

# He built this union

Former ILWU President Harry Bridges died Mar. 30 in his home in San Francisco. He was 88 years old.

Harry Bridges built the ILWU on the ashes of the ILA in San Francisco in 1934, and was international president until he retired in 1977.

In his honour, ports along the west coast of Canada and the United States will be closed on April 14, when a memorial service

is being held in San Francisco.

At his request, his ashes were spread over the waters of San Francisco Bay in a solemn ceremony on April 5. He is survived by his wife Nikki, four children, five grandchildren and four great grandchildren.

Officers of the Canadian Area of the ILWU have conveyed the deepest sympathies of all members of the area to the Bridges family. A story on Harry's life appears on page 7.



## WATERFRONT NEWS

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April, 1990

# First negotiated contract since '66

After years of having settlements imposed on us by federal legislation or other means, we've finally negotiated a contract.

The results of a series of ratification votes were counted on March 29, and showed overwhelming 71 per cent support for the agreement. It is retroactive to January 1, 1989, and stretches to December 31, 1991.

## Retroactive pay

Because certain provisions in the contract create a large amount of very critical computer work and calculation, cheques for retroactive pay were not able to be produced immediately.

The officers have negotiated the following arrangement with the employer:

•Cheques for retroactive pay up to Dec. 31, 1989 were issued by the employer on April 6;

•Retroactive pay earned in the period January 1 to April 28, 1990 will be included in pay cheques issued on April 29 or later;

•After April 29, pay cheques will incorporate new rates, allowances and other provisions of the collective agreement. (See details on page 2).

Negotiation of this contract began almost a year ago, on the heels of the successful re-negotiation of the pension plan, which was seriously in need of upgrading. A number of smaller

contracts also had to be dealt with while these negotiations were in progress.

Bargaining also took place under the cloud of the ILWU's largely-successful court challenge of the last settlement, which was imposed on us by an act of parliament pushed through by Mulroney's conservatives.

Although we went into bargaining with a very long list of issues, we were successful during the fall in setting aside a

large number of items for future negotiations, so we could negotiate on the issues which were critical to the membership.

## four-hour extension

At the end of the negotiating process the chief stumbling block to ratification was the four-hour extension on bulk terminals.

On this issue the union really hung together, and ultimately had that issue set aside for this contract.

Copies of the new collective agreement are now being prepared and printed, and copies will be made available to all members as soon as they become available.

Congratulations go out to the negotiating committee for the many hours, days and weeks of intensive effort they put into the negotiations.

**Contract passes by 71%**

**1,318 Yes**

**537 No**

# ILWU 3, feds 2 in court challenge

*Excerpts from the speech of Nicholas Glass, Swinton & Co., to the ILWU Canadian Area Convention.*

Well it was a long time coming, but finally Mr. Justice Rouleau laid his egg for us.

In a nutshell if I might summarize what he said, we have three positive results from it and two negative results from it. I will just run through what those are.

## Personal Freedom

First of all, in our Section 7 Charter argument alleging that it is a matter of personal freedom that you should not be forced to go to work if you don't have a contract — you shouldn't as an individual be obliged to get up and go to work on terms you have not agreed to and be subject to fines that you can't possibly pay — on that argument he found (although he didn't particularly like our argument about the liberty as an absolute right) — that the penalty sections which are the teeth if you like of the Act were unconstitutional.

He declared in his decision "I hereby declare Section 13 (which is the penalty sec-

tion charging you a \$1000.00 per day and the Union \$10 - \$20 thousand a day for not going to work) to be inconsistent with and in violation of Section 7 of the Charter and therefore of no force and effect."

So Mr. Justice Rouleau ruled that the penalty section be wiped out, just as if it had never been put on the statute books. If it's gone, unless the crown succeeds in getting it back, for as far as that Act is concerned

## No economic crisis

The second positive good thing from the decision is that Mr. Justice Rouleau poured cold water on the government's argument that the legislation was justified on some kind of economic crisis argument.

He was quite rude about that, and he essentially said that the evidence which the Government put forward was in terms of hardship or health or serious economic problems flowing from this strike or lockout in this case. He said that the evidence was non-existent.

So that was an important part of the decision from our point of view because if we go

to another level the court is likely to accept what the trial judge said about that rather than re-argue all the economic evidence and especially if the Crown doesn't appeal that. That's a finding which the Court above will have to live with.

## Awarded us costs

The third positive aspect of the case was that he did award us costs because we were successful in showing that part of the act was unconstitutional and we were successful on the justification argument under Section 1, that the legislation was not justified by any economic arguments.

What that means is that we get a relatively small portion of the actual legal fees but we get all out-of-pocket actual cash expenses. You probably may not know but Alex Turner of B.C. Research did a very fine piece of work for us in his study which he calls the Economic Impact of port stoppages, and that was a major item. I think it cost about \$30,000.00 or somewhere in that region. You will get the whole of that back from the Government.

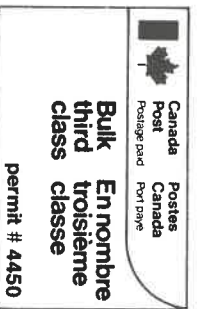
## Two negatives

The two negative things are, first of all, dealing with sections 7, the liberty section. The judge, I feel, misunderstood or mischaracterised our argument. He may have

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**Convention coverage**  
**- See pages 3 to 6**

See **LAWYER**, back page



## Members who have retired

## Provisions of new longshore settlement

**TERM:** Three years from January 1, 1989 up to and including December 31, 1991.

### ARTICLE 2 - CO-OPERATION:

Confirmation of the current practice of providing annual medical examinations by the Employer to Employees assigned to the handling of hazardous commodities on a regular and continuing basis when the Employer, the Association and the Union mutually agree to the requirement for such a medical.

### ARTICLE 3 - COMMITTEES:

Joint Port Dispatch Committee (Vancouver) is expunged and duties & responsibilities assigned to Joint Port Labour Relations Committee. The change will not alter the Rules to resolve disputes concerning dispatch matters.

Arbitrations convened to resolve disputes shall be shared equally.

### ARTICLE 7 - STRIKES, LOCKOUTS, HEALTH & SAFETY, PICKET LINES

Section 7.05 - Amend to read - The minimum pay provisions of this Agreement shall not apply unless the Union has informed the Association no less than 2 hours before the appropriate cancellation deadline that a picket line exists or will exist before the employee is required to start or resume work.

### ARTICLE 8 - TRAINING:

Joint Industry Training Committee (Black Book Document #18) - Amend the 'Rules for Joint Industry Training':

- 1) The Committee size shall be not less than 2 and not more than 5 representing each party.
- 2) The Committee shall meet at least quarterly and more frequently if required.

- 3) The training matters emanating from the negotiations for renewal of the 1986-88 Collective Agreement are hereby referred to the Committee for its consideration.

4) Current training activities shall continue in all ILWU Locals to address the day to day training needs of their respective areas.

### ARTICLE 10 - RECOGNIZED HOLIDAYS: Add new Clause

- 8) Days (up to 5 per week) for which an employee receives Workers Compensation or Weekly Indemnity payments, will count toward the calculation for eligibility for Recognized Holiday Pay providing the employee has returned to work prior to such Recognized Holiday.

### ARTICLE 11 - VACATIONS WITH PAY

30 years service or more 12%

Vacation pay entitlement will not be reduced as a result of the employee's failure to work the minimum hours required, when such failure is due solely to lack of work opportunity.

### REMOVE FROM 11.01 PARAGRAPH (5)

The Union agrees to prepare, not less than sixty (60) days in advance, monthly lists showing the names of the Members who will be taking vacations each month, such lists to be submitted to the Association for checking and approval.

### ARTICLE 12 - WELFARE:

Employer increase	20¢ hour January 1, 1990
Employer increase	20¢ hour January 1, 1991
Employee increase	10¢ hour January 1, 1990
Employee increase	10¢ hour January 1, 1991

### ARTICLE 14 - AUTOMATION PROTECTION PROVISION

a) Increase M & M payments as follows:

- Effective January 1, 1990 - \$18,000 - (total)
- Effective January 1, 1991 - \$18,500 - (total)

b) Eliminate offset from long term disability payments

c) Reverse entitlement provision to reflect 800 hours must be worked for the 64th year and the lesser of 1,000 hours or 75% of the average hours of the Local Union Members for the 60th to and including the 63rd year.

### ARTICLE 16 - WAGES GENERAL

The hourly increase for employees covered by this Agreement shall be as follows:

- Effective January 1, 1990 - \$1.25 per hour on all shifts
- Effective January 1, 1990 - \$1.20 per hour on all shifts
- Effective January 1, 1991 - \$1.20 per hour on all shifts

### ARTICLE 17 - SKILL DIFFERENTIALS

- First Aid Attendants to be added to Classification #4

### ARTICLE 21 - HOURS OF WORK

21.01(8) - Amend to read:

- Starting times of dock employees, other than those covered by other sections of this Article, employed on the day shift (8:00 a.m. - 5:00 p.m.), may be advanced one hour to service trucks (loading/unloading) and such dock employees starting a shift at 7:00 a.m. will not be required to work after 5:00 p.m.

### 21.03(9) Add new Clause

Any skill rated employee on Employer's Regular Work Force may be trained to perform other skill rated work on the site.

Such employees may be utilized at their newly acquired skills only when there are no men with the required rating available in the Dispatch Centre or available to be transferred through the Dispatch Centre. The method and format of the training will be consistent with industry standards. This provision does not apply to work requiring a trades rating i.e. journeymen tradesmen as defined in Schedule 4 Definitions, Item 18.

### Shift Extensions:

- Revise rates of pay for shift extensions as follows: **SHIFT EXTENSION - UP TO ONE HOUR** - immediately following end of shift Day Shift - 1/2 hour minimum.

### ARTICLE 22 - TRANSPORTATION & TRAVELLING TIME

#5 Reverse transportation allowance as follows:

- Effective January 1, 1990 - 12% increase
- Effective January 1, 1991 - 12% increase

### ARTICLE 23 - MANNING

23.02 - Add new Section:

When the employer intends to implement changes in existing manning or when new operations are introduced and corresponding manning established by the Employer, the Association agrees to consult with the Union prior to such changes. After consultation, the change(s) may proceed without prejudice to the rights of either party under the Collective Agreement.

Due regard will be given to Article 23, Section 23.01 during the consultation process.

### MEAL ALLOWANCE - SHIFT EXTENSIONS

(Black Book Document)

- Revise meal allowance for second meal period as follows:

- Effective January 1, 1990 - \$10.00
- Effective January 1, 1991 - \$12.00

### BULK TERMINAL OPERATIONS (21.04)

1. Usage of the Shift Extension of up to four (4) hours specific to Bulk Terminal operations as imposed by Bill C24, the Maintenance of Ports Operations Act, 1986, is deferred for the life of the Agreement.

2. During the Term of the Collective Agreement a Joint Committee will explore an alternative solution to the Bulk Terminal Shift Extension as specified in item #1 (above).

### Damage Claims

3. Without prejudice or precedent the Association agrees to withdraw all outstanding damage claims as of the date of signing this Memorandum.

Industry Arbitrator's decision - September 5, 1989 \$58,747.94  
Vancouver Work Stoppage - Star Dover & Green Sakai - Nov. 27/86 \$15,297.81

Vancouver Despatch shutdown - Feb. 10 & 11, 1987 \$ 39,341.65  
Vancouver refusal to work 4 hour extension - March 3/87 \$600.44  
Vancouver refusal to work 4 hour extension - March 19/87 \$2,446.72  
Vancouver work stoppage Bulk - April 24, 1987 \$2,923.98  
Vancouver refusal to work 4 hour extension - May 4/87 \$329.52  
Vancouver work stoppage 'Hyundai II' - June 13/87 \$6,861.80  
Vancouver refusal to work 4 hour extension - June 18/87 \$885.98  
Vancouver refusal to work 4 hour extension - July 8/87 \$7,257.97  
Province wide work stoppage - September 16, 1988 \$144,650.64  
Vancouver work stoppage - Lynnterm & Seaboard - Sept. 23/89 \$3,605.26

Chemainus work slow-down - Emerald Coast - Dec. 14/88 \$9,768.25  
Chemainus work slow-down Thorseeggen - Jan. 9/89 \$4,310.98  
Chemainus work slow-down - Star Miranda - Jan. 10/89 \$28,267.43  
Chemainus work slow-down - Jade Forest - Jan. 14/89 \$17,691.54

**TOTAL \$324,987.91**

### ADDITIONAL DAMAGE CLAIMS (Amounts not provided)

Vancouver 'Star Grinander' & 'Star Martin' - Mar. 25-27/89  
Vancouver 'London Pride' - Sept. 29 - Oct. 2/89  
Vancouver work stoppage - Neptune - Nov. 29/89

(This is an unofficial copy of the signed agreement)

## IN MEMORIAM

### Pensioners

#### VANCOUVER

H. Howe	78	Dec 8/89
F. Caddick	76	Dec 17/89
E. Elliott	72	Dec 26/89
J. Logan	83	Dec 25/89
H. Armstrong	67	Dec 29/89
A. Berner	68	Jan 12/90
H. Cooke	94	Jan 3/90
W. McIlhiney	72	Feb 11/90
G. Clements	90	Jan 10/90
M. Koznuik	71	Feb 14/90
D. Ogilvie	74	Feb 13/90
A. Miller	77	Feb 25/90
W. Docherty	96	Mar 6/90
H. Fedora	73	Mar 8/90
P. Chaychuk	79	Mar 17/90
C. Brast	63	Feb 10/90

#### NEW WESTMINSTER

F. Anderson	81	Jan 19/90
S. Bruchalski	72	Feb 1/90
A. Watson	79	Feb 26/90

#### VICTORIA

B. England	80	Dec 17/89
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#### CHEMAINUS

L. Harper	72	Feb 19/90
B. Gauthier	69	Feb 18/90
R. Oman	72	Mar 12/90

#### FOREMEN

E. Dosen	63	Dec 12/89
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### Active Members

#### VANCOUVER

G. Darvasi	54	Dec 8/89
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#### CHEMAINUS

L. Schwarz	58	Jan 17/90
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ILWU Pensioners delegates to the Canadian Area convention were Tommy Taylor and Bill Laurillard.



President Don Garcia shown here with RWU member Nick Volkow, and Vancouver East MLA Glen Clark, supporting Dave Barrett at the NDP leadership convention last Fall.

## Convention Special Report



# International President warns of threats to existence of unions

*Excerpts from Mr. Herman's address to the Canadian Area Convention.*

These are tough times. Your attorney who talked to you this morning alluded to the problem that exists in the law here in Canada having to do with permanent placements of workers. The United States Supreme Court in 1935 allowed by law that workers engaged in a strike may be permanently replaced. It's an amendment to the National Labour Relations Act that went unattended until 1981 when about eleven or thirteen thousand air traffic controllers decided that it was absolutely crucial in order for them to gain some of the benefits that they had earned that they go on strike.

They were immediately and permanently replaced on a no-nonsense basis. They were given ten days or two weeks to return to the job and failing to do that they were replaced, in most cases by incompetent people who aggravated an already dangerous situation. The government's contempt for what the workers were entitled to took precedence over what was fair or equitable or what even was in the best interests of the American public.

The American trade union movement sat on its ass and did nothing and found foolish explanations to rationalize this step in the direction of suicide. Permanent replacement suddenly attracted the attention of employers, who up until that time felt that it was an impractical, unwise tool to use.

But since 1981, and since the permanent replacement of those air traffic controllers had such overwhelming success, that technique is used with more and more regularity, where workers have no choice but to defend themselves with what they have and to move forward. There are so many examples — Phillips, Dodge, International Paper — the names go on and on.

The most recent is a strike that started about 10 days ago where a company that has a monopoly in the bus service, Greyhound, caused a strike among about 9,500 bus drivers. On the very day that the strike occurred they were immediately replaced by 700 drivers and with thousands now being trained. The issue is the right of drivers that have been employed since 1983 to have a pension, to have a wage that is better than \$6 to \$7 per hour, to have overtime on holidays and on weekends. Those are the issues that resulted in this showdown, that has caused their permanent replacement.

All of you know about Eastern Airlines and the thousands of workers, pilots, machinists, air line attendants dismissed and replaced with a wave of a hand. That at least gives you in a very brief way a bit of the background against which unions are engaged today in collective bargaining in the United States.

Not that your circumstances are that much better or that

they are less ugly. It's just that the attacks takes slightly different form but have precisely the same objective. The conditions in the United States are frightening with so much that needs to be done.

Now we are in a particularly strong industry. And the single ingredient to the collective bargaining in the longshore industry on this side of the line and on the other side of the line is that we bargain on an industry-wide basis. That is, the circumstances of our employment are uniform, with minor exceptions. The wages are the same. The fringe benefits are identical. The difference is what you have in Canada and what we have in the United States but there is uniformity that provides us with an equalizer when we are at the bargaining table. No employer who wants to load or discharge or handle



*ILWU International President Jim Herman addressing the Canadian Area Convention.*

cargo will operate cheaper one place than they may operate another place.

Canadians have to take a good and a hard look at these get tough, arrogant new employer strategies that are being effectively worked out in the United States and don't fall into the trap of believing that you are or will continue to be immunized from identical circumstances. In every other industry in the United States almost without exception, there have been major concessions. The other workers in the other unions are not less tough or determined or militant or correct than are the longshoremen. It's that there is less concentrated power. There is a greater possibility of being scared out of their jobs and there is a higher probability of them facing immediate permanent replacement.

The immediate permanent replacement aspect of our problem is one that deserves your very careful analysis because we are concerned about that ingredient, given what is happening in the technological and computerized changes that are occur-

ring. There are fewer and fewer people employed on docks, fewer and fewer people are necessary, where we were once a labour-intensive industry and where the number of people necessary to permanently replace us is dangerously low, creating a high degree of concern.

### The ILA on the East Coast

I want to point out for a minute that there is another longshore union both in Canada and in the United States, and they are one and the same. They are the I.L.A. The I.L.W.U. was once affiliated to the I.L.A. and for reasons that were justified by circumstances, the I.L.W.U. become a separate organization and a divorce occurred.

The I.L.A. a once powerful longshore union that represented Eastern Canada and its 37 ports in the United States, is rapidly becoming a shadow of its former self in the last five to seven years. If you read the magazines, the Union leaves something to be desired because the Union became so fragmented in its collective bargaining that they started a fast move backwards.

Take for example in the Gulf - The East, the Central and the West Gulf. They had 51 bulk loading facilities manned by I.L.A. labour only. The ships or barges were loaded only by the I.L.A. for many years. The employers were Cargo, and Continental and Conagri and the others. Today there is one bulk loading facility where longshore are employed. Fifty are either non-union or they have Teamster contacts. The explanation for the Teamster contracts is that they got into a collision with that union in the garbage hauling and the collision resulted in the teamsters losing that work and the I.L.A. losing a great majority of its work.

### Retiring in 1991

As I look out here now I see a lot of new young faces. I am aware that this is the last convention that I will be in office for, because I will retire in the autumn of 1991. And I want to tell you that there is one thing above and beyond anything else that is indelibly fixed in my mind and as it must be fixed in the mind of everybody who works under our banner.

And that is whatever we are, whatever we have, wherever we go, however we live, it will be because of the greatness of this organization more than anything else that we will have the benefit and advantage of in our total lifetime. But unless we understand that, unless we fiercely embrace that proposition, unless we understand how delicate this organization is then we foolishly place everything in jeopardy.

We see change taking place in Eastern Europe. All over the world decisions are not in and final at this point but this union is heralded throughout the world as one that stands for the things that people throughout the world and without exception believe in.

Your union and the United States has recently joined the AFL/CIO. We did that after forty years of being an independent Union. We were expelled from what was then the CIO part of the AFL/CIO and we were expelled for which we had points of view of which people didn't agree.

Excerpts from major speeches to the Canadian Area Convention:

**CURTIS MCCLAIN**  
*International Secretary-Treasurer*

## Our International Responsibilities

Let me point out just briefly an incident that involved the entire I.L.W.U. family. You know the conditions in the Philippines and El Salvador. You know they are bad, and they are worse than bad. We in the I.L.W.U. particularly find it rather difficult to comprehend the level of poverty and disease in some of these countries.

We have worked very closely with the people of the Philippines, and the people of El Salvador. When we wanted the coffee boycott of El Salvador we did so after we had met at the International building with representatives of the labour movement in that country and they assured us that whatever suffering that might take place with the boycotting of coffee on the docks of San Francisco, Washington, Oregon, and Vancouver, that it was a weapon that was needed because that was the one weapon that could hurt the plantation owners the most, so they urged us to do whatever we could do to stop the flow of coffee. And the family came together under the banner of Neighbour to Neighbour working closely with them.

But Neighbour to Neighbour could only go so far. We in Local 6 met with the coffee companies that we happen to have contracts with - MJB, Folgers, Hills Bros. We met with those companies and worked out an agreement whereby they would not purchase any more coffee from El Salvador. El Salvadorian coffee was simply a filler coffee anyway, but it was a short-range agreement. It was an agreement simply with the local management.

But when the dollars started drying up a bit the big management — and these companies are owned by Folgers, Proctor and Gamble, Hills Bros and MJB by Nestle coffee. — the big corporate folks decided that it was time to call a halt. The coffee started flowing back to the West Coast port. And I might add that in San Francisco the coffee stayed aboard ship, in Seattle the coffee stayed aboard ship, and it stayed aboard ship in Vancouver and stayed aboard ship in Los Angeles.

So here the family came together and simply said that we are not going to touch this coffee. We understand clearly that an injury to one is an injury to all. And it is that type of unity that is going to help bring about some better conditions for the people that are in far-away ports. We in the I.L.W.U. certainly know how to do it.

**KEN GEORGETTI**

*President, B.C. Federation of Labour*

## We need an NDP government

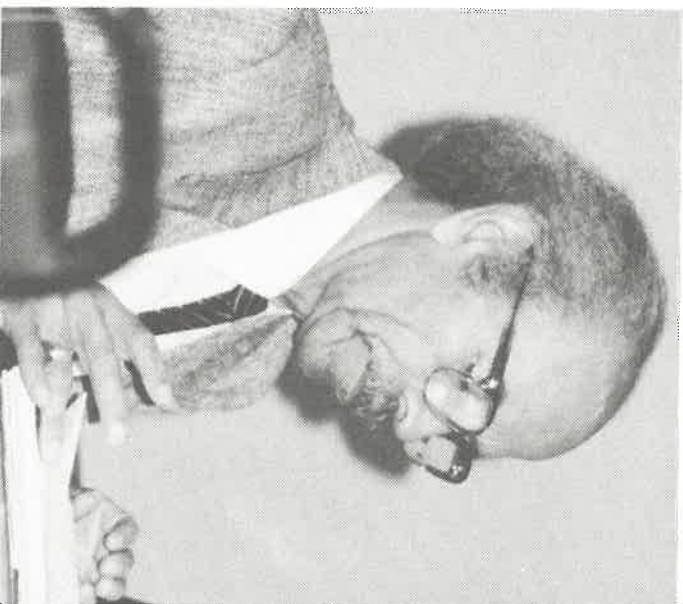
I noticed that the recent federal court decision against your union said that now you don't have the right to decide when and where you work. Big Brother Federal Government along with the court can now take that freedom away from us.

They can order us to work against our will at a place not of our choosing. They do this under the guise of what they call the Charter of Rights. You know that I had my doubts on how the Charter of Rights would benefit workers back in 1982, and many of you probably did too. The record is showing that it has hurt us a lot more than it has helped us. The Charter of Rights has not yet done anything favourable to the freedom of organized labour or workers.

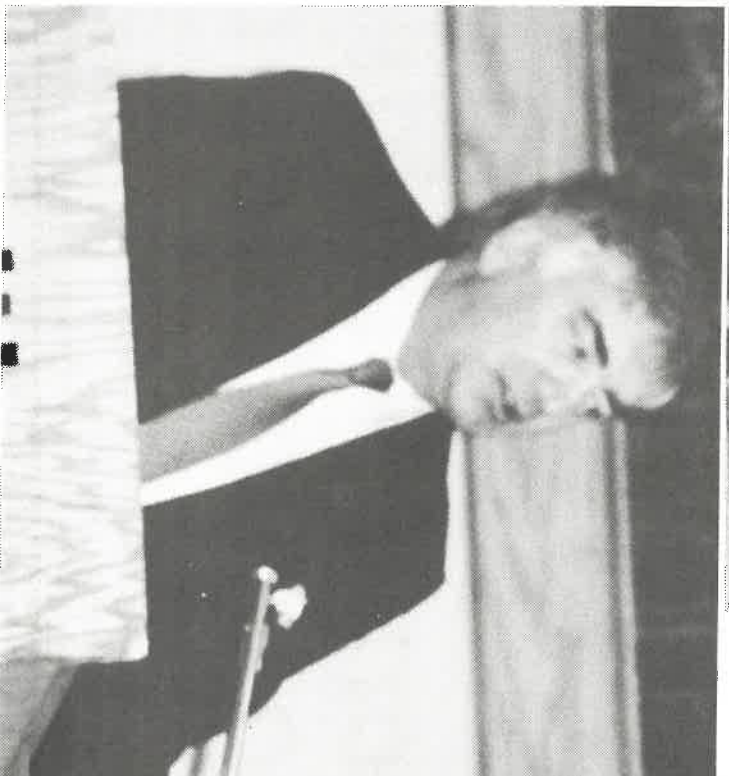
Those who want to hurt and want to limit our rights and want to even oppress us are winning the day in the courts using the Charter of Rights against our basic freedoms. And it's my view that we should never, never ever, ever turn our rights or our future over to judges, who have no idea what our lives are like because they are not of us. To a person the members of the Supreme Court of Canada comes from the ruling elite and is selected by those Tory politicians and even Liberal politicians who want to reward their friends for doing what they think is best for them.

We have to take the political avenue available to us to ensure that we have people in power who represent us. We must have legislators drafting laws for workers, not against us. I don't just mean labour law. I mean economic policy, social policy, human rights policy, and even international relations.

Let's take an example for a minute of how the present Tory government in Ottawa works daily to mess up our lives and to improve the lives of their corporate friends. The Tories have ceased debate on the G.S.T. issue in the Committee stage and it's going back into the house. They intend to bring in this notorious G.S.T. next January. Now let's look at that tax, just for a minute. It's nothing more than a tax grab from those that can least afford it, and in particular women and children.



Curtis McClain



Nicholas Glass

I know that I am not speaking to a large female audience here. In fact I only see Lyli in the crowd, but it should be no secret to any of us here whether you are men or women that the lowest paid workers in our country today are women and mainly women. It is also a very sad reality that they make up the vast majority of single parent families.

There are very few political friends in this province for workers. But I can tell you one thing. We have a political friend in Mike Harcourt. He has clearly said as a politician that he will burn Bill 19 and will bring in balanced labour legislation and he will make a taxation system in British Columbia that makes everyone pay their fair share of taxes.

The New Democratic Party just went through a convention in B.C. Don Garcia and Gordie Westrand were there, and we had a debate on the issue of the environment and jobs and there was some pretty hard resolutions coming forward on that floor.

Mike Harcourt is the kind of person that has become firmly convinced that working people in this province should have some say in how this province is run. And working people in this province pay the taxes to run this province and should have more say on how the province operates. You became more firmly convinced as I have that Harcourt must be our next Premier for the good of us and for the good of the province.

**PETER MAHLANGU**

*African National Congress*

## Apartheid is still the law

First I would like to thank all of you, Brothers, for what you have done for us and when I came here today I recalled a lot of history around the question of loading and unloading ships from South Africa. I remember the Brothers here took action against that ship and refused to load it, and that caused a lot of problems. Originally the company was going to take some money from your pension fund.

But I want to thank you, Brothers and Sisters, because you were one of the people who have supported us when it was not so popular to support us. Some of your actions and activities have brought us to where we are today. Your actions as individuals or actions as trade unions and community leaders have brought us to where we are today. Many people have claimed the credit for that and I think that the credit is supposed

## Conventio

■ The Canadian Area Per Capita which provides operating budget was reduced from its current level of \$11.50. For 1990 it will be \$11.00, and for 1991 be \$11.25. This is the first time in recent memo there was a reduction in the per capita.

■ The Scholarship fund was set at \$5 per capita. It this will provide eight university scholarships of \$800 each, and six vocational scholarships of \$800 each, and the value of the scholarships will rise to \$1,5850 respectively.

*NDP MP Ian Waddell*



to be taken by you and many other people.

Now I want to remind you that as Trade Unionists we always remember that we have to make contributions to our community. That Trade Unionism doesn't mean economic struggles only. It doesn't mean only signing the contract getting satisfied by that. It means trade unionists who participate in all the struggles that are taking part in the community and that is what I believe is that what I did. I remember when I started in the union we used to talk in buses and in people couldn't differentiate between trade unionists and community struggles.

We want to say to you today that the process of change has begun. The release of Mandela is in fact of the beginning process where we can see some type of freedom in South Africa. We want to say to you to call for sanctions because we were meant to eliminate apartheid which is still intact.

Apartheid really hasn't changed. Not a single law has changed and we would signal to you once we feel comfortable that process is beginning to grow. But at the moment we like to remain committed to sanctions and other prejudicial until such time that we, the people of South Africa majority, indicate that now we have come to a time that South African government is no longer going to renege on its commitments.

And once again thank you for the support that you have given to the people of South Africa. We hope that in the future you will be able to have a Sister union relationship with unions in South Africa because there are people who work in the same industry as yourself in my country and I would encourage them to do as there is openness in South Africa to discuss and share their Brothers and Sisters all over the world.

**RANDY VEKICH**

*International Vice-president*

## computers bring great changes

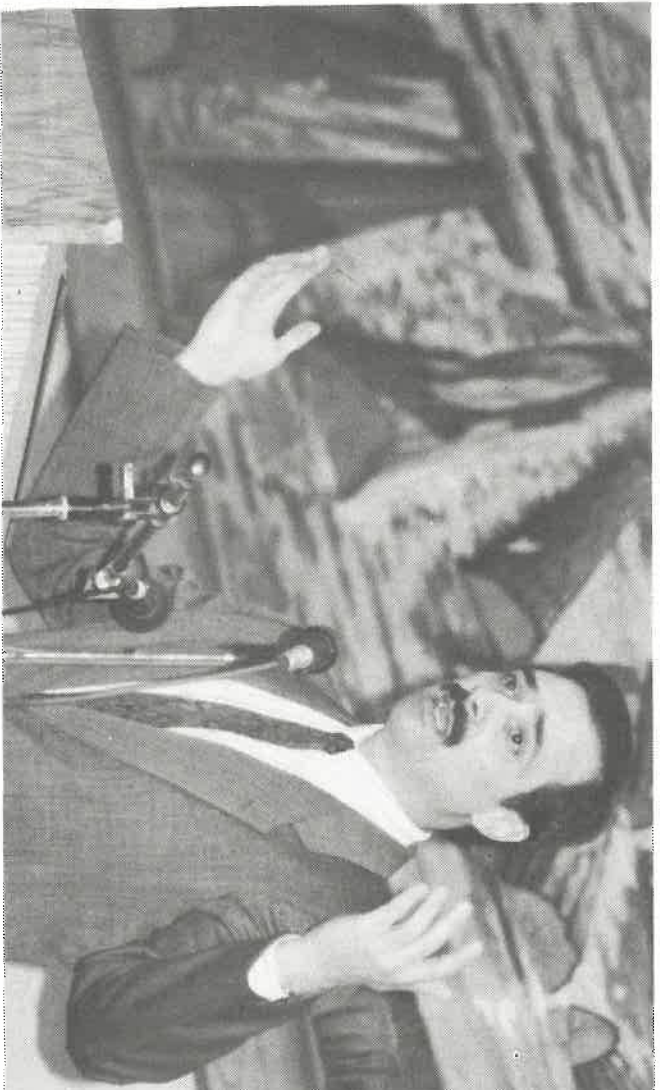
We will be bringing our negotiating committee to San Francisco on April 18 to proof-read our demands. We will then turn to our employers on the following day and then let them absorb what we are presenting. The committee will receive our demands back on May 1 and we will get into full-scale bargaining. We are going to have our hands very full this time. We have probably the most difficult bargaining that we have

# Highlights

- Established a special committee to investigate the state of the union and report on its strengths and weaknesses to caucus with recommendations.
- Research and report on the impact of computerization in creating a paperless/people-less operation on the waterfront, and its implications on our membership.
- Following the report by lawyer Nicholas Glass, we will proceed with our charter challenge in the courts, and we will invite the B.C. Federation of Labour, the CLC and affiliates to assist in our common struggle.

Glen Clark

Maritime



Ken Georgetti

rienced since 1971 and that bargaining led to the longest strike in the history of the west coast longshore industry — three months of strike and government interference, back to work, and then after the injunction was lifted another month of strike and finally a settlement.

We have been telling the membership for quite a while now that we are not looking for a dispute with the employers necessarily, but we get our vacation cheques in April and we told the membership to put that vacation cheque away. Under our taxation system most of our members come up with a pretty healthy income tax refund cheque about this time of year. We have asked them to put that away too.

## Two central issues.

You are fortunate enough that you live in a more civilized country than we have in the United States so one issue isn't a concern of yours in bargaining, and that's the question of health and welfare coverage for the membership and our retired people. Our country is a little bit backward. We are one of the few industrialized nations in the world that does not have a national health care plan or any semblance of that.

The second big problem that we will be faced with is how the employers will be able to use the computer technology that is available as it applies to our industry. Up to this point we have been very successful. They were using office workers in Japan to input data into the system that our people had been doing previously. We prevailed and the argument was that where the work was performed because our contract clearly states the geographical limitations ...

We won two back-to-back arbitrations on that issue. The employers are quite excited about it because they had the technology to damn near make the west coast paperless and people-less as far as the paper functions could go.

So we are going into bargaining and that issue, saying that we want the status quo. We like the contract the way it is and the employers are screaming that we are violating all the principles of the M&M concepts and we are not allowing them to introduce without limitation their labour-saving devices.

We sent a committee to Europe to investigate computers. We had three officers and ten rank-and-filers. We visited Rotterdam, Antwerp and Bremen, Holland to see what was going on over there. We were mainly interested in the computer aspects, the clerical functions over there. We were surprised to find that especially with the new system that the Japanese, Atsui in particular, had introduced, that the computer technology on the west coast of the United States was a little more advanced than what was going on over there in Europe.

We ran into some other interesting things. For example, in

Rotterdam port which is a huge complex of about 250 acres, 50 acres have been developed specifically for Sealand's use. It is right on the North Sea. They have prototypes of manless cranes and strads running around in a test area there. And these are full-scale models. One is an Automatic Stacking Crane (called an ASC) which we call our strads.

And the ASC is working out in the test area of that facility. Through a system of grids in the ground, the computer controls the whole thing. There isn't a single man anywhere on that machine. That system will be ready for use in 1992.

They also have a AGV, which is an automatic guided vehicle, which is what we call our semi- or U.T.R. or strad, that delivers the containers under the crane or takes them away. It is also experimental and is computer-run. There are no bodies involved in its operation.

Whether that type of technology can be used remains to be seen because of the huge amount of acreage that is involved. You are talking vast acreage and even our huge container terminals that we think are huge are dwarfed by their 200- to 250-acre terminals.

While the trip was an eye-opener, it did unify a cross section of rank and file from San Diego to Bellingham. We know around the corner there are probably changes for the longshoremen but the immediate thing will be the clerical. The longshore and the entire union is committed to protecting our marine clerks.

We found out that in Europe where the unions are quite effective, there have been a lot of layoffs and what they call a lot of redundancy over there. The employers there have pretty much had a free hand on how they want to apply that technology as it relates to eliminating people. And when we go into bargaining on that issue, that's where the push is going to come to show how the employers are going to utilize the technology that they have.

## Accurate readings at 60 mph

The clerical people are going to be faced with another huge potential loss of jobs. We have 1,500 to 1,600 registered marine clerks as part of the longshore division on the west coast. It is a lot of jobs involved here. The employers are monkeying around with a prototype transponder that American President Lines have had in on an experimental basis in Seattle and down south to a limited degree at Matsui or TradePak. This transponder is a computer chip that can hold up to 20 characters that can be permanently attached to a chassis, a container, a crane strad or whatever. It's a little bit like a supermarket bar code scanning system. But this transponder system is a radio controlled device. You simply have to establish a reading station and a

beam is shot out. The beam hits the transponder itself and then comes back and gets the information that is put in that micro-chip. They claim that they can get an accurate reading with very, very little error going down the freeway at 60 m.p.h.

Sealand has experimented with them in Anchorage, Alaska, and weather doesn't seem to be a hindrance. Those two factors, the transponder and how computers are used as they try to develop a paperless industry, are going to have a big impact in our bargaining.

**GLEN CLARK, NDP**

**MLA, Vancouver East, and Finance Critic**

## They actually believe Vander Zalm is honest!

One of the problems that we have in the B.C. is that many people believe that Vander Zalm is honest. They believe that anybody that says such crazy things, stupid things really, must be telling the truth. The fact is that is not the case.

Brothers and Sisters here should know the kind of guy we've got running this province.

So let me put aside the scandals and the lying and what has gone on in Victoria with respect to those scandals just for a minute. Because in some way the scandals have hidden the real objective of Social Credit. In some ways the scandals become the news and what the government is doing in terms of their economic and social agenda is obscured by all of the scandals. That is unfortunate, because the Social Credit agenda that we see is probably more right-wing than past Social Credit governments.

I know when I speak to unions they always say "Well, that's politics. What has that got to do with the union? My job is to do the best job I can for with membership and not to be involved with politics."

Well, the reality is that whatever you win at the bargaining table can be taken away with the stroke of a politician's pen in Victoria. You have to remember that you go on strike, you fight like hell to get a wage increase and then the government imposes the G.S.T. which takes it away. You fight like hell to get something in your collective agreement and the government makes a law and makes it illegal.

Let me give you a couple of examples. Bill 19. The Plumbers Union since 1907, have a clause in their collective agreement that they will only erect pipe that is fabricated by plumber and pipefitter members anywhere in North America. Every year since 1907 the employer has tried to get that out of their collective agreement, and every year the Plumbers have been successful in keeping it in their collective agreement, usually, as we know, by giving something up. That's what collective bargaining is. The employer wants it out, you take a nickel an hour less to leave it in.

Bill 19 made that illegal retroactively. That clause in that collective agreement is now illegal in British Columbia.

This is the only jurisdiction in North America where the government has said that certain clauses in collective agreements freely negotiated between two parties is illegal. That's illegal in British Columbia. The Teamsters likewise. The Teamsters have a clause in many of their shop agreements that says their coveralls must be cleaned by a union shop, and in Vancouver it is done by Nelson (?) Laundry, because Nelson is a Teamster's laundry. So they use their Brothers and Sisters in one place to patronize their Brothers and Sisters in another unionized Teamster union job. Well people will say that this is not fair. Well, who cares if it is not fair. The parties agreed to it. The employer, the Teamster's Union sat down and negotiated an agreement in good faith. They each gave things up in the process of collective bargaining and they agreed to it.

Now it is illegal in British Columbia. Bill 19 made over ninety changes to the old labour code, and the old labour code in my view was not very good because it had been watered down every year by the Bill Bennett government. Ninety changes to Bill 19 and every single one of them anti-union. Every single one of them took something away from the working people's power. Every single change intervened in the collective bargaining process on the side of the employer. So those of you who think that unions shouldn't be involved in politics should remember that. No matter how good a trade unionist you are, no matter how strong, no matter how militant, no matter how powerful, the government can take it away. In B.C. under Vander Zalm we have seen repeated examples where the government has intervened and taken away working people's rights.

Just after he got elected I met with Bill Vander Zalm's best friend, who is head of the right-to-work association in Langley. And he told me that Bill Vander Zalm and he believe that the biggest problem in British Columbia is that we have 40 per cent of the workforce in trade unions. If we could just get the level of unionization down to what it is in the United States, he said, there would be no stopping British Columbians.

So we need your help. The NDP needs your help in this election like never before, because we can't allow that to happen.

## Harry Bridges

# A lifetime of struggle for human rights & dignity

In 1920, Harry Bridges jumped ship and stepped onto the San Francisco waterfront for the first time. It was the genesis of some of the most profound changes ever for longshoring on the west coast, and for the North American labour movement.

Only 19 years old, he was a seasoned three-year veteran of the Australian merchant marine.

His young eyes had already seen much. Images of worldwide poverty and disease haunted him. As a sailor, he knew first-hand about isolation, miserable and humiliating living conditions, and the ever-present struggle against autocratic power.

Although he grew up comfortably in conservative middle-class surroundings — his father was a prosperous real estate salesman — Bridges developed a “feel” for the working class and the poor early on. His uncle was a catalyst.

Christened Alfred Renton Bryant Bridges, Harry assumed his beloved uncle’s first name as a child. Uncle Harry told his admiring nephew exciting tales of his experiences in the Boer War and was a staunch supporter of trade unionism and the socialist policies of the Australian Labour Party.

Uncle Harry didn’t know it, but he was seeding the fertile imagination of the boy who would grow into a man who changed the face of the American labour movement.

In San Francisco, home of his favourite author Jack London, Bridges paid a “head tax” to secure legal alien status. He exchanged his Australian seaman’s union book for membership in the Sailors’ Union of the Pacific, and made the City by the Bay his home port.

### Joined the Wobblies

By 1921, Bridges was in New Orleans where he joined the radical Industrial Workers of the World (IWW) and became deeply entrenched in the nation-wide strike by seamen and marine engineers. The strike failed: under threats of retaliation from the police, union supporters either returned to work or got out of town.

Bridges, ever the pragmatist, took a hike to Mexico to look for work. There, he was deeply impressed by the social welfare achievements of the Mexican revolution. By 1922, he was back in San Francisco, this time working on the docks as a longshoreman.

In the ‘20s, Bridges, supporting a family, found it tough to make ends meet. Hours were long, the pay low. Employers made constant demands for speed-up, endangering the health and safety of workers.

Worst of all, longshoremen suffered the indignities of the “shape up”, a boss-controlled system of job assignment corrupted by favouritism and kick-backs. In later years, Bridges would say that conditions at the San Francisco and Pacific Coast waterfronts were the worst in the entire world.

Bridges saw what needed to be done. In 1924 he became a vocal supporter of the International Longshoremen’s Association (ILA). The ILA wanted to replace an ineffective company union. Bridges was promptly blacklisted and couldn’t get work on the waterfront until 1927. Just as things were getting better, the Depression hit.

The Bridges family lost everything. Harry couldn’t even afford the filing fee to complete his naturalization application. For a while the family was on welfare. Harry found work cleaning horse stables. However, he never gave up his fight to establish a member-controlled union on the waterfront and soon became the unofficial leader of the movement.

By 1933, Bridges was the spokesman of a group of dockers who organized themselves into the Committee of 500, but were eventually called the Albion Hall Group after the site of their frequent meetings. They advocated militant action and took over *The Waterfront Worker*, a paper used by the Marine Workers Industrial Union to promote unionism in the maritime industry. The paper became a powerful organizing tool — the voice of longshore militancy and unity.

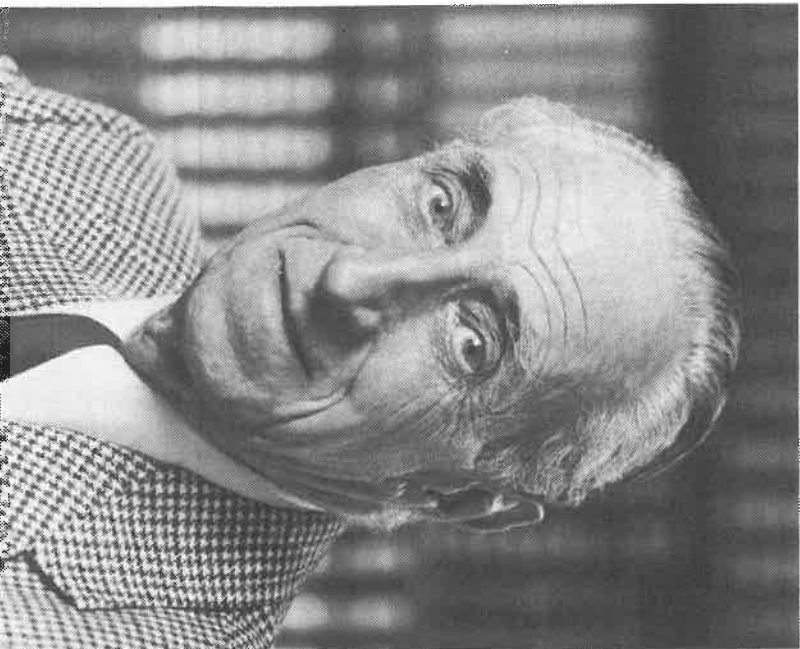
In 1933 San Francisco longshoremen got their first ILA charter. A year later, shipping companies still refused to negotiate with the new ILA local, setting the stage for confrontation.

In the summer of 1934, the longshoremen shut down the San Francisco waterfront with the help of other maritime unions. The dockers’ militancy was contagious and quickly spread to other west coast ports. Warehouse workers joined the effort by refusing to handle scab cargoes.

Employers were determined to keep the docks open, using strike-breakers and political pressure. The Industrial Association of San Francisco, a group of wealthy and vehemently anti-union corporate heads, fanned the flames by convincing city fathers to use police to intervene in the dispute. The tragic consequence was Bloody Thursday, July 5, 1934. Longshoremen in San Francisco, Seattle, and San Pedro were killed by police gunfire. Hundreds of others all up and down the coast were wounded.

The violence prompted the governor to send in the National Guard, ostensibly to keep peace, but in reality to ensure strike-breakers access to the docks. Employers offered Bridges a \$50,000 bribe to back off the dockers’ demand for a union hiring hall. But Harry had his own ideas about how to settle the conflict.

Bridges and other ILA members went to local unions throughout the city, seeking support. Union after union voted to strike in sympathy with the maritime workers. The labour council culminated the solidarity efforts by declaring a gen-



Harry Bridges  
1902 - 1990

eral strike for July 16.

Although the general strike lasted only four days, it changed everything. The balance of power shifted dramatically. The longshoremen won their contract and got a union hiring hall, shorter hours and increased pay. Union organizing in all sectors blossomed throughout the country.

Bridges’ triumph catapulted him to the forefront of the labour movement. But he often found himself at odds with his more conservative contemporaries. In the highly-charged atmosphere of the ‘30s, a rift between the AFL and CIO stirred up controversy. The ILA splintered, and the ILWU took form under Bridges’ direction.

The newly-formed ILWU, with Bridges as President, affiliated with the CIO. Bridges was subsequently appointed by CIO president John L. Lewis as CIO regional director for the nine western states and the territories of Alaska and Hawaii. During the ILWU’s 12-year affiliation with the CIO, the union spread its wings, organized warehouse, cannery and produce workers, and embarked on its March Inland to cities as far east as Chicago and Cleveland, and as far south as New Orleans.

Called a Red by employers since 1934, the label stuck to Bridges throughout his life. He made no bones about his adherence to Marxism.

### Deportation attempts

In 1936, the US government tried to deport Harry Bridges. He was classified as an undesirable alien and alleged to be a member of the Communist Party. A hearing by the Immigration and Naturalization Service dismissed the charge, as did another hearing two years later by the Labour Department. But the clamour for Harry’s head continued.

The House of Representatives passed legislation in 1940 to deport him, and the attorney general issued the second warrant for Bridges’ arrest. In 1945, a series of convictions, reversals and appeals brought the case to the Supreme Court.

By a 5-3 decision, the court reversed the deportation order, noting that Bridges had been the victim of “a concentrated and relentless crusade to deport an individual because he dared to exercise the freedom that belongs to him as a human

being and that is guaranteed to him by the Constitution.” Harry Bridges became a citizen of the United States.

During World War II, when the US and the Soviet Union aligned against Nazi Germany, the ILWU set productivity records, and Bridges promoted a no-strike pledge for all unions. Few questions were raised about his loyalty then.

But, by the late ‘40s, the two super-powers were hotly engaged in the Cold War, and Bridges and the ILWU became targets of the Red-baiting hysteria infecting the entire nation. Those who resisted the country’s sharp turn to the right were automatically suspect. The CIO found Bridges’ politics distasteful and expelled the ILWU when Bridges called for union autonomy. The government resuscitated its worn-out campaign to deport him.

Armed with an FBI file containing 38,000 sheets of paper, federal prosecutors alleged that Bridges had lied at the time of his naturalization when he swore he had never been a member of the Communist Party. His witnesses, ILWU Vice-President J.R. Robinson and Secretary-Treasurer Henry Schmidt, were included in the charges of criminal conspiracy to defraud the government.

Once again, the case went to the Supreme Court, with the same result. Government attorneys initiated yet another trial alleging civil, instead of criminal conspiracy. Although the charges were dismissed once and for all in 1955, the Internal Revenue Service required Bridges, Robinson and Schmidt to pay income taxes on the funds raised for their defense.

Bridges’ 1958 marriage to Noriko “Nikki” Sawada, an American of Japanese ancestry, stirred up even more controversy. Their nuptials were blocked by an archaic law forbidding marriage between members of different races. Harry was forced back into court where he got an order allowing the marriage to proceed.

By the time the late ‘50s rolled around, technology loomed on the horizon. Harry Bridges, the pragmatic visionary, paid attention. He was certain that mechanization of the longshore industry was inevitable. A series of discussions with maritime employers gave birth, in 1960, to the landmark Mechanization and Modernization Agreement (M&M).

In 1970, Mayor Joseph Alioto appointed Bridges to the San Francisco Port Commission. For the next decade, Bridges was an avid promoter of the Port, yet never yielded to the pressure that would put his members in jeopardy.

Throughout his career, Bridges was a staunch advocate of civil rights. He wrote a column called *On The Beam* in *The Dispatcher* and used it in 1942 to call for an end to discrimination against blacks and women. He was among the first in the labour movement to condemn the internment of Japanese Americans during World War II. And in the early ‘60s, he was strongly critical of the government’s lacklustre investigation into the bombings of black churches and the deaths of civil rights activists in the south.

### Opposed Cold War, Korea, Vietnam

Politically, Bridges was often at polar extremes from the US government. He openly opposed the Korean War and the Cold War policies of Presidents Truman and Eisenhower, and cautioned against the expansion of the military-industrial complex. Finding no safe harbour for labour with either the Democrats or Republicans, he called for the formation of an independent labour party.

The vision of Harry Bridges was never more evident than in his 1954 column condemning US policy in Indo-China, he predicted with startling accuracy the perils of US involvement, which ultimately lead US troops into Vietnam. Bridges was an unceasing critic of the Vietnam war, urging the ILWU membership into formal protest.

Bridges kept the rank and file of the ILWU as his touchstone and guide, constantly pushing to preserve union democracy. Caucus and convention delegates set policies; negotiating committees spearheaded contract talks; locals operated autonomously. The rank-and-file had the final word on everything through secret-ballot elections, referendums, initiatives, recalls and contract votes.

Retiring from the ILWU in 1977, Bridges forged new paths as the president of the California Congress of Seniors and became a formidable lobbyist for seniors citizens. A living legend, he was courted by politicians of every persuasion and defied by the press and hundreds of groups, labour, senior and otherwise.

True to his nature, he chafed under the burden of accolades. He never failed to remind those who praised him that it was the membership—not Harry Bridges—who should be honoured for the ILWU’s success.



# Political action program endorsed by delegates

The convention approved the Political Action Committee's 12-point program. The committee noted in its report to the convention that while the secrets put forth anti-union legislation, polls reveal that 64 per cent of union members in B.C. voted Secord in the last provincial election.

The committee said an education program, supported and encouraged by all parts of the union, was required to turn this statistic around.

It suggests taking action as a union, as well as supporting initiatives by the BC Fed, the labour councils and the CLC. The objective is to influence the outcome of elections in our favour, and to counteract the financial impact of corporate Canada who finance the Liberals, conservatives and secrets.

The convention also approved a special assessment for the Political Action Fund of \$5 per member, up from the current \$1. The 12-point program is as follows:

1. That all locals establish a contact person within the local for political purposes.
2. That all locals establish a political action committee.
3. That designees from the Canadian Area Political Action Committee be allowed to address the various membership meetings.
4. That all locals participate and cooperate with on-the-job canvases.
5. That all locals assist with the telephone bank.
7. That the Political Action Conference become an annual event.
8. That funding for the committee be increased.
9. That all locals promote attendance at the CLC political schools.
10. That all locals participate in a portable campaign committee for use during elections, and also assist in the training of the committee members.
11. That we ensure our members are on the voter's list.
12. That we encourage all members to join the NDP.



*During the convention banquet, Faye and Bill Kemp were presented with a gift and flowers to mark Bill's retirement as First Vice-president and as a member of the ILWU later this year, after a distinguished career. Making the presentation were president Don Garcia and Secretary-Treasurer Gordie Westrand.*

## Nominees for officers - Canadian Area, ILWU

### President



**Don Garcia**  
Local 502



**Lou Kaufman**  
Local 500

### First Vice-president



**Jim Keith**  
Local 500



**Barry Washburn**  
Local 500



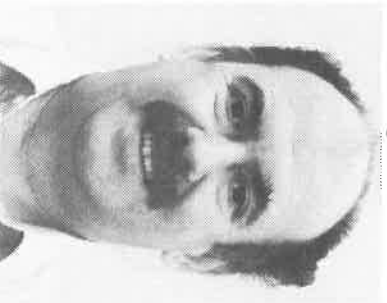
**Gordie Westrand**  
Local 500

### Second Vice-President

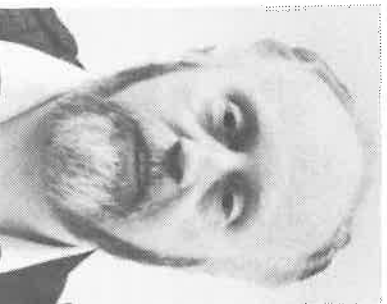


**Richard Jones**  
Local 508

### Third Vice-president



**Steve Bushnell**  
Local 500



**Wayne Sargent**  
Local 500

### Secretary-Treasurer



**Barry Campbell**  
Local 500

Help put smiles  
back where they belong.

**Children's  
Miracle Network  
Telethon**

**JUNE 2&3**

**CKWU**

All money raised in B.C., stays in B.C.



# World Labour News

## SOUTH AFRICA

### Arrest of Paper Workers' Leader

A strong protest was sent by the WFTU secretariat to South African president F.W. de Klerk on December 5 following the arrest of the general secretary of the Paper, Printing, Wood and Allied Workers Union, Siphon Kaheka. The arrest took place on November 30. Three members of the Alexandra Action Committee, a township community organization, were detained along with Brother Kaheka. The WFTU's protest described the arrests as a gross infringement of the democratic liberties of the workers and people of South Africa, and demanded the immediate and unconditional release of all four detainees.

## SOUTH KOREA

### Call for Renewed Action on Civil Rights

The national coalition of democratic and civil rights organizations has launched an appeal for renewed struggle against the persecution of dissidents in South Korea. The appeal says that many sectors of the South Korean population are still denied their fundamental civil rights and that any demonstration for reunification of Korea is stifled. The appeal was published in December at the start of a Week of Struggle for Civil Rights.

## GRANADA

### Public Sector Workers begin All-out strike

Two thousand teachers, postal workers, customs officers, internal revenue staff and sanitation workers went on strike when the government announced it could not afford to honour a pay agreement with the country's public sector workers. The strikers are members of the Technical and Allied Workers Union, the Grenada Union of Teachers and the Public Workers Union. They have vowed to stay out until the increase is paid. The U.S. government had originally promised to foot the bill for the pay hike, but reneged on the offer because of its disenchanted with the Blaize government, which it installed after the U.S. invasion in 1983.

## GREECE

### Plan to Fight Unemployment

The temporary coalition government, which includes the Greek Communist Party, has adopted a programme to fight unemployment. It provides for the creation of 25,000 jobs in the immediate future.

## EL SALVADOR

### Trade Union Leader Abducted

Mario Palencio, a leader of the National Association of Salvadoran Workers, was abducted on November 25, 1989. The place where he is being held is still not known. Since November 11 most Salvadoran trade union leaders and members have been forced to go underground, to protect themselves from the terrorist activities of the death squads. Criminal acts and increasing repression of the democratic opposition are the response of the authorities and the military command to the large-scale offensive launched by the Farabundo Marti National Liberation Front.



# WATERFRONT NEWS

Official publication of the  
**International Longshoremen's and Warehousemen's Union**  
Canadian Area

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## SAFETY

# Ramazzin's Corner

## Industrial vibrations can do damage

*Dear Mr. Ramazzini: I was interested in your answer to COLD HANDS. Do you remember him? He had something called white finger disease. You said that operating a jackhammer exposed him to harmful vibration. I've been driving a city bus since the '60s. And I can feel the bus vibrating through the seat of my pants. It's not just my hands and arms that vibrate—it's my whole body and for 8 hours a day too! To top it off, the roads I drive on aren't very smooth. I have this constant, nagging backache. Could it be caused by all this vibration?*

*Signed, Shake, Rattle and Roll*

Dear Shake:

It's a possibility. Researchers have found that people who drive for a living are three times more likely to develop lumbar disc problems. But let's just back up a minute for those who didn't get a chance to read COLD HANDS.

Workers using vibrating tools receive vibration in their hands and arms. Prolonged exposure can cause the fingers to whiten and to lose their ability to do fine

work.

But it's a whole body vibration that concerns you. The bus you drive transfers the vibration to your whole body at the point where you touch it—through your seat. Whole body vibration subjects your body to a kind of stress that causes slight hyperventilation, increased heart beat and breathing rates, and digestive problems.

The U.S. National Institute for Occupational Safety and Health has looked at all kinds of workers exposed to whole body vibration. These included bus and truck drivers. They found that your group seemed to have more cases of varicose veins, hemor-

**Bernardino Ramazzini (1633-1714), was an Italian who pioneered in occupational medicine. The column uses information gathered by the Canadian Centre for Occupational Health and Safety (CCOHS) inquiries Service to answer real questions. If you have a question call the Inquiries Service toll free at 1-800-263-856, or write to 250 Main Street East, Hamilton, Ontario, L8N 1H6. Editor.**



# Current Disputes

The B.C. Fed's list of current strikes, lock-outs and other disputes in B.C.

## March 29, 1990 Strikes, Lockouts and Disputes

**BCGEU and Sunshine Home Support Services:** Wages and concessions. Mar. 5.  
**BCGEU and Fernwood Home Support Services:** Victoria. First contract, wages and benefits. Feb. 21, 1990.  
**BCGEU and Valley Home Support Services:** Wages and concessions. Feb. 12.  
**BCGEU and Ridge Meadows Home Support Service:** Wages/concessions. Jan. 22.  
**IBEW Local 213 and Arpel Security Systems Ltd.** Negotiation of first collective agreement, unfair labour practices. Jan. 2.  
**PSAC and Hospital Services and Treasury Board of Canada:** Wages, equal pay for work of equal value. Dec. 1 1989.  
**PSAC and Ships Crews and Treasury Board of Canada:** Wages, shift premium, contract language. Nov. 14, 1989.  
Construction and General Workers' Union Local 602 and **Standard Precast Ltd.** Wages, benefits, employer's attempt to cancel the agreement. Sept. 21, 1989.  
**Carpenters and Seatac Box:** Wages, benefits, union security, pensions. Aug. 29, 1989.  
**UFCW, Local 1518 and Pharmasave (Newton Town Centre) Surrey, B.C.:** First collective agreement. Nov. 26, 1988.

**Carpenters Local 1928 and Calwood Industries, Surrey:** Wages. Summer, 1986.

## Settled

**CUPE Local 1851 and 1260 and Langley School District**

## Hot Edicts

**Intercon Security Ltd. - IBEW, Local 213:** Writke Iron Works Co. Ltd. - United Steelworkers of America.  
**Royal Canadian Legion #26 - Kelowna - Bartenders' Union Local 40.**  
**Calwood Industries, Surrey - Carpenters Union Local 1928.**  
**Hyundai-Kerckhoff - B.C./Y.T. Building and Construction Trades Council.**

## Boycotts

**Co-operators Insurance Company - B.C./Y.T. Building and Construction Trades Council.**  
**Continental Airlines and Eastern Airlines - International Association of Machinists.**  
**Pharmasave (Newton) - UFCW 1518.**  
**California Table Grapes - United Farmworkers of America.**  
**Zeidler Forest Products - CLC/IWA - Canada - All products.**  
**Non-Union Postal Outlets - CLC/CUPW**  
**Shell Canada (Royal Dutch/Shell) - CLC - involvement in South Africa.**  
**Hyundai Products - B.C./Y.T. Building and Construction Trades Council.**  
**Chilean Goods - B.C. Federation of Labour**  
**Louisiana Pacific Corporation (Forest Products) - Carpenters/IWA-Canada**  
**Victoria Plywood - any items identified by the logo "Vicply".**  
**South Africa - Any goods.**

**KEEP US STRONG**  
Attend your Union meetings

roids, and hernias of the groin. It's difficult to show that whole body vibration causes these conditions since we can't ignore other possible causes like heredity and diet. But do know that vibration is a contributing factor and can make existing conditions worse.

Now, let's talk about that back problem yours. Every day you constantly move your arms, legs, shoulders and neck while driving on rough roads. It can take a great deal of effort to turn the wheel and to brake. And constant jolts coming through the seat of your pants can cause wear and tear on the ligaments, cartilage and muscles that support spine.

Vibration probably plays an important role in your backache, but we can't put the blame on it. Improperly designed seats, prolonged sitting, and the mechanical stress continually starting and stopping may also play a role, too. I suggest you see your doctor. Make sure to mention your occupation. Talk to your health and safety committee. There may be ways to improve the seating on your buses.

## LAWYER

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done it on purpose. I don't know, but I didn't seem to buy the basic argument we had which is if the Charter does somehow protect people from being forced to work, then we really live in a for labour regime in Canada.

If the Charter doesn't help us, doesn't help any working man or protect us from federal provincial legislation, that says for the sake of argument that everybody will work every day for the rest of their time with a company or with whoever, and pay a fine if you do. Really, there is something in this decision which reserves something for individual protection against legislation like that. I feel, and my colleague Randy, also feels, the judge got that wrong. He really did that wrong, and it's one of more straightforward arguments I think anybody could make you shouldn't as an individual be forced to work if you don't have a contract. And of course, a strike or lockout situation is always one where you don't have a contract.

In the judge's reasons he said that the right to strike is a relatively modern thing. What I missed is that the right to work at the rates you want to be paid and not work if you forget them is so old it goes back as far as memory of man if you like, until you get to slavery or forced labour regimes, but the iron curtain or things like that. It is on the basic fundamental things you could for.

The other negative which is one that pretty much expected and I think I reported you about 18 months ago was that we raise the argument under Section 2(d) of Charter which is Freedom of Association which has been argued before and has been turned down by the Supreme Court of Canada. We knew that we weren't going to win that one because it had been argued before and turned down.

Again, the central point made by Mr. Justice MacIntyre in the Supreme Court Canada under Section 2(d) was that the right to strike is a relatively modern right and you can't say that the right to strike is protected the charter which only protects ancient freedoms and ancient liberties, but again he's wrong in my view, completely wrong on one because what he should have said is what I think is the truth of it is that the right to strike is an ancient right and there have been modern limitations based on that. In other words there is an old common law right which goes back a long way to combine it and move away from the worksite which is a strike.