

## Then & Now



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## Officers' report highlights business of convention

The following items are taken from the Officers' Report submitted to the ILWU Canadian Area convention in New Westminster March 23 to 27, 1998.

### **A more inclusive name**

The international convention in 1997 voted to remove gender from the union's name. We are now officially the International Longshore and Warehouse Union - Canada. The International also devoted up to 30 per cent of its budget to organizing, and International President Brian McWilliams reported on progress in this regard when he spoke to the Canadian Area convention.

The Canadian Area convention decided to hold a special convention next year to deal with a number of items relating to the structure of the Canadian Area.

Committee on Transportation, with an emphasis on the Canada Labour Code Part I changes.

The CLC is also working hard to inform Canadians about the negative impact of the Multilateral Agreement on Investment (MAI), which will undermine Canada's right to formulate social policy and maintain its sovereignty.

### **ILWU in the Shipping World**

The Canadian Area has taken a more active role in the International Transportation Workers Federation (ITF), the focus of much activity as dock workers world-wide are facing privatization and deregulation. These global forces will mean the ILWU and other dockworkers around the world will have to look to their union to bargain protection into collective agreements.

international stage to fight the privatization trend which threatens us here in BC.

On the local front, we received support from the ITF on several fronts and in the case of Local 518 led to signing a collective agreement with SGS.

The union is also working with the Grain Services Union in Westrac to deal with both privatization and deregulation and its effect on the workplace.

### **BC Fed activity**

Through our involvement with the Pacific Coast Maritime Council our union holds a vice-presidency at the BC Fed. We were active in support of the UFAWU in their struggle with the federal government and the Americans over fishing rights and over-fishing. We also supported the

bring on privatization. We believe that such a move would lead to higher Hydro rates and poorer service.

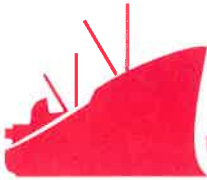
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# ITF head warns of need for international union solidarity

Among the distinguished list of speakers to address our Canadian Area convention was David Cockroft, president of the International Transport Workers' Federation (ITF).

Cockroft, on the last leg of a tour of Canada and the US, has been leading the ITF's Flags of Convenience Campaign which is fighting against de-regulation, privatization and de-unionizing ports around the world.

He thanked the Canadian Area officers for their strong support of the ITF campaign, which he described as "a vital part of our struggle against Flags of Convenience shippers worldwide.

"International support today is no longer just a matter of giving help," he said, "but also receiving it."

He noted that the drive to deregulation and privatization is a world-wide activity by shippers and stevedoring companies, who have established completely separate ports in some countries based on a non-union model.

In Australia, he said, they're

involved in a bitter fight to protect the longshore union from being smashed. ITF has stopped the right-wing anti-union forces in their tracks there when they tried to establish a non-union terminal in the Port of Melbourne, he said, but the drive keeps cropping up at other ports around the world.

"The ITF made it clear that any ship owner whose vessels are loaded or unloaded by non-union labour can expect to find all of its ships targeted permanently for action by all ITF port unions world-wide," he said. "We will not accept non-union labour in Australian ports or anywhere else."

He noted that the bitter dispute in Liverpool was settled on terms unacceptable to the union, and it represents a defeat rather than a victory. But he said some valuable lessons were learned, including the fact that solidarity worldwide is needed and is achievable. It also pointed out that the internet, web pages and email are powerful weapons uniting all unions around the globe with fast and accurate

information.

Cockroft noted that small disputes have a habit of growing into big ones, referring to a dispute in BC in which the ITF lent its support.

"The maritime industry worldwide is watching us today for the slightest sign of weakness. We intend to go on building solidarity to demonstrate that port unions worldwide are here to stay, and employers are going to have to continue to deal with us whether they like it or not.

There is no reason why decent employers should be threatened by such statements, he said. The dockworker unions recognize that these shipping companies need to make a profit to be able to operate and provide dockworker jobs, but they don't have to exploit their workers to do so.

He said an ITF campaign ship will visit Vancouver in the next year. It is a floating exhibition showing the bad



and the good of the shipping industry world-wide. The ship would be available for tours by the public, union members, business and political leaders and others as a means of driving home the Flags of Convenience campaign which they have been waging for 50 years.

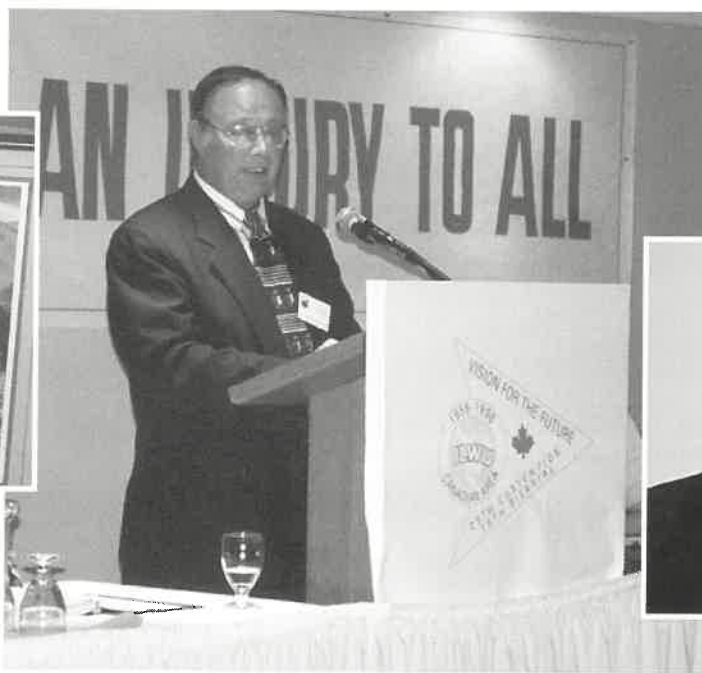
The ITF represents 500 affiliated trade unions in 130 countries around the world.

## Convention speakers



**International President Brian McWilliams shows artwork presented to him by his hosts.**

**Ken Georgetti, from the BC Fed, also spoke to the delegates during the convention.**



**Dick Martin of the CLC addresses the delegates.**

**David Cockroft, President of the ITF.**



## Convention... Continued from page 1

The BC Maritime Employers Association have aligned themselves with the Reform Party and the Fraser Institute and are seeking amendments to the Code to provide for Final Offer Arbitration, which we oppose. We have taken out ads in prairie publications to drive home our point of view, and are considering a proposal with the Grainworkers Union Local 333 to launch a major lobbying effort in Ottawa.

employees when the new port authorities come into being. We were successful in having a Pension Continuation Clause included in this legislation, which is a major victory for our union which the employer groups vehemently opposed.

### Issues in the Locals

local 518 continues to tussle with non-union firms bidding on traditional work, and organizing attempts have not been successful to date.

The BCMEA has tried to use the

locals. And we continue to deal with the issue of companies hiring foremen off the streets.

### WCB Royal Commission

We have been active with the BC Fed and other unions across BC in getting workers to tell their stories to the Commission. We held a workshop for injured workers in Prince Rupert to help them get their word out. The Canadian area made a strong submission to the Commission laying out the perspective of our

of value to our locals. There are now four programs which deal with our needs in Longshoring: ILWU Leadership, Organizing, Grievance Handling, and Advanced Leadership.

### Joint Safety Committee

The committee dealt with such items as working near vessels being fumigated, problems of diesel fumes in Ro-Ro vessels, a fatality during unloading of a lumber truck, substance abuse on the job, marking of confined spaces, hatch lighting. the

# Organizing successful, but it takes more time than you think

"Organize the Unorganized" is a labour motto! How successful have we been in organizing? Can we do a better job in the future? How important is organizing to us anyway? Should we be doing more of it?

These are some of the questions that come to mind when thinking about organizing. We believe that organizing is the life blood of our Union and without it we will lose our base of power, our strength, our ability to defend ourselves.

The Unions base is shrinking and has been for some time. This trend should not be allowed to continue.

At the 1994 Canadian Area convention, resolutions were adopted that provided for the union to hire an

organizer. Les Buss was hired for the position of ILWU organizer. The organizer and the officers agreed to organize a number of work sites; Axis Logistics, E.S.L., Repap, Prince Rupert Grain, B.C. Sugar, M.L.C. Janitors, Ridge Meadows Recycling, and Gull Transport.

Some of our organizing drives were very successful and some failed at the labour board or in the courts. You can give it your best effort, but you can't win them all. We cannot always predict how the provincial and federal labour boards are going to rule in each case.

The most current data from the National Labour Relations Board in

the US indicates a 42% win rate for the unions in N.L.R.B. elections. We were certainly doing a lot better than that.

The unions organizing campaign resulted in a steep learning curve not only for the Canadian Area officers but the executive board as well. I think it would be fair to say that change comes hard for any union and sometimes it is painful. Our initial experience with organizing was no exception.

The main point is that the ILWU had a full-time organizer, we were aggressively organizing and we were successful at it.

The raiding of Gull Transport at the foot of Clark Drive in Vancouver from the Christian Labour Organization was a major accomplishment for this union. One that we should be extremely

proud of.

The 1996 Canadian Area Convention resulted in a number of excellent resolutions from the locals on organizing:

- ◆ Education of Rank and File organizers to assist the senior organizer.
- ◆ An organizing agenda, loosely identifying our targets.
- ◆ An arrangement for sharing the costs of our organizer with the Retail Wholesale Union (an ILWU affiliated union)

The following is a progress report on these resolutions:

- ◆ We provided an ILWU organizers

course last spring. Any brothers or sisters who are interested in participating in future courses should contact their local or the Canadian Area Office for registration as space will be limited.

- ◆ The Canadian Area executive board has identified potential organizing targets.

Since the 1996 convention we have received new information regarding the true costs of organizing including the cost of negotiating those critical first collective agreements. The amount originally budgeted for is not enough for us to accomplish what the convention has asked us to do.

As a result of this lack of funding for organizing, Les Buss has been working full-time for the Retail Wholesale Union. In the short period of time that Les Buss has been working for the R.W.U., he has organized over 15 job sites containing over 800 workers for the R.W.U., an impressive record to say the least.

Protecting the I.L.W.U.'s flanks through organizing is expensive, let us make no mistake about that. The critical question is can we afford to not protect ourselves from the employers' relentless attacks on our jurisdiction through contracting out and the use of non-union workers? We think not!

Where do we go from here, and what do we do?



The I.L.W.U. international has had an organizing assessment for years. You may have read in the dispatcher newspaper about their success with the ship planners and office workers at various container terminals in the U.S. The International understands the importance of organizing in order to secure their jurisdiction.

Organizing to protect our flanks is not a short term plan by any means, and it requires a great amount of work and dedication. It is our hope that with your support we will continue to build on our success'. Providing an opportunity for unorganized workers to join this great union of ours, at the same time broadening our base and protecting our jurisdiction and placing us on a solid foundation heading into the 21st century.

## Court decisions bash Joint Board

Two major Labour Relations Board decisions favouring Saskatchewan members of R.W.D.S.U. have been quashed by provincial courts in recent weeks. Both involved the interpretation and application of the technological provisions of the Trade Union Act.

In the first case, the Board found that the closing of the Silver Sage Casino represented a technological change and that the employer was required to bargain a workplace adjustment agreement for the 240 members who were dismissed. Such an agreement would normally include severance pay and retraining.

Case two was very similar to that of the Silver Sage except that only about a dozen Union members lost their jobs when, almost immediately after R.W.D.S.U. was certified to represent workers at a waste disposal company, the employer sold and/or transferred a part of the business.

Both Saskatchewan court decisions will be

was entitled to all benefits of the Agreement.

The overturning of Board decisions by Saskatchewan courts has become almost automatic and appropriate amendments to the Trade Union Act may be the only solutions.

### El Nino causes layoffs

More than 200 members at Morris Industries in Yorkton have been laid off and the company says the major villain is El Nino which has caused an unusually mild and snow-free winter in Saskatchewan.

As a result, the sale of new farm machinery has hit rock bottom and is expected to stay there at least until spring when early rains might cause them to revive.

A second blow suffered by Morris is the collapse of the Asian economy. In recent years the company built this market to the point where it absorbed a significant share of production but this is no longer

It predicted at least 100 new jobs would be created. This plan has now been put on hold.



### Pepsi dispute continues

Although the strike/lockout at Pepsi-Cola in Saskatoon is over, the parties are a long way from agreeing on the terms of a renewal of the Collective Bargaining Agreement. However, the five members who were dismissed for alleged misconduct on the picket line have been reinstated.

In addition the company has abandoned all legal action against the Union.

The Joint Board is convinced that a deal could be hammered out if local management was calling the

# Kelleher recommends appeal - GSU keeps up the pressure

Hours of Work Inquiry Commissioner Stephen Kelleher, Q.C., has recommended repealing the much despised 1979, Regulations covering hours of work of country elevator managers and assistant managers. On February 26, Mr. Kelleher's report and recommendations were released by the federal Minister of Labour, the Honourable Lawrence MacAulay, who had appointed the Inquiry on September 7, 1997.

Mr. Kelleher's recommendation is a major victory for GSU. The union began lobbying in 1994 for a review of the existing regulations.

"We have won the first two rounds of this fight. First we had to convince the Minister to hold an Inquiry, then we had to present our case to the inquiry commissioner," said GSU General Secretary Hugh Wagner.

"Now, to complete the mission, we must convince the Minister to follow through on Mr. Kelleher's recommendation to repeal the regulations."

On March 17, the letter at right was sent to Western Members of Parliament. In all, 87 members of parliament were written.



**"RE: Industrial Inquiry Commission, Recommendations and Report - Country Elevator Agents and Managers Hours of Work Legislation, 1979, As Amended."**

On February 26, 1998 the Honourable Lawrence MacAulay, Minister of Labour, released the Recommendations and Report of Mr. Stephen Kelleher, Q.C. Mr. Kelleher conducted an Inquiry under Section 248 of Part III of the Canada Labour Code (Labour Standards) into the 1979, Regulations covering the hours of work of country grain elevator agents/managers and employees performing similar work.

In the interests of brevity, I am sending you an excerpted summary of Mr. Kelleher's Recommendations and Report. A complete copy can be obtained from Labour Canada. Grain Service Union requested the Inquiry and welcomes Mr. Kelleher's Recommendations and the Honourable Lawrence MacAulay urging him to adopt the recommendations to repeal the 1979, Regulations.

More than twenty-one years have passed since a previous Inquiry Commissioner, Mr. J. Steward Gunn, recommended that progressive steps be taken to bring about the application of the standard hours of work provisions of Part III of the Canada Labour Code to country elevator agents and managers. Grain Services Union believes it is time to end the discriminatory treatment of this class or employees. In addition to notifying you about this issue, I am writing to request your support of Grain Services Union efforts to bring about the repeal of 1979, Regulations.

The grain handling system on the prairies is rapidly changing. Grain companies, both domestic and foreign, are investing hundreds of millions of dollars to build a highly centralized and high volume primary elevator system. It is also time to change antiquated and discriminatory labour standards. For far too long the absence of standard hours of work and overtime pay provisions has acted as a market distortion in that grain elevator companies are sheltered from the true cost of neglectful time management and planning. As a result, poor management practices endure in relation to work time.

Country elevator manager and employees performing similar work are prevented from making the best use of their time to plan, organize, and deliver service to the system as a result of the tendency of employers to undervalue employee time and the irresistible temptation to schedule innumerable unproductive meetings about esoteric management concepts. The Western Grain Elevator Association (WGEA) does not dispute the fact that elevator managers and similar employees work a substantial amount of overtime. The employers represented by the WGEA just do not want to pay standard overtime pay for the work.

The WGEA claims that their labour costs would increase by \$10 million if the 1979, Regulations were abolished. Grain Services Union disputes this claim, but even if it was true it would represent 30 cents per tonne of grain handled (1 cent per bushel) by the primary elevator system. The cost would be a speck of dust in comparison to the hundreds of millions of dollars the grain companies are pouring into the construction of inland terminals.

The WGEA claims that applying the standard hours of work rules to employees might cause a reduction in service by precipitating smaller country elevator closings. Their argument should be evaluated alongside the fact that since 19080 the grain companies have closed 50 per cent of the primary country elevators. They plan to close 50 per cent of the remaining elevators and are simply looking for someone to blame. The men and women working in primary country elevators are entitled to the same labour standards as other employees covered by the Canada Labour Code. Service will not suffer and farmers need not pay another cent more. A level playing field and competition will prevent unfair cost transfers.

On behalf of the people working elevators and their families I ask for your support. I would be pleased to arrange to speak to your caucus or the appropriate caucus committee. I look forward to receiving your reply. It will be helpful if you respond prior to April 24 when Grain Services Union delegates from across Western Canada will assemble in their Policy Convention in Saskatoon.

Sincerely,  
Hugh J. Wagner  
General Secretary

"The WGEA met with Mr. MacAulay on Friday, March 13 and I imagine the story they told was as scary as some of the Friday the Thirteenth movies. The letter to MPs is in response to suggestions from elected union officers. It was designed to counter the doom and gloom stories of the WGEA and to provide facts to MPs who no doubt will be lobbied by the grain company camp." Wagner said.

On the afternoon of April 1, GSU President Garnet Lee and Wagner met with Mr. MacAulay to further press the workers' case. In addition to writing MPs and meeting with the Minister of Labour, the GSU campaign includes letter writing by union members, follow-up contact with caucus representatives of the parties in the House of Commons, and distribution of a booklet about the industry and hours of work standards.

## Scholarship Opportunity

Members are reminded of the special vocational/career scholarship established in honour of our late Canadian Area President, Don Garcia. Deadline for this \$1 000 scholarship is



# Candidates for Canadian Area positions

## PRESIDENT



*Dan Cole*



*Tom Dufresne*

## 1ST VICE-PRESIDENT



*Bill Carrigan*



*Mike Rondpré*

## 2ND VICE-PRESIDENT



*Mike Isinger*

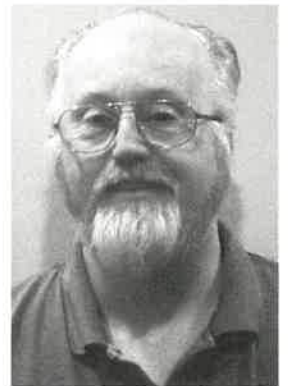


*Virginia Persson*

## 3RD VICE-PRESIDENT



*Mark Gordienko*



*Wayne Sargent*



## ALONG THE SHORE

### Steel leads the Fraser volumes

Fraser Surrey Docks reports an increase in volume in 1997 of 500,000 tonnes, up to 2.5 million tonnes, attributed to the investment of \$19 million in expanding their general cargo terminal.

The expansion gave them greater capacity to handle international cargo including forest products, steel and containers. Container traffic grew by 40 per cent, to \$18,778 TEUs during 1997.

But steel was the big story, with imports reaching 568,000 tonnes making it the largest West Coast handler for breakbulk steel.

Overall, ship arrivals increased to 488 from 360 in 1996.

### April 28th the day we mourn for our dead

This April 28 is Canadian Labour's Day of Mourning for workers killed and injured on the job.

In Canada, three workers lose their lives on the job every day. A worker is injured every 8.7 seconds, and every 17 seconds there is an injury severe enough to cause the worker to miss a day's work.

The Canadian Labour Congress reports that time-loss injuries claims have

## SECRETARY-TREASURER



# Liverpool dockworkers admit defeat, end dispute

In a stunning, short statement issued Monday January 26, 1998, Jim Nolan chairman of the Merseyside Port Shop Stewards notified longshore workers and supporters around the world that "the Liverpool Dockworkers decided to call an end to their long running dispute." The stewards recommended a collective settlement providing a \$42,000 buyout and continuity of pensions for those employed by Mersey Docks and Harbour Company. About 80 young dockers employed at Torside and Nelson Freight are not covered by the terms of the agreement. There is no guarantee for job re-instatement for the 500 dockers.

After the privatization of the docks in Britain in 1989, dockworkers' unions have been busted in port after port. There is now not one union port in Britain with a collective Bargaining Agreement solidly in place. Liverpool was the last! Such is the legacy of 20 years of Tory and now "new labour" government's service to capital!

After nearly 2 1/2 years of waging a militant fight against the company, international shipping conglomerates, the government, and even their own Transport & General union leadership,

the Liverpool dockers, perceiving dwindling national and international support, decided to end the strike.

Two Liverpool stewards, Bobby Morton and Tony Nelson, will be making one last West Coast tour to thank ILWU members, supporters and

especially Neptune Jade picketers for our solidarity.

Although our brothers in Liverpool have been defeated in a valiant effort, through no fault of their own, they have awakened workers around the world and taught us all a critical

lesson: "United action through international labor solidarity is the only way to challenge the power of international capital". If we absorb this lesson it will be a victory for the Liverpool dockers, their shining contribution to the international workers struggle embellished forever in the pages of labor history.

## ILWU Advanced Leadership Course at Winter School

The Leadership Course was held at the Pacific CLC Winter School on January 25-30, 1998. This course dealt with various aspects of collective bargaining as it relates to the waterfront industry.

The course outline closely followed and accurately represented the problems we encounter in bargaining in our industry.

Doug Sigurdson did an excellent job in setting up this course we all appreciate the endless hours of preparation it took to make this course what it is.

Canadian Area President Tom Dufresne gave a talk on the importance of the changes to the Canadian Labour Code contained in Bill C-19. He explained the history of

the current Bill and how much time and energy the labour movement has put into this effort. In an attempt to obtain some sense of justice and equality at the bargaining table.

He also talked about how many resources the BCMEA has brought to bear in an attempt to thwart the Union's goal of leveling the playing field in negotiations. This was followed by a question and answer session with enthusiastic participation by the students.

Later in the week Federal Conciliator Bill Lewis brought us up to date on the changes happening in the Mediation and Conciliation Service along with the proposed changes to the Canada Labour Code contained in Bill C-19.

Mr. Lewis also assisted us by fully participating in a mock bargaining session. It added a sense of realism

that otherwise would not have been possible to create.

The students appreciate all the hard work that was put into this course and we can all be very proud of this Union putting on such a high quality program.

### ILWU Advanced Leadership Class of 1998

Ashton, Bob	Local 500
Barden, Jim	Local 500
Beaton, Dan	Local 505
Isinger, Mike	Local 514
Jaco, Shirley	Local 500
McEachern, Dale	Local 508
Rondpré, Mike	Local 500
Rondpré, Pete	Local 500
Roy, Russ	Local 500
Smith, Dale	Local 514
Spanbauer, Joe	Local 503
Veriah, Sabi	Local 500

### RETIRED LONGSHORE MEMBERS

Member's Name	Age	Years of Service			
			Saverio Santolla	63	22
			George Zelis	60	34
<b>Local 500 - Vancouver</b>					
Charles D. Franklin	65	42			
Charles Swan	60	26			
David A. Foulston	64	28			
Dennis W. Taggart	58	33			
Edward R. Grossman	60	37			
Eliseo Pedron	62	35			
Giovanni Peluso	64	35			
Giovanni Zalunardo	65	36			
Giuseppe Santucci	63	42			
Jack D. Ruby	63	42			
James R. Tinga	62	34			
James W. Taggart	62	34			
Kenneth G. Craig	65	14			
Leonardo Fetiguso	65	25			
Patrick Cawley	65	41			
Raymond W. Nelson	62	36			
Robert H. McEwan	62	30			
Ronald D. Martin	62	42			
<b>Local 502 - New West</b>					
Frank Kafer	63	35			
Gordon B. Smith	62	39			
<b>Local 503 - Port Alberni</b>					
Andrew J. Michielssen	60	38			
Donald R. Atkinson	62	36			
Hubert Marin	63	27			
John Molnar	63	35			
Selmer A. Moen	61	41			
<b>Local 505 - Prince Rupert</b>					
Ignazio Torresan	61	37			
<b>Local 508 - Chemainus</b>					
Gerald T. Morgan	60	34			
Hansjorg Brushlor	65	37			
John H. Hutton	62	31			
Patrick A. Matson	62	38			
Robert A. Saunier	62	34			
Kaye P. Bell	62	30			
<b>Local 514 - Foremen</b>					
Bruce Adams	63	31			
Kaj T. Christensen	57	25			
Leslie V. Thomas	60	33			
Murray V. Barnes	63	31			
William G. Heads	63	34			

## We Remember them well

<b>Active Members</b>			
Member's name	Age	Date	
<b>Local 500 - Vancouver</b>			
Major Brar	53	18/11/97	Lyle I. Rush 75 17/11/97
Robert Dashner	58	13/02/98	Nick Calderino 68 09/01/98
			Norman Brown 84 07/12/97
			Oliver G. Watson 77 25/01/98
			Peter Krahn 77 11/02/98
			Phillip J. Alexander 63 13/01/98
			Ralph A. Smith 76 02/02/98
			Robert McElveen 78 18/02/98
			Tony I. Wolsky 70 25/12/97
			William R. Salt 85 19/01/98
			Cecil Meehan 62 04/03/98
			Lloyd A. Gropp 70 09/11/97
<b>Local 502 - New West</b>			
			Joseph H. Pavlis 83 12/11/97
<b>Deceased Pensioners</b>			
<b>Local 500 - Vancouver</b>			
Alexander Lawris	65	05/03/98	<b>Local 503 - Port Alberni</b>
Alexander Reid	74	23/11/97	Frederick Schwarz 76 04/11/97
Arthur Thompson	68	03/12/97	<b>Local 508 - Chemainus</b>
Bernhard Penner	76	10/03/98	Henry O. Nicholls 78 17/11/97
Daniel H. Lunney	90	06/03/98	Thomas Greenhorn 68 28/12/97
Edward Stewart	89	22/12/97	<b>Local 514 - Foremen</b>
Frank E. Todd	81	22/11/97	Basil Olver 76 27/11/97
George S. MacIndoe	78	19/12/97	Ingvar Magnusson 74 04/01/98
James H. Guttridge	76	02/03/98	Roger Lucas 69 23/11/97
John M. Gerstmar	72	27/11/97	

### waterfront news

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