



# HOOK

Issue no. 2 April 2009

President; Matt Ventoza  
Vice President Jerome Johnson  
Day Business Agent; Kurt Harriage  
Night Business Agent Gary Bailey

## Your Rights under the Weingarten Rule

The Weingarten rule is your protection from unfair treatment or discipline by the employer.

Any worker who is called to a meeting with the employer which may lead to some disciplinary action, the member is entitled to Union or coworker representation present during the meeting.

1. The right only arises when the worker requests representation. Your Weingarten statement: "I'm now requesting representation and to have a fellow coworker present at my Investigatory Interview!"
2. Exercise of the right may not interfere with "legitimate employer prerogatives," such as the employer's right to conduct an interview without undue delay;
3. The employer need not justify its refusal to permit representation, but may go forward with the investigation from other Sources;
4. The employer is under no duty to bargain with the representative during the meeting and may insist on hearing only the employee's account of the matter being investigated.

You have a right to a private consultation with your union rep before the meeting begins.

You may refuse to participate in the meeting if your demands for a union rep are denied. Call your BA immediately if this happens and if you are on the payroll at the time do not leave.

The Board has also said that the Weingarten rules does not apply to the "run of the mill" shop floor conversations where instructions are given or work techniques are corrected and there is no reasonable basis for an employee to fear an "Adverse Impact" from the meeting.

## Safety Talks

If the foreman or employer uses the pre-shift safety talk for purposes other than safety, call your BA immediately. They are not to use the safety talk to harass, discipline or intimidate the workers. Read the Weingarten rule.

## Resolutions

If you have any ideas on how to better our union or you just have some change that will benefit the members. Then get your resolutions written up and handed in as soon as possible. You must have your resolutions in by the second day of the convention. We would like them sooner so that the membership may have an opportunity to see them before they go to the delegates.

Members may attend the Convention if you are interested, though you may not speak during the meeting.

We are also looking for volunteers to assist the Host Committee. If you are interested in helping see Herald Ugles or Dan McKisson.

## Labor Relations Committee

The average hours of "A" members has declined by 3 hours per week from this time last year. The "B" members are experiencing a 44% work reduction.

The "A" membership is down 36 members from last year.

Please do not call the BA to make a move on the board. Call the Dispatch office and please don't use the BA's phone number on any applications. Use 206-623-7461.



## Report: Containers Handled

Port: Seattle By Quarter

2008 1qtr 313,815

2qtr 305,324

3qtr 285,605

4qtr 247,019

2009 1qtr 146,887



## Events

### May 1st march and Rally

ILWU organizer Jon Brier needs your support for the May 1<sup>st</sup> march and rally for the Employee Free Choice Act. The rally will be held at St Mary's Church 611 20<sup>th</sup> Ave S at 3:30. We need as many people as possible to attend.

### Health care reform March and Rally

Come march and rally for health care reform. Show our demand for change. Health care problems affect us all change is needed now with Mother leading the way. The event will be on May 30<sup>th</sup> Starts at Pratt park on 18<sup>th</sup> Ave S & E. Yesler Way at 12:30pm. Endorsed by the Washington State Labor Council, Jobs with justice and many more.

### Seattle ILWU Pensioners Club Annual Luncheon

Thursday May 21, 2009

Lake City Elks Lodge

14540 Bothell Way NE

Seattle, WA 98155



Time: 11:00 - 12:15 Social Hour

12:15 Lunch

Cost: \$20:00

Active members remember the pensioners you worked with for many years.

This is an opportunity to visit and enjoy a meal with them at our annual luncheon.

Tickets can be purchased at the Pensioners Club office, Mondays, Wednesdays and Fridays from 9am to 12 noon, or you can order online at [www.rustyhook.org](http://www.rustyhook.org)

We would like a big turnout this year

SEE YOU THERE !!!!

## Pensioners Club

Join the pensioners club! Show your support for your Union and for those who came before us. Applications can be found on the Rusty Hook website. [www.rustyhook.org](http://www.rustyhook.org). Or you can visit the pensioners. The Pensioners office is open from 8:30am till 12:30pm, Mondays, Wednesdays, and Fridays. It is located in the back of the Executive board room. Come to their meeting and join the Club!

I also encourage all members' wives, daughters, mothers and aunts to join the ILWU women's auxiliary. The Auxiliary is the support arm of the union. Inquiries can be made at the Pensioners office.

## MEETINGS

### First Monday of the Month

**Pensioners;** at 10:am, All registered members are welcome. Come meet our Old Timers!

**Auxiliary #3;** at 11am

**Shop Steward;** at 3pm. A members welcome!

**Executive;** Tuesday before Stop Work and the second Tuesday after first meeting of month. Both meetings start at 5:30.

**Stop Work;** Second Thursday at 5:50pm

## WEBSITES

[www.ilwu19.com](http://www.ilwu19.com)

The members only area has the most current meeting agenda, minutes, contracts, the Constitution, rules, educational pamphlets and much more. Call the shop steward for the members only access. 206-920-0759

[www.rustyhook.org](http://www.rustyhook.org) - Pensioners Newsletter

## PHONE NUMBERS

|                   |                       |
|-------------------|-----------------------|
| Day BA            | 206-898-9960          |
| Night BA          | 206-679-4416          |
| Night pager       | 206-995-3286          |
| Shop Steward      | 206-920-0759          |
| Business office   | 206-623-7461          |
| Pay office        | 206-625-0785          |
| Pensioners Office | 206-623-7461 Ext 7106 |
| Tape              | 206-625-0795          |