



Canadian

WATERFRONT NEWS

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I.L.W.U. SAYS "PROVE IT, OR SHUT UP"

FRANK KENNEDY
The following press release was made by the Canadian Area President, Mr. Don Garcia, on February 5, 1971.

"Regarding the unqualified statements of H. Capozzi in the Legislature, we firmly believe that if a responsible member of the Legislature is making statements substantiated by fact that it should behoove him to press for an inquiry regarding pilferage on the docks in Vancouver, but if these statements are not substantiated by facts, then he is acting in a most irresponsible manner.

The honesty and integrity of every longshoreman is placed in jeopardy by this type of unqualified statement and honest men doing an honest days work should not be placed in this ridiculous position."

The reasons for the press release are obvious to most people working on the waterfront who are members of our Union.

When elected government officials can make irresponsible statements as one H. Capozzi, (S.C. Vancouver centre) did on February 3, 1971, in the legislature by stating "that between \$5 million and \$10 million worth of cargo from Japan was stolen last year," and also repeating a statement made by a Provincial Court Judge David Moffett that "Vancouver has the worst record in the world for waterfront theft," (who was the judge that fined a longshoreman \$500.00 for having in his possession 5 cans of salmon) and us as working people and responsible members of our communities, have no recourse to make this politician, who is protected by the law when he makes statements in the Legislature, prove or retract his statement leaves this writer a little cold.

If we publicly suggested that any member of the Provincial Government, whether elected or appointed as a Judge, was

involved in any type of theft and was an irresponsible person who should not be serving the people of B.C., we would be faced with a civil suit very quickly.

The fact that neither Capozzi nor Moffett have had the good graces to retract their statements to date, or suggest that they were not properly informed, would only indicate they are biased in their opinion and don't deserve the respect that should be afforded to people in their position.

Governments and Law are important functions of our society and should be looked upon as agencies serving the people in an unbiased and legitimate way.

While discussing this question with officials of the National Harbours Board (and other waterfront related company's) the general opinion was "What the hell is he talking about." One Senior official of the N.H.B. stated that Vancouver has a lower pilferage rate than 99% of all other international ports.

Wherever Capozzi got his information, is a surprise to everyone. There is no central agency in Vancouver or B.C., that has the figures to substantiate his claim, but lets flip the page and put out a challenge to any other - - - who makes these accusations. We as a Union demand that a thorough investigation be made on all claims of theft on the waterfront and see who would wear that one. Most of us have been working on the waterfront for some time now, and are objective enough in our thinking to know what effect this will have.

For those members families who have been faced with these accusations in their communities, we can only express our deep concern. If any union official made statements that were derogatory to us or our families, we would immediately demand his recall from office. We haven't got that power with Government people yet.



This was a few years ago. It's a good thing we're adapting ourselves to change. Log Rollers Vancouver Picnic "and assistants".

Credits

1st Edition of the Canadian Area Waterfront News, had a photograph of a demonstration against unemployment. Compliments of

the C.U.P.E. Local 1004 "Union News Bulletin." The cartoon on page 3 was done by Local 508 Chemainus member Terry Barney.

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BIG BROTHER IS WATCHING

D. LOMAS

Once again we have the proof of what we can achieve when we get together and attack an injustice collectively.

On February 11, 1971, the National Harbours Board sent out a form for all employees to fill out with a covering letter stating the form must be filled and handed in personally, at which time the employee would be finger-printed.

I.L.W.U. Local 517 (Vancouver Harbour Employees' Association) took the position that none of them would fill out this form because some of the questions asked violated their civil rights.

With this position established and with the full cooperation and support of the Canadian Area Officers, a concerted attack was launched through the radio, newspapers and inquiries through the C.L.C., Department of Labour and the Federal Government. As a result of the firm position of Local 517, an item appeared in the press

on March 3, 1971, which quotes in part:-

"Transport Minister Donald Jamieson said Tuesday an employment form circulated among Vancouver Harbours Board employees would be withdrawn to remove objectionable questions."

Although we consider this a big gain, the battle is not yet over as the Harbours Board have made their position quite clear that they would like to have all longshoremen carry I.D. cards and present them before being allowed access on Harbour Board property. (What will the form look like that we would have to fill out for this so-called I.D. card?????)

Local 517 has set the precedent for the I.L.W.U. in regards to this type of "employee form," so lets stay on our guard against this kind of "Big Brother" tactic by the Federal Government.

SPECIAL B.C. FED OF LABOUR CONVENTION

The B.C. Federation of Labour is calling a Special (Closed Session) Convention on March 26, 1971 to deal with two extremely important matters facing the Labour Movement in B.C.

1. The use of Bill 33 against the Teamsters Union.
2. The action by the

Provincial Government of taking away the Union shop from the Teachers Federation.

It is imperative that we have delegates at this Special Convention to get all the facts on these two cases. All affiliated locals will be receiving a Convention Call from the Federation office.

WATERFRONT NEWS
INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION
CANADIAN AREA

AN INJURY TO ONE IS AN INJURY TO ALL
FRANK KENNEDY — EDITOR
2681 EAST HASTINGS STREET
VANCOUVER 6, B.C.



PRESIDENT — D. GARCIA
1ST VICE PRESIDENT — V. GOODFELLOW
2ND VICE PRESIDENT — K. GREGORY
3RD VICE PRESIDENT — D. LOMAS
SECRETARY TREASURER — F. KENNEDY

AREA BOARD NEWS

SCHOLARSHIP RECIPIENT THANKS UNION. THIS IS ONLY ONE LETTER BUT EXPRESSES THE SAME APPRECIATION AS ALL OF THE OTHERS.

To each member of the International Longshoremen's and Warehousemen's Union:—in regard to University Entrance Award:
Please accept my thanks and appreciation for the receiving of this award. I would like to extend hardy thanks to each individual member who is helping in his way to send myself, and students in positions similar to myself, through into higher education. It is my hope that I can live up to this award, and by knowing it has served a useful purpose I can in this way repay you for the honour of receiving it.

With much appreciation
Mark D. Wilson
The following correspondence was received and warrants our publication. The U.F.A.W.U. thanked this Union for our financial support of \$2,845.00 to assist the East Coast Fishermen. The following letter from Everett Richardson P.O. Box 26, Conso Nova Scotia expresses his appreciation as a fisherman:—
Dear Sirs:—

I would like to take this opportunity to thank you for your support during our long strike.

Many times we did not know how we would pay the next weeks strike allowance. We are indebted to all the labour unions for their financial support. Without it we would have been forced back in a matter of weeks. We are just in the process of getting a union for the fishermen so we did not have any funds to fall back on.

We also appreciated the moral support given us too. The three communities involved in the strike, Petit De Grat, Mulgrave and Canso are small towns. Fishing is the only industry. In spite of this, the majority of people feel these big companies are doing us a favour by being here. The fishermen are only to be associated with when they want a fresh fish for dinner. We had very little support in our home towns. In Canso only one Clergyman Rev. Ronald Parsons took a stand in favour of us. Both he and his family have been threatened for his involvement in the Strike. People have gone so far as to draw up a petition to have him removed from the Church. This is an example of why your moral support is as necessary as the financial support.

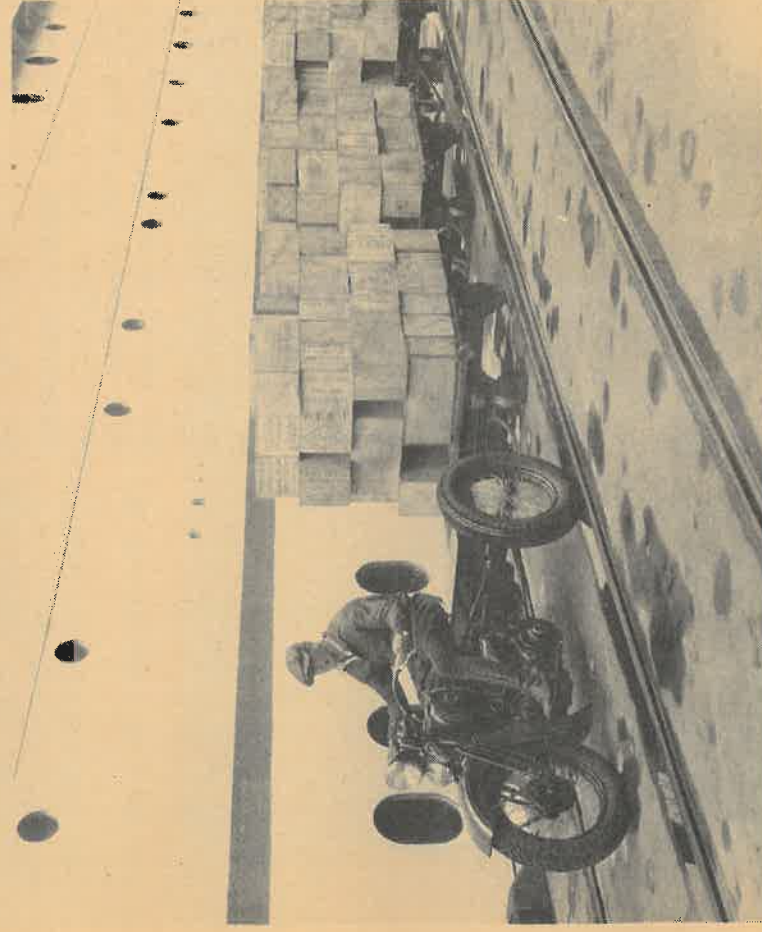
I am the fisherman who was given the 9 months jail term. I only served a few days. My appeal is to come up soon. I will probably still have to serve some time.

I am married and have six children. The two oldest girls are married. I have two small boys in school. I also have a son and daughter at home. We have to live on 17 dollars a week strike pay.

We are hopeful the strike will soon be settled. We will be lucky if we get a portion of what we wanted at first. The company knows if the fishermen are organized in a union they will have to start giving the fishermen a fair deal. We have been cheated and robbed long enough.

Any support we can still obtain will be greatly appreciated. The season is about over for the inshore fishermen so they will have to receive assistance even when the strike is over.

Thanking you all again.



Brother Charles Loam retired 1969, driving the first Jitney at C.P.R. Pier "B", on the S.S. Empress of Canada, 1936.

CALL FOR UNITY

BABE GOODFELLOW

The following message was published in San Francisco I.L.W.U. Local 110

Longshore Bulletin:—

A MESSAGE TO OUR YOUNG BROTHERS . . . WE HAVE THE GREATEST Union in the world, and who built it? The Brothers who have been around here for 25 years or more. Brothers that died for this Union. Brothers that died through the strikes. Some lost their homes, some lost their wives, etc., in order to make this a great union. They worked without the on-and-off system. They worked without lifts in the hole. They did not have vans. They did not have the modern conveniences that we have today. They had a hook and with that hook they worked hard and long hours. The Winch Drivers drove the old hot steam winches. But they stuck together like good leaders that could not be bought by the ship owners. They did this for us. It makes me very proud to be in a Union like this. So Brothers, let's get together and make the old timers proud of us by getting them a decent contract with enough money so that they can live comfortably. They have earned it. They have done their thing, so it's time for us to do our thing. At the stop-work meeting, everyone who wanted to express himself did so, which is very good

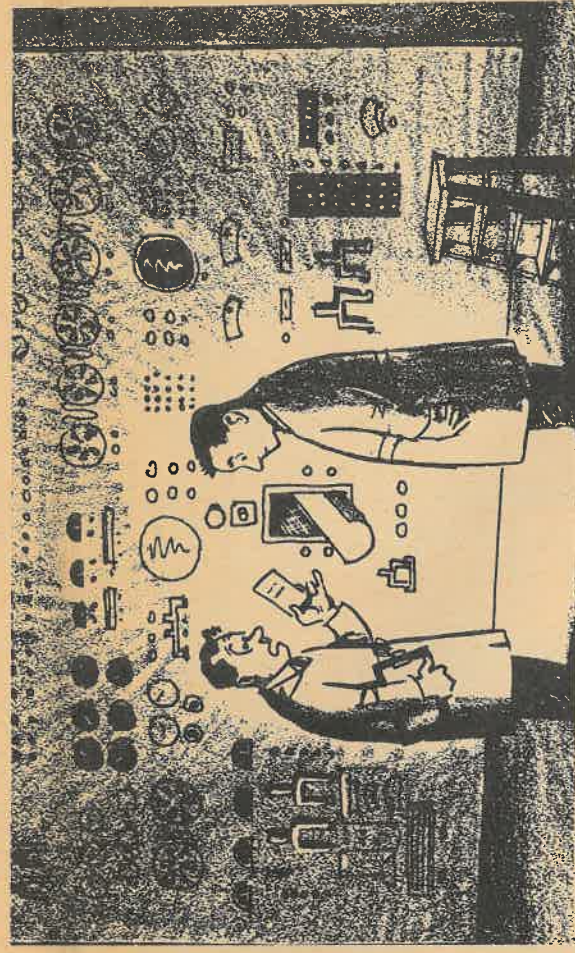
that everyone got it off his chest. Now it is time to go to work, and I mean work together for the good of the Union, **not individually.** All of our committees are filled with young talented men, so we must make the big decision together. So please, let's do a good job of it. Emile Powells, Jr.

Publicity Committee
The editorial above has a message for all of us. The point that would appear significant is that a full discussion on the matter was held at a stop work meeting and the call is for everyone to work together.

All our Local Committees here in B.C. are putting in a lot of time and energy to help work out the problems in their own ports and throughout the area. These Committees need the full support of the membership, if a proper job is to be done. Any disagreement we may have should be aired at the regular meetings, or to the officers of the union, but at no other place. In this manner, the proper concept of Trade Unionism can be put into practice.

When the officers or committees of this Union put forward a position to the Employers, it must be with the full unqualified support of the membership.
If you don't agree let us know what your opinion is.

LONGSHOREMENS DISPATCH



"It asks how come we're using paper without a union label."

Reprinted from Labour Statesman, Aug. 1964.

NORTHERN COOKBOOK

SOUR DOUGH HOTCAKES

Mix dough as for bread but leave this overnight. Add 2 eggs, 1/2 tsp. salt, 4 tbsp. sugar, and 1 tsp. soda (Mix with a little water) stir. Let rise and cook as for pancakes. Save some of the dough for the next time providing you have a home where it can be kept cool but not frozen.
Rosie Peelook -----

BAKED SKUNK

Clean, skin, wash. Bake in oven with salt and pepper. Tastes like rabbit. (No smell.) Skunk fat is very good for whooping cough.

Lemon Oil is a killer. It can turn the lungs of the child who swallows it into mush within seconds. Yet, Lemon Oil is only one of 1,700 common household products which kill more than 16,000 children each year in Canada.

TARIFF RATES INCREASED! OTHER CHARGES HIDDEN?

The new tariff rates have been issued by Empire Stevedoring Co. Ltd., C.P.R., C.N.R. and Casco Terminals Ltd., indicating an approximate increase of 8%. Also the rate for the new Container Crane at Centennial Berth 6 has been established at \$130.00 per hour. As stated by Jack Chadwick, the Executive Director of the Port of Vancouver Development Committee, in his News Letter of February, 1971 "This should give some people a lift."

There are still a number of unanswered questions in relation to terminal charges in Vancouver, which someone should answer immediately.

Maybe this is why the ports on the West Coast aren't going to be allowed to have more Local Autonomy from Ottawa.

Welfare and Pension Benefits

In the near future, the trustees will be issuing new booklets ranging up to date all phases of the pension and welfare package. Members should await the booklets for a comprehensive count of the benefits. In the meantime, this brief review is in summary only.

The WELFARE Package is financed by an employer contribution of 12 cents per contributory manhour (i.e. hours of union members and welfare casuals), attached by a similar deduction from the employee. The trustees are empowered to amend the benefits from time to time as the contributions permit. At the present time, the fund provides benefits as follows:

UNPAID MEDICAL

a). M.S.A. benefits are provided for all eligible union members who have contributed for 300 hours in the past three months or 600 hours in the past year. It is also provided for welfare contributing casuals on the same basis. Pensioners, widows of pensioners, and widows of active members who died within the past three years are also covered.

b). EXTENDED HEALTH BENEFIT is provided for the same groups on the same terms. This benefit pays 80% of the costs incurred by any member or family, in excess of \$25 in a year, for such things as prescription drugs (other than "the pill"), ambulance services, special nursing, hospital excess charges, and other costs not covered by the S.A. basic medical plan. Other than the items mentioned, it is important to check the booklet for any medical cost you may incur.

c). DENTAL COSTS, excluding orthodonture, for dependent children up to 19 years of age. The requirements are the same as for S.A. except that a member must have worked 300 hours in three months or 1200 in a year. Children of widows and pensioners are covered.

SUPPLEMENTARY PENSION

'M & M' benefit)

This benefit applies only to members who were in the Union registered work force on August 1, 1962.

It provides that a longshoreman retiring with 25 years of service is entitled to a cash benefit of \$13,000. This amount becomes "vested" at age 62. This means that if he should retire early, he may draw the money in instalments before age 65, and if he should die before 65, or before he retires, the money will go to his state.

Members who reach 65 with more than 14 but less than 25 years of service, are entitled to a "pro-rated" benefit equal to \$1180 multiplied by the number of years which their service exceeds 14 years. This pro-rated benefit is not vested prior to age 65.

LIFE INSURANCE

Members of the plan, whose contributions are up to date, are covered for \$15,000 life insurance. Coverage is also maintained for members on weekly indemnity or long term disability.

WEEKLY SICK BENEFIT

Members and Welfare contributing casuals who have contributed 300 hours in three months or 1200 hours in twelve months are entitled, when ill, to a weekly payment of \$77 commencing on the eighth day of illness, but on the first day in the case of an accident or of hospitalization. The maximum duration of benefits for any one illness is 52 weeks.

DISABILITY BENEFIT

A Member of the welfare plan who becomes disabled at any age, may be granted a long term disability pension, payable until age 65, at which time he becomes eligible for regular pension benefits. The benefit is \$400 a month, less any Workmen's Compensation benefit arising from the same disability and less the Canada Pension Plan disability benefit if any. The test of disability for this purpose is quite strict, and requires that the member be unable to earn his living at any suitable employment.

PENSIONS

The new pension plans provides that the employers will pay 53 cents per 1968 union manhour into trustee fund, and that the trustees are directed to use it to provide the following benefits as rapidly as actuarial soundness will permit:

1. To pay pensions to current retirees at the rate of \$235 month for members with 25 years of service or more, and \$9.40 per month per year of service to those with less than 25 years.

2. To increase the pensions of all members retired under previous plans up to the same scale.

3. To supplement the pensions of members who reach age 65 before the Canada Pension Plan benefit reaches its maximum in 1976, by adding to their pensions an amount equal to the difference between the 1976 CPP maximum and the maximum in the year in which they reach 65. For example, a member retiring at 65 in 1971 will receive a supplement of \$45.

4. To permit retirement at age 62 or later without reducing the pension on account of age.

Up to now, the trustees have been able to implement the first three objectives. It has not been possible, under the tight actuarial assumptions required by pension legislation, to implement unreduced early retirement yet. In the meantime, however, members who wish to retire early are being permitted to do so with age-reduced pensions and the assurance that when unreduced early pensions are implemented, they will get the benefit of the change.

PENSIONERS DEATH BENEFIT

Retired members are covered by a death benefit of \$600.

96 members have gone on pension since Feb. /70.

In the same period 29 pensioners have passed away.

Total members now on pension under the industry pension plan is 520 costing the fund approximately \$100,000.00 per month.

Safety is Everyone's Responsibility

D. LOMAS:

Area Safety Co-ordinator

On February 10, 1971, a Canadian Area Safety Meeting was called. The attendance at this safety meeting was disappointing, but the Local representatives who attended were there to do a job.

After the locals had reported on the actions that the employers had agreed to at the last Joint Safety Committee Meeting, it was very apparent that once again we do not enjoy the complete cooperation on safety matters that the employers tried to impress upon us as forthcoming.

The frustrations of the committee members to an effective safety program were apparent in discussions over the lack of participation by the Rank and File, the employer representatives on the job and even some local officials.

It is so easy to opt out nowadays that it has taken the fight out of us. The only way that this Union has been able to achieve the gains and the safety conditions that we enjoy today, was to fight for them. To fight it as one individual or one committee, but to fight as one united body for the conditions that we feel are rightfully ours.

It is a disgusting and appalling thought that we can sit back on laurels, taking our own safety and our brothers safety for granted, and leaving the problems of safety in this industry to a few people operating on committees, when in actual fact, the partner working with you today can be without limbs or his life tomorrow. (This has happened recently in this Industry.)

The man who raises a legitimate safety beef on the job, must have your support. Illegitimate safety beefs and gimmicking safety, doesn't help us a bit. This Union will not tolerate unsafe working conditions and practices, and this message must be conveyed to all who work in the Industry.

The last Area Safety Meeting was attended by Mr. W.E. Hopper, a regional safety officer for the Canada Department of Labour. He was invited to explain his department's jurisdiction on our docks.

Although the ability of this department to supply enough inspectors to enforce their regulations is questionable in our opinion, Mr. Hooper has intimated to our committee that their department has the authority to hire any qualified persons, including Workmen's Compensation Board inspectors to enforce their regulations.

Mr. Hooper claims that the jurisdiction and the responsibility of his department is with

A) The design construction, and as appropriate, the operation of all shore areas, ramps, buildings, equipment and operations outside the jurisdiction of the tackle department.

B) First Aid service on shore for stevedores aboard ship.

I feel that with this brief explanation of the new facility which is operating on the waterfront, any questions, and

there must be many, should be directed either through the Area Safety Co-ordinator, or through your local Area Safety Committee representative.

At the Area Safety Meeting of September 24, 1970, the following motion was passed:-

"That the Area Safety Committee recommend to all locals that part III, number 16, sub-section 4 and 5 of the tackle regulations in reference to safety nets, be enforced by all locals and safety nets be used on all commodities, with a strong recommendation to all locals to inform their membership to never place themselves in a position where they could be injured between loads being moved to the ship or other stationary objects."

The reasons why a motion such as this was passed are obvious, but the committee had extra incentive when a letter from the Vancouver City Coroner was read to the committee.

One of our members was killed when he fell over the bullrail and into the water between the ship and the fender log. There was no save-all hung at the hatch.

The coroner's jury recommended there be a better line of "safety" communication between the workers and their employers. We tried to establish that kind of communication with the employers and we were led to believe they are far more interested in hanging us up on technicalities and interpretations on the tackle regulations, than they are for the lives of our members.

At this point in time, we are trying to get the tackle department to either straighten out their position, or amend the tackle regulations to spell out in plain everyday language, just what is meant in that section. Until we can get either the bureaucracy or the employers to consider a human life more important than a clause interpretation, we shall reserve the right to make the job as safe as possible for ourselves.

One of the questions that the Area Safety Committee may have to come to grips with, is whether or not a man who has worked 7, 15, or even 30 days without a day off, could be a safety hazard to himself and his brothers on the job.

On March 9, 1971, an unfortunate accident occurred at Ballantyne Dock. Vancouver Bros. Fred Pupols 02514 drowned when the equipment he was operating went into the water. On behalf of every member of the union we express our deepest sympathies to the Family of Bros. Pupols.—Ed.—

DON'T JUST

SIT

THERE--



New Tactics Of Employers To Hamstring Labour

The employers' tactics have changed since the Hungry Thirties but their objectives haven't: Then they used brutal, physical assault, and widespread arrest to smash picket lines and strikes. Today they still use some of these tactics but they have added new ones — more sophisticated ones — like injunctions, compulsory arbitration and other "legal" contrivances to accomplish the same thing. Whatever tactics they use, their aim is the same — to hamstring, weaken and if possible smash the resistance of the trade union movement, and to get every last cent they can out of their employees and the public by increased exploitation.

It may be worthwhile to review these tactics in more detail.

THE HUNGRY THIRTIES

In the Hungry Thirties the first policy used by the employers it was spearheaded at the time by the Chamber of Commerce) was to launch a campaign to expel all Communists from unions. The real purpose of this witch hunt was, of course, to soften up the labour movement, to divide, weaken and intimidate all unions and unionists. Not only Communists were expelled — the label was pinned on all militants. And every resistance to a wage cut was labelled "Communist inspired."

When red-baiting and intimidation didn't succeed, the employers used the repressive forces of the state.

The 1931 strike of woodworkers at Fraser Mills was carried out under the muzzle of machine guns in the hands of police.

A destroyer was sent up the coast to Anyox to break the miners' strike.

In Corbin, in the Crow's Nest Pass, a tractor was driven over the bodies of miners' wives who set up their own picket line in support of their striking husbands.

At Estevan, Sask., RCMP fired into a parade of striking coal miners and their families, killing three miners. Two others died in hospital. Over 40 were wounded. Under instructions of the coal operators and police, Estevan doctors refused to treat the wounded and the dying. They had to be taken over rough roads by truck to Weyburn.

The On-To-Ottawa trek of single

unemployed, led by Arthur Evans, which left Vancouver by freight train on June 3, 1935 was brutally smashed in Regina on July 1 by policemen using clubs, tear gas and guns.

On June 18, 1935, when longshoremen were on strike all over B.C., police used tear gas, clubs, horses and shot guns to smash a picket line on Ballantyne Pier in what the Province called "the bloodiest hours in waterfront history." At least 28 people were injured and 24 arrested. Later union leaders were arrested on a variety of trumped up charges to break the strike.

Police terrorism was rampant in the Hungry Thirties. Every city police force had its special "Red Squad" (Older ILWU members in Vancouver will recall "Scanlan's Skunks"). Its members specialized in harassing unemployed and labor leaders, breaking up meetings and beatings in jail.

In all, over 10,000 people were arrested across the country for taking part in protest movements. Charges of unlawful assembly and sedition were common. Section 98 of the Criminal Code (repealed as a result of mass protest in 1936) was widely used to railroad labor leaders to jail.

But in spite of all this, the trade

impetus to the drive to organize the unorganized in the basic industries.

NEW TACTICS TODAY

That's what things were like in the Hungry Thirties. What about today?

At the moment the employers are using more sophisticated tactics. Injunctions to take away labor's legal right to strike are one of their favorite methods. Their use faces unions with the choice of abandoning picketing and handling hot cargoes or suffering the consequences. And the consequences have usually been heavy fines on unions and imprisonment of union leaders. (Theoretically the law is supposed to serve everyone impartially, but in our employer-controlled society it serves the employers.)

Here are a few examples of how injunctions were used in the last few years to imprison union leaders and levy heavy fines on unions.

Three top union leaders were sent up as a result of the Lenkurt strike. Ten of our union leaders were given the option of fines or jail. They chose prison. Two leaders of the Fishermen's Union served a year in 1967 and the Union was fined \$25,000. (It paid



Preparing For Ballantyne 1935

union movement grew and fought back in the 1930's. The Workers Unity League for example, led 109 strikes in 1934 (out of a total of 189 that year) and won 84 of them. Prime Minister R.B. (Iron Heel) Bennett was defeated in 1935, the relief ("slave") camps abolished, and the notorious Section 98 repealed. And in the late Thirties, the CIO began to grow, giving new



Vicious police dog attacks at Allied Engineering. 1962
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30 minutes after the trucking operators lifted their lock out, the government acted to take away the Teamsters' right to strike.)

ULTRA LEFT USED AGAINST LABOUR

Another new device used today to try and discredit and divide labour is the many ultra-left groups that have been set up.

Provocateurs and spies are not new to the labor movement, of course. They have been used throughout labor's history to frame labor leaders.

Today the various ultra-left groups (Maoists, Trotskyites, etc.) carry out acts of violence and disruption, with the full blessing of the employers, the mass media, and usually without any interference by the police. These groups and their leaders can advocate violence, bloodshed even revolution and they're not touched. They move freely across the Canadian U.S. border. Every action or speech by them is given headlines. If labor leaders did any of these things they would be in jail in two minutes.

It's quite obvious that a deliberate tactic of the employers today is to foster and encourage such groups and then to blame labor for whatever they do. That's exactly what happened on Jan. 21 at the legislative buildings in Victoria. After the unemployed demonstration finished, a few rowdies created scenes and damage. The daily press gave them pages of publicity, yet said hardly a word about the unemployed demonstration. It suppressed news of what labour leaders said nor did it mention that alderman Harry Rankin addressed the unemployed. Obviously this was a put-up job by the enemies of labor.

But labor is learning its lessons from the new tactics of the employers and will cope with them. The spirit and organization of labor won't be broken today any more than it was in the Hungry Thirties.

One other tactic of the employers and government not previously mentioned in this article is the buying of Labour leaders for top Government and employer positions — a further article will go into that in more detail in a later edition.

NEXT EDITION

The next edition of the paper will be a "Centennial Edition" giving some of the history of longshore work back to the first reported history of B.C. shipping. The International is assisting us in compiling the information needed.

The development of this Union in B.C. has an interesting history in itself and the benefits longshoremen have attained for themselves through the years are something to be proud of such as Pensions, Welfare coverage and Job Security provisions, etc.

Mention will be made of the changed structure of the Union from individual locals nego-

tiating their own Contracts, to the present day Area Negotiations, and the importance of being united under one body to attain a decent standard of living for ourselves and our families.

This type of publication will help to bring about a better understanding of our purpose in life as working people.

The Motto of this union is "An Injury to One Is An Injury to All." Don't misinterpret what that means.

ATTEND YOUR

UNION MEETING