



Canadian

WATERFRONT NEWS

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June 29th, 1963.

GENERAL INFORMATION TO ALL UNIONS.

SUBJECT: THE LONGSHOREMEN'S STRUGGLE FOR JOB SECURITY.

The membership of eleven locals of the International Longshoremen's and Warehousemen's Union in B.C. have voted by the huge majority of 93.5 percent to go on strike if our demands are not met.

Let those who imagine that a waterfront strike would be a reckless or irresponsible action consider the implications of that overwhelming united expression of the membership's wishes. Our members are fully aware of the consequences of strike action, having engaged in an industry-wide strike only five years ago. They understand the risks they take -- the loss of income, the domestic problems, the possibility of a hostile and resentful public attitude. Yet they have taken this decision with only a handful of dissenting votes. What are the issues that have led us to this action.

The basic issue involved in this dispute is job security, in the face of labour-saving mechanization. In common with all other workers today, we see our jobs menaced by the machine, and we are determined to do something about it.

A few years ago, bulk commodities such as grain, coal, sugar were stowed in the hold of a vessel in sacks. While this was a primitive method, it provided many jobs. Today, bulk loading methods have been devised which eliminate the handling of the cargoes by labour, requiring men only to tend the machine. This results in a tremendous displacement of manpower. Lumber, which makes up a very large portion of the total shipments from British Columbia was formerly handled by the individual piece. Today it is packaged at the mill and loaded with cranes, again eliminating large amounts of labour. 'The same is true of many other commodities.

Quite apart from the labour time saved by mechanization up to the present time, further large savings are possible by reducing the size of the longshore gangs despatched. This requires the agreement of the Union to change the despatching rules. Such agreement will not be forthcoming until the employers are prepared to meet our terms for utilizing part of the savings to provide some security for our members.

Furthermore, apart altogether from the fact that smaller gangs and fewer manhours will be used in the loading and unloading of cargoes, tremendous profits are available to the employers from the fact that the loading time of the ship is reduced. Each day that is cut off the turn-around time of the ship increases the total amount of cargo that it can handle over a given period of time and enhances its earning power. The union is quite prepared to make this saving available to the shipowners, but not at the cost of having our members thrown on the breadline.

Our program for security envisages, first of all, a commitment that as long as the volume of shipping holds up to present levels no presently registered longshoremen will become unemployed. This does not mean that the labour force is permanently frozen at its present level. It means rather that reductions in the labour force will take place in an orderly and humane way through retirement of older members, and through non-replacement of members who die or who leave their employment voluntarily.

Secondly, our program would include measures for ensuring that the full amount of employment remaining in our jurisdiction would be reserved for our members. To this end, it would be provided that where there is an unusual shrinkage of employment in one port, while increasing cargoes are improving the work opportunity at another, longshoremen would be assisted in moving from the one port to the other and would have a prior claim on the new jobs.

Also, where existing jobs are eliminated by mechanization, but are replaced by jobs requiring new skills, the displaced workers would be retrained for the new jobs, and not displaced by outsiders. This point has unfortunately given rise to much misunderstanding regarding jurisdiction. The new jobs created by mechanization tend to involve skills which in some other industries come under the jurisdiction of specialized craft unions. Thus when new machines are introduced, the employers seek to avoid the necessity of retraining our men by bringing in men from such unions to operate the machines. We insist that the jobs remain in our jurisdiction when they have been mechanized. This is not a jurisdictional dispute, since we have maintained good working relations with the other unions concerned. It is purely a matter of protecting our men from being thrown out on the street while work is available in our own industry. If other unions were seeking to invade the docks there would be a jurisdictional dispute, but they have not been doing so although the employers have on many occasions hired their members in preference to re-training ours.

If agreement can be reached between our union and the Shipping Federation providing on the one hand that we will relax the work rules in order to permit the maximum saving of labour through mechanization, and on the other that the Federation will grant us the protections that we desire, it follows that there will be large savings of cost to the employer, and great benefits will follow for everybody concerned.

One part of our program is that the workers in the industry will receive a share of the savings resulting from mechanization. We propose that this will be accomplished by setting up a mechanization fund, from which certain stipulated benefits will be paid to our members. These benefits would take the following forms:

1. If the amount of work available is insufficient to provide our members with an average of 35 hours a week of employment, older members would be encouraged to retire early (at 64, 63 or 62 instead of 65) with the pension prior to normal retirement age being paid for out of the mechanization fund.
2. Men whose health would make them eligible for disability retirement, but who would be unable to live on the actuarially reduced disability pension, will be assisted to retire early by means of a lump sum payment from the fund.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for the integrity of the financial system and for the ability to detect and prevent fraud.

2. The second part of the document outlines the various methods used to collect and analyze data. It describes the use of statistical techniques to identify trends and anomalies in the data, and the importance of using reliable sources of information.

3. The third part of the document discusses the role of the auditor in the financial reporting process. It highlights the auditor's responsibility to provide an independent and objective assessment of the financial statements, and the importance of maintaining a high level of professional skepticism.

4. The fourth part of the document discusses the importance of internal controls in the financial reporting process. It describes the various types of internal controls that can be implemented to reduce the risk of error and fraud, and the importance of regularly reviewing and updating these controls.

5. The fifth part of the document discusses the importance of transparency and disclosure in the financial reporting process. It describes the various types of information that should be disclosed to investors and other stakeholders, and the importance of providing clear and concise information.

6. The sixth part of the document discusses the importance of the audit committee in the financial reporting process. It describes the role of the audit committee in overseeing the financial reporting process, and the importance of having a strong and independent audit committee.

7. The seventh part of the document discusses the importance of the external auditor in the financial reporting process. It describes the role of the external auditor in providing an independent and objective assessment of the financial statements, and the importance of maintaining a high level of professional skepticism.

8. The eighth part of the document discusses the importance of the internal auditor in the financial reporting process. It describes the role of the internal auditor in providing an independent and objective assessment of the internal controls, and the importance of maintaining a high level of professional skepticism.

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3. Members who are compulsorily retired at normal pension age will receive a lump sum from the mechanization fund to supplement their pensions.

The whole program which we have described is in effect on the United States Pacific Coast. There, it has been acclaimed by labour, management and government alike, as a sound and progressive approach to the problems of mechanization. The problems which brought it about there exist in the same measure here, and the ultimate solution will have to be the same.

We have been negotiating with the Shipping Federation about the problems of mechanization for seven years. Some slight progress was made in 1956, and again in 1960. In the current negotiations the union membership resolved to achieve a settlement of the issue. To this end, we have been in negotiations almost continuously for two years, and have still not reached agreement.

We earnestly believe that the settlement of this dispute on our terms will yield great benefits to all parties concerned, including labour management and the public, and that the benefits which result will far outweigh the temporary cost and inconvenience of a strike.

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The first part of the report is a general introduction to the project. It describes the objectives of the project and the scope of the work. It also discusses the importance of the project and the role of the researcher.

The second part of the report is a literature review. It discusses the current state of research on the topic and identifies the gaps in the literature.

The third part of the report is a methodology section. It describes the research methods used in the study and the data collection process. It also discusses the ethical considerations of the research.

The fourth part of the report is a results section. It presents the findings of the study and discusses their implications.

The fifth part of the report is a conclusion. It summarizes the main findings of the study and provides recommendations for future research.

The sixth part of the report is a bibliography. It lists the sources used in the study and provides a list of references. It also includes a list of abbreviations and a list of figures and tables.

The seventh part of the report is an appendix. It contains supplementary information related to the study, such as questionnaires and interview transcripts.

The eighth part of the report is a list of references. It provides a list of the sources used in the study and is formatted according to the requirements of the journal.

The ninth part of the report is a list of figures and tables. It provides a list of the figures and tables included in the study and is formatted according to the requirements of the journal.

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1944

The first part of the report deals with the general situation in the country at the end of 1943. It is noted that the economy is still in a state of depression and that the government is struggling to meet its obligations.

The second part of the report discusses the financial situation. It is pointed out that the government has a large deficit and that the public debt is increasing rapidly. It is suggested that the government should take steps to reduce its expenditure and to increase its revenue.

The third part of the report deals with the social situation. It is noted that the standard of living is low and that there is a high level of unemployment. It is suggested that the government should take steps to improve the social services and to create more jobs.

The fourth part of the report discusses the political situation. It is noted that the government is weak and that there is a lack of confidence in the leadership. It is suggested that the government should be reformed and that a more stable government should be formed.