



## e Toughens Up

Strikers have also been encouraged by other developments. A large number of strikebreakers, nearly 20 on Maui alone, have walked off their jobs following meetings with strikers who gave them first-hand explanations of the key issues in the dispute.

**Strikers have strong community support. Kaanapali companies have filed suit against the union for damages alleging that AFL-CIO members employed by construction companies have been kept off their jobs.**

Through their solidarity and militancy during six weeks on the picket line, the ILWU hotel workers have shown they are determined to win, no matter what obstacles and tricks the bosses may use. Scabs, an army of security guards and police, phony propaganda, insults and provocations—none of these can shake their determination to win a fair contract with decent wages, reasonable working conditions and fringe benefits.

# Dock Demands Go to PMA

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vastly increased life insurance and many other items;

- 10 paid holidays;
- A much improved vacation schedule;
- The elimination of the current M&M plan, but with all claims due to shortages in the present M&M plan to be paid in full by the employers;
- All longshore work to be done only by registered longshoremen,

### AND MUCH MORE

There is much more in the list of demands which means that a considerable amount of the contract will be rewritten.

Other items include many specific changes in skilled rates, wage rates when new machinery is introduced, increased subsistence allowances, jurisdictional problems, grievance machinery language; manning, the crane supplements, registration, health and safety; penalty cargos, training, etc.

A significant new item is the caucus demand that any coastwise contract with PMA must include Hawaiian longshoremen and clerks.

There's also a section concerning distressed ports, with the demand that employers cushion the shock of moving by paying expenses and wages for registered men who wish to relocate in other ports.

When a new agreement is finally negotiated, it will be referred to the rank-and-file for a referendum vote.

### VETO POWER

The caucus agreed that the "veto power" which applied to the 1969 Container Freight Station Agreement, will be applicable in any referendum for a new contract for 1971.

The veto power procedure divides the longshore and clerks Pacific

Coast membership into a number of voting units. Each of the four major ports on the Coast constitutes one unit. All the four clerks' locals on the coast constitute a unit. There is one unit each for the small ports in each of the three Western states.

In this referendum procedure any one voting unit has veto power, meaning that if in any one unit the majority vote against the proposition, that veto shall kill the entire proposition.

If the proposition is vetoed a second coastwide referendum must be taken in which a two-thirds majority must be cast on the entire coast to override a veto and ratify the contract.

As far as is known here no other union in the United States provides such veto power in the hands of its rank-and-file.

In the past, longshore contract negotiations usually did not begin until after the longshore caucus, which regularly followed the International Convention, usually in the middle of April.

The Coast Committee, in its report to the preliminary caucus, said that its purpose in starting early was not only to develop the list of demands but to discuss planning on bargaining and possible eventual strike strategy.

## Answer to Who Said It

This was written by Walter Willson in an article entitled "Lords of the Docks," which appeared December, 1934, in the magazine **American Mercury**. The article concerned the Big Strike of 1934, and provided an excellent background on its causes, the longshoremen's demands and the brilliant victory on the picket lines. It was reprinted by the ILWU.