



Longshore strike - Jan. 28 - Feb. 8, 1994

Union was alone in trying to make it work

The longshore locals of the ILWU Canadian Area went on strike Jan. 28 after 16 months of negotiations failed to achieve a collective agreement. This report will summarize the events that caused the shut down of B.C. Ports with the resulting return to work legislation and the final offer arbitration.

Jan. 26, 1994 - The union and employer met in yet another effort to conclude a collective agreement. The employer would not move from his previous fixed position. The employer expected we would react to their resistance to negotiate with the union and give them a reason to bring in a third party (i.e. federal government) to achieve something they could not achieve at the table.

Jan. 29, 1994 - Local 508, Chemainus, 5 p.m. shift. Frustration over the lack of progress and the employer's intransigent position caused the reaction the employer was waiting for. Members walked and the pickets went up. Attempts by the union to have Local 508 return to work failed.

Jan. 28, 1994 - Early this a.m. the union proposed to the employer that the membership of all areas other than local 508 would continue to work while we negotiated a settlement. The union felt we were being responsible and still held out hope for negotiations.

The union then became aware that the BCMEA had notified their member-companies to lock out the union at 8 a.m., Jan. 29. This was happening while the union was responsibly trying to avoid a major work stoppage. When the locals became aware of the employer's impending actions, they took the only action left to them knowing the employer was to lock them out. The union offered to continue to work



the grain ships to minimize the impact on the grain system. The employer refused. All operations were behind picket lines.

Feb. 2, 1994 - The parties met at the offices of federal mediator Bill Lewis at 10 a.m., continuing to 5 a.m. the following day. Some progress in language was made but the employer's money offer was unchanged and was part of a package including two times eight-hour shifts.

Feb. 3, 1994 - 3 p.m. - The parties met to consider the 5 a.m. proposal of Bill Lewis: a settlement package of .65, .65, .65 with reference to shift pegging, dispatch times and shifts of 8, 8, 6.5. The BCMEA stated that they would accept the proposal. Recognizing that the federal government was closely watching the reaction to their mediator's proposal, the union made a proposed settlement to take back to the membership; .75, .75, .65 + .05 to benefits. The union stated that the change of two times eight hours required this money if a proposal was to be taken back for a membership vote. The employer rejected the proposal but agreed to

the .05 in benefits if the mediator's proposal was accepted. This was unacceptable and talks broke off.

Feb. 4, 1994 - The union was advised that Human Resources Minister Lloyd Axworthy was disappointed that the dispute was not settled. He appointed Mr. Warren Edmondson, Director General of the Federal Mediation and Conciliation Service to join the talks. He also stated "I expect the parties to accept their responsibility to arrive at a settlement of their differences without further delay."

Feb. 6, 1994 - 10 a.m. - The union put forward that the changes in shifts and working conditions tied to the mediator's proposal required more money than currently on the table if there was to be a settlement proposal taken to the membership. The employer stated 'the union had to get realistic' and there would be no consideration to any proposal from the union. Understandably talks broke off at 4:50 p.m. The mediator stated that the next step is left up to the Minister.

Feb. 7, 1994 - Legislation introduced in Ottawa to end strike.

Feb. 8, 1994 - Legislation, Bill C-10 orders a return to work with all outstanding issues to be decided by an arbitrator. The arbitrator would be decided by mutual agreement of the parties, or, appointed by the Minister if there was no agreement. The parties would submit their final offer to resolve the matters in dispute. The arbitrator would then select the final offer of the employer or that of the union. There will be no latitude for the arbitrator to change or in any way modify the offer selected - "Final offer selection".

Feb. 24, 1994 - The Minister appoints Mr. Allan Hope as arbitrator as the parties could not agree on a choice.

Mar. 22, 1994 - The parties appear before Mr. Hope with their final offer for settlement.

- It must be noted that the 'final offer' arbitration process is something that the employer asked the union for prior to the strike and this was rejected. Now we find legislation gives the employer something he wanted and could not get at the table.

The union acted responsibly all during this set of negotiations and finds that the co-operation this union has given to keep work in our ports and maintain good production is being questioned by the membership, the term 'free collective bargaining' obviously does not suit this industry.

Supreme Court shoots down Longshore challenge to Bill C-24

Our attorneys Nicholas Glass and Mari Worfolk addressed the convention on our lengthy challenge to Bill C-24, heard by the Supreme Court of Canada on Jan. 31, 1994.

In a one page decision the court said: "The nine judges unanimously ruled on all counts that we did not

like the conditions of work, and they could book off sick if they were ill.

The substantial costs associated with this appeal will be paid through an Area-wide assessment."

The membership of this union realized that the decision to challenge

Complete convention coverage



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Canadian Area convention charts path of growth, consolidation

The 23rd Canadian Area Convention was held March 7 to 11, 1994 in Vancouver at the Maritime Labour Centre.

The 60 delegates from 10 Canadian Area locals debated the Officers' Report, 17 resolutions and reports from the political action committee and extensive safety and financial reports.

All issues were subject to open and frank debate on the floor of the convention. While there were often differing points of view expressed, all the delegates had the best interest of the union in mind during the convention.

Locals 500 and 514, as hosts of the convention, deserve special mention in making this convention a success by making a hospitality room available at the offices of local 514 for delegates and convention guests. This gave everyone the opportunity to get to know each other in a more relaxed atmosphere.

Recognition was given to Brother Don Garcia by the convention for his long service to the ILWU Canadian Area by being named 'President Emeritus' of Canadian Area. Congratulations, Don.

The convention was addressed by a broad array of speakers: Ken Georgetti (President B.C. Federation of Labour) spoke on the New Provincial Liberal Leader Gordon Campbell and his attack on the labour code which includes his opposition to anti-scab legislation.

Patrice Pratt (Director of the BCGEU and President of the NDP of B.C.) spoke on International Women's Day and the need for labour to continue to support the NDP. She also took part in a question period from the convention.

Svend Robinson (NDP Burnaby-Kingsway) spoke on the role of the NDP with only nine members in the Federal Parliament and discussed the return-to-work legislation passed as a result of the recent longshore strike. The NDP and some of the 'Bloc' supported the union's position.

Dave Arian (International President) spoke on the need for all longshore and maritime unions to form alliances to counter the moves of multi-national corporations. With NAFTA passed it is most important that the I.L.W.U. assist Mexican workers to improve their standard of living which includes social benefits as well as wages. He reported on the formation of the Harry Bridges Institute which will provide in-house union education to ILWU members.

He will be asking the 1994 international convention to approve the dropping of one full-time vice-

president of the ILWU may have to merge with another union.

Leon Harris (International Secretary Treasurer) spoke on a global economy and global labour with the resulting loss of ILWU jobs, especially in Warehouse and in Hawaii. The financial impact on the union is impeding the ability of the union to organize new units into the ILWU.

Peter Goeders of the Retail Wholesale Union in B.C. and Chris Banting of the Retail Wholesale Department Store Union of Saskatchewan also addressed the convention. The two unions, totaling 6,500 members, are direct affiliates of the ILWU Canadian Area and form the 'Retail Wholesale General Division' of the ILWU Canadian Area.

In their remarks they expressed appreciation to the membership of the ILWU for the affiliation which has allowed them to be in the mainstream of Canadian Labour. i.e. CLC, Provincial Federations of Labour and Labour Councils.

The RWGD was formed in 1983 following a decision by the two unions to break away from their international unions. Being with the ILWU

has helped keep their organizations from being raided and their employers are also aware of the commitment of the ILWU to its membership.

Hugh Wagner (Secretary Treasurer) of the Grain Services Union addressed the convention on a proposal to affiliate with the ILWU Canadian Area and this will be discussed further in this edition.

The Canadian Area officers, in their concluding remarks, discussed the role of the Canadian Area: The restructured Negotiation Committee of the Longshore Contract Caucus has had its first set of full bargaining with the BCMEA. The committee consists of the presidents of the affected locals and includes the



To vote or not to vote at the International

The Canadian Area Officers' Report to the convention on the relationship with the I.L.W.U. International union stated:

"The next International Convention will be held in Los Angeles April 11 to 15, 1994. Over the last two years the Canadian Area and the International have continued to work together on common issues such as NAFTA and international relations. The Canadian Area Longshore Caucus continues to work closely with the International Longshore Caucus with respect to common problems.

In the upcoming International Convention two issues will be prominent; the restructuring of the International, and the election procedures.

Over the years the Canadian Area has evolved from a dependent part of the International to an autonomous organization. The International presently functions as two separate organizations, the American International and the Canadian Area. This evolution was a gradual

we must appreciate our unique relationship with our American brothers and sisters.

The Canadian Area officers believe that it is time for the Canadian Area to take a serious look at our voting practices in the International Union election of officers.

The Canadian Area is an equal partner in the International and as an equal partner we would not allow our American brothers and sisters to decide on who will represent the Canadian membership."

They also submitted the following resolution to the convention: Whereas - The Canadian Area operates as a totally autonomous division within the ILWU, has its own constitution, its own per capita dues system, elects its own representatives who administer its affairs independently of the International, and Whereas - The membership of the ILWU in the U.S.A. do not vote in the election of Canadian Area officers and, Whereas the membership of the ILWU Canadian Area do vote in the election

Canadian Area President and Secretary-Treasurer who had voice but no vote. The system is new and it will take time for the membership to fully appreciate that this structure will be more answerable to them.

Locals 514 and 518 negotiate their agreements with minimal involvement of the Area officers as does local 502 with Westshore Terminals. The Area officers continue to assist locals 517 and 520 in their negotiations.

As the different bargaining units within the area become more self-sufficient, the Canadian Area will be able to direct their energies to political, community and inter-union issues of benefit to our membership. This has been the direction of the union during the past term of office.

The Canadian Area officers and executive board wish to thank everyone who worked so hard to make this convention a success.

officers.

This issue was subjected to lengthy debate at the convention with the proponents stating:

- This resolution is in keeping with Canadian Area autonomy, in that we govern our affairs without direct involvement of the International Union and that we should not vote for persons who govern the affairs of others. Our relationship with the International on issues of common concern will not be affected.

- the opponents state:

The movement to a global economy, multi-national employers and trade agreements require a voice on these issues.

The International union has, and continues to recognize the importance of forming alliances with workers in other countries. For the Canadian Area to continue to be involved requires us to vote on the International officers and their programs.

The resolution was passed by the convention by a narrow margin and will be voted on by referendum ballot

Candidates for Area positions

Ballots have been sent to all local unions with results to be known April 18th.

A balloting committee of Chuck Zuckerman, Howie Smith, Al Rondpre and Gary Tupper will do the count.

PRESIDENT



Tom Dufresne
Local 500



Gordie Westrand
Local 500



Richard Jones
Local 508



Barry Washburn
Local 500

1st VICE-PRESIDENT

SECRETARY-TREAS.

2nd VICE-PRESIDENT

3rd VICE-PRESIDENT



Ken Bauder
Local 500



Jim McKinley
Local 500



Dave Pritchette
Local 500



Rob Sellers
Local 502



Robert Peebles
Local 500



Wayne Sargent
Local 500

Treasurer's Report

Convention adjusts Canadian Area assessments

Audits for 1992 and 1993 were examined by the convention and showed a deficit on operations of \$7,982 in 1992 and \$11,473 in 1993.

By convention decision the local per capita will be increased by \$0.75 per month effective April, 1994 and a further \$0.75 per month Jan. 1, 1995.

The convention agreed that the increase was necessary due to a declining membership and would allow the Area to operate in the current manner, although a manageable deficit is projected for the period.

Annual Assessments

The Overseas Delegation Fund, which had no assessments or expenditures since the 1992 convention, will be discontinued and refunded to the Locals.

The Defense Fund was capped at the 1992 Convention and following a review of the expenditures, this Convention decided that no further assessments would be necessary for the next two years.

The convention also decided that the Education Fund, which is normally funded by a \$3.00 per member annual assessment, will not be assessed for the next two years.

The Political Action Fund will continue to be assessed at \$5.00 per member annually for the next two years.

dropped due to our declining membership. The Convention considered the implications of reducing the funding for scholarships and decided to increase this assessment to \$6.50 per member per year to prevent any shortfall, and continue the existing scholarship program.

Barry Campbell
Secretary Treasurer

Grain Services affiliation will boost ILWU into Top 20 Canadian unions

The Grain Services Union, representing about 2,800 members

who work in grain elevators on the prairies, have stated over the years that they would be interested in joining the ILWU through an affiliation agreement.

The time has come. With many of the large unions starting to pressure small unions, the GSU wishes to affiliate with the ILWU.

This would mean that the membership of the ILWU Canadian Area would grow to 12,500 members and be the 20th largest union in Canada, giving us a seat on the Executive Board of the CLC.

In his address to the Convention, GSU Secretary/Manager Hugh Wagner spoke of the long friendship between the GSU and the ILWU. He recalled affiliation discussions as early as 1980 but he is convinced that this is the time to move.

The GSU has a small number of members in Vancouver and Thunder Bay. The majority work in elevators across the Prairies, 500 in Alberta and the remainder in Saskatchewan and Manitoba.

They, as well as the ILWU, respect autonomy and encourage worker participation in the union.

He will be encouraging his membership at their convening Mar. 25 to 27, 1994 to affiliate with the



Brian Ringrose (right) local 502 President presents Barry with a sweater at Convention.

Barry Campbell is history

We Remember them well

Deceased Active Members

Member's Name	Age	Date
Local 500		
Leonard LeClair	46	Jan. 24
Mike Slavin	47	Feb. 6
Leslie Schiebel	34	Feb. 9
Ray Pavan	56	Feb. 17

Claude Hunter	69	Dec. 31
James Thomson	90	Jan. 3
William Hardcastle	86	Jan. 18
Dominico Tinnaburi	85	Feb. 14
James Brooks	90	Mar. 13

Local 502		
Neil Robertson	88	Feb. 13

Local 508		
Wallace Anthoine	58	Oct. 17
Bob Francis	72	Dec. 26
Phillip Sam	66	Dec. 28
Herman Gibson	70	Jan. 9

Local 514		
Ed Hopper	57	Feb. 21

Deceased Pensioners

Local 500		
Charles Morrison	69	Dec. 15
Thomas Carney	65	Dec. 15

Local 514		
Guy Hammond	73	Dec. 11
Gordon Thomas	62	Nov. 24
David Coull	66	Mar. 11

AT THE TABLE

Local 514 is now in meetings with a federal labour conciliator in an effort to conclude a collective agreement for longshore foremen. Negotiations have been ongoing for approximately one year and progress is very slow. It should be noted that although the Longshore employers and the foremen employers associations have different names, the players are the same.

Local 517 also is headed to conciliation to get an agreement with the 'Nanaimo Harbour Commission' for their office, maintenance and boat employees. This will be the second collective agreement for these workers who find that their package is significantly behind that of their other collective agreements. The

A quotation of more than 70 years ago is as true now as it was then: "With all their faults, trade unions have done more for humanity than any other organization that ever existed. They have done more for decency, for education, for the developing of character, than any other association."
Clarence Darrow

employers refuse to recognize this fact, but this issue will be addressed.

Local 502 is in negotiations with the longshore workforce at Westshore Terminals to renew their collective agreement.

RETIRED MEMBERS

Member's Name	Age	Years of Service
Local 500		

January 1, 1994		
Gildo Petrin	65	7
William Cunningham	62	32
William Raffan	62	28
Glen Whitelaw	64	33

February 1, 1994		
Werner Beerens	58	36
Norman Natrall	65	29
Marcel Jean	64	36

March 1, 1994		
Al Yahemech	65	41

Local 504		
January 1, 1994		
George Howard	61	29
February 1, 1994		
Robert Bickford	64	35

Local 508		
Ronald Smith	61	29

Local 514		
January 1, 1994		
Roy Boddy	62	21
Floyd Tucker	65	28
March 1, 1994		
Al Gowen	61	38

The sport trophies have a home, thanks to Ravindra Naresh

The Golf Committee of local 500 would like to thank Ravindra Naresh (RWF Electrician PCT) for donating a beautiful large multi-sport trophy case now in the coffee area of local 500's office.

Prior to this, the trophies were in various offices and storage, but they now have a home.

The committee encourages all sports to display any memorabilia

that is specific to Local 500. The Golf Committee will be presenting Ravindra with a union jacket for his generous contribution.

In 1994 Local 500's golf club will be celebrating their 25th anniversary and any one who wishes to be a part of the '94 Golf Committee are invited to leave their name for the committee at 500's office.

Along the way

*I've never rigged the biggest spar
Nor topped the highest tree.
And I've never climbed that farthest hill
Just to see what I could see.
But I had some friends that did
And they're not here today.
Maybe I will too and
Meet them along the way.*

*I've never shot the biggest moose
Or the deer with the biggest rack.
And I've never walked the longest trail
With a pack upon my back.
But I had some friends that did
and they're not here today.
Maybe someday I will too
And meet them along the way.*

*I've never fished that longest creek
Where there's a strike at every bend.
Wishing with every cast
That this day would never end.
But I had some friends that did
And they're not here today.
Maybe someday I will too
And meet them along the way.*

*All these things a man can do
Take a minute in life's time.
It's just gettin' round to it
That is always on your mind.
But I had some friends that did
And tho' they're not here today.
I know that someday I will too
And I will meet them along the way.*

Glenn Cecil Farrell

Glen was a business agent for local 502 from 1973 to 1975 and retired in 1989.

waterfront news

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O20 - 1880 Triumph St.,
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Phone (604) 254-8141, Fax 254-8183

Editor, Barry Campbell
Associate Editor, John Lynn

President, Gordie Westrand
1st Vice President, Richard Jones
2nd Vice President, Rob Sellers



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