Sources For The Working Longshoreman

Interviews

Tacoma Longshoremen Interviewed:

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<tr>
<th>Name</th>
<th>Initiation Year</th>
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<tbody>
<tr>
<td>Lyle Ames</td>
<td>1929</td>
<td>George Ginnis</td>
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<tr>
<td>Harold R. Anderson</td>
<td>1950</td>
<td>Philip M. Lelli</td>
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<td>Tom Anderson</td>
<td>1980</td>
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<td>Nels Arneson</td>
<td>1929</td>
<td>Paul Lindberg</td>
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<td>Al Arnestad</td>
<td>1919</td>
<td>Richard Marzano</td>
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<tr>
<td>Chester Barker</td>
<td>1929</td>
<td>George Mitchell</td>
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<td>Lee Barker</td>
<td>1918</td>
<td>John Now</td>
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<td>Wardell Canada</td>
<td>1954</td>
<td>Vic Olsen</td>
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<tr>
<td>Les Clemensen</td>
<td>1929</td>
<td>Frank E. Reichl</td>
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<td>C. C. Doyle</td>
<td>1928</td>
<td>Lee L. Reichl</td>
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<tr>
<td>Carl Engels</td>
<td>1950</td>
<td>Jack Tanner</td>
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<td>Nicholas Engels</td>
<td>1945</td>
<td>Morris Thorsen</td>
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<td>Joseph E. Faker</td>
<td>1965</td>
<td>T. A. Thronson</td>
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Other Longshoremen Interviewed:

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<th>Name</th>
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<tr>
<td>Elmer Barth</td>
<td>1922</td>
<td>Angeles</td>
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<td>Shaun Maloney</td>
<td>1950</td>
<td>Seattle</td>
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<td>Burt Nelson</td>
<td>1933</td>
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<td>Dewey Duggan</td>
<td>1923</td>
<td>Seattle</td>
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<tr>
<td>Thomas “Teddy” Gleason</td>
<td>1917</td>
<td>New York</td>
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<td>Gordon S. Wylie</td>
<td>1931</td>
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Teamsters Interviewed:

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<tr>
<td>Dave Beck</td>
<td>1917</td>
<td>Seattle</td>
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<tr>
<td>Clyde Black</td>
<td>1927</td>
<td>Tacoma</td>
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Others Interviewed:

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<tr>
<td>Elise Lindskog Burns</td>
<td>Waterfront Employers</td>
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<td>John H. Bush</td>
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<td>Elizabeth Dawson</td>
<td>Waterfront Employers</td>
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<td>Charles E. Doan</td>
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<td>Robert E. Earley</td>
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<td>Jack Helton</td>
<td>Sea-Land</td>
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<td>Craig Johnson</td>
<td>Pacific Maritime Association</td>
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<td>Agnes Lindskog Lewis</td>
<td>Waterfront Employers</td>
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<td>Gregory Nelson</td>
<td>Port Of Tacoma</td>
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<td>Richard Dale Smith</td>
<td>Port Of Tacoma</td>
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<td>Jon Terpstra</td>
<td>Port Of Tacoma</td>
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<tr>
<td>Carl Weber</td>
<td>Griffiths &amp; Sprague Stevedoring</td>
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Photographic Collections

Elsie Lindskog Burns 1923-1935
Elizabeth Dawson 1891-1942
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Articles


Theses

LABOR AND WATERFRONT TERMS
(Prepared by Ottilie Markholt)

A men — Designation for longshoremen with full membership rights.
Agreement, union — A contract negotiated between a union or group of unions and an employer or group of employers. Customarily it includes minimum wage rates, hours, and conditions of work, provisions for benefits, a method for settling grievances, union security clause, and other matters.
American Plan — Slogan of antilabor employers during the 1920s equating the open shop with patriotism and the closed or union shop with subversive aims and disloyalty.
Arbitration — A method of settling disputes by calling in a third party (arbitrator), whose decision is final and binding.
Assembly — The unit of organization — local, district, and general — in the Knights of Labor. A local assembly corresponded to a local union.
Assessment — A fixed sum of money levied on all union members for a specific purpose, such as a death assessment to provide money for the funeral expenses or family of a deceased member.
B men — Longshoremen registered by the Port Committee who are dispatched after A men. B men pay the equivalent of union dues, but are not full union members. They are next in line to become A men.
Bargaining unit — A group of employees who negotiate collectively with their employer. The unit may include a single workplace or many workplaces.
Beef — A controversy between different unions, or union and management.
Blacklist — A roster circulated among employers of undesirable workers whom they will not hire because of union membership or activity.
Boom — A spar attached to the mast of a ship that is rigged with tackle. The boom is swung out when working cargo.
Boycott — Concerted refusal by union members and supporters to buy a product or service.
Bulk cargo — Commodities, such as grain, ore, coal, and oil, that are handled in massive quantities without sacks or containers.
Business agent or representative — Union member authorized to represent the union in negotiations with employers and other matters.
Casual — Extra worker.
Central labor council — A voluntary association of local unions in a geographical area for mutual protection and advancement.
Certification — Official designation of a union as the exclusive bargaining representative for employees in a particular bargaining unit.
Charter — Large engraved certificate of affiliation issued by a national union to a local union or council.

Checker — The person who tallies cargo being stowed or unloaded from the ship.

Closed shop — A contract provision that requires employers to hire only union members, outlawed by the Taft-Hartley Act except in the construction and maritime industries.

Coastwide — Embracing the entire coast in contrast to one locality.

Coastwise — In the shipping trade, coastwise refers to voyages along the coast, in contrast to deep-water or offshore voyages.

Collective bargaining — The process of negotiating agreements or settling disputes between management and employees, in which a union represents all workers in the bargaining unit.

Company union — Sometimes called an employee representation plan. A union fostered and dominated by the employer to discourage organization of a bona fide union.

Conciliation — Efforts by a third party to persuade the union and management to reach agreement in a dispute. The conciliator or mediator tries to find a basis for settlement without having authority to impose a settlement on either side. In contrast to arbitration, the recommendations are not binding.

Cost-of-living index — An index measuring the change in the cost of typical worker purchases of goods and services as expressed as a percentage of the cost of these same goods and services in some base period. Also called a consumer price index.

Craft union — A union confined to one craft, but may include unskilled helpers as well as skilled journeymen.

Death benefit — A cash payment by the union to the family of a member, or payment of funeral expenses.

Deep water — A 19th century term for voyages across oceans in contrast to coastwise shipping routes.

Direct action — Action taken by workers at the point of production, either individually or collectively, to make immediate change in their work situation.

Discrimination — Unequal treatment of workers because of race, nationality, religion, sex, sexual preference, age, or union activity.

Dispatcher — Elected union official who sends people out on jobs.

Donkey engine — A motor used in the hold of a ship for stowing cargo in the wings. Also used to drive the winch for hoisting and lowering cargo.

Dual union — A rival union covering the same jurisdiction as that claimed by an already established union.

Dues — Fees, usually monthly, that the union votes for and collects from all members to pay the expenses of the union.

Dumping — Beating up a person with fists, brass knuckles, or saps.

Equalized earnings — Selection of longshoremen based upon how much they have earned. For individual longshoremen it is counted weekly, and for the gang it is calculated on a job basis.

Extras — Laborers who are hired to do longshore work at peak times.

Faker, fakir — Derogatory term for a union official implying a lazy, self-serving, and/or corrupt official.

Federal local — A local union that was attached directly to the AFL-CIO rather than to a particular international union.

Fink — Scab, strikebreaker.

Fink hall — Employers' hiring hall.

Forklift — A motorized device used to move cargo stacked on pallet boards.

Free riders, free loaders — Employees who gain benefits from the union without paying union dues.

Fringe benefits — Negotiated contract provisions, such as health and welfare coverage, pension plan, paid vacations, and similar benefits, exclusive of wages.

Gang — Before mechanization, longshoremen worked in teams of eight to twelve men. After mechanization, the gang size was reduced to five men.

Gang boss — The leader of the men sent to a job on the waterfront.

General strike — Strike by all workers in a geographical area or industry for a common demand or in support of a group or workers already on strike. It may have a predetermined length, as in European countries or Japan, or be called with no date fixed for return, as is the tradition in the United States.

Grievance — A dispute between the union and management over a workplace situation or the interpretation of an agreement.

Hang the hook — To stop work suddenly, generally because of a grievance or an accident. Also to strike.

Hatch tender — A longshoreman positioned so that he can see the gang in the ship’s hold and at the same time signal the winch driver where and when to position the load.

Hot cargo — Unfair cargo that has been loaded or discharged by scabs.

Industrial union — Union of all workers in an industry regardless of the kind of work they perform, in contrast to separate unions for workers of each craft in the industry.

Initiation fee — The entrance fee charged to join a union.

Injunction — A court order prohibiting a union and/or its members from certain actions, such as picketing and communicating with scabs or its own members.

Intercoastal — The shipping route between the Atlantic, Gulf, and Pacific coasts by way of the Panama Canal.
International representative — A representative of the international union, usually paid, who assists local unions in a certain area or industry.

International union — A body composed of affiliated unions, usually including some locals in foreign countries.

Job action — Same as direct action.

Jurisdictional dispute — A controversy between two or more unions over the right to the same work.

Labor-Management Relations Act (Taft-Hartley Act, 1947) — Federal law which amends Wagner Act to regulate some union activities, outlaws secondary boycotts and the closed shop, authorizes damage suits for collective bargaining violations and certain strikes and boycotts, sets up procedures for trying to settle “national emergency strikes,” and permits state right-to-work laws.

Local union — A voluntary association of working people organized for their mutual protection and advancement, the basic unit of labor organization.

Lockout — The withdrawing of employment by an employer and the whole or partial closing of his establishment to gain concessions from or resist demands of employees.

Longshoremen — During the 19th century the term referred to workers handling cargo on the docks in contrast to stevedores and riggers who worked aboard vessels. During the 20th century the term came to mean workers employed in discharging and loading cargo and trucking the cargo back and forth on the piers.

Marine unions — The seagoing crafts.

Maritime unions — Includes all seagoing and shoreside crafts.

Mechanization — Production and supervision of work by means of electronic and mechanical devices. Skilled workers are necessary to operate the devices.

Mediation — Same as conciliation.

National Labor Relations Act (Wagner Act, 1935) — Federal law guaranteeing workers in industries engaged in interstate commerce the right to organize and bargain collectively.

National Labor Relations Board (NLRB) — National and regional boards established by the Wagner Act to conduct secret ballot elections to determine employees’ choice of bargaining agent. Also to hear and determine unfair labor practice charges under the law.

NRA, (National Recovery Administration) — The federal agency created to administer the National Industrial Recovery Act passed June 16, 1933. Principal labor provisions of the act stated that employees had the right to organize and bargain collectively through representatives of their own choosing and set maximum hours and minimum wages in industry codes.

Offshore — The modern term for deep water. Refers to voyages across the ocean in contrast to coastwise routes.

Open shop — A workplace where no union is recognized by the employer and frequently union membership is discouraged or prohibited.

Overtime — Time worked beyond the established working hours. Overtime pay is a premium rate in effect during those extra hours worked.

Pallet board — Two flat boards joined together to stack cargo in the ship’s hold or in the warehouse.

Per capita tax — That portion of local union dues which is remitted to the parent body or to councils with which the local union is affiliated.

Permit men — Early day term for B men.

Pick — The process of dispatching men to jobs. At selected times, the men line up in the hiring hall and are “picked” according to job classification and earnings.

Picket — To patrol alongside the premises of an employer to prevent people, goods, or equipment from entering the establishment during a strike or lockout.

Picket line — One or more persons with signs patrolling an unfair establishment or unfair product to isolate it.

Pie card — A derogatory term applied to a paid union official, or any person trying to get by with working as little as possible.

Quickie strike — Work stoppage called without advance notice and often not authorized by the union.

Raiding — A union’s attempt to enroll workers belonging to or represented by another union.

Rank and file — Union members in contrast to union officials.

Referendum ballot — Vote by the entire membership of a local union, district, or council of unions.

Rigger — A person aboard a ship who sets tackle and lines to load and discharge cargo.

Roll on/roll off — Loading and unloading wheeled cargo through side or stern opening of a ship.

Rustling card — An employer’s work card to designate workers who are union members or workers who have participated in strike against the employers.

Scab — A person who takes a striker’s job or works behind a picket line in an unfair establishment.

Scab hall — Employers’ hiring hall.

Secondary boycott — Refusal of union people to handle or work on a product that has been previously handled or worked on by scabs, or is diverted from or destined for a workplace where workers are on strike or locked out.

Seniority — Workers’ length of service with an employer, often used to determine the order of layoffs, recalls, promotions, and other matters.

Shape up — A method of selecting longshoremen. The men line up on the pier and a gang boss selects his crew.

Speed up — Increased productivity achieved by either increasing the speed of the machine or driving the worker harder to get maximum output.
Steam schooner — Popular name for early lumber and general cargo vessels on the Pacific Coast.

Stevedore — (Employer) A person or firm loading and unloading vessels under a contract with a shipping company. (Worker) During the 19th century stevedore applied to a worker stowing or breaking out cargo aboard ship.

Strad — The popular name for a machine that straddles a container. The straddle carrier picks up the box or van and carries it to a place on the dock where a crane can hoist it aboard ships.

Strike — To stop work or withhold services collectively.

Strikebreakers — Workers hired during a strike to break the strike. Polite term for a scab.

Supercargo — The boss of the checkers. The supercargo is also responsible for cargo placement in the ship’s hold.

Sympathetic strike — A strike by workers in support of other workers already on strike.

Tackle — Ship’s gear used to load and unload cargo.

Tackle to tackle — The movement of cargo from the time it leaves the ship to its first place of rest on the dock.


Trim the ship — The stowing of cargo in such a way that the ship will not list or capsize.

Trucker — A dock worker who moved cargo from the dock to warehouse with a hand truck. Superseded by the jitney.

Turnaround — The time a vessel is in port to load and or unload.

Unfair — A term applied to employers involved in labor disputes or their goods and services made or handled by scabs.

Union busting — Planned course of action to destroy or eliminate a union.

Union recognition — Written or verbal agreement by an employer that a union is authorized to represent the employees in collective bargaining.

Union security — Contract provision defining conditions under which employees may or may not be required to become and remain members of a union.

Union shop — A union security provision requiring all present employees to become and remain members of the union and all new employees to become and remain members of the union after a certain time. Also a workplace in which all employees are union members.

Wagner Act — See National Labor Relations Act.

Walking boss — The foreman of longshore gangs and hatch tenders on a job.

Warehousemen — Workers whose primary responsibility is in the cargo storage areas.

Winch driver — Operator of equipment that hoists cargo to and from the dock and the ship’s hold.