



Providing information to our members and fellow unionists

ILWU Canada

February 2013

Waterfront News

Inside this issue

.....	2
.....	4
.....	5
.....	6-7
.....	10-11

Official publication of the International Longshore & Warehouse Union Canada

ILWU Local 505 maintains jurisdiction on Watson Island

With the recent arrival of the HHL Macao berthing at the old Watson Island Pulp Mill dock, Local 505 maintains its long standing jurisdiction on that dock.

Since the complete shut down and closure of the Repap Pulp mill in 2001 the dock at Watson Island has sat idle. This change recently, when Western Stevedoring was hired to discharge the new stacker reclaimer for Ridley Island terminals (ILWU Local 52) using Local 505 workforce and Local 514 Formen.

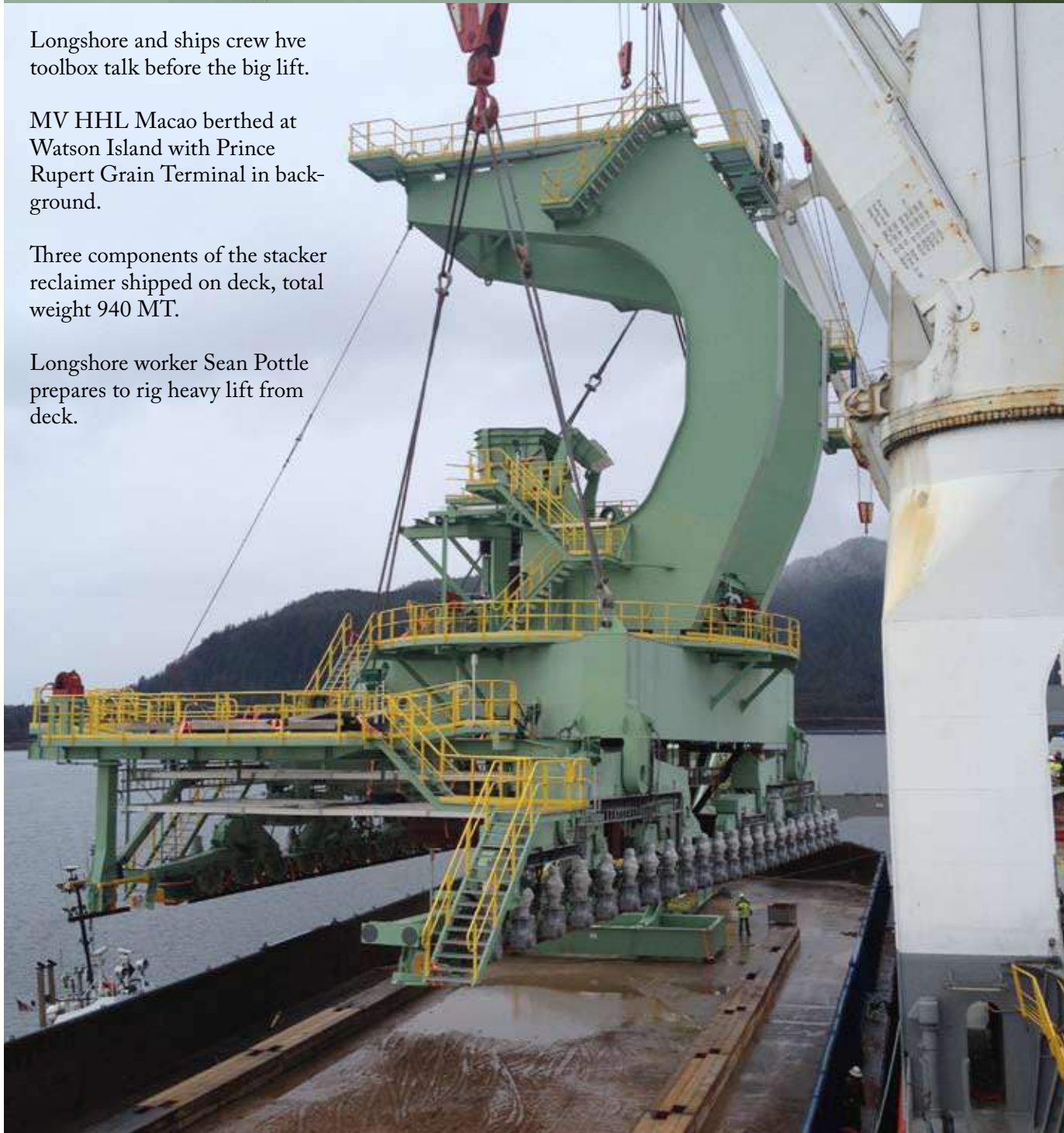
The HHL Macao is a heavy lift ship with two of its three cranes capable of lifting 650 mt each. The main component of the stacker reclaimer wighting in at 680 tons took the combined effort of cranes #2 and #3 to land it on the barge.

Safety is paramount to the ILWU an each shift started with the toolbox talk done with the Captain and Chief Officer attending. We are happy to say there were no reported injuries over the time at berth.

As the Head Foremen on this job I am pleased to report that upon completion of this job, the Captain, Chief Officer and the Representative of Hansa Shipping asked to speak with the Longshore crew.

They stated that the ship and company were extremely pleased with the job done and impressed with how well everyone worked completing the task at hand. They also went on to say they look forward to working with Locals 505 and 514 again.

Good job Prince Rupert in bolstering our international reputation.



Longshore and ships crew hve toolbox talk before the big lift.

MV HHL Macao berthed at Watson Island with Prince Rupert Grain Terminal in background.

Three components of the stacker reclaimer shipped on deck, total weight 940 MT.

Longshore worker Sean Pottle prepares to rig heavy lift from deck.

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A brief history of Trade Union Research Bureau

By David Fairey

December 31, 2012 marks the end of a unique organization closely associated with the labour and progressive social movements of British Columbia for over 75 years. On that date the doors of Trade Union Research Bureau were permanently closed.

TURB was probably the first, and the longest surviving independent labour research organization in Canada.¹ Although Trade Union Research Bureau was formed in late 1945 through the partnership of its first Director Bert Marcuse, a Statistician, Emil Bjarnason, an Economist, and Eric Bee an Auditor, its origins actually go back to around 1937 when the San Francisco based Pacific Coast Labor Bureau established a branch office on the 14th floor of the Dominion Bank Building at 207 West Hastings Street in Vancouver.

San Francisco based Pacific Coast Labor Bureau established a branch office in Vancouver.

The U.S. Pacific Coast Labor Bureau was established in San Francisco in 1920 by Henry Melnikow, a labour economist who had graduated from the University of Wisconsin in 1916 and studied at the Sorbonne in France after serving there in the First World War. By 1941 the Pacific Coast Labor Bureau had branches or representatives in Los Angeles, New York, Chicago, Portland Oregon, Seattle and Vancouver BC. In that year it changed its name to the National Labor Bureau, and by 1944 was reported to have served about 600 unions since 1920, had a client list of 500 unions in both the AFL and CIO, and a permanent staff of 75 economists, lawyers, accountants and secretaries.²

The first Director of the Pacific Coast Labor Bureau in Vancouver was John Wigdor, he was later joined by Bert Marcuse who took over as Director in 1941. Emil Bjarnason joined the Bureau in 1945 after working as the Chief Statistician for the Mobilization Section of the Department of Labour during the Second World War. In December 1945 the Vancouver Bureau staff of Bert Marcuse, Emil Bjarnason and Eric Bee negotiated the purchase of the Pacific Coast Labor Bureau branch in Vancouver from the National Labor Bureau in the U.S. for \$500 on condition that the Pacific Coast Labor Bureau name would no longer be used. The purchase took effect January 1, 1946 and on that date the Vancouver organization was re-named Trade Union Research Bureau. In April 1946 the three Vancouver principals of TURB entered into a partnership agreement to own and operate the Bureau for the purpose of “performing public relations work and providing economic service

for trade unions and providing auditing and accounting service for trade unions and co-operatives.”

In 1947 Bert Marcuse and Emil Bjarnason were members of the Economic Research Committee of the Canadian Congress of Labour. Bert Marcuse remained as Director of TURB until the late 1940's when he left to work in broadcasting for a brief period of time, returning to TURB around 1951 or 1952. In May 1954 Bert Marcuse left the Bureau again to re-enter university and train for a new career in Social Work.

Emil Bjarnason took over as Director in the late 1940's and stayed with the Bureau in that capacity until he retired in 1989, having been with the Bureau for a total of 44 years. Emil had a BA from the University of British Columbia, a Master's degree from Queen's University (obtained in 1966), and a Doctorate in Economics from Simon Fraser University which he obtained in 1975.

Since its formation TURB provided a wide range of technical, advocacy and administrative services including job analysis, arbitration and conciliation, collective agreement negotiation and collective bargaining research, statistical analysis and surveys, productivity studies, union organizational studies, publicity, education, accounting and auditing, pension and welfare plan design, costing and administration, and from about 1972 to 2004 pioneered computerized member records and data processing.

Over the 75 years of its existence the Bureau underwent several transformations reflecting changes in the West Coast labour and social movements it served, the issues that these movements focused on, and the expertise that several generations of staff brought to the Bureau. And in this time frame TURB extended the scope of its services, connections and partnerships to organizations across the country, from Victoria to Toronto, and from the BC maritime and resource extraction industries to the manufacturing, construction, public health, education, government service, public utility and transportation sectors.

After experiencing many lean in-

The respect that many unions had for the expertise and integrity of TURB was the trust given to the Bureau.

come years in the 1950's as a result of the turmoil in the labour movement in the early Cold War years and attacks on the left leadership of many of the Canadian Congress of Labour/CIO unions, especially the International Woodworkers of America which in the 1940's accounted for about 40% of the Bureau's work, TURB survived into the 1960's, expanded its clientele and services

in the late 1960's and early 1970's to include public sector unions and the first computerization of union membership and financial data, and slowly recovered over the next 30 years until in the late 1980's and early 1990's it had of staff of 10 or 11.

TURB was prominent in many trade union and community struggles, it wrote and published leaflets and information materials on current social and economic problems, it wrote about those struggles and assisted unions in recording their histories, it advocated for better employment standards and labour

Since its formation TURB provided a wide range of technical, advocacy and administrative services.

laws, and it devoted staff time and office resources to many social justice causes: women's rights, tenants rights, Cuban and Nicaraguan solidarity and support, the BC Peace Council, the World Peace Forum, the Canada Asia Pacific Resource Network, the fight to defend and restore democracy in Spain and Chile, and the struggle against apartheid in South Africa.

In the 1970's and 1980's TURB guided many unions through and around wage controls legislation such as the federal Anti Inflation Board and provincial Compensation Stabilization Program. It also contributed greatly to the campaign for pay equity in the 1990's by publishing, together with the Women's Resource Centre, the popular periodical Just Wages, and assisted several public sector unions in negotiating and arbitrating pay equity programs.

Over the years TURB published or co-published numerous booklets, pamphlets, studies, reports and histories, most notably “The Case of the Dwindling Dollar”, “The Case of the Tearful Tycoon”, “Who Owns BC”, “What Price Gold”, “The Gold River Story”, “The Mackenzie Story”, the series “Economic Facts”, and “Work and Wages”, an account of the life and times of mine workers union leader and On-to-Ottawa Trek leader Arthur “Slim” Evans.

TURB's offices were always in or near buildings occupied by unions. In January 1949 the Bureau moved from the Dominion Bank Building into office space in the Marine Workers Building at 339 West Pender Street. In December 1962 the Bureau moved into office space in the Fisherman's Union Hall at 138 East Cordova Street. In January 1982 TURB opened a second office for research staff in the Rankin & Co. law offices at 195 Alexander Street. And in 1987 TURB was persuaded by the ILWU Local 500 officers to consolidate its two offices into one and become one of the first tenants in the Maritime Labour Centre at 111 Victoria Drive.

From its inception TURB's staff were themselves unionized under collective agreements with either the Office and Technical Employees Union, the Canadian Office and Professional Employees, or the Communications, Energy and Paperworkers.

After Emil Bjarnason's retirement in 1989 David Fairey assumed the Directorship position having joined TURB in 1973 after graduating with a Master's degree in Labour Economics from the University of British Columbia. From 1989 onward the TURB partnership was comprised of Susan Lockhart who had been with the Bureau since 1977, Ted Byrne who had been with the Bureau since 1987, and Robert Campbell who had worked in the Bureau's computer department from 1984 to 2004.

From its inception TURB became the de facto research department for a number of BC based unions, such as the International Woodworkers in the 1940s, the Marine Workers and Boilermakers Union, the United Fish and Allied Workers Union, the International Union of Mine Mill and Smelter Workers in BC, initially Locals of and later the Canadian Area office of the International Longshore and Warehouse Union, the Pulp, Paper and Woodworkers of Canada, the Grainworkers Union at Port of Vancouver terminal elevators, and periodically some of the major construction unions such as Carpenters, Electrical Workers and Plumbers

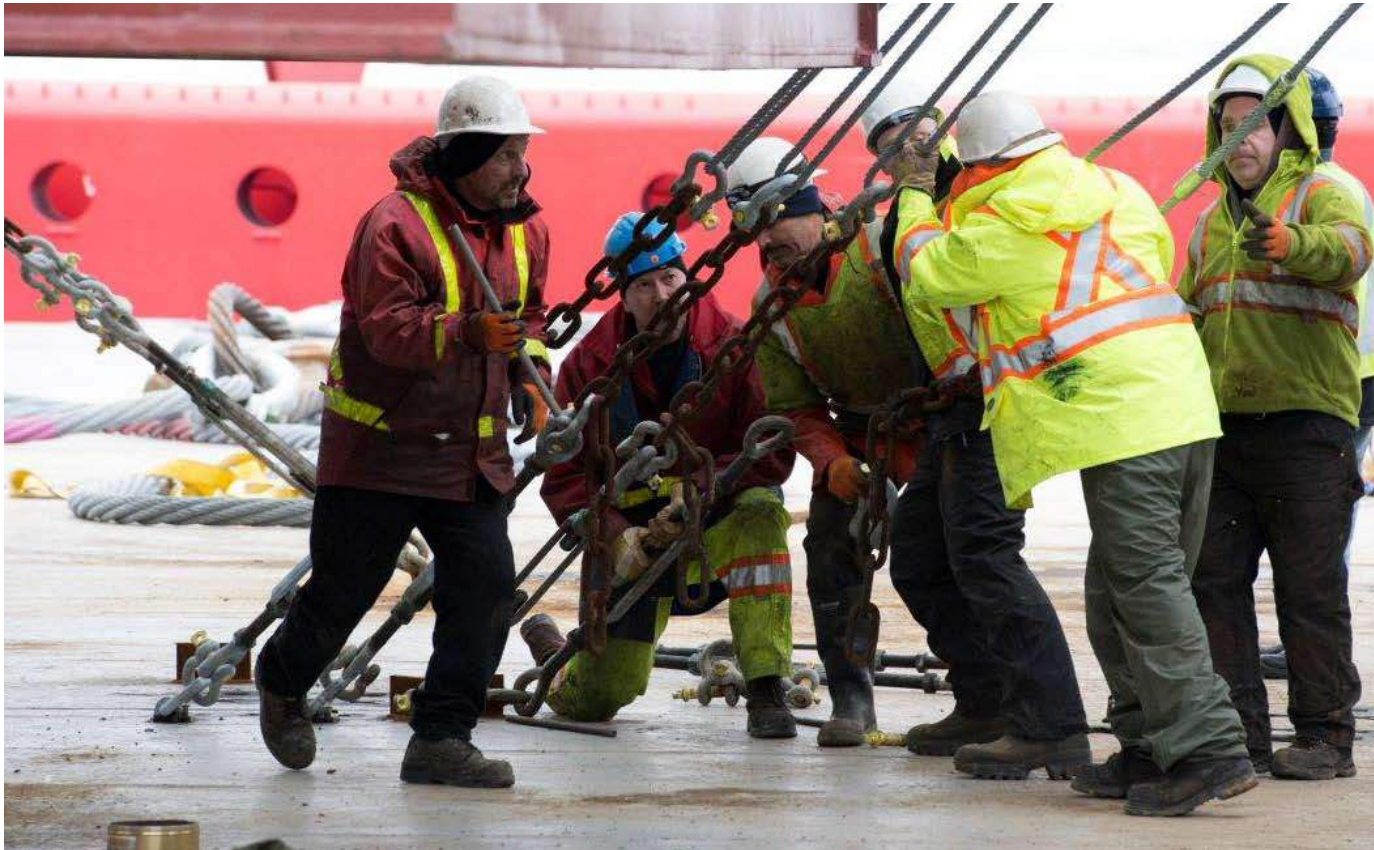
Defend and restore democracy in Spain and Chile, and the struggle against apartheid.

Metal Trades Division, several municipal Locals of the Canadian Union of Public Employees, Locals of the International Fire Fighters Association throughout BC, and the Vancouver and District Labour Council.

An indication of the respect that many unions had for the expertise and integrity of TURB was the trust given to the Bureau to conduct internal organizational reviews for a number of large unions in several provinces, including two large locals of the Amalgamated Transit Union in Ontario, the Saskatchewan Union of Nurses, the Saskatchewan Government Employees Union, the Hospital Employees Union in BC, and the United Nurses of Alberta.

In addition to offering diverse services to its labour and social movement clients the Trade Union Research Bureau over many years established partnerships with a number of independent researchers and academic associates, provided free research and information support to volunteer groups, community organizations and solidarity networks, sponsored

Continued on following page



On behalf of ILWU Local 514 Ship and Dock Foreman, executive members Dave Standing and Kelly Latimer present Captain Gary Sheils with a donation of \$4700.00 raised by its members for the annual charity drive.



A BRIEF HISTORY...

continued from previous page

Labour Research Forums and Public Pensions Forums, and venues for speakers and discussion groups on topical labour relations issues. It also maintained close links with Labour Councils, national labour education and training networks, and labour

Many outstanding and talented activists from the labour and social movements have worked for TURB over the years

Studies Programs at local colleges and universities.

Since the opening the BC office of the Canadian Centre for Policy Alternatives (CCPA) in 1997 the Trade Union Research Bureau worked closely with the CCPA on a number of research projects focused on labour, employment, economic security, and participatory municipal budgeting, and Director David Fairey has been a CCPA Research Associate and member of the CCPA's Research Advisory Committee.

Regular collaborators with TURB on projects included labour

historian Dr. John Price, labour and public policy analyst Dr. John Calvert, labour researcher Anne Burger, accountant and auditor Chris Shelton, and communications freelancer and radio broadcaster Dan Keeton.

Many outstanding and talented activists from the labour and social movements have worked for TURB over the years, including Sidney Zlotnik in the late 1940's, long time secretary Rosaleen Ross, a veteran of the international brigades and blood transfusion teams formed by Dr. Norman Bethune during the Spanish Civil War; labour journalist, historian and educator Ben Swankey in the 1960's; community campaigner Bruce Yorke in the 1960's and 1970's who went on to become a COPE City Councilor; Eunice Parker, a former Coquitlam School Trustee and City Councilor; researcher Chris Allnutt who went on to become the Secretary Business Manager of the Hospital Employees Union and then Project Director for the Rainforest Solutions Project; labour journalist Fred Wilson who went on to become assistant to the national president of the Communications, Energy and Paperworkers Union; Paul Bjarnason who went on to become a staff representative for the Office and Professional Employees Union Local

15 and then Canadian Office and Professional Employees Locals 15 and 378; Diana Gibson who went on to become research coordinator for the Parkland Institute in Alberta; Seth Klein who went on to become the BC Director of the Canadian Centre for Policy Alternatives; Carole Cameron, Diane Jolly and Tania Jarzebiak who went on to join the National staff of the Canadian Union of Public Employees; Pedro Bagon who is an organizer and advocate for migrant workers in the Filipino com-

Association with the International Longshore and Warehouse Union in BC began at the time of the formation of the ILWU

munity; Susan Lockhart who was a researcher and office administrator for 35 years, and Ted Byrne who was a job evaluation consultant and advocate for 25 years.

TURB's close and continuous association with the International Longshore and Warehouse Union (ILWU) in BC began at the time of the formation of the ILWU in the early 1940's. For close to 70 years

TURB provided collective bargaining research, collective agreement costing, and pension and welfare plan design, costing, administration and technical advisory services for most of its bargaining units and locals. Emil Bjarnason's Doctoral thesis of 1975 examined as to whether the groundbreaking Mechanization and Modernization Agreement of 1963 had been a successful adaptation of collective bargaining to the problem of mechanization and job security in the BC longshoring industry. He found through statistical and productivity analysis that the trade-off of restrictive work rules to maximize work for employment guarantees and certain monetary benefits under the M&M Agreement had been mutually beneficial to both Longshoremen and Employers. Emil also played an important support and advisory role in the successful implementation of joint control of the Waterfront Industry Pension Plan in 1959 after the historic Longshore strike of 1958. And he continued to play a key advisory role for the Union trustees of the plan for the next 20 years until his retirement in 1989.



President's Report

they can continue working toward a merger of all the waterfront Unions in New Zealand. I have offered them our support and we have already sent them a large financial donation.

As you may know we have the same situation developing here at home with the recent developments in Kitimat BC, although on a much smaller scale. Over the summer we received word of ship crew and the Ironworkers unloading project cargo at the old Eurocan Dock in Kitimat for the rebuild of the aluminum smelter there. We have spent some time there dealing with this situation and meeting with the employer Rio Tinto. Rio Tinto is not a union friendly employer and took a very serious run at Local 30 in Boron California several years ago. They are even less friendly to us because of that and our strong support of the locked out aluminum workers in Alma Quebec.

We eventually got the Canada Border Services Agency to rule against the use of foreign crew but not until after the ship *Cena Faith* finished their discharge. By the time of the next ship *Rio Tinto* had nowhere to go and the Canadian Auto Workers Local 2301, that represents the workers at the aluminum smelter stepped in behind our back and signed a 'Yellow Agreement' to do the longshore work at the Eurocan Dock. Not only did they do this in secret after we did all the work, they also have undercut our manning. They are only using one crane driver per gang and the Ironworkers are still doing the work down below. Their behaviour was despicable; as they had assured us they were work-

Continued on page 10

I recently attended the Maritime Union of New Zealand's Triennial Conference in Wellington New Zealand. It was well attended by their own delegates and almost as many International Delegates. The American ILWU Officers all were there along with 3 ILA Officers. There were also delegates from Japan, England, Scotland and Australia. This shows the importance of longshore Unions working together as they deal with the same ship owners as we do.

The Port of Auckland dispute is still going on and although the Employer has backed down on the worst parts of their plans the dispute drags on. They have different laws in New Zealand and MUNZ now has competition on the waterfront with a new Union that is strongly supported by the Employers. They call them 'Yellow Unions' and it makes their situation just that much harder to deal with.

The Convention was addressed by an official of another Union on the waterfront. They have four different Unions doing different jobs and the RMTU runs the cranes in Auckland and other Ports. Having more than one Union doing longshore work does not strengthen them as it allows the Employers to pick them off one at a time, and that is exactly what is happening there. I wish them good luck in their struggle and hope

1st V. Pres. Report

Well the end of the year is upon us finally, and what a year it has been. China has a new leader in Xi Jinping, Egypt had a free and democratic election, the Queen celebrated 60 years on the throne, and the USA held presidential elections (in case you missed it) in which we saw Barack Obama get re-elected. At the Olympics we saw a Paralympian race against "able bodied" runners for the first time. It has been an intriguing year to say the least.

We have seen the Maritime Union of New Zealand attacked by their employer as well as their government (this struggle is still ongoing at time of printing). ILWU Canada has stood beside MUNZ and will continue to do so until they have a successful end to their struggle. Just recently we have seen ILWU Local 63 OCU in Los Angeles/Long Beach go on strike after two years of unsuccessful bargaining to fend off outsourcing of their jobs to overseas workers. It goes to show you that with the strength of the ILWU and our solidarity with our Brothers and Sisters, a local 800 strong can shut down the largest container Ports in North America. At print they have reached a Tentative Deal.

At home in Canada we have seen the Federal Conservative government change environmental laws to help push through projects that their corporate lobbyists wish to see, projects like the Enbridge pipeline. Or their unconstitutional backbencher introduced piece of legislation., Bill 377 which they are trying to sell as something good for Canada. It is an ATTACK on YOUR UNION! Your Unions finances will be open to the world to see with a simple click of a mouse. Bill 377 will put Your Unions finances online so that employers can see how much money we are spending and how we are spending it. This would be especially crippling during Collective Bargaining. The only people who have the right to know how much money our Union has and what we spend it on is our members! The Federal NDP led by Thomas Mulcair have fought valiantly on behalf of the Canadian people to stop laws such as these, and many others that are being introduced in parliament which are attempting to destroy our way of life!

In our beautiful province of BC we have seen our Liberal government try to destroy Unions in this province as well with the attacks on teachers, and the attempt to privatize liquor stores just to name a couple.

After reading the first few paragraphs of my report you may be thinking "who really cares and why is he writing about this stuff". The answer is simple, everything above touches us in one way or another. Governments affect our trade, and the way foreign policy is shaped. Attacks on Unions (any Union) is an attack on us all because if they knock off one then we may be next in line. As for the Olympics they tell us that our will



and determination is our strength and if we put our minds to anything we can overcome whatever the corporations or right wing governments may throw at us!

I was lucky enough to recently attend the Saskatchewan Federation of Labour Convention in Regina as a delegate for the Grain Services Union, one of our two Affiliates in Saskatchewan, the other being the Retail Wholesale and Department Store Union of Saskatchewan. I was able to meet many strong advocates for the labour movement in Saskatchewan (most of which were Roughriders fans) and they treated me better than I could of ever imagined. Our family in Saskatchewan is in for a fight, due to a Provincial government which is more right wing than ours. The government in Saskatchewan is in the process of re-writing the labour code. When they are asked why their response has been "it hasn't been looked at in 50 years". The reason why these laws have not been looked at is simple...if it ain't broke don't fix it! (If you are on Twitter and would like to follow this situation please add the President of the SFL @LHubich)

I have attended quite a few meetings since the last printing of this paper in Kitimat, Terrace, and Prince Rupert with Brother Andy Vandermeer (President of Local 523), and Brother Glen Edwards (President of Local 505), in regards to future Port Development in the North. The most in depth was the Northwest Corridor Development Corporation which told us about possible LNG plants, pellet terminals, potash terminals, the expansion of Ridley Terminal, and the possible expansion of Maher Terminals.

During the recent BC Fed Convention we saw the re-election of Jim Sinclair and Irene Lanzinger as President and Secretary Treasurer. The Convention passed numerous resolutions on an array of subjects, a few of which are as follows; an increase to \$12/hr for min wage, a change to the Temporary Foreign workers law, and the reduction of raw logs to be exported, the last one ILWU Canada will be watching closely due to some of our Locals reliance on raw log exports.

Coming up next year is a provincial election, one of the most important in recent memory. I have a simple request of you all...get out and help your local NDP candidate, then get out and vote! There are no guarantees that we will win, and the people of this province cannot afford another Liberal Government, and that is why

Continued on page 10

2nd V. Pres. Report

With Local elections now behind us, we see some new Education committee members. After meeting with the committee and discussing areas that we could provide courses, a few good ideas came up.

One area is addressing the new recruits to the ILWU workforce. An understanding of just what it means to be part of our great Union and the principals that all labour minded persons embody is needed.

We have the 2013 Canadian Labour Congress Winter School coming up soon and the ILWU Canada is once again holding the Leadership course. This year we have opened it up to all locals and affiliates of the ILWU and I am looking forward to facilitating this course. I would like to thank our office staff for helping me, particularly Erin Mooney who has a background in leadership studies.

The Youth Conference is a go



next year with registration forms available in April 2013. This conference will be open to all ILWU Locals, members and casuals under the age of 35. The conference will be held Sept 2013 over three days. More details will be available next spring.

Keeping our members and future members informed and offering courses that will truly benefit the ILWU is key in having the same solid and united direction going forward as in the past.

Together we are strong.

Steve Nasby

3rd V. Pres. Report

Near fatalities at Deltaport

On September 18, 2012 at about 1600hrs two lashers on the CMA Figaro at TSI Deltaport were injured, one very seriously. He was evacuated from the scene by air ambulance. The ship was finishing that day and it was noted by the lashing foreman at the start of the shift that the lashing was behind. The lashers were being paid an extra hour up front to finish the vessel. It was also noted that if the lashing was not completed by 1730hrs the ship would sail without its complete cargo. This had the effect of adding a sense of urgency to the day.

The two lashers were attempting to lash the containers in Bay 19 after it had been discovered by the ships crew that the bay had to be re-lashed and three high bars needed to be added. After considerable effort it was discovered that the lashing plan as proposed by the ship crew was unable to be completed in a timely fashion. It was agreed to modify the lashing plan and only the offshore cell would be C lashed.

The offshore cells were loaded as split 20 foot twin lifts. The Dock Gantry then began to load the center lid with 40 foot containers. It was mutually agreed by the Foreman Superintendent and Vessel Planning that for the inshore split 20 foot cells that they would be loaded as single 20 foot containers cell for cell 4 high to accommodate C lashing (three high lashing bars). This change in loading sequence was done so that the lashers could keep up with the crane while loading.

The two lashers were in the 2 foot gap inshore between Bays 29 and 30 lashing cell 2 while the Dock Gantry was loading the three high container in the same cell. The Gantry operator thought the three high container needed to be adjusted and attempted to hoist up.

The stackers were in fact seated and locked and all three containers were lifted as one. Only one of the four manual deck stackers was locked at this point. The deck stacker was loaded to the point of failure and the containers released with explosive force and speed and swung into the lashers, severely crushing one of the two longshoremen. Both men were injured but only one lasher was taken from the scene by air ambulance.

A sub-committee of the Deltaport Site Safety Committee conducted a thorough accident investigation and Root Cause Analysis of the incident. It was noted in the report that there was a general absence of practice and procedure for container lashing and that while the workers involved were experienced they had not received any formal training and that they were not aware of existing safe practices in the Lashing E

Training Manual, or existing lashing standards in other jurisdiction on the west coast. It was also noted that urgency of the finish was a compounding factor along with the fact that the lashing was behind from the start of the shift.



The report states, "All involved were motivated by the fact the vessel was a finish, compounded by the absence of clear procedures, the lashers, foreman and superintendants were unable to identify the hazard of working in the same bay as a working DSGC (Dock Side Gantry Crane). It is clear that no one knowingly or intentionally ignored any known safety procedures/practices"

The report also recommended several corrective measures including: develop safe working procedures, supervisor training, conduct a job hazard analysis, review current training manuals and methods, lashing plans to be reviewed prior to lashing, more safety training for foremen superintendants and workers, etc.

The report closes by saying: "The investigation has identified numerous barriers (controls) that failed or in many cases were not part of our program. This incident involved a near fatality and has a high probability of recurrence if corrective actions are not taken."

Currently this incident is under investigation by Transport Canada and the committee is awaiting the final report from the Safety Officer. The Site Safety Committee has proposed several practices and procedures to eliminate the hazard of working under or adjacent to an operating crane while lashing containers. This is the most prudent approach and is in keeping with the hierarchy of controls contained in the Maritime Occupational Safety and Health regulations. The worker members of the committee propose that elimination of the hazard is realistic and the correct approach to prevent further incidents rather than any form of administrative or other type of controls.

Unfortunately just two months previous there was another grave incident at Deltaport, this time involving a checker. On July 15, 2012 a female checker was driving her pick-up truck and spotted something in the lane she was driving down. She stopped, in order to retrieve the object and put the truck in park and got out. While exiting the vehicle it went into reverse. She attempted to hop back into the truck to stop the truck. She lost her balance and fell. While falling she had her hand on the steering wheel and turned the wheel so that the truck began to turn away from her. She was then struck by the door of the truck while falling. The truck continued on in a large arc and came to a stop when it slammed into a concrete barrier. There were two witnesses to the accident and they both report that the truck had come to a complete stop and then all of a sudden the truck began reversing. It appears that the shift lever of the 1999 GMC Sierra did not fully engage in the

Continued on page 10

V. Pres. at Large Report

In my capacity as VP at Large, I have been delegated to represent ILWU Canada on the BC Federation of Labour's Women's Rights Standing Committee. I attended my first meeting in September. I am pleased to report that one of the Committee's key objectives is to support the Coalition of Child Care Advocates of BC (CCAABC) in their campaign for quality early care programs and \$10 a day full time childcare in the province of British Columbia.

The CCAABC's project is named to represent the fundamental principle that "Child Care is a Right." They have joined forces with the Canadian Coalition of Child Care Advocates to promote the rights of children, families, women and workers.

Canadian children, our children and grandchildren, have the right to quality early care programs given that the majority of children experience out of the home care, and these experiences lay the foundation for physical and mental health, emotional security, cultural and personal identity, and developing competencies.

In terms of the rights of families, Canada depends on working families, but it does not provide enough support and services to ensure their health and security. Over the past few decades, Canadian family income has not kept pace with the rising cost of living. There is a lack of affordable child care, and in some regions, such as the GVRD, the supply of child care does not meet the demand. In essence, parents have the right to go to work with the comfort of knowing their children are being cared for in a safe and supportive learning environment.

Single parent families are especially vulnerable to shortcomings of our child care system, and given that the majority of single parents remain to be women, they are dramatically impacted. Access to quality, affordable early care and learning services advances women's equality, helping women to both parent and work, study, or volunteer in their communities.

As child care workers, they have the right to be valued and fairly paid. Given that the average wage for child care educators is low in relation to those professions with similar training, more than half of Canadian early child care educators do not work in the sector. As a result, child care programs are increasingly hiring untrained staff, and it goes without saying that this impacts the quality of care available.

So you may be questioning how this affects you.....

For those of us ILWU members that are parents or grandparents of young children requiring child care, the potential benefits of this program are fairly evident. It is worthy to note that proposed access to the revamped system will not be tied to the labour force; in other words, you do not have to be a working parent



to be eligible.

For those members who may not have young children in their extended family, this system will benefit you as well. Canada is facing significant aging of its population and a population demographic that is not sustainable. Fewer people are having children, and youth do not form the majority of our population as in the past. The workers to pensioners ratio, the "support ratio", is rapidly declining in our nation; for example, in the 1950's there were 7 workers supporting one pensioner, whereas, it is forecasted in the near future, there will be a mere 2 workers supporting one pensioner. Given these statistics, it is not a surprise that the Canada Pension Plan and other private pension plans are under attack.

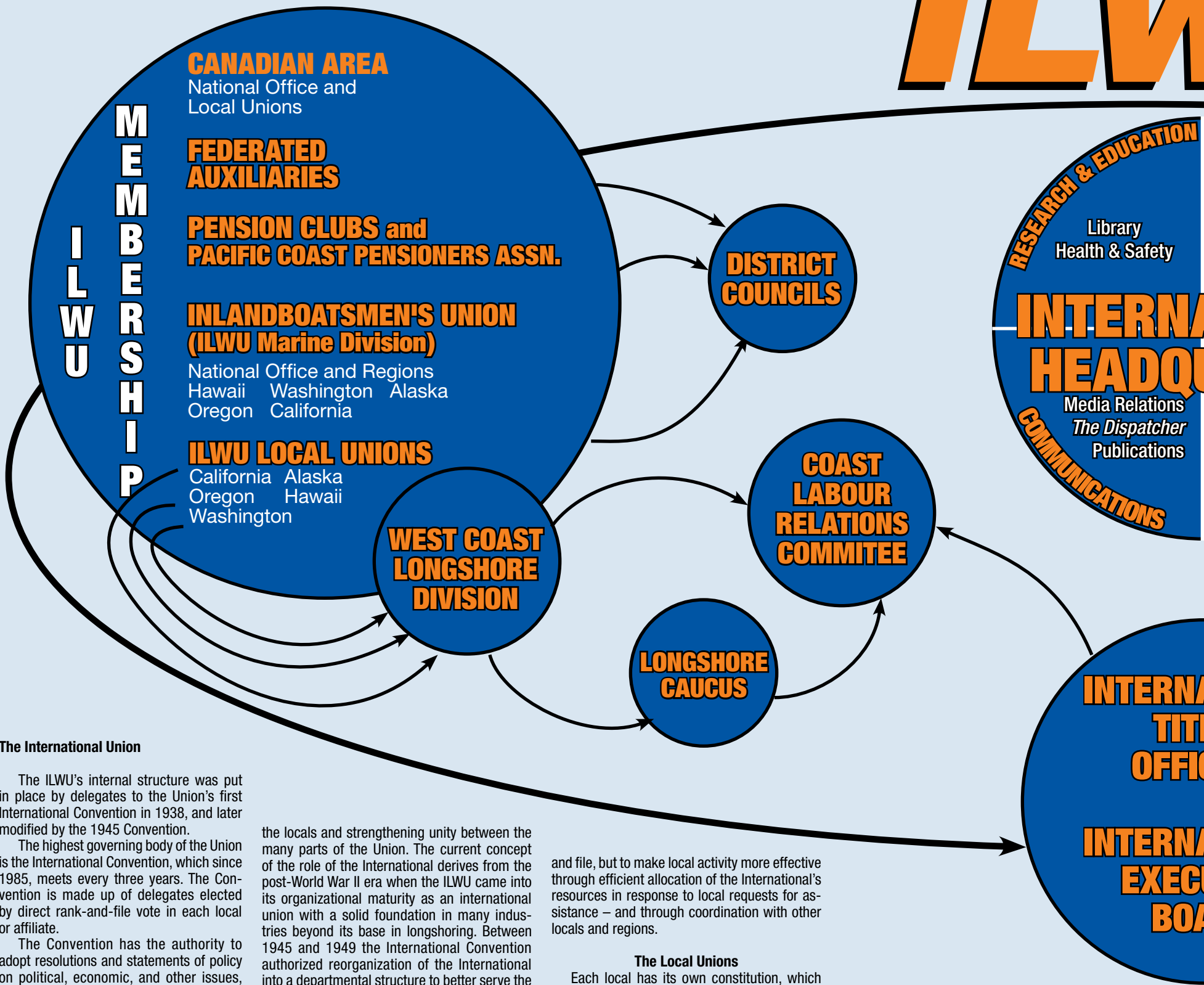
We must take measures to encourage Canadians to have children; and this is one such initiative. I am proud to report that ILWU Local 500 has endorsed this program. I would like to encourage other locals and individuals to do the same. You may even consider approaching other organizations in which you are involved to further the cause. More information can be obtained at www.ccabc.bc.ca.

I also attended the first ITF Maritime Roundtable in Casablanca, Morocco in late September. There were over 200 delegates representing dockers and seafarers from nations worldwide. The purpose of the roundtable was to allow maritime unions to share first-hand experiences with one another, and to enhance union collaboration along the supply chain.

Even though our struggles in a developed nation differ significantly from the struggles faced in developing nations, it was extremely insightful to hear what was going on in ports around the globe. In addition, it was rewarding to have these developing nations look to developed nations for advice and viewpoints. Although we are not facing the issues, we should look at them and be grateful for the gains we have made over the decades and to be reminded of what will become of our ports if our union is dismantled. Long live the ILWU!

Wishing you and your families a safe and happy holiday!

Angela Talic



The International Union

The ILWU's internal structure was put in place by delegates to the Union's first International Convention in 1938, and later modified by the 1945 Convention.

The highest governing body of the Union is the International Convention, which since 1985, meets every three years. The Convention is made up of delegates elected by direct rank-and-file vote in each local or affiliate.

The Convention has the authority to adopt resolutions and statements of policy on political, economic, and other issues, and to amend the International Constitution which according to the Preamble, serves to "guide our conduct and protect our democracy within the union" by defining the rights and responsibilities of ILWU members, local unions, International Officers, affiliates, and decision making bodies such as the International Convention and Executive Board.

International Officers and members of the International Executive Board are nominated at the Convention and elected later in direct rank-and-file vote by secret ballot. At the present time there are four such officers (and International President, two Vice Presidents, and a Secretary-Treasurer) who run the day-to-day affairs of the Union and supervise the staff. The Titled Officers also make up the National Organizing Committee, which coordinates and administers funds and personnel used in organizing activities throughout the Union.

The International Executive Board, which meets at least three times a year, is the highest governing body of the Union between conventions. The Board has the authority to take all actions necessary to implement the provisions of the Constitution and the decisions of the Convention delegates, including any necessary adjustments in the budget.

ILWU International Headquarters

The "International" of the ILWU is made up of the Titled Officers, field staff, professional staff, and clerical workers. The International coordinates the many constituencies of the ILWU: divisions, regions, locals, and industrial/occupational groupings. In practice, the International centralizes and digests the knowledge and experience of the membership — primarily as expressed in delegated bodies such as caucuses, conventions, district councils and the International Executive Board — and brings that collective wisdom to bear on contract administration, organizing, and the implementation of policy.

Since 1945, the principles underlying the role of the International have been service to

the locals and strengthening unity between the many parts of the Union. The current concept of the role of the International derives from the post-World War II era when the ILWU came into its organizational maturity as an international union with a solid foundation in many industries beyond its base in longshoring. Between 1945 and 1949 the International Convention authorized reorganization of the International into a departmental structure to better serve the membership. Division of work into departments such as Administration, Publicity, research and Education, and Organizing, allowed for effective use of the International's resources and personnel and a more timely response to requests for assistance from the locals and the rank and file. In each department, staff and clerical workers are assigned to work under the direction of International officers. Duplication of effort is minimized, and it is easier to identify and fulfill organizational priorities.

These changes were accompanied by other innovations in 1945 to more effectively represent the needs and interests of the ILWU on a national and international level, such as the creation of the Washington Office in the nation's capital. To more effectively represent the International Union in local areas, and to coordinate the implementation of ILWU policy and programs, particularly in the realm of organizing and political action, the Union also put in place a field staff of organizers and International Representatives under the supervision of Regional Directors, all of whom work under the direction of the Titled Officers.

Areas of work since 1945, with only slight modification, have been:

- Publicity/The Dispatcher
- Research/Education/Health and Safety
- Political Action
- Administration/Finances
- Organizing/Field Services

Operating under constitutional limits on executive authority, the departments do not and cannot impose policy or programs on the locals. Local autonomy in this context means that the locals are responsible for requesting and making use of International services, and for implementing ILWU programs.

In relation to organizing, for example, the collective wisdom through the 1950s was that rank and filers were the most effective organizers, and that the most successful organizing campaigns were those involving the mobilization of an entire local. In this framework, the development of staff services to supplement and complement the work of the Titled Officers was not to take the place of organizing efforts by locals and the rank

and file, but to make local activity more effective through efficient allocation of the International's resources in response to local requests for assistance — and through coordination with other locals and regions.

The Local Unions

Each local has its own constitution, which guarantees democratic procedures, controlled by the rank and file, and spells out the duties of the various officers and committees. In general, most locals have one or more full-time elected officers, as well as a series of elected committees, including an executive board, a board of trustees (which administers the local's finances) and others such as publicity and sports.

The locals set their own dues structure, and pay a per capita to the International. International per capita payments are determined by the individual's basic wage rate, with lower-paid workers carrying a smaller percentage of the load.

In general, the only limits on the autonomy of the local union — or any caucus or division — are the provisions of the International Constitution, decisions of the International Convention, and results of an international referendum.

The Longshore Division

The core of the union, historically, has been the Longshore Division, which established the Union through its victory in the 1934 West Coast maritime strike.

The Longshore Division is made up of approximately 30 locals, divided among longshore workers, clerks and foremen. The larger locals are in Los Angeles/Long Beach, San Francisco/Oakland, Seattle, Tacoma and Portland.

The basic documents of the Longshore Division are the Pacific Coast Longshore and Clerks Agreements which are negotiated by the ILWU and the Pacific Maritime Association (PMA), an organization of stevedore companies, ports and shipping companies. These contracts establish uniform rates of pay, hours of work, and benefits such as pensions, health insurance, holidays, vacations, and pay guarantees, and define the longshore jurisdiction of the ILWU: the right of the union to represent all workers engaged in longshore and clerks work on the Pacific Coast.

Just as the Longshore Division is autonomous within the International, the separate locals are autonomous within the Longshore Division. They are responsible for negotiating local agreements and working rules, and for making sure local employers abide by the contract.

They administer the grievance procedure on

a local level through the Local Labor Relations Committee. Together with the employers, the locals jointly administer the procedure whereby members are dispatched from the union hiring hall to their work assignments.

The Division is governed by the Longshore Caucus, which is a representative body of longshore workers, clerks and foremen elected by the membership. Each local has a number of votes determined by its size. The Longshore Caucus sets its own rules and procedures, and discusses questions of Longshore Division policy.

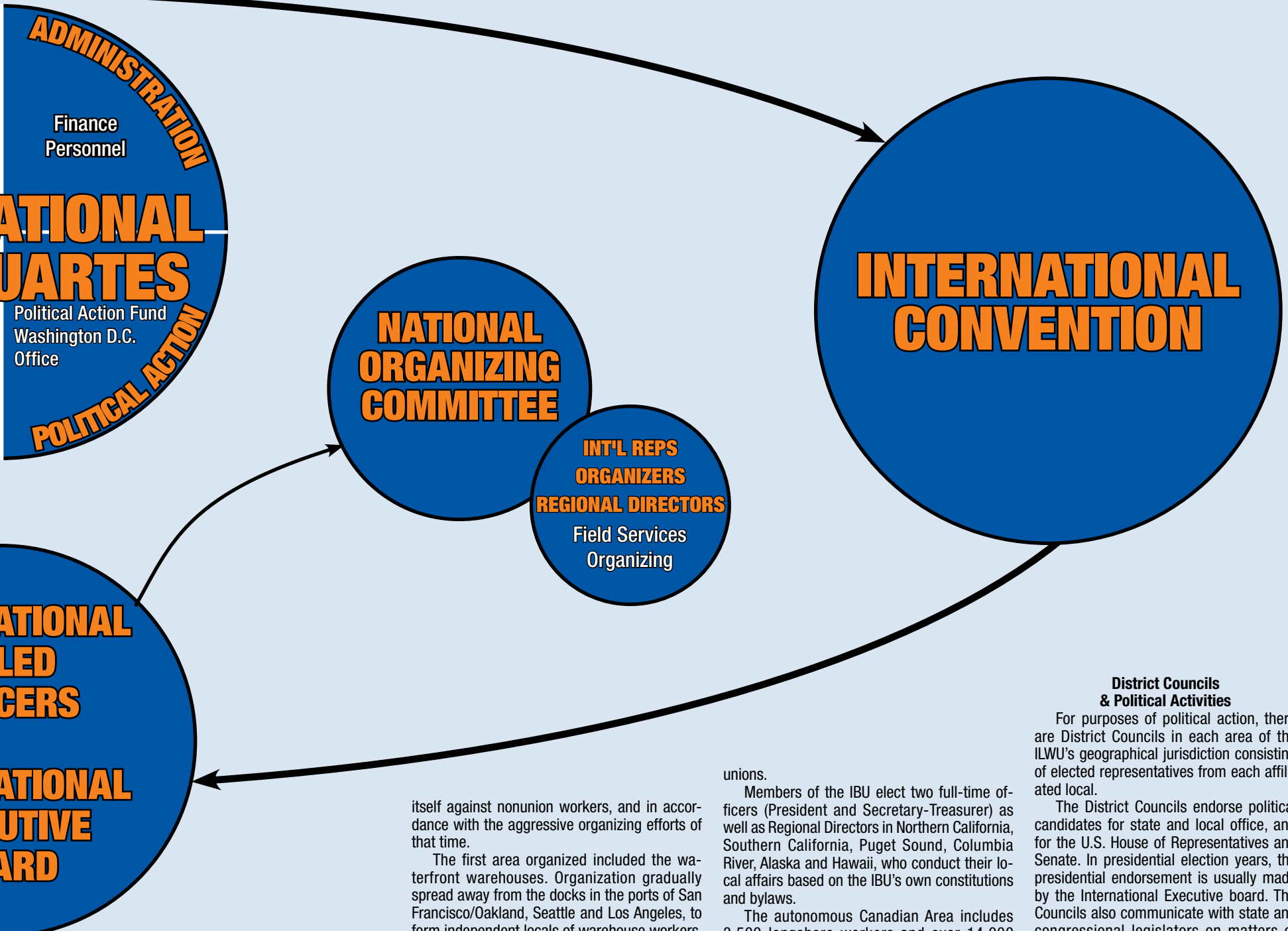
The executive body of the Longshore Division is called the Coast Labor Relations Committee. It has four members: the ILWU International President and Vice President, who are elected by the entire membership of the union, and two additional members called "Coast Committeemen," who are elected for three-year terms by members of the Longshore Division: one representing California, the other representing Oregon and Washington.

The primary purpose of the Longshore Caucus is to meet before contract negotiations and develop a list of demands and improvements. The Caucus then elects from among its number a negotiating committee rank and file longshore workers who remain in San Francisco during the course of negotiations. The negotiating committee also includes the International Officers and the Coast Committeemen.

If the negotiating committee reaches agreement with the employers' committee, the contract must be presented to the Caucus which will debate it and vote on it. If the Caucus votes it up, it is sent out to the members for a ratification vote. If the Caucus votes it down, it may call for a strike vote by the membership. In order for a contract to be approved it must win a simple majority vote among the rank and file. However, if the membership of a major local, a geographical unit of smaller locals, or the clerks locals, vote against the agreement, then ratification requires a 60% vote of the entire voting membership.

The Coast Labor Relations Committee members are collectively responsible for running the affairs of the Longshore Division between caucuses. Specifically, they serve on the negotiating

ILWU Universe



committee, administer the top level of the grievance procedure, and respond to requests from locals for assistance and information.

The same group of officers, under the title of the Coast Pro Rata Committee, conduct the financial affairs of the Longshore Division.

The Coast Pro Rata Committee pays the salary of the two Coast Committee members, the support staff, and all the costs of the Longshore Division, including the caucus, legal fees, negotiating contracts and conducting strikes.

These activities are funded by members of the Longshore Division, who pay their share to their local. The payment is collected with the local's dues and sent to the Coast Committee at the International Headquarters in San Francisco.

Longshore in Hawaii, Alaska and Canada

Longshore workers in Hawaii ports are not officially part of the Longshore Division. They are members of Hawaii's Local 142 and negotiate their own contract in much the same manner as the Longshore Division, with demands set by a special caucus and a negotiating committee. In general, the Hawaii longshore contract follows the pattern of the Pacific Coast Longshore Contract Document, with allowances for specific operations and local conditions.

Alaska longshore workers – also not officially part of the Longshore Division - negotiate their own contract, which closely follows the pattern of the Pacific Coast Contract.

Finally, the longshore workers in Canada's Pacific Coast ports are also members of the ILWU, and are part of the ILWU Canadian Area, which is entirely autonomous. The Canadian longshore contract roughly follows the West Coast contract, although it is subject to Canadian laws that contain elaborate provisions for government intervention in the bargaining process, and other aspects of a legal structure very different from the United States.

Other Areas and Divisions of the Union

After the successful maritime strikes of the 1930s, the longshore union sought to spread its organization inland on the West Coast to protect

itself against nonunion workers, and in accordance with the aggressive organizing efforts of that time.

The first area organized included the waterfront warehouses. Organization gradually spread away from the docks in the ports of San Francisco/Oakland, Seattle and Los Angeles, to form independent locals of warehouse workers. Today, the Warehouse Division includes several composite locals in the Puget Sound, Northern California and Southern California with members in warehouse production, food processing, mining, health care and many other industries.

These locals negotiate their own contracts and have their own structures. In Northern California, many of the members are covered by a warehouse master contract, negotiated jointly by the ILWU and the International Brotherhood of Teamsters.

The Hawaii locals of the International, 142 and 160, are, like any other, led by officials elected by the membership, with an executive board and numerous committees. Today, almost one-half of the ILWU membership is in Hawaii and belongs to Local 142, with headquarters in Honolulu. Until the 1950s, there were many different locals throughout the Islands, but the membership voted to amalgamate into one large local union for more effective and efficient administration and representation. Today, each of the four major counties (Oahu, Hawaii, Maui and Kauai) has a Division Director to lead its union affairs.

Local 142 is organized into five industrial divisions: longshore, sugar, pineapple, tourism and general trades. Members of each division elect delegates to caucus-type bodies, which set demands, elect negotiating committees, and have their own procedures for the ratification of contracts and the conduct of strikes.

A similar regional structure has developed in Alaska, where several local unions and units of local unions in 1983 consolidated into Local 200 for more effective representation and administration.

The Marine Division of the ILWU began in 1981, when the previously independent Inland-boatmen's Union of the Pacific (IBU) affiliated with the ILWU, and is fully autonomous. The IBU represents members who work on towboats, barges and ferries along the Pacific Coast, including deep sea ports and inland waterways.

The Marine Division also includes IBU Region 37, a group of seafood processing workers with jurisdiction in Alaska and the Puget Sound who originally came into the ILWU in the 1950s from the militant cannery and fishery workers'

unions.

Members of the IBU elect two full-time officers (President and Secretary-Treasurer) as well as Regional Directors in Northern California, Southern California, Puget Sound, Columbia River, Alaska and Hawaii, who conduct their local affairs based on the IBU's own constitutions and bylaws.

The autonomous Canadian Area includes 3,500 longshore workers and over 14,000 workers in the retail-wholesale, grain, and inland transport industries. Members elect their own Area officers and have their own constitution. They maintain affiliation with the Canadian Labor Congress. All dues money raised in Canada remains in Canada.

Pensioners' Groups and Women's Auxiliaries

Throughout the history of the ILWU the Union has recognized the important contributions made by members' families and retired workers. When the longshore workforce was entirely male, women family members rallied to support the early struggles through actions of Ladies Auxiliaries, which since 1941 have been chartered by the International Union as local branches of the Federated Auxiliaries. Membership was open to daughters, sisters, mothers and wives of ILWU members. The ILWU Auxiliaries built a lasting reputation for militant support of the union, and for numerous activities aimed at carrying out ILWU policies in the community and the legislative arena – including programs and policies developed at the Auxiliaries' own conventions and delegated bodies.

Unlike the Auxiliaries, which are chartered under the ILWU Constitution, the various pensioners' groups are knit together under the Pacific Coast Pensioners Association, which has been in existence since 1968 – or through regional bodies like the Hawaii State Pensioners Association. In 2000, by Convention action, the PCPA was recognized as an "autonomous affiliate" of the ILWU whose members receive lifetime "retired status" in the Union.

Rules governing the participation of pensioners in the life of the ILWU are generally set by the constitutions and bylaws of the local unions from which the members are retired, although pensioners are not allowed to vote in ILWU international elections or on the Pacific Coast Longshore Contract.

Representatives of the Federated Auxiliaries and the PCPA are seated at the ILWU Convention as fraternal delegates, having voice but no vote on matters before the Convention.

District Councils & Political Activities

For purposes of political action, there are District Councils in each area of the ILWU's geographical jurisdiction consisting of elected representatives from each affiliated local.

The District Councils endorse political candidates for state and local office, and for the U.S. House of Representatives and Senate. In presidential election years, the presidential endorsement is usually made by the International Executive Board. The Councils also communicate with state and congressional legislators on matters of interest to the union engage in "lobbying" activities on behalf of the ILWU's legislative program, and run voter registration and "get-out-the-vote" campaigns during elections years.

To finance national political activities, the ILWU has a Political Action Fund. Under U.S. law, unions and companies are prohibited from making contributions to candidates for federal office, but may establish political action funds (PAFs) using voluntary contributions to make such donations. Each year, ILWU members may be asked to authorize a \$1.50 contribution from their March and/or July dues to the ILWU Political Action Fund. These contributions are purely voluntary and membership may choose to donate more or less than \$1.50 – or nothing at all. There is no favoritism or reprisals for either making or failing to make such contributions.

On the international level, the Convention resolved in 2000 to establish an International Solidarity Fund for sending and receiving rank and file delegations in support of labor unity across the country and around the world. The fund is financed by diverting one percent of per capita dues into the Fund up to a maximum of \$200,000. Participation by International officers and staff may not be paid out of the fund.

ILWU Principles

The three principles that emerge from the ILWU's concept of "The International" are:

- 1) There must be equal measures of leadership from the Officers and initiative by the locals.
- 2) The International is the thread that weaves together the many regions and constituencies of the ILWU into a unified and progressive force in the ranks of labor and the community.
- 3) There should be maximum local autonomy consistent with the need for coordinated negotiations and contract administration, democratic procedures, and overall solidarity.



ITF Coordinator, Vancouver



Building Trade Union capacity bigger, faster, stronger

As our union knows full well, in times of struggle for dockworkers or seafarers, the ITF inspectors world-wide are there to pitch in and help.

For many years, I have witnessed shipping interests attempt to destabilize the ITF Flag of Convenience Campaign - and even to destabilize and take on the world's most powerful dockworkers unions. We have been witness to, and have participated in, many of these struggles, starting with the Australian Patrick's dispute in which the government and employers tried to smash the Maritime Union of Australia. Then we saw the attempts to take down the ILWU in the USA during the extreme rightwing reign of George Bush. And then came the European "Ports Package" from Brussels, as shipping interests tried to weaken the entire European dockers unions. More recently, we have seen the struggle in New Zealand involving the dockers from Maritime Union of New Zealand.

We are now making real headway in the protection of seafarers' interests, in terms of coverage of vessels

under ITF Acceptable Collective Agreements and through the upcoming International Labour Organization's Maritime Labour Convention. But while we are doing quite well on the ship side, we know that overall, workers in all industries are getting whacked. And we have noticed that dockworkers unions around the world are in near constant struggle. I don't think this is accident; I think it's a concentrated effort by shippers to rein in the power of the transportation unions - and the basis of this certainly exists within the dockers section of the ITF.

But while the world's governments, including our own in Canada, assist global capital to take away labour's ability to represent its members, the ITF is also reacting to this assault on transport workers.

We are taking a number of measures to increase our collective capacity:

We are doing more training of ITF Inspectors to assist in campaigns of global solidarity.

The ITF has also launched a new forum called the Maritime Roundtable, where dockers and seafarers unions meet together to strategize how each of these sectors can become more aware and mutually assist each other. The ITF has long recognized

that dockers unions are at the heart of the FoC Campaign and need greater assistance from the world's transport trade unions from time to time.

In addition, The ITF is also launching a partnership with its sister Global Union Federation IndustriAll - which represents miners, steelmakers and many other heavy industries - to develop mutual solidarity strategies. I would suggest this comes out of the Mining and Mariners Conferences that the ILWU and MUA have played a crucial role in developing.

ITF organising globally coordinator Ingo Marowsky said, "Connections between unions representing different types of workers are vital if we want to influence the global supply chain. It's important that we understand the 'big picture' and get ahead of the game."

I do not think there is any doubt that the coming year will continue to present challenges to our ILWU-Canada and so many other unions that we count as friends. The difference this time is that shipping interests are going to find that maritime and transportation unions are poised, with increased capacity, to take on that struggle. Together.

Busy Fall at RWU



As the days got shorter they also got busier at the RWU offices.

Throughout the year, contract negotiations at AlSCO Linen, Mountain Equipment Co-op Distribution Centre, and Damco Distribution continued to drag on. AlSCO bargaining had actually carried over from 2011. Fortunately in the end, due to hard work by our Bargaining Committees and strong support from our members, we were able to achieve some success at the bargaining table.

AlSCO was finally concluded following the third recommended settlement. Although wage improvements were achieved the deal was only for two years meaning the parties will be back at it early next year.

It took a 98% strike mandate and mediation to reach an agreement at MEC. Significant language, benefit, and wage improvements were achieved. Provincial Representative Shawn Lakusta said that the deal is an excellent example of what can be achieved when a well respected committee is strongly backed up by its members. The strike mandate was clear evidence that the committee did an excellent job of representing the interests of the bargaining unit.

At press time, Damco workers have reached a recommended settlement which will be voted on shortly. Earlier in the process, the bargaining unit resoundly recommended a final offer from the bosses.

In September, the RWU held its first ever Shop Steward Appreciation Golf Tournament at Coyote Creek in Surrey. Although the emphasis was clearly on fun the scramble tournament was won by Rocky Luchsinger (RWDSU- Saskatchewan), Wilston Pinnock (Damco Distribution), Keith Halovich (Viceroy Homes), and Frank Allison. (RWU Staff Rep.) Prov. Rep. Lakusta and RWU President Rick Janzen (EV Logistics) were appreciative of all the work that Frank put into organizing the event. They also advised that they intend to lighten his load by assisting with the selection of the foursomes at the next event!

Celebrating a Centenarian

Vi Grant turned 100 years on December 12th, 2012. Vi was the wife of Tom Grant who was a hatchtender, and retired in 1977 and died in 1996. Vi and Tom fished in every creek and park in BC and Alberta and Vi loved to travel around in Tom's Cadillac. ILWU Canada wish her a belated many happy returns



Labour legislation introduced at fall session

On December 4 the government of Saskatchewan introduced its 184-page Bill 85 which amends 13 separate pieces of provincial labour legislation including the Labour Standards and Trade Union Acts.

Some of the original concerns expressed by many in the labour movement were allayed, but with such a massive re-write of legislation an extensive review and analysis is required before the full intent of the new legislation can be understood.

A worrisome change that does pop out is the amendment of the definition of an employee which appears to put at risk the collective bargaining rights of many employees now represented by unions. A second major concern arises from the Bill's introduction of the idea that supervisory employees should not be in the same bargaining unit as those they supervise. This could lead to a fracturing of stable collective bargaining relationships and the proliferation of bargaining units.

Even though the government's initial 90-day timeframe for public consultation in relation to its review of labour legislation was problematic, GSU and many other unions in Saskatchewan made written sub-

missions. GSU's brief is posted on the union's web site at www.gsu.ca. Ultimately more than 3,800 submissions were made by organizations and individuals across the province.

In addition, nine representatives from organized labour actively participated in an Advisory Committee to the Minister of Labour Relations and Workplace Safety in connection with the 15 Acts and over 900 pages of legislation. GSU was represented by general secretary Hugh Wagner.

An equal number of business/ employer representatives, plus one community representative, also participated in the Advisory Committee. In what might be a surprise to many there was a high degree of consensus in the Advisory Committee deliberations.

The dialogue with Honourable Don Morgan, Minister of Labour Relations and Workplace Safety was thoughtful and respectful even while many potentially contentious subjects were covered. It is hoped the dialogue going forward will continue to be productive and that the government is open to amending its legislation where proposed changes negatively affect working people's rights.

Minister Morgan has announced

his intention to continue the Advisory Committee. Bill 85 will be back on the Legislative Assembly agenda when the sitting resumes in March 2013. In the meantime labour people have a lot of work to do in sifting through the draft legislation and sorting out the implications are for union members.

In July GSU conducted an online survey of union members and an overwhelming majority of survey respondents were opposed to any weakening of labour standards covering hours of work and overtime thresholds or reducing vacation entitlements and the number of statutory holidays.

On the subject of how union dues are spent 91.7 percent of GSU survey respondents said it was the business of union members to decide not government.

When it came to the question of opting out of paying union dues in a unionized workplace 4.9 percent of survey respondents replied that opting out should be permitted while 84.0 percent were opposed to the idea and 11.2 percent were not sure.

63.1 percent of survey respondents said it should be made easier to form

Continued on page 10

Local 517 – Tribute to long time President

Michael Gorman started his career at National Harbours Board in 1981 as a Boatman and ten years later, in 1991, he took on the position of Boatmaster. Over the years, the port has changed dramatically but one thing that has remained constant is Michael's dedication to his work and to ILWU Local 517. All those who have come in contact with Michael have greatly benefitted from his tremendous knowledge of our harbour and its operations. It is also no secret that Michael's personable demeanor has made a positive impact on the success of our relationships with all customers and stakeholders of the Vancouver Fraser Port Authority (doing business as Port Metro Vancouver). Michael announced his retirement from Port Metro Vancouver, effective May 1, 2012.

As a testament of the loyalty and commitment given in his role as an elected representative of the ILWU and Local 517, Michael volunteered to finish out his term as President ending in November, 2012. Michael proudly held the position of President, ILWU Local 517 for 21 consecutive years. He has shown tremendous dedication to an extremely diverse membership that includes harbour patrol, office administrative staff, maintenance and trades personnel and professional employees. He has led with dignity, grace and a level of integrity that is second to none. The confidence instilled in the membership is proven by his 21 year track record.

Undoubtedly, Michael will be sorely missed around the office. He has been the vital leader that has kept this Local relevant and engaged. We will miss his calm demeanor, his sense of humour, his leadership and most of all, his friendship."

ILWU 517 ready for change

Christmas is a time of year where we take a moment to express our appreciation to those who matter in our lives. This year, Local 517 does so for Michael Gorman (Local 517 President for 21 consecutive years) as well as Tom Dufresne (ILWU Canada President for 16 consecutive years) who have both just retired to end their tenures as two long standing leaders of the ILWU.

As much as it would have been convenient for Michael to continue on as our leader, we knew this day would eventually come, and he did his best to prepare us as change is something we are all too familiar with in this industry. And change is what we got for the ILWU 517 late this year as half of the positions in our Executive became vacant. In addition to Michael's retirement, our former Second Vice President, Mike Turner, was hired by PMV to be a manager at Maintenance. Two of our other Executives, Theora West and Alex Ortega, have also stepped down because of other commitments. We also thank them for their



MICHAEL GORMAN

service to the Local this past year.

We are fortunate, then, to have capable members prepared to step forward to fill the resulting void. Raymond Tsow, Michael's successor as our President, is a former Executive and longtime committee member who represented Local 517 at the recent San Diego International convention. The Local's two trustees are both new incoming officers to this Local: Wendy Clayford, who has served on the most recent bargaining committee, has contributed on the Communications Committee and also attended the San Diego convention, and Wayne Leslie, former President of legacy Local 518. Shane Pittman joins our Executive as Recording Secretary.

This situation also reminds us to appreciate those long-time Executives who continue to serve our membership. Celia George has been our Financial Secretary for just as long as Michael Gorman was our President. Mandy Chan has served on the local's Executive since 2005, has been the local's First Vice President since 2008, and was elected ILWU Canada's first woman and first non-Longshore Officer as Vice President at Large. Darcy Lesueur is continuing as our Membership Trustee and Wallace Oyama, long standing Trustee, was recently elected as Second Vice President.

We, in the Executive, also want to pay tribute to the members, too numerous to name here, who have served as Shop Stewards and/or participate on our Committees during the past year. Their work greatly contributes to helping to make our workplaces better. Many are continuing in their roles into next year while many new participants will be joining them in these roles. We thank them all for accepting these responsibilities on behalf of our members.

Special recognition and thanks go out to outgoing and long serving Shop Stewards Connie Des Mazes of Westshore and Linda Maxwell of Fraser Surrey Docks, both of whom are following on the retirement a few years ago of Virginia Persson at Nanaimo Port Authority. These three women have dedicated many years to the betterment for the members at their respective offices, for

Continued on page 10



News from the RWDSU

On behalf the SJBRWDSU Executive Board, President Doug Foote and all the rank and file members, we bring greetings to all the members of the ILWU.

We are experiencing a good old normal winter in Saskatchewan with cold weather and more snow in the month of December than we had all last winter and we are being told there is lots more to come before Spring finally sets upon us which usually happens about the beginning of April.

SJBRWDSU has had a very busy schedule this Summer and Fall of 2012 as we have had many Collective Agreements open for renegotiation, in all three sectors of our Union, the Co-op Division, the General Division and the Food Division, notably in our Co-op and General Divisions.

Economically, at least as far as the Saskatchewan Brad Wall Government is preaching, Saskatchewan continues to be in good shape at the backend of 2012 with approximately 2.8% GDP which was downgraded, as reported by RBC Economists, from 3.5% and, looking forward to 2013, we are expected to see real GDP growth around to 3.25% to 3.5%. The Prairie Provinces will continue to enjoy healthier conditions in the agriculture sector which should bode well for our upcoming Collective Agreements in the agriculture equipment manufacturing business. The recourse sectors such as potash, uranium and oil, continue to thrive with new potash mines being contemplated and are either in building mode or are in the design and/or environmental study phase. This economic activity will be as a result of the continued demand for potash and other natural resources such as oil, gas and grains. According to RBC, the investment will remain strong with the key producers expanding production capacity.

However, that being said, contract negotiations are proving to be very difficult and employers are trying to hold the line on wage and benefit provisions in the Collective Agreements with wage and benefit improvements. With minimal improvements in the 1%-2% range and the occasional 3% range, SJBRWDSU members are once again going to have to return to their militant roots if they want to see real wage and benefit gains that will exceed the cost of living.

On the provincial front, the so-called Saskatchewan Government's discussion paper called "A Consultation Paper on the Renewal of Labour Legislation in Saskatchewan" has now moved from discussion, with very little public and/or stakeholder consultation, to the introduction of Labour Legislation changes as Bill 85 in the Saskatchewan Legislature on Tuesday December 4, 2012 with the goal to pass the Bill in the Spring sitting of the legislature.

Some of the changes to the Sask.

Trade Union Act, which will have a direct impact on SJBRWDSU members in the Province of Saskatchewan, are as follows:

- making it a lot easier for employers to argue for managerial exclusions to Collective Agreement Scope clauses;
- excluding supervisory personnel from being in the same bargaining unit as employees that they supervise;
- mandatory compliance for all Unions to provide audited financial statements;
- fourteen (14) day cooling off period before a strike/lockout can occur;
- mandatory participation in the conciliation process once an impasse has been reached at the negotiations table;
- Unions can no longer fine Scabs but must go to court to have this discipline issue decided.

The above points reflect just a few of the amendments contained in the new Bill 85 that will make the administration of the Union more difficult once passed in the Spring of 2013.

Further, as an update to The Saskatchewan Federation of Labour (SFL et al) Charter Challenge on Essential Services Legislation Bill #5 and Sask. Trade Union Act Amendments Bill #6, we have now concluded our legal arguments in round two of this ongoing saga in the Sask. Court of Appeal in the last week of November 2012. No matter what the Sask. High Court decides, the final battle on these issues will play out in the Supreme Court of Canada.

I am not sure of the impact that the Harper Government's passing of Bill C-377 will have on the SJBRWDSU membership, however, you can be sure that we will be negatively impacted in some form or another once the regulations have been drafted and passed onto CRA for enforcement.

But rest assured, the SJBRWDSU and its members will continue to work with the entire Labour Movement in Saskatchewan and Canada to protect our members' rights and freedoms regardless of the obstacles that all these right-wing governments are putting up as an attempt to stifle and silence us. We will continue to embrace and defend the Labour Movement's motto of "An Injury To One Is An Injury To All".

The SJBRWDSU congratulates all the ILWU Canada Officers on their 2012 election to office and we look forward to our continued relationship.

In conclusion, we wish all of our Brothers and Sisters in the ILWU a safe, relaxing and enjoyable Holiday Season.

*In Solidarity,
Secretary-Treasurer
SJBRWDSU*

PRESIDENT'S REPORT...

continued from page 4

ing with us.

This issue has not gone away and we have had numerous meetings with the BC Building Trades, the BC Federation of Labour and the ITF (International Transport Workers Federation) on this. We have support from the Pacific Coast Maritime Council and the Canadian Maritime Workers Council, which is a CLC Chartered group representing all the East Coast longshore Unions and us. They all maintain that there is only one Union that should be dealing with the foreign ship owners on the West Coast of North America and that is the ILWU. CAW may be the biggest union in Canada but they have no expertise in this area. They also are affiliated to the ITF but not the Docker's Section; they are in the Seafarers Section for some of the Marine Workers they represent. They have no business in Longshore and we are taking that message everywhere we can. They have already proven they do not belong here with their serious undermining. In their haste to run behind our back and make a deal with Rio Tinto we are not sure what else they have given up as they have not supplied us with a copy of their deal.

Only the ship owners can win if we are not united.

On that note I wish all of you and your families a safe and merry holiday season and a new year of safety and prosperity on the waterfront.

Tom Doran

GSU REPORT...

continued from page 4

or join unions while 4.9 percent said it should be made more difficult and 32 percent said they were unsure.

LOCAL 517 REPORT...

continued from page 4

Local 517 and for ILWU as a whole. Their commitment has proven invaluable and we will miss their sage leadership.

Finally, we would like to again congratulate and acknowledge Mark Gordienko, Tom Dufresne's successor as Canadian Area's President who, like Raymond, undoubtedly has more challenges ahead. We look forward to working with your team and those of the rest of the Locals in our region.

We, the Local 517 Executive, wish all of you, your families, partners, friends and loved ones a safe and happy holiday season and all the best for the New Year.

1st Vice - PRES REPORT...

continued from page 4

we need everyone's help.

In closing I would like to wish all of you and your families a very Merry Christmas, and a Safe and Happy Holiday Season.

*In Solidarity,
Rob Ashton*

*Rob Ashton***3rd Vice - PRES REPORT...**

continued from page 4

park position then slipped back into the reverse position. Possible lack of preventative maintenance was identified. The worker sustained very serious head injuries and was taken to hospital by ambulance. The recommendations and conclusions of this incident report have not been finalized.

These regrettable and entirely avoidable incidents highlight the fact that we can not be complacent or yield to the status quo when it comes to our health and safety. It truly is luck that was the difference between life and death in both of these accidents. The fact is that we must be ever vigilant and proactive. Provincial statistics point to a rise in workplace fatalities in the last two years and a significant rise in serious workplace injuries as well. We must build and support effective workplace committees and give the work they do the highest organizational priority. It is still dangerous to be a longshore worker in British Columbia but we can turn the tide with education, training and knowledge. It is our right to refuse unsafe work but we must be empowered to exercise that right with knowledge and support and without fear of reprisal.

Local 520 Report

Greetings from Local 520. We are currently in the second year of a seven year collective agreement with our employer, the Pacific Pilotage Authority, which is a crown corporation of the federal government. Local 520 represents the clerical staff, dispatchers and deckhands employed by the Authority. Right now there are two burning issues we are attempting to address with the employer.

- 1) The federal government's pending legislation (Bill C45) which will make changes to our pension plan, specifically to increase the employee contributions portion of the plan by 25%. Even though the Pacific Pilotage Authority is a self-financing crown corporation, costing the taxpayer nothing the proposed changes to the pension contribution ratio will still affect us, so we are attempting to persuade the employer to do the right thing should Bill C45 become law.
- 2) Ensuring our dispatchers are able to do their jobs without undue influence or interference from third parties.

We will continue to monitor both of these issues and we will do everything in our power to get a fair and satisfactory resolution to each one.

On behalf of Local 520 I'd like to wish all the Brothers and Sisters of ILWU Canada and their families Merry Christmas and a safe and happy holiday season.

In Solidarity
Gary Tupper
President, ILWU Local 520

Retired Longshore members

2012 RETIREMENTS - LONGSHORE

LOCAL	NAME	AGE	SERVICE	DATE
RETIREMENTS - FOREMEN				
500	Lee Ryon	62.08	34.55	01-Aug-12
500	Norm Yackimec	65	45.58	01-Aug-12
514	Garth Bolkowy	63.33	46	01-Jan-13
514	Victor Puchmayr	60.3	39	01-Jan-13
RETIREMENTS - LONGSHORE				
500	Henry Peters	65	14	Feb-09
508	Richard McTaggart			
505	Jorge Pizarro			
500	Albert Lemonnier	62	36	01-Aug-12
502	Brian Erickson	65.08	11	01-Aug-12
1502	Bruce Briggs	62	24.25	01-Aug-12
502	Ken Martens	67.17	10.50	01-Aug-12
500	Raymond Gallagher	62	35	01-Aug-12
500	Roger Stalsberg	62	42	01-Aug-12
502	Sukhdev Sandhu	65	10	01-Aug-12
502	Brian Cooper	65	15	01-Sept-12
500	Donald Ross	64.58	26	01-Sept-12
500	Felice Trentalance	65	18	01-Sept-12
502	Garth Riddell	65.25	15	01-Sept-12
502	Harro Breninek	65	1	01-Sept-12
500	James Mannion	65	25	01-Sept-12
500	Ken Haaf	60	34	01-Sept-12
502	Rick Longstaff	65	20	01-Sept-12
500	Wayne Hygaard	55	20.5	01-Sept-12
500	Eric Burling	61	41	01-Oct-12
502	Gary Killeen	65	12	01-Oct-12
500	John Sharma	65	25	01-Oct-12
500	Normand Delaire	62	35	01-Oct-12
502	Roger Pigura	6	14	01-Oct-12
502	Steve Drayton	65.33	5.25	01-Nov-12
500	Edgar Leonardo	63.58	38	01-Nov-12
500	Michael McCrea	60	28	01-Nov-12
500	Clifton Pierre	66.83	17	01-Nov-12
502	Joseph Lavallee	64.75	23.75	01-Nov-12
502	Darshan Saggu	65.08	14	01-Nov-12
500	Peter Louvris	65	33	01-Dec-12
502	Salvatore Dominelli	65	14	01-Dec-12
500	Kenneth Smith	61.17	28	01-Jan-13
500	Paul Sutton	61.58	42	01-Jan-13
500	Carl English	55	25.25	01-Jan-13
500	William Browning	65	34	01-Jan-13
502	Branko Mihic	65	14	01-Jan-13
502	Bruce Iverson (Dec-12)	65	10	01-Jan-13

A UNION MEMBER'S CREED

I am a union worker and I shall not undermine the welfare of my fellow brothers and sisters. Canadian working people laboured too long and too hard for me to destroy their gains by purchasing non-union.

I am a union family person who has been blessed with a decent living. I have come to enjoy better things because of the devotion, dedication and the desire of those before me who laboured to provide a standard of living unparalleled in the world. I shall not destroy all their efforts and render helpless all the causes they so earnestly fought to win for workers.

I am a trade unionist and refuse to reward those who have opposed my existence and my way of life. I will not permit my union earned dollars to penetrate the walls of those establishments where a union card is the same as a No

Vacancy or Not welcome. As a person who believes in the dignity and rights of people, before I buy I shall look for the Union Label, Shop Card or Service Button. In so doing I will strengthen the security of men and women who believe as I do in the goals of a free labour movement.

I am a member of organized labour and will never forget I would not be able to purchase the amount of products I do without a union job and therefore, common sense and a deep commitment to the ideals of our movement and demand that I purchase those products which will further our cause.

I will support and strengthen my fellow brothers and sisters by using a simple tool – the Label Golden Rule: “Buy Union Products and Use Union Services as You Would Have Union Wages Paid Unto You!”

We remember them well

2011 DECEASED PENSIONERS - LONGSHORE

LOCAL	NAME	DATE OF DEATH	AGE AT DEATH
505	Walter Argotow	74	17-Jul-12
500	Carl Farman	86	19-Jul-12
500	Marcus Cunningham	72	23-Jul-12
500	Gerald Carver	82	28-Jul-12
500	Jack Murray	78	03-Aug-12
500	John Egresits	86	05-Aug-12
500	Jack Gowler	80	08-Aug-12
502	Ditrich Eichhorst	71	12-Aug-12
508	Karr Hamersley	88	12-Aug-12
502	Charles Jackson	99	13-Aug-12
502	Ralph Thurier	94	21-Aug-12
500	Alfred Niethamme	72	28-Aug-12
500	Gordon Wilson	84	08-Sep-12
500	Gerald Gallon	79	11-Sep-12
502	Clive Stanton	67	14-Sep-12
505	David Nystedt	68	19-Sep-12
500	James Roberts	68	21-Sep-12
500	Brian Beemish	64	24-Sep-12
508	Murray Chadwick	80	27-Sep-12
500	Allan Saunders	77	05-Oct-12
500	Gordon Botham	87	24-Oct-12
508	William Seward	92	29-Oct-12
500	Filippo Fatiguso	87	30-Oct-12
500	Werner Dyck	76	02-Nov-12
500	Nicholas Gunther	100	08-Nov-12
500	John Jones	91	08-Nov-12
500	Alfred Duncan	84	19-Nov-12
508	Guy Francoeur	91	29-Nov-12
505	Dusan Jurisic	89	30-Nov-12
500	Arthur Proctor	74	05-Dec-12
502	Gordon Symington	81	07-Dec-12
502	Harvey Elder	84	12-Dec-12
505	Roland Girard	83	14-Dec-12
500	Leland Triebwasser	74	25-Dec-12

FOREMEN

PORT	NAME	DATE OF DEATH	AGE AT DEATH
514	Lawrence Henderson	02-Sep-12	84
514	David Burnett	13-Sep-12	85
514	Daniel Brain	23-Sep-12	75

WIDOWS

PORT	NAME	DATE OF DEATH	AGE AT DEATH
500	Dorothy Sweet	04-Aug-12	87
508	Jean Slater	05-Aug-12	78
500	Jan Newell	19-Aug-12	59
502	Evelyn Breaks	26-Aug-12	94
500	Florence Cracknell	01-Sep-12	85
500	June Fleming	05-Sep-12	80
508	Jean Seriani	18-Sep-12	79
508	Patricia Yanda	02-Oct-12	91
505	Clara Bigmore (F)	03-Oct-12	85
508	Hanna Truelove	08-Oct-12	75
500	Florence Evans	10-Oct-12	82
505	Lorraine McDonald	25-Oct-12	76
500	Lorraine Keith	26-Nov-12	75
500	Bernice Sharpe	30-Nov-12	94
502	Cecile Roux	15-Dec-12	91
508	Elvira Copp	17-Dec-12	84

DECEASED ACTIVE MEMBERS

PORT	NAME	DATE OF DEATH	AGE AT DEATH
500	Roy Polkinghorne	07-Sep-12	59
500	Gary Morwick	30-Sep-12	52
500	Michael Petek	11-Oct-12	56
502	Donald Premack	11-Oct-12	62
502	Roge Belanger	27-Sep-12	58
500	Frank Nielsen	02-Dec-12	54

Port Legend

Local 500 - VANCOUVER

Local 502 - NEW WESTMINSTER

Local 505 - PRINCE RUPERT

Local 508 - VANCOUVER ISLAND (Victoria, Chemainus, & Port Alberni)

Local 514 - FOREMEN

Local 517 - PORT AUTHORITY STAFF

Local 519 - STEWART

Local 523 - RIDLEY ISLAND