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June 17, 1971

LONGSHORE, CLERK STRIKE VOTE

Coast Negotiating Committee's Letter to Locals: To All Longshore and Clerks Locals:

Dear Sirs and Brothers: **Re: Negotiations** June 14, 1971

In accordance with the caucus instructions, negotiations with PMA resumed on May 5, 1971 and recessed on May 7.

Negotiations with PMA terminated on June 7, 1971 primarily because no real progress was made on the union's main demands after months of negotiating sessions. PMA took the position that negotiations have recessed because of the failure of Local 10 to follow the grievance procedure and for violation of an arbitrator's award.

The Coast Negotiating Committee has prepared a list of strike demands to the rank and file of the Longshore Division, including Hawaii. The strike demands are published with this letter in this special **Dispatcher** supplement.

After adopting the strike demands and reaffirming its plan of action, the committee recessed and returned to the various areas. The Coast Negotiating Committee unanimously recommends that all members of the Longshore Division vote "YES" in support of the union's strike position.

All voting results must be tabulated and reported to the Coast Negotiating Committee no later than June 25, 1971.

The rest of the program of action as reported to the last longshore caucus, namely to see that all containers not stuffed by the registered work force will not be loaded aboard ship after 12:01 a.m. June 30, 1971 unless such loads fall under the exception of manufacturers' loads, military cargo, door-to-door delivery or pickup (domestic trade) remain in effect.

The committee will be called back to San Francisco to continue negotiations with PMA in a last effort to reach an agreement by negotiations after a strike vote has been taken.

If negotiations break down at that time, it will be up to the Coast Negotiating Committee — the committee in charge of strategy — to determine when and under what circumstance the strike vote shall be made effective.

Fraternally yours,

Harry Bridges

HARRY BRIDGES, Chairman
Negotiating Committee

Union's Strike Position

June 11, 1971

1) **JURISDICTION — Containers.**

Extend for two years the present CFS, subject to review after one year, with elimination of transition period provision and addition of union's definition of shippers' loads.

EXCEPTIONS: Manufacturers' loads
Door to door delivery or pickup (domestic trade)
Other exceptions by mutual agreement

2) **CONTRACT PROVISION ON SCOPE OF WORK AND CONTRACT COVERAGE, i.e.,** Industrial Docks, teamsters loading and unloading trucks at designated areas, log assembly — still to be negotiated.

3) **WORK OPPORTUNITY GUARANTEE.**

- a. Registered "A" men — 40 straight time hours;
- b. "B" men — 32 hours plus guarantee of being moved to "A" registration in stipulated numbers, and over stipulated periods of time during two-year term of contract or a longer time as mutually agreed upon;
- c. Hours worked or paid for under the guarantee to be counted for all fringe benefits.

4) **WAGES.** First year — 85c; second year — 75c.

5) **PENSIONS.** \$500 at age 62 for all men retiring after July 1 with 25 years of service. Early retirement at 55 with 25 years of service, or 13 to 24 years at actuarially reduced rate.

6) **WELFARE.** New welfare benefits limited to

active men only, except prescription drugs.

- a. Continue present level of benefits under Kaiser Plan;
- b. Eliminate inequities in small ports where no group plan is available;
- c. Add dental care and prescription drugs for all who qualify under the contract;
- d. Life insurance of \$20,000, double indemnity, and A.D. & D. for men whose survivors are not entitled to benefits under the Pension Plan.

7) **MANNING SCALES.**

- a. For new operations: Before being started, to be decided by JLRC or Local Arbitrator's interim decision;
- b. Basic minimum manning for hand-handling, as now in Section 10.1;
- c. Present T-letter manning scales to be carried over to new agreement, subject to challenge and change by the parties;
- d. Present T-letter manning procedure to be abolished. All manning other than basic hand-handling (10.1) and manning in present negotiations established for all ports to be determined locally by parties and by Area Arbitrator if necessary.

8) **GRIEVANCE MACHINERY.**

- a. Revised to provide for speedy settlement of on-job discharge, with on-job interim arbitration;
- b. Define assault;
- c. Amend Section 17.72 on non-dispatch to put limit on the period of time a man can be on the list;
- d. Revise Section 17.81 regarding penalty on union officials.

9) **LENGTH OF CONTRACT —** two years.

10) **CLERKS' DEMANDS —** to sub-committee.

11) **Five PAID HOLIDAYS** the first year; five more the second contract year.

These demands are strike demands. All other union demands as submitted to PMA on November 6, 1970, to be negotiated by the parties, and to be finally resolved by negotiation and/or arbitration.

OFFICIAL LONGSHORE & CLERK STRIKE BALLOT

International Longshoremen's and
Warehousemen's Union

Are you in favor of authorizing the
Coast Negotiating Committee to call
a strike for the Union's strike de-
mands?

YES

NO

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