



OFF THE HOOK!

Southern California ILWU Local 13 - Volume XI Number 1 - May - September 2015



Photo by Richard Flores



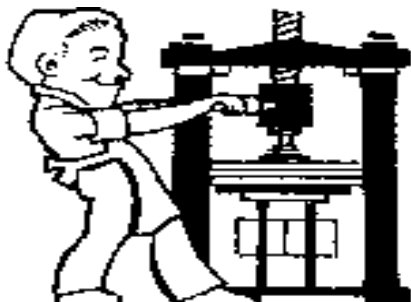
**ILWU Local 13
Calendar of Events
September - 2015**

- Regular Membership Meeting - 1st Thursday
- M & R Meeting 1st & 3rd Monday, 5:30 p.m.
- ADA JPLRC 1st & 3rd Tuesday, 9:00 a.m.
- Regular I.D. Meeting - 2nd Tuesday, 3p.m./7p.m.
- Executive Board - 2nd Thursday, 6:30 p.m.
- Executive Board - 4th Thursday, 12:30 p.m.
- Regular LRC - 2nd & 4th Wednesday, 9:30 a.m.
- Mechanic LRC - 3rd Wednesday, 3:00 p.m. & 6:00 p.m.
- Class "B" LRC - 3rd Tuesday, 9:30 a.m.
- Casual LRC - 2nd & 4th Monday, 9:30 a.m.

Websites: *ilwu13.com* and *ilwu.org*

ILWU Local 13 Telephone Numbers

- | | |
|--------------------------------|--------------------------------|
| Local Office (310) 830-1130 | Clerks Local 63 (310) 521-6363 |
| Business Agent (310) 830-1877 | Foreman's Local 94 |
| Health Benefits (310) 830-6116 | (310) 832-1109 |
| Dispatch Hall (310) 834-7213 | Credit Union (310) 834-6411 |
| Dispatch "The Tape" | PMA Training Center |
| (310) 834-7217 | (310) 847-1600 |
| Record Clerk (310) 834-7386 | Alcohol-Drug Recovery Program |
| Casual Hall (Tape) | (310) 547-9966 |
| (310) 549-9446 | Memorial Association |
| International (415) 775-0533 | (310) 830-3591 |



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BROTHERS & SISTERS**

**International Longshore &
Warehouse Union, Local 13**
630 S. Centre Street
San Pedro, California 90731

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- Bobby Olvera, Jr. - President
- Mondo Porras - Vice-President
- Victor Hudak- Secretary-Treasurer
- Mark Jurisic - Day Business Agent
- Richard Rivera - Day Business Agent
- John Solaro - Night Business Agent
- Larry Manzo - Night Business Agent
- Mike Dimon - LRC Representative
- Luke Hollingsworth - LRC Representative
- Jerry Avila - Health Benefits Officer
- Frank Toscano - Chairman of Stewards
- Christine Aguirre
- Tony Alanis
- Eric Aldape
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Off The Hook! is the official publication of ILWU Local 13. All articles and photos are the property of ILWU, Local 13. Articles, photos, or cartoons may be submitted to the above address, Attn: D.C. Chavez. Include your name, registration number, a phone number and a mailing address with your submission. Deadline is August 29, 2014 CD or Floppy using Windows operating system are acceptable. Please save your a file in Text (txt) format or MS-WORD. You may submit your files via the Internet using the following e-mail:

"offthehooklocal13@charter.net.

Message From The President

The American Dream is Still Possible: Recent Union Contract Negotiations at Ports of LA and Long Beach Demonstrate How

By Bobby Olvera, Jr. - President

A recent story aired on NPR affiliate KPCC about the International Longshore and Warehouse Union (ILWU), Local 13, during contract negotiations with the Pacific Maritime Association (PMA) stated we are the union that sustains the “American Dream” in San Pedro, the greater Los Angeles and Long Beach harbor area. The truth is, Americans deserve what we, the ILWU have achieved for our communities and our families.

Unfortunately, across the country there have been increased efforts to denigrate the image of workers and their activism in unions towards protecting their gains. We witnessed it firsthand as shipping companies waged a campaign attempting to distort the public's perception of ILWU's work ethics.

During contract negotiations the PMA tried to persuade the news media and the public that ILWU Local 13, was intentionally slowing down work and preventing workers from filling available jobs. PMA's strategy made no sense – given that the truth was the exact opposite. Since July 2014, ILWU Local 13 repeatedly requested that our members be allowed to work all shifts to catch up with the backlog after the holidays. Even before the negotiations, we had been demanding that training for crane operators be accelerated, and that shippers work with us to figure out a way to let our mechanics fix a mounting pile of broken chassis. The chassis are key in moving cargo containers (which have no wheels) when they come off the ships.

Six to eight work crews are normally assigned to unload large cargo vessels, with each crew comprised of 16 workers. As soon as our contract expired in July 2014, shipping companies began to reduce crews, by 50% until January 2, 2015. On January 2nd crews assigned to night-time unloading of vessels were reduced by over 80%. It was an obvious ploy to set the ILWU up for failure, expecting 16 workers to do the work of 96 and then blame the union for the backlog.

With our members facing sharply reduced hours,

and as a result smaller paychecks the objective of the employers to get workers to turn on one another and pressure the union's leadership to make contract concessions was initiated. Instead, we pulled together, fighting for our American Dream, working hard and keeping our word to make the ports and the economy work for all. As night shift members were left without work by employers, day shift members, who were already facing up to 50% in work reductions, made way for night shift workers to take over some day shifts. Our members understood that making the American dream a reality is sharing the pain when times are tough and ensuring everyone makes it through.

Our motto that “An Injury to One is an Injury to All” isn't exclusive to our workers. While ILWU Local 13 faced smaller pay checks over the past nine months, the communities in San Pedro, Wilmington and Long Beach were also negatively impacted. Approximately 60% of dock workers live in the greater port area so small businesses within the community lost money too.

We're proud to say that the community always had our back. They came out by the thousands in a show of solidarity on January 22nd and participated in a rally with Los Angeles Councilman Joe Buscaino calling for normal working hours in the ports. Thousands of signs supporting our workers also made their way into storefronts across San Pedro, Wilmington, Long Beach and even Lakewood. Members of Congress like Janice Hahn, Alan Lowenthal, joined with State Senator Isadore Hall, and Assembly members Mike Gipson and Patrick O'Donnell, who came to the hiring hall to encourage thousands of ILWU Local 13 members.

During our struggle with the PMA, who represents some of the world's most profitable offshore companies, we never forgot the other American workers and families who were being impacted by the refusal of employers to unload cargo. We knew that their refusal was negatively impacting warehouse workers and small businesses from the Inland Empire here in California to Indiana. While some folks unfortunately believed PMA's public

(Continued on page 4 Bobby)

(Continued from page 3 Bobby)

relation smears against ILWU, we were grateful for many who saw our plight as connected to their own. This included companies such as Azteca Milling in California and Doggie Design in South Carolina.

Throughout the contract negotiations, our wages were called into questions several times in an attempt to say that union workers are paid too much. In reality, all Americans deserve to have what we have – a wage that allows us to adequately provide for our families, to pay our bills, and to save for our children’s college education. Wages earned by our members are invested right back into local economies because our salaries so towards paying mortgage/rent, food, clothing, utilities, and other items that are purchased right here in Southern California.

Instead of blaming workers who are paid a good wage, we should stand up for every worker in this

country to ensure we all earn enough to provide for our families. When union membership was up in the 1950’s, America’s families had the highest quality of life and the middle class was at its strongest. In the 1950’s there was no 1% conversion. It was an America with no huge income gap between Americans. That was the American dream and we can still have that if we support our workers and their unions.

We should stand up for access to adequate healthcare coverage and we should stand up for safer working conditions and training that keeps up with the latest technology and keeps jobs right here in this country. That’s what the American Dream is and we should all stand up and fight for it.

In Solidarity,

Bobby Olvera, Jr.

President Local 13

Message From The Secretary-Treasurer

By Mark Williams - Secretary-Treasurer (out going)

Brothers and Sisters, I want to thank you for staying united during this last contract struggle. While the contract is far from perfect it is a step in the right direction. We must stay strong and vigilant on the terminals because the Employers will try to get back jurisdiction they have lost. Don’t assume that just because someone is on the terminal they belong there. If it looks like our work (either gear, mechanic, or sweeper), inform the Business Agents so they can investigate the situation.

As you know, the Employers are working hard to take away our livelihood by trying to reduce well-established safety standards and contract provisions. Remember to look out for one another so that everyone goes home in one piece.

In Solidarity,

Mark Williams

Secretary-Treasurer Local 13



“We have a union now, so your method of handling grievances will have to change, Mr. Hamilton.”

Vice-Presidents Report SOLIDARITY!

By Mondo Porras - Vice-President

Dear Brothers and Sisters:

As many of you are aware we will finally begin the procedure of registering Casuals. We had to fight against many obstacles, but our objective has been achieved. We will initiate the process of building up our membership.

Back in 2012 I made a motion to create a referral request to the Coast for Casual registration. At many of the meetings with PMA, I demanded that we review the manpower reports in order to evaluate the urgency to register the Casual workforce. In my arguments I stated that in a five year period, 2007 through 2012 Local 13 had approximately 1,413 person reduction in membership due to attrition. According to our records 711 retirees, 452 deceased and 250 transfers in that time frame.

Finally, in 2015 all efforts have come to fruition with the approval from the Coast and PMA to register 600 Casuals. However, if you do the math you will recognize that we are still short manning by at least half as of 2012.

Continuing with the same concept as above, in the two year period from 2013/2014, the Local had approximately 180 retirees and 156 deceased members. Presently we are estimating a transfer of 200 members that roughly equals a loss to Local 13 membership of 536 members. Ideally, we need to hire at least 1,000 more Casuals.

Brothers and Sisters, the upcoming registration, is not just a promise kept it is also crucial to the Union. We need to continue with registration and build up our membership.

With proper registration numbers and a commitment from the Pacific Maritime Association to properly train equipment operators we can guarantee a workforce ready to handle the new mega ships and the peak seasons that from time to time slams our two ports.

Sadly we have a future filled with the threat of legislation that will attack our contractual right to Strike and possibly remove other collective bargaining agreements. We face a future of uphill battles against Corporate America.

Our recent negotiations were lengthy and hard fought. We were educated on the damage that can be presented by a few through social media.

But I believe they will never dishearten the most steadfast advocates of unions and laborers. Fighting for good well-paying American jobs is a position I am proud to have and fight for.

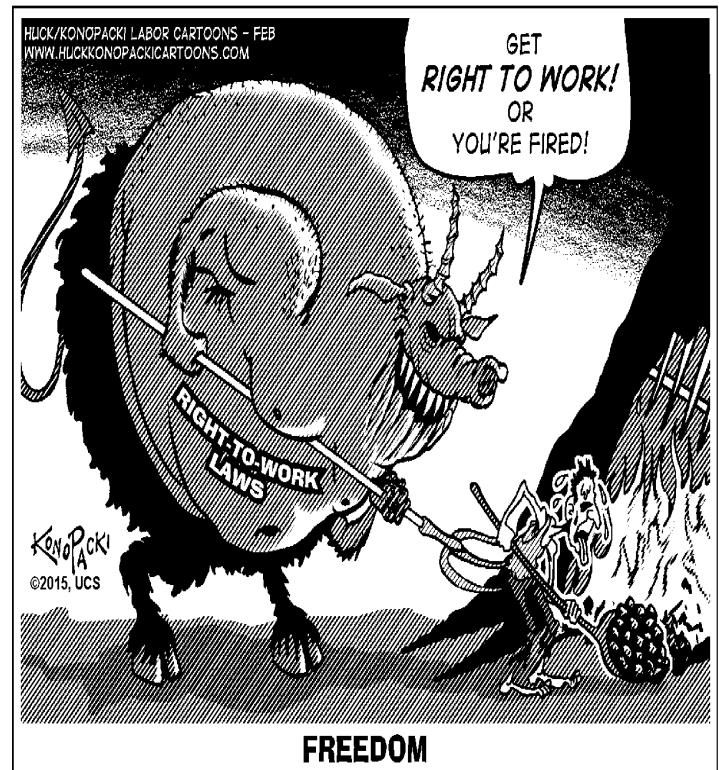
Our future can be optimistic, but we must keep educating ourselves and always strive to gain knowledge of the world around us. Live and Learn to stand together.

Fraternally,

Mondo Porras

Vice President

ILWU Local 13



An Injury To One Is An Injury To All!

Health Benefits

The Affordable Care Act (ACA)

By Jerry Avila - Health Benefits Officer

Brothers and Sisters,

The Affordable Care Act (ACA) requires everyone to have minimum essential health insurance coverage or you may have to pay a fee with your federal income taxes. You must indicate whether you had minimum essential coverage when completing your federal income tax return. Further information can be found the Internal Revenue Service (IRS) Publication 5187.*

As a member of the ILWU-PMA Welfare Plan-CIP (“Plan”), your coverage qualifies as a minimum essential coverage. The CIP also meets the minimum value standard of benefits of a health plan, **meaning you will not have to pay any fees with your federal income tax return.**

Before February 1, 2016, the Plan will send you a form (Form 1095) that lists the individuals (you and all your dependents) who have coverage

under the Plan for 2015. You may use this form to document that you are covered under the CIP. **This is a requirement of the Affordable Care Act that the ILWU-PMA Welfare Plan must comply with.**

In addition, under the Minimum Essential Coverage Reporting Requirements of the Affordable Care Act, health plans including the ILWU-PMA Welfare Plan, must provide reports to the IRS in March 2016 of all individuals covered under the CIP and your Social Security Number is required by the government for the report.

To comply with this requirement, the Plan must request social security numbers (the primary identifier used by the IRS) of every individual, including all dependents, covered under the Plan.

Every member is offered the opportunity to provide SSNs when enrolling in the Plan. However, if you did not provide that information, the Plan is required to follow-up on every individual with missing or invalid SSN.

If you have any questions, please contact the Benefit Plans Office at (415) 673-8500.

*This is intended for general information purposes only. It should not be construed as tax advice or as a recommendation of any kind.

In Solidarity,

Jerry Avila #37499

Health Benefits Officer



Food for Thought

Written in early 1970 - Author unknown

As a newly registered worker in the longshore industry, we would like to welcome you on behalf of the ILWU and impress upon you certain points of view for you to consider.

You are privileged to be entering an industry that is virtually unique in several very important respects. The industry provides jobs that are stable and ever-increasing in numbers in Southern California. We have survived the container revolution with our work opportunity intact. The collective bargaining agreement under which you work is very likely the best in the world, no matter what industry or what union you look at. In a very real sense, your table has been set; you are in every respect the envy of working people everywhere, and you shouldn't forget that.

Now it is important for you to know that the wages, health care benefits, pension benefits, pay guarantee plan benefits and other provisions under which you work didn't just materialize out of thin air; nor are they a function of the generosity of the employers. The plain and simple fact of the matter is that the conditions that we enjoy today, conditions that are unique to the West Coast longshore industry, have directly to do with the ILWU – with the people who fought and died on the picket lines in the 1930's, with the people who fought to defend the union in the 1940's and 1950's, and with the rank and file workers who came before you and who saw this union as their hope for the future, as their best shot at justice on the job and improved living standards for themselves and their families. But what is crucial to the continued well-being of longshoremen is the coastwide agreement. Local 13 is not an island and you should learn about the experiences of your brothers and sisters in other ports.

If you don't know so already, you'll quickly learn that the ILWU is your most valued possession. Your willingness to defend and protect it from those who would abuse and destroy it is the one absolutely essential ingredient without which your future and your family's future is at risk.

I think you all know good and well that you are lucky to be here and that you're damned glad of it. But your

good fortune also conveys to you certain duties and responsibilities. The employers will make clear their expectations that you work productively and safely, that you acquire skills, that you be diligent and trustworthy – we'll not belabor their expectations. But as union men and women, we want to impress you with your union responsibilities.

What makes the ILWU special and different from any other union in the world is the fact that this union is truly the property of its members. It's run from the bottom up, not the top down. All officials at all levels of the organization are elected from the ranks. Policies and programs are decided upon by the membership. No one carries a big stick. We pride ourselves on telling people the facts, on encouraging healthy debate, and making our choices by democratic means. We believe that our members can be trusted, that if provided a clear and coherent account on any situation that they confront, they will come to a wise and just collective decision.

We say this, knowing full well that these are complicated times we live in. We know that there are elements in this society, some even in this great union, who would destroy this union, who exploit its democratic procedures for their personal gain and ambition, who abuse the privilege of membership, who counsel distrust of those among us whom we ourselves have elected to represent us.

You, therefore, have certain obligations thrust upon you from the union side. You have the obligation to participate to the fullest in union affairs – to attend meetings, serve on committees, run for, and if elected, serve in office. You have the obligation to protect our internal democratic procedures from those who would wreck them and from those who would exploit them for their own purposes and at your expense. You have the obligation to defend this union from attack from any quarter, not just because this is the right and ethical thing to do, but because your jobs and livelihood are on the line. Simply put, this union is your bread and butter, and it will only be as good and as strong as you make it. If the union is weakened, attacked, splintered or divided by people outside or inside of its ranks, your contract is in immediate jeopardy, and all the benefits and protections that are provided by that contract are

(Continued on page 9 Food)

MOMENT OF SILENCE FOR OUR FALLEN BROTHERS May 15, 1934

Bloody Thursday, July 5 is the day the union commemorates the loss of the six union men (two in Seattle, two in San Francisco and two in Wilmington) who died in the union's bitter struggle to win the 1934 strike.

Shortly before the strike began on May 9th, a vote was taken and 97% of the Longshoremen chose to be represented by the International Longshoreman's Association. We became ILA Local 38-82. The Employers ignored that vote and signed a sweetheart contract with a company union called Longshoreman's Mutual Protective Association. The Los Angeles Police Department fully and openly, funded by the Employers, became an armed, strike-breaking force with the duty of protecting the growing number of workers who crossed the picket lines. Scabs on the waterfront were fed and housed in waterfront tent encampments called bullpens.

Late on the night of May 15th a group of unarmed union men, frustrated by scabs working and sailing ships, decided to break up the Neptune Avenue's West bullpen at the Berth 145 Grace Line Terminal. Heavily armed police met the union strikers. During a tear-gas filled melee six union men were shot. Twenty-year old Richard J. Parker from San Pedro, who had joined the ILA the previous day, was fatally wounded. John Knudsen, age 51, died in the hospital of his bullet wound on June 5th.

Our Brothers were the first men to give their lives in that strike. We commemorate all of our Union's deceased on a no workday, July 5th, however, May 15th is a normal workday. We should not forget what happened that day. To honor and remember **Dickie Parker** and **John Knudsen** this May 15th, during both the day and the night dispatch, the Chief Dispatcher will lead us in a moment of silence.

Howard Sperry (Seaman)

Nickolas Bordoise (San Francisco)
July 5, 1934

Olaf Helland

August 6, 1934

Shelvy Daffron

June 30, 1934

Seattle, WA

Bruce Lindberg (Seaman)

February 3, 1935



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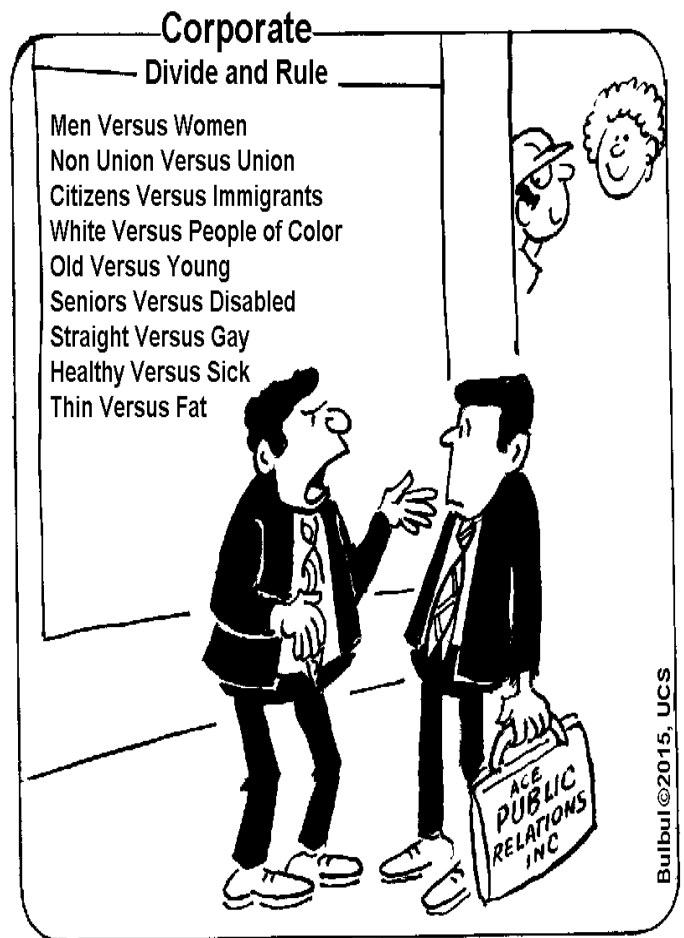
Men Who Have Died on the Waterfront.

Arthur Ginger
 John W. Keith
 Pat Nieto
 James Stricky
 Bob Sanderson
 Dan Prlia
 Joe Chuka
 Jesse Duran
 Freddie Ponce
 Mark Whitney
 Benjamin Evans
 Jerry Ponce
 Ines Gaxiola
 Ed Casares
 Steve Suryan
 John Magby
 Ronald Morgan
 John Babich
 Steve Marinkovich Jr.
 Carlos Spinosa
 Mario Medina
 Rene Origel
 Rick Muller
 Michael Melgoza
 Vito Dacquisto
 Sam Ardaiz
 John Foss Jr.
 Tex Chesney
 Ramon Rodriguez
 Bob Regina
 John Kiser
 Richard Gomez
 John Logan
 Art Jacobsen

Sam Puccio
 Willie Calandrino
 Eddie Mondor
 Jim Magallanes
 Sam Thomas
 John Prohoroff
 Paul Alba
 Joe Karuza
 Freddie Negrete
 Matt Petrasich
 Don Prestlien
 Benjamin Paton
 Milton Flores
 Henry Gibbons
 Richard Mraz
 Art Lopez
 Erv Palica
 Julian Temblador
 Mit Short Sr.
 Mitch Vladimir
 Paul Tipich
 Vito Monreal
 Stan Huckaby
 Frenchy Augereau
 Arthur Leroy Able
 George Trinkle
 Frank Russell
 Ross Cornell
 Carlos Rivera
 Steve Saggiani
 Bert Tufele
 Felix Meraz Jr.

put up for grabs.

As a final point, you can't take what we have for granted. You can't afford to ignore the struggles of those who went before you. You can't afford to ignore the principles upon which this union was founded on and which is presently functions. You can't afford to ignore those who cast doubts upon it, who exploit it for personal means, or who aspire to capture control from the rank and file. This is a great union. It has a noble history. Its strength and influence are a function of its rank and file membership. And, most importantly, its future will be only as good as you are willing to make it.



“This is a crisis... in spite of our corporate fear campaign people are refusing to be divided and continue to demand their rights.”

Solidarity!

Mobilize!

Photo's by
Richard Flores & Robin Doyno

Labor Day

September 7, 2015



y Parade

Wilmington, California



ILWU Comm

January 22, 2015 S



Community Rally

San Pedro, California



**ILWU Local 13
Scholarship Winner
"Karin Marin"**

Harry Bridges
by Karen Marin

Karin Marin who is the Valedictorian from Cabrillo High School in Long Beach. Her grade point average is an astonishing 4.61. Wow! When you see our senior security guard Jose Marin, who has done an outstanding job patrolling our ILWU office grounds for over 16 years, tell him congratulations because Karen is his daughter. Congratulations Marin family from the ILWU.

The ILWU High School Scholarship Committee would like to thank ILWU Locals 13, 63, 94, Pensioners and ILWU Credit Union for their participation in this year's high school scholarship program.

David Serrato, 37367

Scholarship Committee Chairman



from left to right, David Serrato, Karen Marin and Robert Rivas.

Harry Bridges is one of the greatest labor leaders in history. His philosophies and ideas are still a major driving force behind the ILWU today. Write an essay on "How the life and personal qualities of Harry Bridges can inspire us to achieve our goals today."

Alfred Renton "Harry" Bridges wasn't the typical labor leader of his day. Bridges wasn't like the Samuel Gompers stereotype workers expected. Unlike Gompers, Bridges refused to compromise when his workers safety and well-being was being put at risk. His compassionate spirit, personal experience, and natural leadership abilities were the driving forces behind his success with the workers he represented.

When Bridges was a young boy, his father encouraged him to follow in his footsteps and become a business man. His father began to open Bridges' eyes to the world of business by having him collect the rent from the residents in his flats and homes. Bridges wasn't enthralled by the idea of collecting rent from the poor families that couldn't afford it. It was then that Harry realized that he could not follow in his father's footsteps because a person needed to lack sensitivity to perform that job. Bridges did find his passion at a young age, however, his deep interest in marine trade showed when he would rush over to the Australian dock to converse with foreign sailors and watch as the ships faded into the distance. A young Harry Bridges knew exactly what he wanted to do with his future: become a sailor. He convinced his father to allow him to sail with someone the father knew. He took that experience and ran with it. Bridges later went on to become a sailor for six years and spend twelve years as a Longshoreman. Bridges' compassion allowed him to recognize what career path he wanted to pursue. The decision he made when he was young is a testament that children don't have to follow their parents' dreams, but children should pursue their true passion. This quality that Bridges' displayed encourages me to follow MY dream and not anyone elses.

Bridges' leadership abilities showed when he had strikes and other union issues to be dealt with. His charisma shined through even when he was talking to

sailors, whom found him to be witty and engaging. His leadership qualities were clearly on display during the strike of 1934, which included the events of Bloody Thursday. The eighty-three day strike and four-day general strike led to the unionization of the Western ports. Bridges sought authorization for a general strike from the San Francisco City Council on Saturday, July 7, 1934 after the incidents from Thursday, July 5. July 5, 1934 will live on in the hearts of the International Longshore and Warehouse Union because of the brave souls that put themselves at risk for better treatment under the leadership of Bridges.

Two workers seeking better quality of work and compensation died for the better interest of their fellow workers while over a hundred others were injured when the strike turned violent. Even though Bridges' was their leader, he believed that "Everything is produced by the workers." His charisma encouraged others to come together and fight for a cause they were passionate about. He strongly believed that a representative must not forget that the power comes from the power of the men standing behind him willing to fight for their rights. His representative style of leadership is an effective way to fight for others. He expresses that the power comes from the people being represented, and other representatives should use that as an example to better help their people. His style of leadership also influences me to not simply be a leader but also become the power behind the leader.

Harry Bridges' life and personality characteristics influenced the way his future became. His considerate attitude made him into the great leader he was. He wanted the workers he represented to be taken care of, but he was most proud of the fact that the unions had increased in size. The increase in size demonstrated his ability to convince others to fight for their beliefs and rights. Hopefully, many others are influenced by the life of Harry Bridges and see the Importance of "unity democracy."



Shout -Out to Ziggy Negrete & Eli Gutierrez. These two have over 45 years on the waterfront each. Congratulations!



From The Grievance Committee

By Marc Gallardo - Chairman

My union brothers and sisters, I cannot express to you how fortunate we are to have one of the greatest jobs in the world as laborers. I, for one, am thankful to my God for what I have. When I was first asked to write this article I really did not know what to write, but what came to mind was what it meant to be a Union member and a part of ILWU. Thinking about this gave me a tremendous amount of respect for those who came before us. So, I am talking about old school. It's all about stepping up, doing the right thing.

One of the most frequent types of complaints that comes before the Grievance Committee is that of Chiseling. These are complaints that can be easily resolved before they come to the committee. I remember when you had to go through Form 3's by hand and check the board sheets to see if someone was chiseling. Now, with the computer system that we have at our dispatch hall it's as easy as the push of a button. In seconds one can pull up the work and check-in history of another member.

I know from time to time we all can make mistakes while checking in. So, when another brother or sister approaches you to let you know that you need to correct something, try not to take it the wrong way. Try to work it out.

When a complaint does end up being heard by the Grievance Committee, the committee is well-prepared and obligated to abide by the rules set in the local 13's constitution. There are minimal fines for first time offenders, and second time, and so forth. The fines aren't arbitrarily decided but rather come from the proven-trustworthy procedures already set in place. Our former chairman Mike Dimon did a great job of addressing both the committee's abilities and the issues at hand in such a way as to further honor the constitution by which we abide- and which supports us all. (I encourage the reading of his Message From The Grievance Committee, cataloged as Page 6 from the periodical Off The Hook, Volume IX, Number 2, November- December, 2013.)

Currently the elected committee members are as follows: Marc Gallardo, myself, Chairman, Scott Paine, Recording Secretary; Lawrence David Toledo, Attorney of Fact; Steve Cannone, Sergeant Arms, and Mike Dimon, John Seixas, David Alvarado,

John Deluca, Joshua Flores, and Eric Aldape. These individuals spend their time and effort as volunteers in the servitude of the union. At times some of us even have to reap out a job in order to attend our meetings. I myself have lost thousands of dollars doing so. We have to give thanks and respect to not only this committee, but to all committees which are volunteer. I'd also like to give special thanks to former committee member Jonathan Lamborn for volunteering his time, and for giving us a computer program which allows us to calculate the fines of brothers and sisters who have been found guilty.

We must remember when it comes to the Grievance Committee, that the employers are our enemy, not our brothers and sisters. We've only won the battle and not the war on our last contract. There are many battles to come.

In solidarity,

Marc Gallardo 3-5880

Grievance Committee Chairman



"Now smile and keep in mind when reporting on labor issues, truth is not on the corporate agenda."

Business Agent Report

Safety First

By John Solaro - Night B.A.

Not just a saying but something that needs to be practiced and preached on a daily basis. As your newly elected Night Business agent, my main objectives each and every night are accident prevention and job jurisdiction. Section 16 of our contract talks about Accident Prevention and Safety. 16.11 states: The Union and the Employers will abide by the rules set forth in the existing PCMSC which shall be applicable in all ports covered by the Agreement.

16.12 states: The employers will provide safe gear and safe working conditions and comply with all safety rules. With that being said rule 901 in the safety code speaks about the duties of vehicle operators. All operators shall inspect their vehicles and report any defects to their foreman immediately who shall act promptly to correct the defect in the gear, vehicle, machinery or any unsafe working condition.

The safety code was created by the ILWU to provide better working conditions. Yes, we need to move cargo but we need to do it in an efficient and safe manner. Take it seriously brothers and sisters. Your coworkers and your families depend on you. Work Proud, Work Safe, and go home to your loved ones.

That's Right, Safety First.. in memory of Steve Saggiani

Respectfully Submitted,

John Solaro

High Performance Work Systems

by Donovan Russell

High Performance Work Systems (HPWS) is the term used by academics to describe working conditions and incentives established by management and human resource departments (HR) to motivate employees to improve an organization's performance and raise profits.

This field of study began in the late 1980's when American businesses began looking at their Japanese competition and began to learn how they were losing to them. They discovered and began to copy the long established Japanese model of employee empowerment which allowed employees to be involved in decision making on the production floor, as well as developing management's concern for the employees' beliefs, attitudes, and behaviors which lead to greater production for the company.

The HPWS field studies show how management and HR departments implement internal policies that improve these employee variables which, hopefully, lead to greater production and profits.

In our collective work we are thrust together with longshoremen of varying levels of competence, motivation, and knowledge of safe work practices, but together we move more cargo safely than all other ports without input from management and management policies directing how we do our jobs. Our internal motto, "An injury to one, is an injury to all, and has been our only work model. This should be impossible according to HPWS theory.

My master's thesis as a graduate student at the University of Illinois school of Labor and Employment Relations will analyze the many factors that contribute to our work practices and high production levels.

I look forward to sharing my data with the membership, as well as passing on information I learn in graduate school through articles in Off the Hook. Your future contribution by answering surveys on various topics will be greatly appreciated as I earn a master's degree and ultimately, a Ph.D.

In Memoriam

Earl S. Sears #37784

Earl Stanley Sears was born on September 25, 1953, in Indiana, Indianapolis to loving parents, Edward Bostic and Reatha Laura Hall. He was the third child born to the union. Raised in a Christian home he accepted Christ at an early age as a Baptist. Earl graduated from Crispus Attucks High School, Class of 1971 and went to attend Pasadena City College 1976-1979 and UCLA in 1980.

On March 15, 1970, he married Marva Barrow. They were blessed with one child, Latasha Sears, whom he truly adored.

He later met and married Maria Magdalena on September 24, 1988. Two children joined through the marriage union, Yenny Rivas and Javy Rivas. Earl was a loving and supportive father to all his children.

Earl was employed through the International Longshore and Warehouse Union (ILWU) Local 13, where he also served as the local's Sergeant Of Arms. As a dedicated Longshoreman of 18 years, he was a Crane Operator. Earl was well respected and made many, many long lasting friendships through his work. He truly loved

his work and people he worked with.

Always well dressed, Earl loved clothes and shopping for them. No only shopping for clothes but for anything; whatever the newest and latest gadget was he had to have it. He also loved to be on the go and traveling was one of his favorite things to do, going to such places as Costa Rica, Florida, home to visit family and many other places.

Earl was not only a loveable and friendly person, he also was bold, fearless, and if you truly knew Earl, you knew that he was extremely opinionated. He had an opinion about everything and anything. However, his very vibrant personality endeared many close to his heart. Greeting family and friends with is "Heeey Baby!!"

What we all will truly remember and miss the most about Earl was his love and affection he showed to all his children, grandchildren, family and friends, and at the end of the day w will say thank you God for allowing Earl to share his life with us.

On May 4, 2015, in his home, San Pedro, California, Earl Sears made his transition. His father Edward Bostic; mother Reatha Hall; brother Jerry Sears and sister Esther Carny, preceded him in passing.

He leaves a legacy of love and precious memories with his children and their spouses, Lathasha & John Reynolds, Daniel & Lauren Wilson, David Joseph Sears, Yenny Rivas, Javy Rivas, and Yareli Hernandez; his aunt Mrs. Alfreda Taylor; grandchildren: Ricky Angel Martinez, Everest Compton Jr., Calvin Gomez, Kyliah A. Wilson, Cairo Edward Walker Hallman, Luna Louise Rivas, Emily Angelina Gavin, Edward James Wilson; godparents, Micheal & Catherine Trani; extended family, Earnest Thomas, Toni & David Bondon; special friends of ILWU Local 13; and a host of nieces, nephews, other relatives and friends.



Brother Earl S. Sears #37784

Rest In Peace Brother!

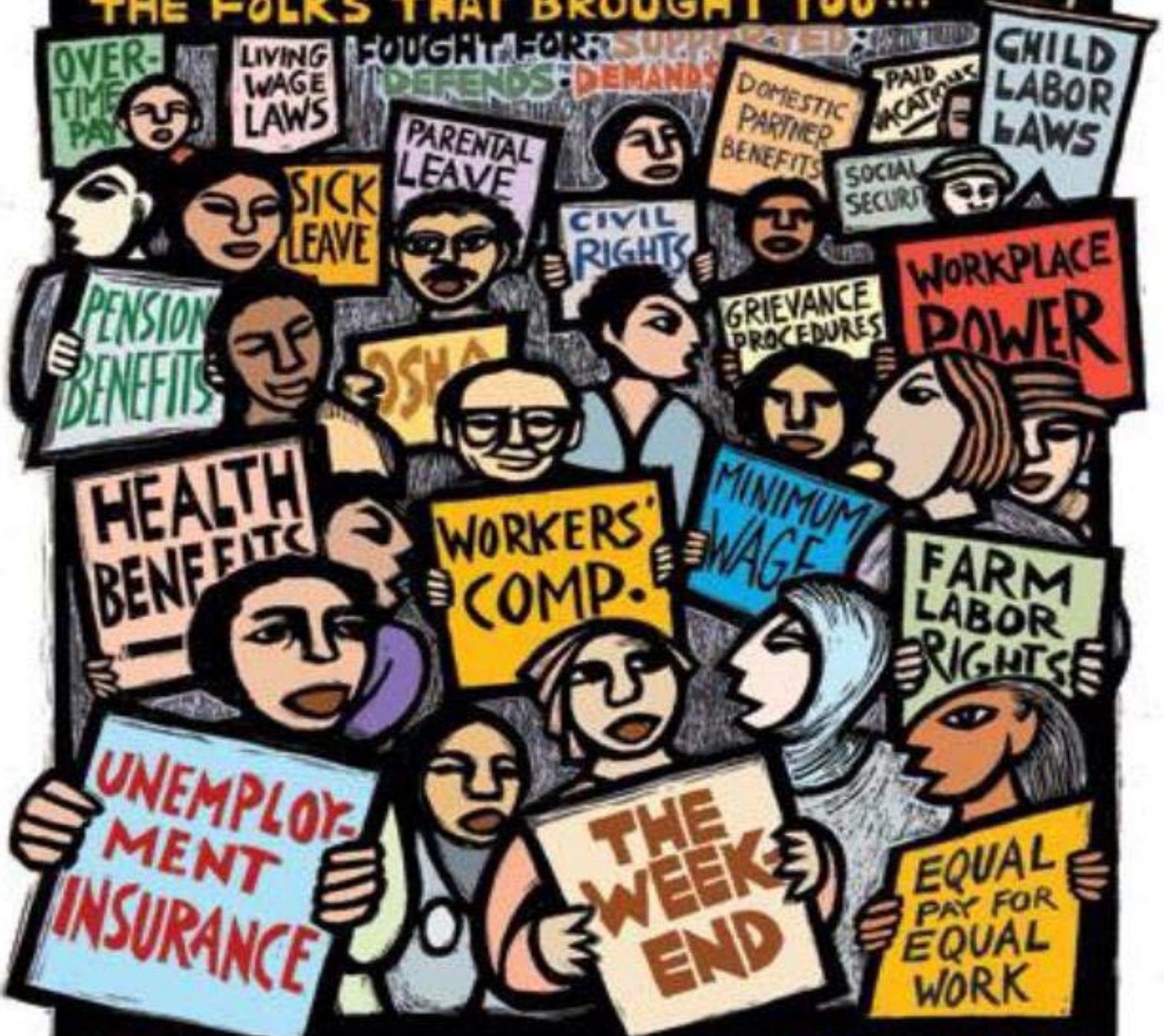
ILWU LOCAL 13 MEMBERS

<u>Active</u>	<u>Number</u>	<u>Name</u>	<u>Deceased List</u>	
	30717	McCabe Francis A.	01/04/15	
	31455	Heston William	01/04/15	
	31705	Scognamillo Giovan G.	01/13/15	
*	38329	Marinkovich Alex	01/14/15	
	34202	Luna Emiliano	01/14/15	
*	131413	Faalafua Sali L.	02/02/15	
*	57257	Ramos Reinaldo	02/18/15	
	33431	Guerrero Arthur L.	02/19/15	
	34088	Mixon D. C.	02/24/15	
*	130913	Young Brett A.	03/02/15	
	33364	Diggens Haywood	03/06/15	
	33973	Esquivel Leo	03/06/15	
	34663	Wilson Betty	03/06/15	
	34322	Word Robert L.	03/06/15	
	30290	Quick Gary L.	03/18/15	
*	39078	Jalomo Tabitha	03/22/15	
	33443	Ponce Carlos M.	03/28/15	
	33419	Wannagat Ernest L.	04/01/15	
*	35008	Higginbotham William C.	04/02/15	
	32298	Hightower Edward T.	04/05/15	
	132583	O'Dell Blair	04/12/15	
	34036	Smoljan Peter	04/29/15	
<u>Number</u>	<u>Name</u>	<u>Retired List</u>	<u>YEARS OF SERVICE</u>	
34311	Whitt James E.	01/01/15	45	
34459	Kolich Vinko	01/01/15	37	
34850	Anderson G. Max	01/01/15	33	
35915	Janisse Jr. John M.	01/01/15	28	
36957	Scott Gwendolyn	01/01/15	21	
37281	Miller Whitside G.	01/01/15	19	
131074	Camello Joseph G.	01/01/15	13	
130757	McCray Rick	01/01/15	13	
131432	Ivcevic Tony	01/01/15	11	
34634	Directo Denny P.	02/01/15	36	
35088	Lopez John	02/01/15	32	
36199	Dong Harry W.	02/01/15	26	
34987	Torres Raymond	03/01/15	33	
36144	Alpine Rose Marie L.	03/01/15	27	
36619	Mosna Jerry T.	03/01/15	21	
39268	Williams Daniel M.	03/01/15	15	
39568	Tallon David M.	03/01/15	14	
133229	Cobarrubia Isagani O.	03/01/15	9	
133230	Zuniga Victor	03/01/15	9	
133842	Hernandez Ramon	03/01/15	8	
34498	Armenta Michael D.	04/01/15	37	
34701	Arias Gregory A.	04/01/15	36	
35237	Fox Richard E.	04/01/15	31	
35405	Keenan Jack E.	04/01/15	30	

*Rest
In
Peace*

THE LABOR MOVEMENT!

THE FOLKS THAT BROUGHT YOU...



POWER CONCEDES NOTHING WITHOUT A DEMAND. IT NEVER DID AND IT NEVER WILL.

FREDERICK DOUGLASS