



Then & Now

Discharge of 32-foot lengths of pipe for the Canadian pipeline at CPR Pier "B" in 1956.

The job employed a gang of six men in the hold, two Slingmen, one Hatch Tender and two Winch Drivers who drove the steam-powered winches. Additional work included grainliners to secure the cargo.



Today inbound steel cargo continues to arrive in Vancouver. Pictured at left is the discharge of 78-foot long rails destined to upgrade CN's mainline. A powerful hydraulic crane lifts ten lengths of rail into special railcars for transport to central Canada. Modern equipment has resulted in larger amounts of cargo discharged with fewer workers.

Employer tactics undermine union cooperation

Canadian Longshoremen were frustrated once again with the Federal Government's interference in the free collective bargaining process.

Bill C-10, which was passed into law February 8th, not only ordered striking workers back to the job under threat of prosecution through the criminal code, but also imposed significant fines under civil proceedings. The bill called for a "final offer selection" process to resolve all matters. A procedure proposed by the employer prior to conciliation and rejected by the union.

The Labour Minister appointed Allan Hope as arbitrator. The parties appeared before him to present

proposal in their package to maximize the wage and benefit package to its members," said Local 500 President Dufresne.

The longshoremen continued to act responsibly as they did through negotiations. The parties agreed to May 1st as the effective change-over date with regards to a changed work schedule, dispatch, and starting times, recognizing that there would be some initial problems in the beginning.

Hungry for still more change outside the collective bargaining process, the employers attempted to unilaterally impose new hours of work and pay schedule on members of Local 514 who were still at the negotiating table. To aggravate

Local 514 agreed to take the issue of meal breaks to arbitration where they argued the collective agreement was not applied in a prudent manner.

Although the arbitration ruled against the union position, members of that local prevented any negotiation contract changes.

Negotiations for a new agreement continue, with the employer demanding unilateral control of the job postings/hiring outside the industry.

"This is an important issue to all Longshoremen if industry job advancement is to be maintained," said Local 514 President Doug Sigurdson.

Another ILWU segment of the

their current collective agreement rights.

During this continuing battle to retain current collective agreement rights and demonstrate labour stability, local and regional officers of the ILWU have met with industry representatives to attract new cargo to Canadian ports. Workers, including union officials, continue to question the rationale of one-sided co-operation.



President's Report page 2

Safety Report page 3

Participation is the key to keeping a union healthy

In the next year the ILWU Canadian Area will experience significant membership growth. Grain Services Union will be forming a new grain division and other maritime unions have shown interest in an affiliation or joining the ILWU.

Presently the ILWU is seen in the labour movement as an aggressive organization capable of achieving wage and benefit increases, at a time when other unions have only been successful maintaining the Status Quo. Zero percent increases are not unusual in other collective bargaining arenas. It is not uncommon to see roll-backs and concessions accepted by unions who a few years ago would not entertain "concession bargaining" at any

cost. Although the ILWU has been able to achieve reasonable increases this does not mean we have been compensated fairly. A fair collective agreement is only achieved through fair collective bargaining.

The ILWU's economic bargaining strength has, for a number of years, been tempered by third party intervention. Your employers know any economic interruption of Canadian port activity by the workers would only last a short time.

I recognize the frustration of our members who anticipate change and are becoming cynical and view negotiating as another example of "an exercise in futility". As rank and file members we must all be cautious. The frustration we feel does not discourage us from participating in our union.



Gordie Westrand
Canadian Area President

So what's the answer? The strength of this great union is founded on our continued commitment to rank and file participation, while the officers and executive must demonstrate leadership with day to day issues. The broad issues

such as final resolution to negotiations on the long term goals of this union rest with the membership.

By staying away from meetings, by not putting forward ideas to local committees, by not participating in union sponsored education, the union will suffocate.

We need the input of new ideas, the advancement of new leaders to remain the progressive union we are.

The growth of this union is founded on its membership. The strength of this union is founded on the determination of each and every member to have a union that responds to their collective needs.

How can this continue?
Participation.

Retrospective: Pensions the key issue of negotiations in 1958 strike

August 22, 1958. Vancouver, B.C. Supported by an 80% strike vote, all ports on Vancouver Island and on the mainland coast of British Columbia, with the exception of Prince Rupert, are behind picket lines as 2000 ILWU workers stopped working following a breakdown in negotiations.

Prince Rupert is not involved in the negotiation dispute between the ILWU and the Shipping Federation of B.C.

Labour United

On August 25, 1958, the Canada Labour Department rejected an employers demand for compulsory arbitration and ordered the employers to get back to negotiating with the Union.

The strike is 100 per cent solid, with united labour backing and wide community support.

The Teamsters Union had distributed 30,000 leaflets in support of the strike. It was headed: "We Do Not Cross Picket Lines".

Boilermakers and other waterfront unions were also solidly behind the longshoremen.

Main demands of the ILWU are for an adequate jointly controlled pension plan, the straight 8-hour shift, the 4-hour minimum call-in.

The government conciliator had already recommended a 10 cent hourly increase in wages and though the unions' original demand was for 16 cents, wages are not the strike issue.

Victory for strikers

The month-old strike ended on September 22nd, with a single agreement covering locals 501, 502, 503, 504 and 508, with virtually all demands of the union met.

The agreement was approved in referendum ballot by a vote of 1101 to 192 and included a pay increase package of 26 cents spread over one year.

Also won was a joint trusteeship and administration pension plan to which the employer will contribute 16 cents per man-hour.

Pension benefits will equal \$3 per year from the time of employment. The plan has a provision for optional employee contributions for increased benefits.

Paid vacations were improved as was the funding contributions. The work day was reduced from

Accident claims member's life at Vancouver Wharves

On June 18, Local 514 (Ship and dock foremen) member Ron Kitchen was crushed between two forklifts at Vancouver Wharves Terminal in North Vancouver.

The 56-year-old longshoreman died later at Lions Gate Hospital.

Investigations into the cause of the accident are continuing.

Brother Kitchen joined Local 501 Vancouver, in 1964 and transferred to Local 514 in 1974.

His working career was mainly spent at Vancouver Wharves. "Kitch" as we all knew him was an active trustee of his local's health and pension plan.

The membership of the Union extends their condolences to the family of Brother Kitchen.



Web sling standard should become law by end of year

At the June 22nd Joint Safety committee meeting, your safety representatives discussed many items. The key item was an agreement on a Web Sling standard for Canada. The ILWU has met with the Coast Guard, BCMEA and its member companies and the stake-holders in the shipping industry. We were able to hammer out a standard that is agreeable to all parties.

This standard will be presented to the Canadian Maritime Advi-

First Aid Attendants jump kit was discussed. The waterfront industry is a unique workplace. We are a federally regulated industry with an agreement to provincial WCB standards as far as first aid goes. Since we are under the federal regulations we were able to design a first aid jump kit specific to the waterfront industry.

The union has assembled a sub-committee of three first aid attendants to look at the provincial and

Quote for the day

"You cannot drive people from unemployment insurance onto welfare and then call it social reform."

How to choose the right candidate for your union

Certain considerations must be taken into account when casting your vote for your next union representative. Does this person have your best interests at heart or are they there for self-promotion and gratification?

Remember, this person will be negotiating your paycheck and

pension, he represents you at grievances, WCB arbitrations, and makes the job decisions regarding manning, safety and work practices. The person you choose can navigate you through hazardous waters or leave you high and dry on the rocks.

Sometimes the best person for

the job isn't the most obvious choice. Some choose a leader who is very charismatic, quick with a smart answer and a flashy dresser, like Bill Vander Zalm. Other leaders are hard to take seriously, they seem to try too hard to compete in arenas they shouldn't be in. Mike Harcourt was almost painful to

watch when he started to boogie-woogie during his victory party. However he leads with more consultation than dictation.

Before you choose a candidate, you have to look at yourself and your membership and decide what goals you would like realized. Consider each candidate's experience, look at what contracts they've negotiated, how they've handled grievances and how they communicate with the membership. A candidate may be a great motivator, an excellent public speaker and may be able to take control of almost any situation, but is he any good at listening to the members' needs? Is he accessible to each member?

The candidates you choose ultimately shape our unions in the years to come. The only way to ensure the most secure future for yourself is to take the time and discover which candidate will do the best job for you.

*Brother Wayne Leslie
ILWU local 518*

CLC CONVENTION

Where will the labour movement be in '96?

The path of the labour movement over the next two years was the focus at the 20th CLC Convention held in Toronto. Among the 2500 delegates, were ILWU representatives Gordie Westrand, Barry Campbell and affiliate representatives Peter Goeders, Stan Rouse, Darrel Craig from Retail Wholesale Union (BC).

The need to realize a country based on greater equity and prosperity sharing is one of the greatest challenges of the Congress. Put people ahead of the marketplace, urged the convention.

Delegates debated a variety of issues, ranging from economic and political situations facing labour, to alternate programs to confront the "right-wing corporate agenda". Workers both in Canada and throughout the world must challenge the free movement of international capital which leaves behind devastated communities. The economy is now being restructured at the expense of all workers. At stake is the future of all Canadians.

Policy papers passed at the convention emphasized the need for job creation, reduced hours of work,

social program protection and a more fair tax system.

The future relationship between the labour movement and the NDP was referred to a special committee set up to receive input from unions and workers across Canada. Party policy and how to make the NDP more accountable when in power will be the focus of the study.

It was no surprise that Bob White was re-elected as President of the Congress. He was opposed by Peggy Morton of CUPE local 2111 who wanted to: "change the direction of the CLC".

Attracting new work, escalating competition

In order to meet the growing competition by west coast ports for a larger share of the lucrative North American Cargo industry, representatives headed by VPC Chairman Ron Longstaff met with ship owners and agents in Seoul, South Korea and in Hong Kong while on a seven-day tour in July.

The delegates viewed a facility capable of stacking containers eight high using Rubber-Tired Gantries (RTG). Gate traffic was estimated at 1,000 trucks per hour. Cargo information was processed through the Sparks Computer System requiring a minimum number of checkers.

The primary focus of the trip was to market the cost savings, speed of delivery and quality of services in the Port of Vancouver over ports in

Washington and Oregon.

Armed with a recently announced decision by Sea-land Services and Matson Line to start regular services to the Vancouver port, the delegations met with the key representatives of both Hyundai Merchant Marine and Hanjin.

Local 500 President Dufresne expressed the union's concern with the increase of 14 per cent in Canadian containers handled by the Port of Seattle on Hanjin ships, as well as a decision of Findlay Forest Products to use American ports.

The delegation, having presented current costs and speed of rail service to the Chicago area out of Vancouver, came away feeling the shipping lines were impressed with the presentation and would seriously consider using Vancouver in 1996.

"What does the Union do for me?" Plenty!

Pay, benefits, hours of work, seniority protection, these are all gains the union has made.

Most important is to remember the members are the union. Shop stewards, paid officers and the executive are merely the union representatives. Every worker is responsible not only for themselves, but are also bound by a duty to work with and for their fellow workers.

This takes us to the next question; "What am I getting for my union dues money?"

This takes us back to the gains you benefit from and begs the question: "What are you doing for your union dues?"

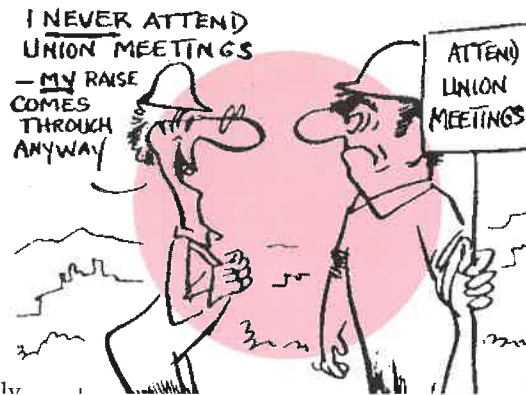
Dues money is paid for membership, allowing you to be part of a group and encourages you to flex your union muscle to defend the rights of you and your fellow workers.

Would you as an individual pay a monthly

and tone up so that you could have more muscle? Of course not!

The union dues you pay entitles you to be part of a membership which exercises their power together. Dues do not buy the workers some sort of guard dog to watch out for them. Just as it would not buy you muscles at the gym, it will not buy you muscles on the dock or ship.

Because a few members show apathy does not absolve any of us from the duty to participate in the union and defend our rights.



AT THE TABLE

Local 502
Westshore Coal terminals contract expired Jan 31, 1994.
Local 514

Local 517
Vancouver Port Corp. Contract expired May 31, 1994
Westshore Coal

Attention:

Revenue Canada has changed the rules

As of September 1994, Revenue Canada's installment payment rules will change.

These changes may affect any returner who does not have sufficient tax deductions at source to cover all income. Sources of income may be, but are not limited to rental income, investment income and all forms of pension income including government pension income.

Revenue Canada will require you to pay quarterly installments if the total federal and provincial taxes owing on your 1994 tax returns and

at least one of the two prior years is more than \$2000 greater than the tax deducted at source.

If you do not pay these installments on time, you will be charged non-tax deductible interest if you owe more than \$2000 of taxes on your 1994 tax return.

Financial planners suggest all retirees and widows review their taxation situation and if required re-adjust their deduction/payments accordingly. For many, increased deductions at all sources may be more beneficial than quarterly payments.

Local 504 Golf Tourney a great success for all

Local 504 held its 29th annual members teeing off at the Gorge golf tournament on June 23, with Vale Golf Club.



That's Bob Boise on the left, and Norm Delaire receiving their trophies from Keith Rowlands, right.

Winner of the Low Gross was Bob Boise from Local 514. Low Net went to Richard Ulrich from Local 19 Seattle, and Norm Delaire from Local 500 took the Senior. Gordie Nelson from Local 500 won the Callaway.

The tournament was a huge success, due to the excellent work of Brother Keith Rowlands.

Golf Committee chair B. Talbot said they're now planning next year, which will be their 30th.

RETIRED MEMBERS

Member's Name	Age	Years of Service		
Local 500				
August 1, 1994				
André Cadieux	64	29		
Local 503				
June 1, 1994				
Charles Bowne	60	37		
Local 504				
February 1, 1994				
Robert Bickford	64	35		
April 1, 1994				
George Nestor	65	19		
Dennis Hartley	62	31		
Local 508				
January 1, 1994				
Robert Manns	62	19		
March 1, 1994				
Ronald Smith	61	29		
Gordon Beck	62	12		
April 1, 1994				
Joseph Girard	55	25		
July 1, 1994				
Frank Papke	60	35		
August 1, 1994				
Leonard Ouelette	63	35		
Local 514				
April, 1994				
Terrance Quigley	65	43		
May, 1994				
Eldon Moerike	62	41		
Lewis Gardiner	59	15		
July, 1994				
Kenneth Hoskins	65	26		
Robert Strachan	65	44		
Richard Steil	64	25		
August 1, 1994				
Philip Thomas	64	48		
Niel Maedel	62	5		

We Remember them well

Deceased Active Members				
Member's Name	Age	Date		
Local 500				
Winston Horte	52	Mar. 26		
Ron Dosanjh	28	Apr. 19		
Charles Joseph	55	May 25		
George Kosovic	52	June 2		
Stanley Ceolemans	65	July 10		
Glen Burnie	50	July 12		
Don Boyd	57	Aug. 24		
Local 504				
John Fenswick	51	July 10		
Local 514				
Ronald Kitchen	56	July 12		
Douglas Eaton	57	July 16		
Local 518				
Wayne Mazepa	38	July 24		
Deceased Pensioners				
Local 500				
Lorne Martin	75	Mar. 9		
William Joe	74	Apr. 14		
John Robinson	80	Apr. 14		
Charles Gregerson	74	Apr. 20		
Leslie Atlee	87	Apr. 26		
Patrick Corbett	67	May 5		
John Hale	85	Mar. 19		
Murdoch Campbell	74	May 31		
George Noyes	73	June 1		
Hugh Gillies	82	June 17		
Charles Clark	84	June 20		
Alexander Mcintosh	71	July 5		
Renwick Baker	75	June 25		
Local 503				
Torkil Jensen	79	Mar. 23		
John Plaunt	88	Aug. 1		
Local 504				
Robert Turnbull	82	June 23		
Local 508				
Charles Tubb	71	Mar. 28		
Herman Thomas	75	July 12		
Peter Oryshak	69	July 25		
Local 514				
Glyn Evans	72	June 3		
Frederick Grayston	74	June 11		
Russel Grant	67	July 18		
Local 520				
W.A. Goronuk	68	Apr. 15		

waterfront news

Official publication of the Canadian Area, International Longshoremen's and Warehousemen's Union.
 O20 - 1880 Triumph St.,
 Vancouver, B.C. V5L 1K3.
 Phone (604) 254-8141, Fax 254-8183

Editor, Jim McKinley
 Associate Editor, John Lynn

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

MAIL POSTE

Canada Post Corporation / Société canadienne des postes

Postage paid / Post payé

Bulk **Nombre**

4450

Vancouver, B.C.