

LONGSHOREMEN



I.L.W.U. ■ CANADIAN AREA

WATERFRONT NEWS

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GALL

to the

20th BIENNIAL CONVENTION



of the

International Longshoremen's & Warehousemen's Union

SAN FRANCISCO, CALIFORNIA

April 30, 1973

OUR UNION STRUCTURE AND AFFILIATIONS

The I.L.W.U. in Canada is one of the only international unions in Canada who enjoy complete autonomy to determine its own destiny.

Each Canadian Area local of the I.L.W.U. belongs to the International Union and the Canadian Area by choice, not compulsion.

All locals elect their own Officers and Executive Board members who carry on the job of running their own local affairs. Each local elects delegates to the Canadian Area Executive Board, the number of representatives is determined by the number of people in each local: Local 500 with six delegates, Local 502 with two delegates and each other Local 503, 504, 505, 506, 508, 514, 517, 518 with one delegate each.

The Board then consists of sixteen members and five (5) Area Officers who are elected by referendum vote, following each Canadian Area Convention which is held biennially.

The Canadian Area Convention is the policy making body of all I.L.W.U. locals in Canada and determines the destiny of the Union and also sets the per capita payments to the Area membership of \$2.00 a month. This per capita is used to pay the full time officers and lost time payments to the other Area Officers and Board members when required, plus all other expenses normally accrued to operate the office and carry out union policies.

Any local not wishing to belong to the Canadian Area nor participate in the policy making for the good of all our membership, may withdraw and operate from a local level.

The Canadian Area Board is also responsible for carrying out the decisions of the Contract Caucus for negotiations.

The Contract Caucus is called following Area Conventions (with the same representation from the Locals as Conventions) and sits as a body for the length of time necessary to arrive at the demands to be presented to the Employers for new contracts.

These demands are determined from resolutions sent from the Locals. After negotiations are concluded, the Locals involved, vote on rejection or acceptance by referendum vote.

At no time is the International Union involved in the Canadian Area negotiations except when requested to do so.

The International Union with their headquarters in San Francisco, is headed by four (4) International officers and an International Executive Board. Canada has representation on the International Executive Board elected by referendum in Canada at the same time as the election for the International officers.

The International per capita paid by the membership in Canada, is basically maintained in Canada for use here. The present Per Capita is \$1.75 per month of which approximately nine (9) cents is sent to the Dispatcher for that publication which is sent by mail to every member in Canada. Twenty-five (25) cents is forwarded to the International Building Fund for a new International Headquarters and Five (5) cents is set aside in Canada for the Overseas Delegates who are sent every two years to countries throughout the world. All their reports are published in the Dispatcher. The remainder of the \$1.75 is used in

Canada for the operation of the Regional office in Vancouver; Salaries, expenses, rent, phone, and the Canadian memberships affiliation fees to the Canadian Labour Congress.

The C.L.C., the major central labour body in Canada, has 1½ million members with its headquarters in Ottawa. The CLC has a convention every two years where all the affiliated unions meet and determine policies for their Canadian membership. The I.L.W.U. in Canada has been an affiliate since its formation in 1956. By virtue of being affiliated to the C.L.C., each local is (or should be) affiliated to the B.C. Federation of Labour and Local Labour Councils. Over the past ten years, a longshoreman has been on the B.C. Federation of Labour Executive Board.

The B.C. Federation of Labour per capita is paid directly by the locals and allows, on a per capita basis, delegates to the B.C. Federation of Labour Conventions which are held every year with elections of Officers every 2nd year. There are approximately 160,000 members affiliated to the Federation through local unions. The B.C. Federation of Labour is one of the most progressive and forward looking provincial labour organizations in Canada and has over the past years fought strongly for an all inclusive central labour body and has been instrumental in getting the Fishermen's Union back into the C.L.C.

The Labour Councils, situated throughout the province in major areas, have affiliated membership that vary with the size of the work force — Vancouver being the largest with over 50,000 affiliated members. Longshoremen have been very active in the Labour Councils and have representation on most of the Executive Boards of those Councils. Per Capita paid to these labour bodies is paid directly by the Locals and delegates elected from the locals. Meetings are usually held on two evenings a month and deal with all major problems affecting working people in their areas.

Maritime Council

The Pacific Coast Maritime Council, a recently formed body directly chartered by the C.L.C., represents most unions that are involved in the waterfront industry. The I.L.W.U. locals in B.C. are affiliated, with the Canadian Area President and Secretary on the Executive.

There is still a lot of work to do to make this organization effective to carry out the proposals put forward i.e. Canadian Merchant Marine, expanded dry dock facilities and updated port facilities.

I.L.O. — I.T.F.

The ILWU has recently affiliated to the International Labour Organization and International Transportation Federation which have representation from countries throughout the world and our affiliation will be of benefit to this union in the years to come.

The Officers are seriously considering a special edition of the paper on our locals' histories and will require the full assistance and co-operation of the locals to get the information required. (Also note the article on the pensioners history that is being compiled.)

I.L.W.U. INTERNATIONAL CONVENTION

The call is out for the International Convention which is to be held in San Francisco convening on April 30, 1973.

The method of distribution of cost from the pro rata fund established for that purpose is as follows:—

Each participating local will be allowed one (1) delegate to have their expenses and travel costs paid from the pro rata fund which is administered through the Canadian Area.

Each local is to pay the costs, then forward the expense sheet to the Area. This will then be paid and the full pro rata expense shared throughout the membership thereby ensuring all locals the opportunity of having a delegate to the convention.

The Canadian Area will be forwarding to the International Convention, resolutions passed at our last Canadian Area Convention in reference to the structural changes of the Area.

All locals are urged to send delegates to the International Convention to express the opinions of the Canadian locals on the important subjects that will be discussed.

PENSIONERS HISTORY

The I.L.W.U. pensioners are in the process now of writing up some of the history of the waterfront operations in B.C. particularly from a personalized point of view, not just ships and docks, but people.

There is a wealth of experience and knowledge still available from the pensioners and all this should be documented for the benefit of all of us still working so we may better understand how this industry and the union were built.

Sam Engler and Watson Jones are active in compiling whatever information they can at this time and anyone who can assist them with pictures or information should contact Sam or Watson as soon as possible, or forward the correspondence to the Canadian Area.

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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

STRIKES IN PROGRESS

U.S. sections of the Shingle industry there has been a six hour day since 1935.

Retail Clerks are presently on strike against Shoppers Drug Mart in B.C. This strike is for a first contract after a long struggle for union certification.

Kofflers Drug Ltd. who control Shoppers Drug Mart is a giant company from Eastern Canada and the same company that was fined \$10,000.00 recently in Burnaby for false advertising.

This same company has also imported into B.C. some of the old strike breaking methods that have been used in other parts of the country but have been removed from the B.C. scene for some time now, such as chains, vicious guard dogs along with foul language and anti semitic statements to the picketers.

This local union and its members deserve the full unqualified support of all trade unionists to get a collective Agreement.

Airline Flight Attendants against Wardair—If you are planning a trip skip Wardair. This company is using strike breakers.

Distillery Workers Local No. 202 against Hiram Walker Distillery at Winfield.

Seagram Distilleries also on strike.

I.B.E.U. No. 213 against B.C. Telegraph. This company services alarm systems.

I.B.E.W. No. 230 against Telephone Answering Service in Victoria.

C.U.P.E. Canadian Union of Public Employees against Sandringham Hospital in Victoria. This is also a strike of long duration.

The I.L.W.U. must give all possible support to these striking members of B.C. Federation of Labour affiliated unions.



I.W.A. No. 1-217 has been on strike against Red Band Shingle, a MacMillan Bioedel operation, since June 19, 1972 and Huntington Merritt, a Canadian Forest Products Shingle Mill since September 12, 1972.

The membership of the I.W.A. at both these operations are fighting for the elimination of the piece work system and a reduction in the hours of work. In some

AREA SAFETY PROGRAMME STARTED

D. LOMAS

On February 26, 1973, a Canadian Area Safety meeting was held with representation from most locals.

As this was the first meeting in a long time, and most of the representatives from the locals were new to the Area Safety Committee, there was a lot of discussion on past procedures.

With every meeting, the advantages of this committee become more obvious with all locals discussing mutual problems and comparing policies in each area. This kind of relationship goes a long way in putting to rest a lot of the myths that exist between locals which seem to be created in the interests of the employer.

It also gives us an opportunity to adopt **FISHERMEN IN C.L.C.**

For a number of years the I.L.W.U. in Canada has consistently, by convention decision, called on the C.L.C. to re-admit the U.F.A.W.U. back into the central labour bodies in Canada.

Finally on January 1, 1973, that union was accepted into the C.L.C. as a provincial organization. To go into the reasons for that unions expulsion in 1952 would only cause a lot of hard feelings within the labour movement. The important thing is that that era of hysteria, perpetrated by people filled with unwarranted fear, has passed.

This union along with the large majority of other unions in Canada now have the opportunity of helping to strengthen the trade union movement in Canada which is their right and responsibility as a solid, progressive trade union.

REPEAL ANTI-LABOUR LEGISLATION

There have been numerous warranted complaints against the present Provincial Government due to their slowness in removing anti-labour legislation that was implemented, during the Social Credit twenty year term of office, on the demand of the employers in B.C.

The I.L.W.U. has consistently, over the years, called for the repeal of this anti union legislation.

Bill 42 which prohibits unions from making political contributions (there are no restrictions on companies).

Bill 43 which bans secondary boycotts — the right of a union to picket the place where a "hot product" is going.

● Legislation that permits employers to sue unions for alleged losses due to work stoppages.

● Legislation which allows the use of injunctions by employers in labour management disputes to try and break strikes.

Our union has a vivid recollection about this when a former Social Credit Attorney General of this province

launched actions which resulted in nine local presidents and the Canadian Area president going to jail in 1966.

This kind of legislation can be and should be removed.

The promises made during the election campaign by the N.D.P. should be acted on immediately.

Further to that suggestion, we should recognize some of the progressive steps the provincial government has taken on other socially important problems.

The new Bill 42 or "Land Commissioner Act" when passed, will help to ensure the generations that follow ours, adequate farm lands and green belts. The real estate interests who want to control this land should be stopped now. There is adequate provincially owned land that can be used to provide areas for building and should be made available to those individuals requiring it. For many years the I.L.W.U. has raised the problem of the desecration of our environment and demanded that land be used for its proper purpose.

I.L.W.U. Scholarships

There have been a number of queries lately on the I.L.W.U. scholarships that are available to our members, their sons or daughters, pensioners' sons or daughters or deceased members' sons or daughters.

A number of year's ago, the Canadian Area by convention decision determined that scholarships would be made available. Since that time three additional scholarships have been added to bring the total to ten.

Four (4) Entrance (\$400.00 each)

Three (3) Undergraduate (\$250.00 each)

One (1) Thomas P. Mayes Scholarship (Undergraduate)

Two (2) Vocational Schools (\$300.00) each

The University of B.C. prepares a calendar each year outlining the scholar-

ships. These are available at schools and universities for perusal.

Every person who qualifies to be a recipient of one of the scholarship: should read the calendar to acquaint themselves with the method of applying.

Last year's recipients were:

Entrance Scholarships

James R. Natrass, Cameron John West

Paul A.E. Polachek, Robert Schafer.

Vocational Schools

Glen Thomson, Valerie Anne Stewart.

Thomas P. Mayes Scholarship

Mary T. Norman

Undergraduate Scholarships

Christopher M. Look, Sydney Beatrice Reid, John F. Natrass.

We wish them all continued success in their endeavours and urge all other applicants to try again.



HOURS OF WORK DECLINE EXPORTS INCREASE

In the twelve (12) month period from January 1, 1972 to December 31, 1972, the Collective Agreement hours of work were substantially decreased from the preceding twelve month period.

Vancouver hours were decreased by 525,368 from 4,621,210 hours in 1971 to 4,095,842 in 1972, about an 11% decrease at the same time the export tonnage figures from the N.H.B. for Vancouver increased by 4%. We have no records to date on other ports.

New Westminster hours decreased by 188,687 from 966,048 in 1971 to 777,361 in 1972 or a 20% decrease.

Port Alberni hours decreased by 49,419 from 368,418 in 1971 to 318,999 in 1972 or a 13% decrease.

Victoria hours decreased by 60,319 from 346,508 in 1971 to 286,189 in 1972 or a 17% decrease.

Chemainus hours decreased by 51,142 from 744,929 in 1971 to 693,787 in 1972 or near 7% decrease.

Prince Rupert hours increased by 5,948 from 102,982 in 1971 to 108,930 in 1972 or a 5% increase.

Over the six ports, the total collective agreement hours decreased from 7,150,095 in 1971 to 6,281,108 in 1972 or 12% plus decrease with only a slight increase in one port — Prince Rupert. With certain unstable conditions that existed in 1972 it must be considered that exports increased by 4% even though the hours decreased.

I NEVER ATTEND UNION MEETINGS

— MY PASE COMES THROUGH ANYWAY



MAJOR CHANGES IN THE NEW COLLECTIVE AGREEMENT

ARTICLE 1

After many arguments and long discussions during negotiations and with Mr. Nemetz, we ended up with a good faith clause (Article 1.06) which will benefit this industry only if the parties are prepared to work together.

ARTICLE 2

Article 2 has been changed considerably to allow all casuals in the industry to have medicals. The main principles involved are:

1. To stop the drain on our welfare funds that supports people who are sick or have been injured in other industries. It is the social responsibility of that industry or government to take care of these people.
2. To have the casuals take a medical for their own interests so they themselves will know of any medical problems they may have.
3. The terms of the actual medical examination itself is still to be worked out by the Pension and Welfare Plan Trustees.
4. The Union members and casuals

presently on our Welfare plan do not have to take this medical.

ARTICLE 4

There is now a definition of assault in Article 4.10 which should clear up some of our problems.

Article 4.12 is new and allows all employees to work while a grievance imposed solely by the Association is pending. The whole article has been changed around so that it is understandable to all concerned.

ARTICLE 6

Article 6.02 (e) is new and allows the arbitrator to have jurisdiction on pay claim disputes. This section should speed up some of the grievance procedure problems we have had in the past.

ARTICLE 8

8.02 is new and provides for a committee to be set up to assess and implement a complete tradesman training programme.

ARTICLE 16.01 WAGES

from January 28, 1973—\$5.43
from August 1, 1973—\$5.83
from August 1, 1974—\$6.08



A portion of the Canadian Area Caucus Delegates, January 16-17/73, Fishermans Hall.

PENSION AND WELFARE

THE FACTS

Someone remarked that if there are 3200 union members in the industry they have 3200 different ideas about how much money there is in the pension and welfare funds, and how it is being used.

There is undoubtedly some exaggeration involved, but it is true that the membership have not had a full accounting for some time. This report will try to amend that situation.

PENSIONS

At December 31, 1972, the pension fund amounted to \$11,755,281. There were 603 pensioners, and their total pensions amounted to \$1,426,592 per year, or an average of \$2,365. There are about 60 retirees a year. Each year some pensioners die, but for several years yet, the payout of pensions will be steadily growing.

It is assumed that in the long run, the pension fund will earn about six percent interest. This means that interest pays about half the cost of the current pensions, and the other half is paid out of contributions. Since the contributions amount to \$2.6 million a year, (before the new contract) nearly two million is added to the reserve to pay for the pensions of the 3,200 members who will ultimately retire.

At the present time, investments are paying a lot more than six percent. Any excess remains in the fund to improve its position and hasten the day when pensions can be improved. Actually, in 1972, the fund increased by \$2,821,000—nearly a million dollars more than predicted. We do not yet have an actuarial

valuation for December 1972, but making a rough estimate based on the previous year's valuation, the market value of the fund should now be about \$1½ million over what is required to meet the cost of the pensions provided for prior to the new contract. If we could assume that investment results were going to be as favourable in all future years as they were last year, substantial pension improvements would be in order. Unfortunately, we have to allow for the possibility of bad years.

Under the new contract, contributions to the pension fund will be gradually increased until at the end of the contract there is \$1,200,000 more going into the fund. The Union's proposals for using this additional money call for the following changes—

1. Immediate implementation of retirement at age 62 without any reduction in pension.

2. A bridge benefit of \$190 a month payable from age 62 until age 65. This is approximately equal to paying the member, from age 62 the full amount of the Old Age Security and Canada Pension Plan benefits that he will receive at 65.

3. Voluntary retirement at age 55 or later, with reduced pensions. The proposed formula is that the basic pension (235 for 25 years, \$9.40 per year of service for under 25 years) will be reduced by six percent for each year by which age is less than 62. At age 59 for example, the 25 year pension would be 82 percent of \$235, or \$192.70. In addition, the bridge benefit would be payable on the basis that the

SHIFT RATE

January 28/73 - Aug. 1/73

Day	Afternoon	Graveyard
\$43.44	\$61.13	\$70.59
August 1/73 - Aug. 1/74	\$65.63	\$75.79
\$46.64	\$65.63	\$75.79
August 1/74 - Dec. 31/74	\$68.40	\$79.04
\$48.64	\$68.40	\$79.04

ARTICLE 17—SKILL DIFFERENTIALS

All existing skills were raised 5¢ an hour except checkers who were raised 20¢ per hour.

RETROACTIVITY PROVISION

The employers are obligated to pay retroactivity to all union members, welfare plan casuals and other casuals who were registered prior to August 1/72 and still so registered and available for work.

ARTICLE 21—HOURS OF WORK

21.01 (13) is changed so that all employees, including regular work forces, will be released at midnight and paid for the full shift if they are ordered back in the morning.

21.03 Regular Work Forces

21.03 (2) allows a regular work force employee to be called back for the sixth shift provided he works a minimum of four hours at his ratings.

21.03 (8) lays out the procedures for the employers to request additions to regular work forces and the procedures for a man to resign from a regular work force.

ARTICLE 24—EMPLOYMENT

ON THE JOB

This article has been changed considerably so that the obligations of both the employers and ourselves are clearly understood.

ARTICLE 25

The boat allowance increased from \$1.25 to \$1.75 per hour.

CONTAINERS

The container question has been referred to the Joint Industry Labour Relations Committee to make a comprehensive study of the whole container problem and make recommendations or changes if necessary.

POLLUTION

There shall be a joint committee established to study the pollution problems in this industry and to make appropriate recommendations.

CHECKING

A general training programme will be set up which will include a special course for checkers.

The parties are to meet during the term of the agreement to define the work of checking.



Area officers: Pres. D.P. Garcia, 1st V/P V. Goodfellow, Secty. Treasurer F. Kennedy, 3rd V/P D. Lomas, 2nd V/P K. Gregory, out of picture in back. Int. Ex. Board member R. Peebles, waiting to speak during Jan./73 caucus.

amount of money which would have been payable from age 62 to age 65 will be spread over the remaining years to age 65. For example, at age 59, the \$190 would be reduced to \$85 but would be paid for twice as long. The total pension at 59 would therefore be \$287.70, of which 192.70 would be payable for life and \$95 only until age 65. When the pensioner would receive Old Age Security and Canada Pension Plan benefits.

For both forms of early retirement, the benefit for members with less than 25 years of service would be pro-rated down. It is expected that the actuarial report will be received this month, and will provide the trustees with a basis for adopting the precise details of the new plan. On the basis of preliminary calculations, it is expected that the funds provided will be approximately sufficient to cover the full proposals.

MODERNIZATION AND MECHANIZATION
BENEFITS (M & M)
This plan is basically the same, with the possibility of some changes. Later this month the final determination will be made on how the payments will be made.

WELFARE FUND
The balance of the Welfare Fund at December 31st, 1972, amounted to \$586,144.

During the past year, total contributions from employer and members totalled \$1,262,803. This was perhaps about \$40,000 less than what might have been expected, as the result of working hours lost during the strike. There was also \$41,853 interest earned on the fund, so

that the total amount available for benefits, without eating into reserves was \$1,304,656.

The money was used as follows:

Death benefits to deceased pensioners	\$19,200
Weekly indemnity benefits	235,073
Extended health benefits	64,776
M.S.A.	498,709
Life Insurance	297,459
Dental plan	259,202
Expenses	19,161
Total	1,393,589

There was therefore a deficit of about \$89,000. Most of this has now been covered, however, because the above figures do not include the retroactive contributions under the new contract, about \$80,000.

Since the new contract provides for contributions to go up from 24 cents an hour to 28 cents, we can roughly estimate that the increased revenue to the fund will be about \$210,000 a year, based on last year's hours. Unfortunately, this will not all be available for increased benefits. On the basis of last year's hours, the 24 cent contributions did not quite cover the existing benefits. Moreover, some of the costs of those benefits tend to rise. For example, each year there are a few more pensioner death benefits and a few more pensioners and widows receiving M.S.A. benefits.

The trustees now have to consider what steps can be taken, either in the area of adult dental benefits or increased life insurance and weekly indemnity, to improve benefits within the funds provided by the new agreements.

CANADIAN LONGSHORE CONFERENCE

On March 26, 1973, in Montreal Quebec, an historic meeting of the two major long-shore unions in Canada will be convened under the auspices of the Canadian Labour Congress.

After many months of discussions, it has been agreed that better cooperation and coordination is needed in Canada for workers involved in the longshoring industry.

This original conference is called to determine, among other things, whether the unions involved desire to work together for our mutual benefit and in the future consider one Canadian oriented union doing work on the waterfront.

This type of structure for the I.L.W.U.

here at last . . .

NON PROFIT AUTO INSURANCE

March 1, 1974, will be a red letter day for B.C. motorists. That's when the government operated non profit auto insurance scheme comes into effect.

It will bring many benefits.

Rates should be substantially reduced, by taking the profit out of the business and by ending the costly duplication of services now provided by 180 companies. Settlement of claims will be simplified and speeded up. Expensive legal battles over who is to blame will become unnecessary. Discrimination against youthful drivers should be ended.

The private insurance industry is bitterly protesting the action of the B.C. government in going into the auto insurance business. In a large, black brochure mailed to all householders, it charges that government is establishing a monopoly which will remove "competition and freedom of choice."

One thing you can't charge the private insurance business with is being honest. It operated the biggest legal extortion racket in B.C. and it operated it as a virtual monopoly by means of price-fixing. Rates in this province are among the highest in North America. They set their own rates and their own rules free of government control or interference.

Longshoremen haven't forgotten that only 10 years ago it was difficult for East Indians, native Indians, Italian Canadians, fishermen and longshoremen to even get car insurance — some companies would just not sell it to them and they had to go into high assigned risk categories.

A brief prepared by the ILWU in April, 1970, exposed many of these practices.

It pointed out that of the 178 insurance companies operating in B.C. at that time,

ILWU PROPOSALS

In its April 1970 brief to the provincial government, the Canadian Area ILWU proposed a government operated, non-profit, compulsory, no fault auto insurance scheme that would include the following features:

- o Increase the public liability and property damage coverage to \$100,000 (At present the minimum is \$50,000).
- o Death benefits of \$10,000 (it is \$5,000 at present) and injury benefits of \$100 a week (compared to a maximum of \$50 at present).
- o Optional additional insurance at cost for collision, fire and theft, etc.
- o The rates should be uniform throughout the province.
- o Rates should be the same for all drivers regardless of age, sex, or length of driving experience. Everybody should be on an equal basis.
- o Surcharges on insurance should be abolished entirely — drivers guilty of serious offences such as criminal negligence or impaired driving can be dealt

BROTHER PAT KELLY PASSED AWAY FEBRUARY 27, 1973

Brother Kelly had been terminally ill since October of 1972 and passed away early in the morning of the 27th of February at the Richmond General Hospital.

Brother Kelly well represented Local 500 as a delegate to Canadian Area Conventions, B.C. Federation of Labour Conventions, as a labour council delegate and as an executive member and chairman of the Service Committee and Membership and Grievance Committee of Local 500.

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In Canada has been welcomed by our International as projected in Harry Bridges column in the February 9, 1973 edition of the Dispatcher.

The Canadian Area will be represented at the conference by the Area Officers and Regional Director with some local representation. An official report from the officers will be made to our membership on the progress achieved when they return.

We have kept other unions up to date on our positions and welcome their interest and involvement.

The old adage "In Unity there is Strength" still holds true.

The majority belonged to either the Independent Insurance Conference of B.C. or to the Canadian Underwriters Association. Each of these two groups issued one rate book and the two rate books were almost identical in the prices they charged. They competed for customers but never by lowering prices. Their practice was and is to charge all the traffic would bear.

They discriminate against youthful drivers by charging them exorbitant rates: they raised the under age category from 21 to 25 years so that they could charge higher rates; they charged higher rates for people who had not yet driven for three years even if they had no accidents or convictions; and they had a whole system of unfair surcharges.

Aside from the profits they made on the sale of insurance, they also had a huge fund of about \$100 million a year taken in by making you pay for your insurance in advance which they invested at interest rates up to 24 percent. Most of the profits went to company headquarters in the United States.

When the B.C. government scheme goes into effect, it is expected to take in \$175 million in premiums the first year. This money will stay in B.C. It can be loaned to municipalities and school boards at low interest rates. This will mean a further saving for B.C. citizens.

The provincial government would be well advised to also look into the collision repair racket where exorbitant prices are being charged today, as anyone who has ever had an accident well knows. Government operated collision repair shops could cut these costs in half and still pay good union wages.

with by restrictions on the right to drive if necessary.

The ILWU also proposed that the public and the government should demand of the automobile manufacturing industry that it:

1. Produce cars equipped with devices that will control the deadly pollution caused by exhaust fumes produced by internal combustion engines.
2. Produce a safer car that will reduce fatal accidents and collision damage. Simple changes in design and solid bumpers could greatly reduce damage.
- o "The reason we have such unsafe cars today," said the ILWU brief, "is because it's more profitable to the manufacturer. The more cars that are smashed up, the more they sell."
3. Bring down the price of car parts. Today components of a \$5,000 car, purchased singly would cost close to \$50,000.
- o "This is another racket that should be ended," said the ILWU.

He served as an Area Board member and a member of the second negotiating committee in 1969.

Brother Kelly was involved in many activities outside of our Union and always took time to lend his voice or support to any cause which would further the lot of the working class.

The Canadian Area membership offer condolences to Mrs. Kelly and family and fully realize that the I.L.W.U. has lost a member who, during his lifetime, served his union and its members admirably.

AMENDMENTS TO CANADA LABOR CODE

New amendments to the Canada Labor Code adopted by parliament last summer include:

(a) A new type of Canada Labor Relations Board. It will consist of a chairman and vice chairman, a second vice chairman if the government considers it necessary, and not less than four and not more than eight other members. The chairman and vice chairman are appointed for ten year terms; the other board members for five.

The Canadian Labor Congress opposed this change, preferring that the board be composed of representatives of labor, management and the government.

(b) Technological changes introduced by the employers during the life of a collective agreement may now become the subject of collective bargaining.

Section 150 of the Act states:

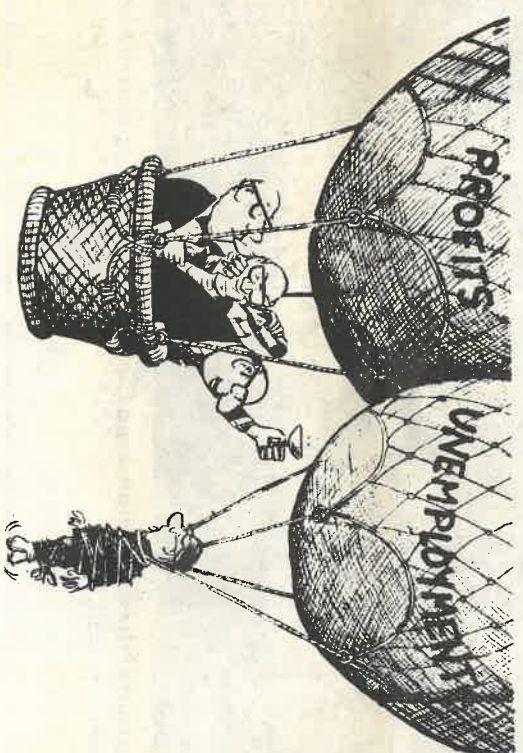
"An employer who is bound by a collective agreement and who proposes to effect a technological change that is likely to affect the terms and conditions or security of employment of a

ILWU FOREMEN SEEK RETROACTIVE PAY AND CERTIFICATION

ILWU foremen, members of local 514, are still battling with the employers over retroactive pay. Although ILWU members and casuals have received retroactive pay dating back to August 1, 1972, the employers have refused to make the same provision for foremen. About 290 foremen are involved.

On Feb. 16 ILWU foremen took a shift off work for "study sessions" in Vancouver and Nanaimo to consider what further action to take. So far the employers have not responded in any positive way.

"The employers placed a 10 percent



"WE SEEM TO BE GOING IN THE SAME DIRECTION" *CARBERS*

Story Without Ending

THE PURSUIT of happiness is without end. So is the ILWU Story.

So long as he survives man will search for the better life, for pleasanter environment, for greater knowledge of the forces around him, for peace and tranquility, for security against pestilence, famine, violence and natural disaster.

Forward motion will continue to be his natural drive, and as he drives he will continue to meet and overcome forces of reaction. This is his struggle. Pain, effort and perseverance lifted him out of the ooze and into caves, enabled him to create tools, carried him through barbarism and into and out of feudalism, out of serfdom and out of slavery, and into the class-divided system of capitalism.

Now some men seek better systems, others seek compromises within the systems, and still others would stop the clock of history and turn it backward.

Men grasp the meanings of the forces around them as they struggle to cope with them and learn the need for cooperation. Until then they are either suckers or masters over suckers, and in neither role do they gain dignity or peace of mind. They can only have the conscience of the cannibal or the surmise of the devout.

There are slogans to justify this relationship of men. There are movements and philosophies and continuing advertising campaigns devoted to it.

The workers who brought about the institution that is ILWU could feel the course of history in the misery they endured, on the docks, in the warehouses, in the sugar

significant number of his employees to whom the collective agreement applies shall give notice of the technological change to the bargaining agent bound by the collective agreement at least ninety days prior to the date on which the technological change is to be affected."

The union receiving such a notice may then apply to the board for permission to commence collective bargaining to revise the collective agreement.

(c) Certification of supervisory employees is now possible. Section 125 (4) of the Act states:

"Where a trade union applies for certification as the bargaining agent for a unit comprised of or including employees whose duties include the supervision of other employees, the Board may, subject to subsection (2), determine that the unit proposed in the application is appropriate for collective bargaining."

This section directly affects the members of the ILWU foremen's local 514, and they will be applying for certification to the board.

ILWU FOREMEN SEEK RETROACTIVE PAY AND CERTIFICATION

surecharge on their operations while negotiations for a new contract with the ILWU were going on," said Barney Oliver, president of local 514. "As far as we know they have the money for our retroactive pay but apparently would like to hang on to it for themselves. We feel we're entitled to it the same as all other employees and we mean to get it."

Local 514 is also going ahead with its application to be certified under a new clause of the Canada Labor Code which states that "employees whose duties include the supervision of other employees" may apply to the Canadian Labor Relations Board for certification.

fields, in the canneries, plants and mill. They could feel its course in what they get for reply as they sought in concert to better their condition—blacklists, arrests, beatings, police bullets and political hand turned against them.

We have seen the vision that drove them on against these odds—visions that have been spelled out into reality and recorded on the previous pages. They were told the were revolutionists, and revolutionists they were because they dreamed of "outrageous improvements—such as outrageous improvements as equal opportunity of earnings, fair hiring without kickback, decent wages and shorter hours, vacations, holidays, health and dental care, pensions and job security. And in addition in longshore a never before known recognition by a group of employe that workers were entitled to protectic and/or compensation against displacement by mechanical devices or improved work methods—a far cry from the days when workers surreptitiously smashed machin because their only purpose was elimination of the worker's wage.

ILWU members took the heritage struggle passed on by the unsung brave ar determined men of history, and then they selves created new heritage of struggle they built new aims and new advance upon their own and the sacrifices made t others before them.

This is not the end. The revolutiona dreams of today will be the realities of t tomorrow, to be succeeded by more dream and more realities.

The motion of ILWU is forward.