



photo by Luis Carballea

Tentative Dock Pact

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ments and changes can be found on Pages 4 and 5 of this issue.)

Other increases include \$8 per night lodging and \$3 per meal allowances.

PAY GUARANTEE PLAN

The agreement includes a new pay guarantee plan, to compensate eligible longshoremen and clerks whose earnings have been reduced because of reduced work opportunities resulting from changed technology.

The pay guarantee plan would guarantee "A" men 36 straight-time hours per week and "B" men 18 straight-time hours per week. The guarantee will be paid weekly.

To be eligible, "A" men will have to be available for 80 percent of the average total paid hours per man for the "A" men and the local, and "B" men available for 80 percent of the hours for "B" men in their respective ports. There are no rules to prevent "A" men from working all they wish.

Total hours worked will be averaged over a 26-week period.

The pay guarantee will be paid from a \$5.2 million fund every year, and funds from a tax on certain containers will be applied against the cost of the guarantee. Any guarantee funds remaining unspent will be applied against unfunded liability of the pension plan.

Rules and regulations on the guarantee will be worked out within ten days, and if no agreement is reached the rules will go to coastwise arbitration.

CONTAINERS

The container issue was resolved in terms of a "zone concept." ILWU longshoremen will stuff or strip all containers within a 50-mile zone in each port or the containers will be taxed \$1 per long ton (2240 pounds). This includes Sea Land containers. A number of exceptions to this rule have also been spelled out.

The purpose of these provisions is to protect and preserve the established work of longshoremen and clerks covered by the agreement at or adjacent to the docks.

WELFARE

A number of improvements and innovations are included under welfare.

These include bringing medical benefits at small ports up to major ports; a prescription drug plan; a dental program for all eligible men and dependents (based on 73 percent of an approved dental schedule); and an agreement on the M&M

000 would be paid out to those who did not receive full M&M death and disability benefits.

PENSIONS

The basic pension benefit was raised to \$350 per month. The benefit for those between ages 62-65 who retired with 25 years service will be \$500 a month, which means \$350 plus \$150 as a bridge until Social Security begins at age 65, when the pension reverts to \$350.

New disability and pro rata benefits are based on the \$350 basic benefit. There are also early retirement provisions that start at 55 years with actuarially reduced basic benefits, or vesting benefits.

Compulsory retirement has been reduced from age 68 to 65, effective Jan. 1, 1973.

There is also a formula for increasing the pensions of those already retired.

Life insurance has been hiked to \$10,000 and there will be an indemnity plan so that injured eligible men can receive the difference between workmen's compensation and \$125 per week.

The final package did not include any paid holidays.

It was agreed by both sides that if the Wage and Price Board does not approve, either party may give notice of cancellation and the union shall be free to take any action, including strike action.

A large number of non-economic items were included, either to be negotiated or settled by the coast arbitrator. These include clerks' demands, hours of work, grievance machinery, scope of work and much more.

These also include a section of the "steady men" issue (9.43) including a section that says equalization of hours and methods of dispatch shall be worked out at the local level or settled by the arbitrator no later than five days after the caucus adjourns.

(A full summary of the agreement, as The Dispatcher went to press, can be found on pages four and five. This includes details about the "veto procedure.")

Island Pensioners to Meet

WAILUKU, HI — About 300 delegates are expected to show up at the Sixth Biennial State ILWU Pensioners Convention over the March 10-12 weekend. They will represent some 30 ILWU pensioners clubs lo-