

p 16 m/s/c to concur in the rec that on a continuing dispatch the peg will back up on the next commercial job for no pass men.

Oct 6/60 p 18 LRC Gunderson reported on a special LRC meeting that was held on the crane driving training program. PMA refused to consider a training program, but Seattle Stevedore offered a program where we would put on 16 steady crane operators and they would hire an instructor for a period of 30 days.

Oct 27/60 p 22 BA Duggan reported that the crane dispute is in litigation.

p 23 Intern'l Ex Bd member Maletta reported on the contract negos. He reported that the negos had been pretty well deadlocked when the caucus was called. He read from the proposed memo on agreement on mechanization and modernization covering Section A. Caucus Delegate Strong spoke against the proposed changes in sling loads, place of rest, and multiple handling, and manning scales. Caucus Delegate Christianson spoke against the proposed changes in the contract. He could not agree that provisions for modification of dispatch rules should be in the contract. Delegate Spellacy reported that the union had attempted to keep some of the restrictions but that the employers would not agree. He reported on the government attacks on the hiring hall. Delegate Oldham spoke in favor of the contract as being a way of nego changes which the employer will seek to get by arbitration when the clock is again started on Section 14 of the contract. Delegate Hopkins spoke against the proposed contract. He said we would be in no position of strength without the right to strike for 5 years. He said there would be "yellow dog" contracts in every port. m/s/c that a letter be sent to the Intern'l saying that we will not vote on any contract until it is presented in formal language.

Nov 17/60 p 24 Dec 1/60 would be a stop-work meeting to hear Pres Bridges and the Coast Com on the contract.

p 25 BA Duggan reported on the crane situation. He said the latest injunction would prohibit us from stopping work no matter who was driving the cranes. Pres Hopkins also pointed out that there would be no work-stoppages over the cranes and that we should use the contract machinery. Our attorney, Phil Poth, made a complete report on the legal actions being taken over the crane situation. He said that PMA is on our side and we will eventually

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control the job assignment. The old days are over- we no longer can make our gains by work stoppages. The only way we can make gains is by using our contract and staying solidly together and keep fighting.

Dec 1/60 p 26 Gunderson reported that at the last LRC meeting a motion was made to charge the employers with contract violations in the operation of cranes doing longshore work when other than longshoremen operate the machines. He reported on the employer's request to put up a list of 16 men for crane driver training. LRC Johnson reported that the Alaska Steam Co is appreciative of our cooperation in not smoking in prohibited areas. Pres Hopkins reported that the employers made a motion on training crane drivers. We reject the employers proposition of training 16 selected men; we will accept a program of equal opportunity of training for everyone in the regular local.

P 27 Pres Bridges and Coast Com Bodine were present at this meeting to answer ?s about the new contract. On the ? of inclement weather, Pres Bridges said the 8-hour guarantee is cut in 2 halves, they can make it in 2 4-hour shifts. ... Pres Bridges said the 8-hour guarantee applies every day of teh week except for inclement clause. He explained that the proposal is built around meeting the impact of mechanization and modernization which are not different two different things. The contract does not force the employers to make changes but gives him an option to change. Actually this introduction of change has been his right since 1934, but he hasn't been able to get it. The contract is not intended to solve the problem of the machine. The machine is for profit not to make work easier. If the employer is going to change, it is for more profit. What we get out of it is incidental. His profit is in displacing labor. This is a problem for the whole nation. All we can do is reach a compromise so that this small segment lessens the impact on the present work force. The contract does not solve unemployment. Unemployment is due to a variety of factors. If it is ever solved it will have to be solved by the workers and people as a whole. When hard times come industry starts laying men off. The young men go and the old stay. The contract does not mean more men in the industry. We hope it will mean this because of the increased tonnage. While the contract does not mean we won't

p 28 have a reduced work force, it does mean that men in the industry will be protected. They won't work any harder

or with less safety. No one can say absolutely it will work any more than our program of pensions, etc. We can, however, depend on our ability to make it work. Under the positive factors no matter how much machinery or changes the employer makes, no men can be laid off. If there is not enough work in any port on the coast he will be paid the difference between what he makes and about \$100 per week. This is only a guarantee as a result of change and not a depression. This is a contract to give you a share of the machine, it is not profit sharing. We get our share paid for in advance at 5 million per year even if the companies go broke. Many unions have been on strike because management won't negotiate on their perogative to keep all the machine's profit. We expect to see laws passed nationally to prevent this type of agreement. Heretofore, we have protected ourselves against speedup by job action. Here for the first time in any labor contract in the world we have a built in

der this prohibition against speedup. In the crane dispute, PMA didn't take us to court, it was another union and PMA had to be with us. The first place of rest has been a slowly losing battle. A lot of energy has been spent in trying to hold it. Now we will stop losing it piecemeal without any gain. We have a flat guarantee of all longshore work between the first and last place of rest. The employer must go to work to help us establish this jurisdiction. The contract is the longest we have ever negotiated. It can be opened every year on any issue we want to raise; if no agreement is reached the issue can be arbitrated.

There is no change in the contract providing you can't quit for any reason. But you can't quit with the union refusing to replace you; then it's a violation. You would, of course, lose the 8-hour guarantee for that shift.

The contract does away with make work and featherbedding. Make work is where everything goes to the skin of the dock so it can be picked up again. Featherbedding is what we call witnesses. There must be enough men to do the work with safety and no speedup. In most cases the number of men is the minimum figure. When a

p 29 minimum of 4 men must do anything other than hook and unhook something must be added--men and machines.

Loads can be made up in anyway or size, put on the dock and taken away by a teamster. A teamster can unload it on the truck or the whole load can be taken away without further handling. Big loads can be put on the dock by teamsters, picked up by a machine and taken to the hold.

The employer can send a big load down and doesn't have to add men. The load can be landed and the employers say

pack it piece by piece. The men can raise the problem of onerous work and get an investigation. There is a psychological effect of big loads. While there may not be the opportunity to get a blow but you can take your time. Meeting the hook is out. While there could have been a contract with more men in the hold, the difficulty in many ports would have been the problem of getting men to do the hold work.

When the employer increases the load size, he can land the load. If he expects the load to be pushed by manpower he has to increase the gang size or add machines.

On unnecessary men the basic rule is the number of men to do the work without speed up. It doesn't mean men not working can stay. However, the employer won't need all the men all the time; that isn't unnecessary men. Eventually there will be a cut in hours. On a ? of what is the contract for younger men, he answered: 1. Guaranteed job for life with a living. 2. a program to give him more work opportunities by early retirement if times get bad.

In basic industries the young men are being let out and the older men stay. We reverse the process. The older men leave with a piece of change and security, leaving the work for the younger men.

We could have negotiated a substantial wage increase but we would still have to give up things. Bodine explains...

p 31 In answer to a ?, Bridges said that in negos it was agreed that ship's tackle, a box car, truck or locomotive is the same as a lift truck. ? Can a load be landed on a truck and go uptown? Answer: Yes, the language says all handling of equipment and work an if we get into trouble with the teamsters we won't insist on double handling. ? Can they lay off truckers and retain swing men to do the work? Bridges: Employers are prohibited from employing swing men until it can be anticipated he is going to use them in the hold. If he is going to use them in the hold he can lay off truckers but who would do the truckers work while men are in the hold?

p 32 Bridges explained that the guarantee comes on the basis of the impact of the machine, not from a depression. ... A man in any port is entitled to an equal share of the work before outside men. ... ? : What happens to the fund at the end of the 5 years? Bridges: Our program is based upon continuation. Eleven million of the fund is to pay for changes in work rules. At the end of the 5 years these are paid for. The program of a share of the machine is to continue.

p 33?: How far will the membership be cut on attrition?
Bridges: The calculations show that at the end of the 5 year period not a registered man will be hurt. The impact of the program won't be felt by registered men at all. Q: When do we start absorbing? Bridges: This hasn't been determined yet. PMA was opposed to our registering more men. The danger will be in watering down the program. If the work is divided up among the men not covered it is that much less work to be divided. ... 800 hours. Our contract gives preference to older men for light work.

The fund is divided into 2 parts. 11 million for wage guarantee, the rest for vestment.

Dec 6/60 p 34 SPECIAL MEMBERSHIP MEETING

Meeting called to determine how much authority the BA has to dispatch crane drivers. M/s that crane driving be put on the board as a volunteer job. Motion Lost. M/s/c to go back to the original 16 men.

Jan 5/61 p 35 The contract (Memorandum of Mechanization & Modernization) was voted on with results of "Yes" 552, "No" 445.

Jan 19/61 p 39 m/s/c to concur in the rec that 30 days after the expiration of the present Navy passes the peg will back up only for those members having new letters of denial.
m/s/c to concur in the rec that crane jobs be dispatched from the master peg at all times.
m/s/c that we put an earnings system into effect in this local on or before March 31, 1961.

Feb 2/61 p 40 LRC Gunderson reported a meeting with the Port of Seattle. The Port officials said they aren't going into the stevedoring business.

Feb 16/61 p 42 BA McFarlane reported that those who have not applied for Navy passes should do so as the peg will not back up for men without passes not having letters of denial.

The teamsters agent reported that they are getting tired backing up rigs for longshoremen who are hired to drive. We have insisted this is our work so we had better do it.

LRC Gunderson reported that in a meeting with the Port they said they have no contract with anyone, and will continue to use warehousemen where they did formerly.

Mar 2/61 p 44 On a ? as to what is being done about various beefs, LRC Gunderson reported that we have submitted

of 16 additional men on the cran driver list. 7 were certified and 9 were to take additional training.

11-21-63 p 161 m/s/c to concur in the rec that future crane operators be taken from the deck men.

p 162 BA Olson reported on the program for on-the-job training on the straddle-truck operation at PS-Alaska Van Lines.

p 163 LRC Jenkins reported that the NLRB's decision looks very favorable for an expanded program of crane driving.

p 165 Pres Bridges explained that the Coast Com has been pretty well chained to the SF office for the past 3 years on day-to-day beefs which there is contract machinery to resolve.

He explained that the officials are concerned with what lies ahead and the condition of the union at the expiration of the present contract. We might have to fight some battles in the future. We have enjoyed 18 years of coasting and are reasonably secure until 1966. There is no intention of going back 50 years, but in order to preserve our hiring hall and our guarantees we are going to have to have a strong union. At present it looks as if our struggle will be less with the employers than with employer hiding behind Uncle Sam. there are millions of workers unemployed in this country because of the use of machines. The present feeling in Congress and over the nation is that the union hasn't the right to strike against the impact of the machine. It very well might be that some one will be able to take away our right to go out and fight for our program.

In any event we have to have a union ready and willing to struggle. Our prospects will be to keep at least what we've got and to improve. We've got a fighting chance if we still have a union.

Coast Com man Ward: On extended shifts it was pointed out that with the exception of the registered men in this industry, the problem has been one of securing enough hours of work. Our solution to the problem will have to be a reduction of work hours in the daily shift.

12-5-63 p 165 LRC Duggan explained that the employers disagree on the use of 4-wheelers rather than packing sacks. Considerable discussion took place on flour-packing and the Com stated there shouldn't be a work stoppage but that packing is hard work and men can't be expected to keep up the pace.