coverage, I certainly hope this does not happen. It would be a disaster to cut off widows' benefits, as many would have no option for other insurance. I certainly hope the ILWU will fight this and we will not lose our benefits! Sincerely".

LYNN: We are doing everything in our power to save the lifetime guarantee. We'll keep you posted.

From our highly valued artist in residence, JAKE ARNAUTOFF, the following very interesting info:

"Hi Del. The balanced budget stats are from a thesis by Prof. Frederic C. Taylor published in the summer '95 issue of "SOCIAL POLICY." It's called budget mythology. You might be able to use it."

Many thanks, JAKE:

"THE SIX BALANCED BUDGET CAMPAIGNS IN U.S. HISTORY

1817 - 21: In 5 years the national debt was reduced to 29% to 90 million.

Our first major depression began in **1819**.

1823 - 36: In 14 years the national debt was reduced to 99.7% to \$38,000.

A major depression began in **1837**.

1852 - 57: In 6 years the national debt was reduced to 59% to \$28.7 million.

A major depression began in **1857**.

1867 - 73: In 7 years the national debt was reduced 27% to \$2.2 billion dollars.

A major depression began in **1873**.

1880 - 93: In 14 years the national debt was reduced to 57% to \$1 billion.

A major depression began in **1893**.

1920 - 30: In 11 years the national debt was reduced 36% to \$126.2 billion.

The great depression began in **1929**."

ENOUGH SAID! Thanks, JAKE.

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And, as might be expected, we have a further communication plus a welcome \$10.00 contribution to the RUSTY HOOK from JESSIE HRASKA: She also sent us the following letter she received from Arturo Rodriguez, President of the United Farm Workers Union.

"August 1997

"Dear Friend

We've written several letters over the past few years asking for help in a long and frustrating struggle that dates back even to the 1970's.

"This has been the saga of Dole Foods.

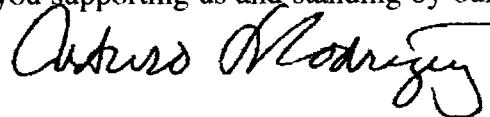
"Now at last we have a contract. It was signed on July 30th and covers all of the ranch hands at Dole's Oceanview Produce Company. These are the people who work year-round in nurseries or cultivating land for vegetables. We got them their first wage increase in three years and a one thousand dollar bonus. They're also covered through the company's medical and pension plan.

"We got severance pay for the laid off workers. Initially, Dole had offered some workers \$230 - \$300, even including workers who'd been around since the 1970's. Most workers got nothing. Now, those who worked a few years get up to \$500 and the people who worked 5 or more years get \$1,500. It's a \$246,000 settlement in all.

"The worker who was fired by the company for leading the organizing drive won \$11,000!

"These long-awaited victories would never have been possible without you supporting us and standing by our side. Thank you.

Sincerely,



More power to the Farmworkers. It takes a union to make a difference!

Finally and not least, we welcome a \$100 contribution to the RUSTY HOOK from GRANT MYER who formerly did an excellent job handling our Washington State Compensation claims for Local 19. Many thanks, GRANT!



"LABOR IS PRIOR TO, and independent of capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the supporter of capital, and deserves the Higher consideration"

From ABRAHAM LINCOLN'S
Presidential Message to Congress, 1861

UNIONS



The Anti-Theft Device For Working People.

IT TAKES A UNION TO MAKE A DIFFERENCE!

By the time you read this the Teamster UPS strike is over and won. While a single win does not rejuvenate the labor movement, at this stage of the game a good win in a major industry begins to raise the hopes of the labor movement. As the history of the labor movement teaches us, labor's fortunes are cyclical. It has its ups and downs. Since the 1850s labor has had three major ups - the early organizing campaigns of the 1800s, the period before the First World War, and the period of the 30s and 40s. Generally speaking, in the last 150 years, labor fortunes have been good for a period of twenty five years spread across the 150. That score is not too good, but it does mean we have survived and rallied to victories again and again in spite of the odds. In the entire period, it took unions to make a difference! Nothing else helped labor gain its right to a decent living standard. And, in spite of all the anti-union propaganda to the contrary, when labor has a decent living standard, the country as a whole is prosperous, not just Wall Street! It just may be that the Teamsters victory heralds a new up.

But, true to the anti-union bias of the government, the Federal regulator in charge of labor elections may rule against Ron Carey, President of the Teamsters Union running in the new election. This would leave Hoffa in the drivers seat. This in spite of the fact Carey led the UPS strike and won remarkable gains for the workers. And also in spite of the recent ruling in the Boeing Aeromechanics election that similar irregularities did not disqualify that President from running.

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Obviously some powerful forces among the transportation industry would like to see Carey out and Hoffa in. They prefer a corrupt union leadership to one that supports democracy.

That preference for corruption in labor leaders was the reason Harry Bridges was hounded time and again by the courts and Congress, using "anti-communism" as a cover. He could never be corrupted. He could never be bribed. He believed and fought for democratic, rank and file control. And he won. That has been the basic strength of the ILWU ever since. The present struggle on the part of the membership for continuation of a life time guarantee of welfare benefits is an example of such rank and file democratic initiative.

There are those who think a union does not make a difference. The record of over a hundred and fifty years of union struggle for the rights of workers proves the opposite.

The President, Congress and the courts have decided that labor's worth is \$5.25 per hour. That is what we are up against. That is what we have to change!

We repeat - IT TAKES A UNION TO MAKE A DIFFERENCE!

30th ANNUAL PCPA CONVENTION REPORT Long Beach, CA.

BY VICE PRESIDENT PAUL McCABE

Sunday, Sep't. 14 Registration took place.

The Executive Board met at 9:00 AM for approximately three hours. We discussed various resolutions. The main topic being the "lifetime" issue regarding our medical and welfare plan. After a lunch break we worked until 2:30 PM. The meeting was also attended by about 20 observers from various ports.

Monday, Sep't. 15

The convention was called to order at 9:00 AM.

At approximately 10:00 AM James Santana, International Welfare Representative gave some welcoming remarks and gave the impression that he would attend the Tuesday meeting and at that time would address the "lifetime" issue of our medical and welfare benefits.

The charter issue was discussed. I hit the mike a couple of times opposing the charter for Pensioners clubs. Four or five other people also spoke opposing it. Bill Ward was the only speaker advocating it. It was defeated.

Before dinner Monday night McWilliams talked to Lou Loveridge and Arne Auvinen and requested that business and politics not be brought up during the dinner but would be discussed at the business meeting on Tuesday.

Tuesday, Sep't. 16.

Lo and behold, no Santana, no McWilliams or

welfare office people. They all left for San Francisco Tuesday morning.

Nominations and elections took place:

President: Joe Lucas, Local 10, San Francisco.

Vice Presidents:

Lou Loveridge, Local 13, Wilmington.

John Ehley, Local 23, Tacoma.

Secretary-Treasurer: Arne Auvinen, Local 8, Columbia River.

Welfare: Bruce Kreiger, Local 13, Wilmington.

Puget Sound delegates: Phil Lelli, Local 23, Tacoma.

Paul McCabe, Local 19, Seattle.

We adjourned to the Local 13 hall in Wilmington for a barbecue lunch. Enjoyed seeing and visiting a lot of old friends, retired and active members who were there to welcome us.

During lunch I had a conversation with Larry Wing. I said to him there is a rumor that James Santana will retire in a year or so and I certainly hoped that job would not be given to Austin.

He said "don't worry - if I win - he sure as hell isn't going to get it!"

Wednesday, September 17.

We were called to order at 9:00AM and the new officers were installed.

The convention was adjourned.

All in all it was a first class convention. All accommodations, transportation, hospitality room and food were A-1. With special thanks to Bill, and especially to Elivia, Hallet for eight to ten hour days - and no four and four - in the hospitality room.

Transportation was handled by Bruce Kreiger, Hugh Hunter, Adolph Negrete, Ray Singer, Rich Wilbur, and George Ceaster who all did a bang up job.

Registration was handled by Abel Suarez and Chick Dillon.

Local 19 put in a good representation: Mr. and Mrs. Lee Anderson, Ed Hicks, John and Georgette Johnson, Parker Johnson, Rudy Martinez and Betty, Paul and Shirley McCabe, Miriam Moork, Ralph Moreno, Hellen Nelson, Bill Sample and Cliff Vinge.

Summary:

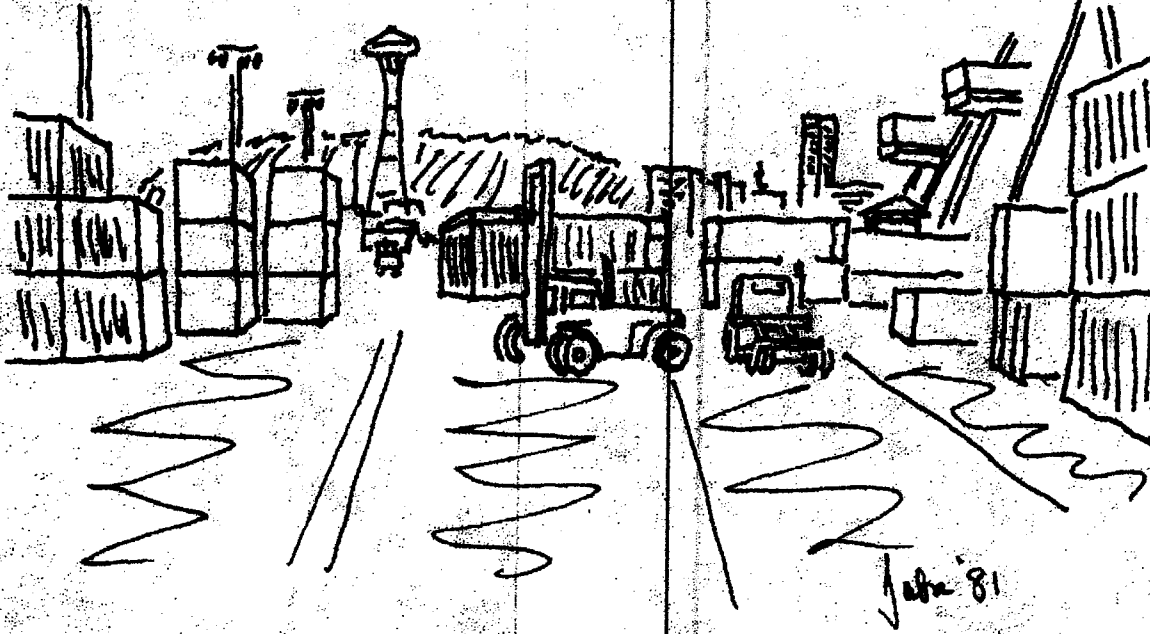
Essentially we were once again suckered by the International officers, McWilliams and Santana and other welfare representatives who avoided a confrontation on the "lifetime" issue. This means we will have to practice vigilance during the negotiations of every contract.

And, we must endeavor to have the ear of someone on each negotiating committee to protect our medical benefits.

Respectfully submitted,

Paul S. McCabe, Puget Sound Delegate,

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Letters to the Editor
 Seattle Post Intelligencer
 Seattle, WA., 98111 -1909

According to a recent article in the Seattle P.I., Mic Dinsmore, Port of Seattle Executive Director is deeply disturbed about the future. He claims productivity is dropping in our port. He says he will mediate between the shipping industry and the International Longshore and Warehouse Workers Union to reach an agreement to increase productivity. He points out that our port is in intense competition with other West Coast ports including Vancouver.

There is background to this problem which the article neglects. Recently the Pacific Maritime Association inaugurated an efficiency program whereby the former practice of allowing early quits for workers who complete eight hours work in less time.

Unfortunately this rule turned into its opposite. The

Lifetime Memberships

At the March 31st meeting the membership voted to authorize lifetime memberships for a single payment according to the following schedule:

Age 55—60	115.00
Age 60—70	95.00
Age 70—90	85.00

workers, as any common sense person would do, stretched out production of say six hours into eight hours. Why should a crane operator sit in a million dollars plus crane for two hours doing nothing when the former practice allowed early return to home? Thereby, and this is the crux of the matter, productivity per worker-hour fell. It doesn't take a rocket scientist to figure that out.

If Mr. Dinsmore and the P.M.A. really want to gain efficiency in waterfront operations they can do it very simply. They can do it by negotiating a six hour day and thereby provide around-the-clock schedules in four shifts every twenty-four hours. Of course this would have to be done without a reduction in pay, or no deal.

Del Castle
 Recording Secretary
 Seattle Longshore Pensioners

Final Dispatch

George Gillespie	52	Survivors	
James D. Lawder	98	Helen F. Barklay	52
Walter Lillquist	52	Josephine Binford	19
Harry L. Smith	52	R. Christiansen	98
Steve Starkovich	19	Evelyn Craig	98
Jack S. Stewart	52	Ruth B. Johnson	19
Roy Wilmer	52	Dinah G. Ness	19

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SHOW ANNOUNCEMENT



YOU ARE INVITED TO AN EXHIBITION
OF RECENT PAINTINGS BY *JAKE ARNUTOFF*
AT THE UNIVERSITY FRIENDS MEETING.

SATURDAY, SEPTEMBER 5TH
THROUGH
FRIDAY, OCTOBER 30TH

GALLERY HOURS: 9AM • 1PM
MONDAY THRU FRIDAY

THE FRIENDS MEETING IS LOCATED AT
4001 9TH AVENUE NE

FOR INFORMATION OR DIRECTIONS
CALL 526-2722

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