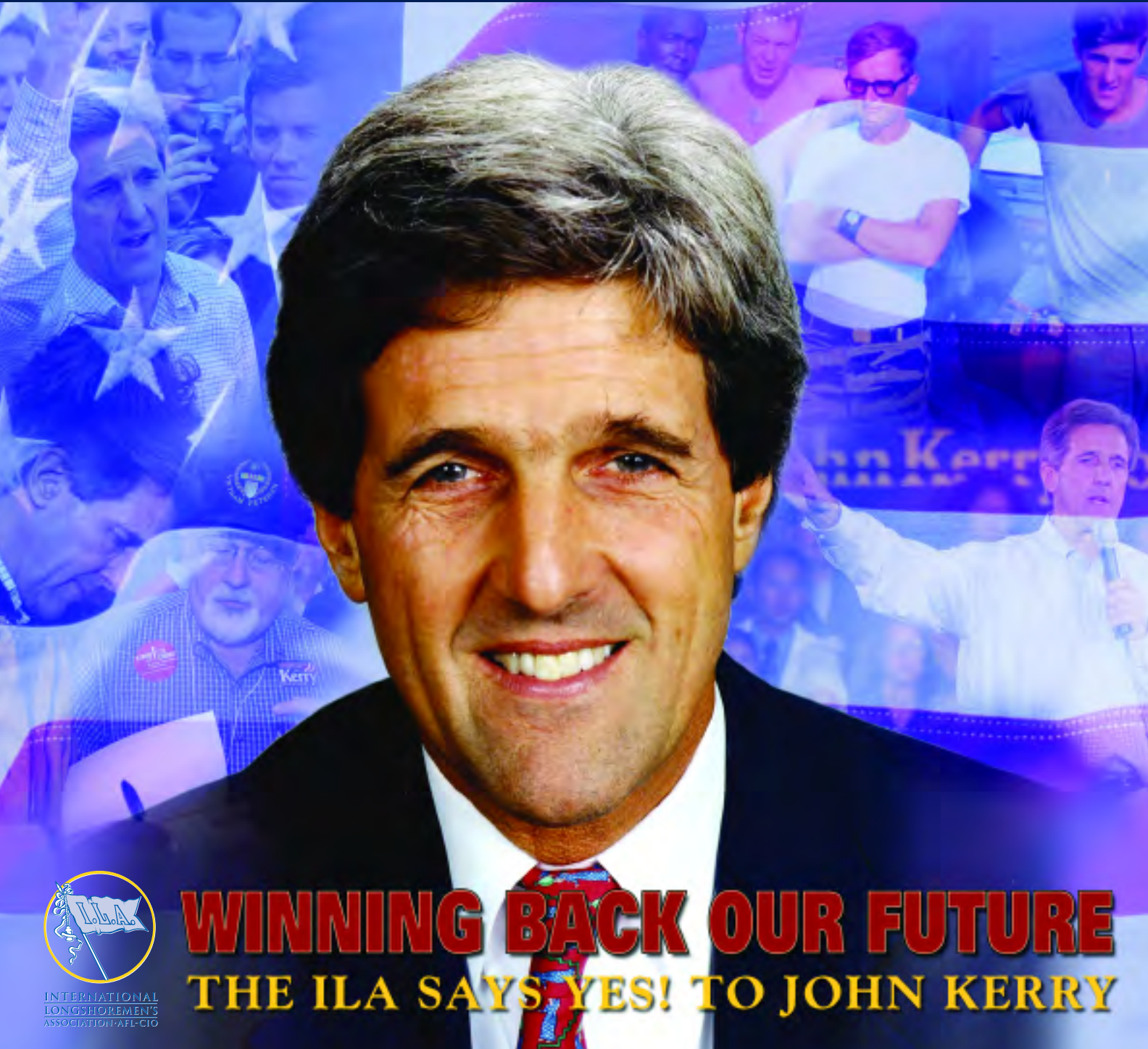


NewsREPORT

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SUMMER 2004

ILA Rank and File Accepts Six Year Master Contract

STORY ON PAGE 4



INTERNATIONAL
LONGSHOREMEN'S
ASSOCIATION • AFL-CIO

WINNING BACK OUR FUTURE
THE ILA SAYS YES! TO JOHN KERRY

NewsREPORT

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Senator John Kerry meets with John Bowers, Jr., ILA Leg. and Gov't Affairs Director, at AFL-CIO reception in Washington.



PRESIDENT'S REPORT

John Bowers, ILA President

New Six-year Master Contract

I write this report to you during the early days of summer 2004. While there is much we have accomplished together in the past year alone, there remains great challenges ahead, some of which I will examine in this report.

A new six-year Master Contract was negotiated in March by more than 200 ILA Wage Scale delegates and ratified by a vote involving more than 9,000 ILA members in the Maine to Texas region on Tuesday, June 8, 2004. It is the greatest contract negotiated in my years as an ILA officer. I term it the greatest contract because it is a Master Contract that offers salary increases of \$4.00 over six years for higher waged ILA longshore workers and \$7.00 over that same period for newer ILA members. Guaranteed pay increases throughout the life of the contract for ILA members when many other American workers are being asked to take cuts or freeze their wages.

It is the greatest contract negotiated because more longshore workers and their families will be protected with a strong and well-funded national health care plan. MILA is good for the entire ILA, not just because of the strong benefits we receive from it, but because it demonstrates what unionism is all about, sticking together for the good of all. The strong protecting the weak. This new six-year agreement protects the greatest number of ILA members and their families with health care benefits.

With this ILA Master Contract now ratified at ports from Maine to Texas, I remain confident that those ILA ports without local agreements will successfully conclude negotiations prior to the expiration of current pact on September 30, 2004.

I believe additional negotiating time, coupled with the already ratified and signed Master Contract, will help bring completion to any unresolved local contract matters. I have been told by reliable people that some ILA members voted no on both the Master Contract and local agreements because they feared losing any negotiating clout if the Master Contract passed but their own local agreements did not.



Our members voted no on both contracts, not necessarily because they were dissatisfied with the terms on the Master Contract, but because they wanted to maintain leverage in local negotiations. Other members, I know, were concerned about the two-tiered wage system and the three levels of health care eligibility and possibly voted against the contract because of those provisions.

I respect and defend any members' decision to vote no on the Master Contract if they believe that, by doing so, they are protecting themselves and their families. Over 200 ILA Wage Scale delegates and I did our best in negotiations to bridge the pay gap in salaries while responsibly address rising health care costs. We're proud of the Master Contract we negotiated. The employers put in nearly \$1.2 billion (yes, that's BILLION!) into funding this contract.

There is still time before local contracts expire. I will make available Executive Council members, if requested, to assist at reaching local agreements to go along with the ratified Master Contract. We want every port area to get a decent and fair local contract and not be jeopardized by losing cargo and jobs through diversion.

Several weeks ago, I was proud to join Teamster president James Hoffa and International Longshore and Warehouse Union president Jim Spinoso in Washington to discuss this issue of organizing Port Drivers and to promote legislation on safe container chassis inspection.

We came together – the Teamsters, ILA and ILWU – to address an important issue of chassis safety and to examine who shares in the responsibility of keeping our nation's transportation system safe for our members and the general highway driving public.

We came also to fight for the rights and dignity of port truck drivers. The rights we fight for is their right to belong to the Teamsters. The dignity is that they receive the compensation for their important work to support themselves and their families.

I told Presidents Hoffa and Spinoso that the ILA reaffirms our solidarity with their unions. Longshore

(Continued on page 17)



ILA Rank and File Accepts Six Year Master Contract

Some Ports Still Negotiating Local Agreements

NEW YORK—ILA rank-and-file members turned out in large numbers on Tuesday, June 8th, 2004 to vote on a new six-year Master Contract. With more than 9,000 ILA members at ports from Maine to Texas participating in the balloting, the Master Contract was approved by a margin of more than 1,100 votes.

“A majority of ILA members have voted for the Master Contract and it will go into effect on Oct. 1, 2004,” said John Bowers, ILA president and chief negotiator. “This contract was put together through the hard and dedicated work of more than 200 ILA Wage Scale delegates and supported by more than 5,000 members.”

Several ILA port areas rejected their local agreements and will resume bargaining in order to reach a settlement before their respective local contracts expire on Sept. 30, 2004.

The ILA completed negotiations on this six year master contract with United States Maritime Alliance, Inc., (USMX) in late March, following 18 months of intense bargaining between the union and the management group representing ILA employers.

The Master Contract covers some 15,000 waterfront workers at ports on the Atlantic and Gulf Coasts. The new contract goes into effect this October 1, 2004 and continues through September 30, 2010 and brings with it the guarantee of labor peace and stability at East and Gulf Coast ports.

“This ratification vote is a tribute to the rank-and-file membership and proves that democracy exists in the ILA.”

— ILA President John Bowers

ILA President John Bowers indicated that the approval margin for the Master Contract was smaller than expected but said he understood the reasons behind those who voted against the agreement.

“This ratification vote is a tribute to the rank-and-file membership and proves that democracy exists in the ILA,” said ILA President John Bowers. “I know that many members were concerned about the two-tiered wage system and the three levels of health care eligibility and possibly voted against the contract because of those provisions. I respect and will defend their right to vote no on the Master Contract if they believe that, by doing so, they are protecting themselves and their families. We tried our best to bridge the pay gap in salaries and responsibly address rising health care costs. We believe this Master Contract takes us on the road to doing that.”

Although some port areas rejected their local agreements, President Bowers remains confident that both ILA and management officials in those areas will continue local bargaining and reach agreements prior to the Sept. 30, 2004 contract expiration date.

“A few months remain before those local contracts expire,” said Mr. Bowers. “I will make available Executive Council members, if requested, to assist those ports to reach local agreements to go along with the ratified Master Contract. We want

every port area to get a decent and fair local contract and not be jeopardized by losing cargo and jobs through diversion.”

Those ports areas which ratified their local agreements during the June 8 voting include Portland, (Maine); Boston, New York and New Jersey, Wilmington, (North Carolina) Savannah, Miami, New Orleans, and Houston and Galveston.

When the new Master Contract agreement takes effect on October 1st, newer ILA members whose base pay this year was at \$21 an hour or less will see their salaries increase by \$7 throughout the life of the contract. Higher waged ILA workers will enjoy four pay hikes totaling \$4 as well.

Another important issue addressed in this new contract was providing adequate and affordable health care coverage. Rising medical and prescription drug cost are taxing most health care plans and the industry's MILA plan was no exception. ILA and USMX negotiators were faced with the challenge of confronting mounting deficits in the MILA program while trying to maintain adequate health care coverage for ILA workers. Both labor and management officials believe this new six-year contract includes the necessary provisions to tackle higher costs while providing benefits to the widest possible number of ILA members and their families. ■



ILA President Confident Locals Without Contract Will Reach Agreement By Sept. 30th Deadline

NEW YORK—With the ILA Master Contract now ratified at ports from Maine to Texas, union president John Bowers remains confident that those ILA regions without local agreements will successfully conclude negotiations prior to the expiration of current pact on September 30, 2004. More than 9,000 ILA members at ports on the Atlantic and Gulf Coasts voted on Tuesday, June 8, 2004 and ratified the Master Contract. Some ILA ports, however, either rejected the local contract proposals or did not complete negotiations in time for the June 8th vote.

"I'm certain that ILA wage scale delegates in those ports without local agreements in place will successfully conclude negotiations in the coming weeks," said ILA President Bowers. "The ILA will offer any assistance to those ports still engaged in local negotiations to make certain every ILA member is protected."

The ILA President believes additional negotiating time, coupled with the already ratified Master Contract, will help bring completion to any unresolved local contract matters. Mr. Bowers cited reports from some port areas that ILA members voted no on both the Master Contract and local agreements because they feared losing

any negotiating clout if the Master Contract passed but their own local agreements did not.

Now the ILA's attention will be focused on those ports still working out local agreements.

"More than two months remain before local contracts expire," said Mr. Bowers. "I will make available Executive Council members, if requested, to assist at reaching local agreements to go along with the ratified Master Contract. We want every port area to get a decent and fair local contract and not be jeopardized by losing cargo and jobs through diversion."

Those ports areas which ratified their local agreements include Portland, (Maine); Boston, New York and New Jersey, plus most ports in the South Atlantic and Gulf Coast District. The ports in the South Atlantic region (North Carolina to Tampa, Florida); East Gulf (Mobile and Baton Rouge and New Orleans, Louisiana ports) and West Gulf (Lake Charles to Brownsville, Texas) passed

their respective General Cargo Agreements. ILA Maintenance and Repair locals in Wilmington, Charleston and Garden City, Georgia are continuing to negotiate their respective local contracts.

Among those local port areas which rejected their local agreements included Baltimore, and Hampton Roads. Some port areas, including Philadelphia, did not reach agreement on terms for a local contract in time for the ratification vote and are also continuing negotiations.

"When local negotiations are completed and ratified, the ILA at all ports from Maine to Texas can then concentrate on building and growing their respective port areas, generate more man hours and increase work opportunities for all ILA members," said Mr. Bowers. ■

"We want every port area to get a decent and fair local contract and not be jeopardized by losing cargo and jobs through diversion."

— ILA President John Bowers

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WASHINGTON REPORT

Port Security: ILA on the Front Lines of Homeland Security

Empty Containers and Container Seals Must Be Properly Inspected to Ensure the Nation's Safety

In the wake of the devastating terrorist attacks of September 11, 2001, the United States government has identified a need and begun measures to ensure the security of our nation's ports and waterways. Our ports are a potential entry into our homeland for those who would do us harm; in fact, they just might be the most porous.

Unfortunately, of the millions of pieces of cargo entering the U.S. via our ports, only 3 to 4 percent are inspected. Among this neglected freight, empty containers remain almost entirely overlooked and, therefore, potentially the most disastrous.

On any given day, forty percent of cargo shipped in and out of any facility is comprised of empty containers. These empty containers, which are not currently subject to adequate inspection, could easily house destructive materials, devices, or even terrorists themselves. Empty containers must be properly inspected to ensure safeguards in our ports.

In March, at the Port of Ashdod, Israel, two terrorists hid in an empty container, detonated plastic explosives and themselves in a suicide attack, and killed 10 port workers and wounded 18 others. Days later, it was discovered that a side panel in the empty container housed the terrorists, along with food, water, and a store of grenades.

The terrorists may have intended to use the grenades to blow up a naval base or a nearby chemical storage facility, which would have devastated the entire area and surrounding community and caused irreparable destruction to the port and civilian interests. They may have simply been targeting human life. Whatever the directive, the questions remain the same: are our ports safe enough, and what is to stop the same from occurring in our nation's ports?



In addition to the overlooked risk empty containers pose, loaded containers that are not properly docu-

mented and whose seals are not inspected create just as great a danger. According to comments addressed to the Department of Transportation and the Coast Guard by ILA President John Bowers, the ILWU, the TTD, and the Teamsters, among the most important fronts of a security offensive at our ports must be:

1) "establishing and maintaining procedures for the inspections of outside seals on all containers and the internal inspection of all containers designated as 'empty'; and

2) confirmation "that complete and adequate documentation as to a container's content, weight, ownership, transportation itinerary, and other necessary information are on the site and accompany each container and cargo before entering such facilities and vessels."

There is little dispute that our ports remain vulnerable. Not enough is being done about empty containers, nor about the inspection of loaded containers.

In April, at the Port of Los Angeles, a container labeled "FAK" (Freight of All Kind), void of any documentation regarding its contents, actually housed a propane tank, which exploded in the port. Unchecked and never inspected, the container was supposed to have been shipped next to a hazardous materials container. No injuries were reported and the episode was deemed an accident, but had the

The ILA has done much to secure our ports and, by extension, America. We have come a long way in guarding and protecting our citizens and our way of life. But there is still work to do.

ment and whose seals are not inspected create just as great a danger. According to comments addressed to the Department of Transportation and the Coast Guard by ILA President John Bowers, the ILWU,

container not blown up at port and been shipped with the hazardous materials, there is no telling how great a disaster might have occurred.

Though an accident, this potentially catastrophic event, in conjunc-

tion with the attack in the Port of Ashod, must serve as a wake-up call to the Bush Administration. Obviously, terrorists can hide weapons or even operatives in empty containers, and then detonate explosives or send their henchmen anywhere. Clearly, unmarked and undocumented cargo continues to plague our ports. Port security remains a problem, but by allocating less than 5% of the Coast Guard's estimated cost to protect our ports and thus our nation, the Bush Administration is not answering the call.

The ILA has done much to secure our ports and, by extension, America. We have come a long way in guarding and protecting our citizens and our way of life. But there is still work to do. Not enough is being done about empty containers, seals on loaded containers, and the documenting of the contents of containers. This is the next phase; as always, the ILA will be prepared and will be up to the challenge! ■

Overtime pay cuts to affect millions of workers

ILA members left unaffected by revisions

On April 20th, the United States Department of Labor and the Bush Administration continued its trend of harming the labor movement and middle class workers by revising the overtime regulations existing under the Fair Labor Standards Act (FSLA). Although the revisions don't affect ILA workers, they could have a damaging effect on many of our union brothers.

The FSLA was adopted in 1938 and has been relatively unchanged for the last 50 years. It requires that most employees in the U.S. be paid at least a federal minimum wage and over-

While it preserves the overtime rights of many, the new plan is believed to eliminate overtime rights for 8 million workers in the U.S.

time of one and one-half the regular rate of pay for all hours worked over 40 in a work-week.

The new rules affect only white-collar workers making between \$23,660 and \$100,000 and exclude blue-collar workers and first responders, such as police, fire fighters and rescue workers. While it preserves the overtime rights of many, the new plan is believed to eliminate overtime rights for 8 million workers in the U.S.

Unfortunately, President Bush has not owned up to the facts of the cuts, continually misstating information, evading questions and making outright falsifications that seriously affect his credibility involving overtime issues. He has repeatedly underestimated the amount of workers that will be affected and even said that the cuts will have "no impact" on American workers.

Again, unfortunately, nothing could be further from the truth. Not only will it affect millions of American workers, but their families as well. Because of the ambiguity of the language in the revisions, there is a potential for employers to undercut millions of salaried workers' pay by giving them new titles, rewording job descriptions and requiring longer hours. The precedent that the revisions set is a dangerous one for American workers.

One of the effects of the cuts is a slow down in job creation. If employers can work employees longer hours for no additional pay, they will not have to hire any new employees. The

employee, as well as their family will feel another effect of the cuts in that if the employer can work the employee longer hours with no additional pay, there will be less time for the family to spend together.

Even though the revisions don't affect blue-collar workers such as ILA members, it is important for unaffected union workers to recognize what is being done by the Department of Labor to harm the labor movement.

On May 4th, there was a sign of hope with the bipartisan Senate vote in favor of the Harkin amendment. The Harkin amendment is intended to stop the Bush Administration and the Department of Labor from unnecessarily slashing workers overtime pay. This is the third vote to go against Bush's revisions, following the two Congressional votes last year. The Bush administration is inexplicably pressing on with their cuts, but there is hope that the House vote will deal him and his plan another striking blow. ■



WINNING BACK OUR FUTURE— THE ILA SAYS YES! TO JOHN KERRY

More than ever before, the International Longshoremen's Association (ILA) needs its membership to help elect the right candidate for the next president of the United States. More than ever before, your country needs you to come out and vote in record numbers to protect the rights of working families and put the right man in the Oval Office. In order to win back the country and stem the record job loss and the seemingly endless rising cost of quality healthcare, in order to curb the deplorable drop in overtime pay and lack of worker safety protections, the International Longshoremen's Association announces its endorsement for the Democratic senator from Massachusetts, John Kerry, to become the next president-elect of the United States.

As George Bush continues to roll back the clock on decades of progressive labor advancements, the ILA and working families must look to the future for our own sake, and for the sake of our country. We must look to John Kerry.

Promises from the Bush administration to create jobs for Americans,

to lower healthcare costs for working Americans, and to improve working conditions for laborers have consistently collapsed, replaced by big business toadying and the coddling of special interest groups. John Kerry is not afraid of these Washington power groups and has promised to protect America's working families. This November, the ILA and its membership must support John Kerry.

According to ILA President John Bowers, "this is the most significant and important presidential election in decades, perhaps in our lifetime. It is incumbent upon all of our members to get out, vote, remove George Bush from office, and elect pro-working family candidate John Kerry!"

John Kerry—The Right Man, The Right Time

Over the last four years, we have watched as George W. Bush has allowed 3 million jobs to be lost. During that time, the country has undergone a near total economic collapse. John Kerry has pledged to fight to get back these 3 million lost jobs in his first 500 days in office. In fact, restoring the economy to the form it held before the present administra-

tion seized control of the White House just four years ago is John Kerry's top priority.

Bush's tax cuts for the rich and the special interest groups have increased the gap between untouchable corporations and working families in America. The tax cuts have made it nearly impossible for most simply to get by, while the few continue to pad their pockets. Kerry intends to roll back these tax cuts for the wealthy and instead invest in education and healthcare, the two issues most important to working families.

Healthcare costs continue to skyrocket at astronomic rates, so much so that most Americans cannot afford quality healthcare or hospitalization. John Kerry believes so strongly in "affordable healthcare for all Americans" that his plan promises to afford to the general population the same coverage that the president and members of Congress currently enjoy. Kerry's plan will begin by extending healthcare coverage to 96% of Americans and will have provisions for an enforceable patients' bill of rights.

In another obvious move to kowtow to big business and special interest groups, George Bush is about to

become the first president in U.S. history to rewrite the overtime eligibility rules and take away overtime pay from working families. John Kerry opposes efforts to avoid paying working men and women the overtime they often depend on to pay their mortgages, skyrocketing healthcare costs, and childcare costs. John Kerry understands that for workers who earn overtime, more than 25% of their income comes from overtime; a vote for the wrong candidate will result in the loss of one quarter of all income for most working families.

And once again, in the interest of appeasing big business, George Bush recently signed the repeal of the first workplace ergonomics standard, decimating ten years of OSHA and Labor progress. Even more recently, Bush further diluted the original OSHA standards, making corporations even less accountable for workplace injury. John Kerry has opposed Bush on these issues in the past, and Kerry strongly supports the implementation of more effective worker safeguards in the future.

John Kerry is the candidate who cares about you, your family, and your future!

Get Involved—The ILA and the 2004 Labor 10-Point Program

The most important civic duty Americans can undertake is to vote. If every ILA member does his or her duty, we will go a long way in stemming the tide of the Bush regime and seeing John Kerry into the White House. Therefore, it is imperative for all laborers to make his or her voice heard. In an attempt to get our fellow brothers and sisters out to vote, the ILA, in conjunction with the AFL-CIO and other labor organizations, has detailed a strategy to mobilize its members and fight George Bush in the 2004 Labor 10-Point Program.

It is said that this election may be decided by a handful of votes in a handful of states. The 2004 Labor 10-Point Program is a plan to take up the fight in several key states and systematically and strategically help win the election for John Kerry and for working families.

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“Discussing our port security with Democratic Presidential candidate John Kerry”

Democratic presidential candidate John Kerry has focused a great deal of his attention in the last year toward the overall lack of security at our nation’s 361 commercial ports and what he intends to do about remedying the situation. The International Longshoremen’s Association (ILA) members are on the front lines of this particular battle in the War on Terror, and a vital piece of the solution.



John Bowers, Jr. (left) and Ingo Esders (right) discuss important ILA and labor issues with candidate John Kerry.

The proud members of the ILA have long been committed to helping our government protect our seaports, whether it was from drug smuggling in the early '90s or the terrorism issues of today. Kerry is aware of the members’ ability to help fight this battle and has been calling for better technology and strategies to help the dock workers not only protect themselves, but America as well.

Although most lawmakers understand the need to enhance security around the ports, they continue to overlook an obvious solution as a first step—the longshoremen themselves. ILA workers are trained professionals and familiar with federally mandated procedures. In fact, ILA President John Bowers has long stated he believes the unique experience and specific knowledge ILA members possess would provide great help in detecting suspicious containers and activity on the docks. Not to mention the fact that they are ready, willing and able to do the job required by their country.

Kerry reminded attendees of the importance of our nation’s seaports to the U.S. economy. Nearly 90 percent of the nation’s trade travels through our ports. This accounts for approximately \$750 billion each year. Just as it happened with the airlines, one attack, on just one of our ports, could force the temporary closure of all ports for security reasons. Thus, a devastating economic blow could be dealt to the U.S. with minimal effort.

Despite this threat, there remains a shockingly low number of cargo containers being checked upon entry. Seven million cargo containers pass through U.S. ports each year, and only two percent are screened.

Kerry’s plan to make seaports more secure includes, but is not limited to, the following:

- Hiring more customs inspectors
- Improving technology used to search cargo
- Creating higher security standards for the ports
- Investing in a system that will better allow the U.S. to track containers and determine whether they are holding dangerous materials

The safety at our nation’s seaports is as big of a concern for John Kerry as it is for all of us in the ILA. We must do our best to help fight this War on Terror, and help support John Kerry in his fight to equip the Longshoremen with the proper funding and technology needed to protect America’s seaports. ■

Sections taken from Kerry’s remarks to the International Association of Fire Fighters’ Legislative conference

ILA Joins AFL-CIO In “10-Point Program” To Help John Kerry Capture Key States in Nov. Election

WASHINGTON—Stating that the 2004 U.S. presidential election will “be decided in a handful of states by perhaps a handful of votes”, the ILA’s Committee on Political Education (ILA-COPE) is joining with the AFL-CIO’s *Labor 2004* to generate support for Democratic candidate Sen. John Kerry in eight of the 16 key states.

In April, AFL-CIO President John Sweeney asked ILA President John Bowers to help in the cause “to remove George Bush from the White House and elect pro-working family candidate John Kerry.” The AFL-CIO’s campaign to “register, educate and mobilize more members than ever before,” is being waged in several critical states, many of which the ILA and its affiliates have sizable membership.

ILA President John Bowers designated International Secretary-Treasurer Robert E. Gleason and Legislative Director John Bowers, Jr., to coordinate the ILA’s effort in *Labor 2004*. President Bowers also selected local ILA representatives to spearhead the campaigns in those states deemed critical for Democratic candidate John Kerry to capture.

Those heading the ILA effort in targeted states are as follows.

State	ILA State Political Contacts
Florida	Perry Harvey, Jr. – 813-229-1192 Charles Spencer – 904-476-5215
Maine	Jack Humeniuk – 207-232-5178
New Hampshire	William McNamara – 617-439-0284
Ohio	John D. Baker – 216-781-7816
Michigan	William Yockey – 517-796-8242
Missouri	A.E. Boatwright – 314-7525848
Pennsylvania	James Paylor – 215-634-6905
Washington State	Steve Demeroutis* – 206-441-1070 Don Markus* – 206-441-8700
Wisconsin	Doug Kubic – 414-482-2646

* Member, International Organization of Masters, Mates and Pilots

“I am counting on you to work with the membership of our union to focus on the issues, highlight candidate differences and mobilize members and their families to turn out to vote,” ILA Secretary-Treasurer Gleason wrote to the ILA state leaders. “The AFL-CIO Labor 2004 Campaign is underway and our locals need to join in.”

Each ILA state chair was given a leadership kit including the important “10 Point Program.” Specifically, the ILA leaders are requested to:

1. Recruit a key contact at each local and worksite.
2. Distribute leaflets at all union worksites.
3. Maximize contact through union publications
4. Utilize regular mailings from local presidents and business agents.
5. Maximize impact of union phone calls.
6. Update local membership lists.
7. Increase registration by 10 percent.
8. Conduct massive Get Out the Vote for 2004 elections.
9. Build rapid response network in the workplace.
10. Link politics to organizing. ■

(Continued from page 9)

The program was developed over the past eight years using feedback from union members concerning their preferred mode of delivery for political information. The goal of the plan is to increase voter registration by 10 percent and to get as many members as possible to the polls on Election Day. The grass-roots plan entails recruiting a contact in locals and worksites in designated states and disseminating information via leaflets, union publications, regular mailings from local presidents and business agents, and making phone calls and sending emails from frequently updated lists. So by getting the word out in much the same manner as if we were organizing, members will be reached with the message: Yes! to John Kerry.

For further details on which states will take up the fight using the 2004 Labor 10-Point Program and how you can help, please see the article and program outline appearing in this issue.

Winning America Back

This election will undoubtedly be the most important one in generations. Never before has it been so apparent that a president must go. Never before have we seen a president single-handedly lose so many jobs and cause so much harm to our once flourishing economy. Never before has an administration done so much to alienate working families in America. The Bush administration must go, and it will take all of our votes and all of our efforts to make this happen.

Only four short years ago, George Bush stole the Office of the President out from under us; John Kerry is the man to win it back! Now is the time to win it back! In order to do this, we must vote in numbers like never before. Your union needs you, your brothers and sisters need you, your family needs you, and your country needs you! ■



86th Convention of South Atlantic and Gulf Coast District, ILA to Meet in Lake Tahoe, Nevada

District President Clyde Fitzgerald Announces Full Convention Schedule and Speakers

GALVESTON, TEXAS—The South Atlantic and Gulf Coast District of the International Longshoremen's Association, AFL-CIO will hold its 86th Convention (Eighth Biennial) at Harrahs-Harveys Hotel in Lake Tahoe, Nevada from July 18-23, 2004, according to an announcement by District President Clyde Fitzgerald.

The four-day convention will feature a number of prominent speakers, including the presidents of the ILA, Teamsters and International Longshore and Warehouse Union (ILWU). ILA President John Bowers, Teamsters President James Hoffa and ILWU President James Spinosa headline a strong convention agenda for the District convention which comes at a time when the three unions reaffirm their commitment of solidarity and to organizing.

The South Atlantic Convention also comes just before the national the Democrat and Republic conventions and the Presidential campaign between John Kerry and George Bush is sure to be discussed and strategies to achieve a Democratic victory in November will be examined by ILA convention delegates.

The South Atlantic and Gulf Coast District Convention takes place five weeks after ILA wage scale delegates from Maine to Texas ratified a new six-year Master Contract. The chief negotiator from management—James Capo, President, United States Maritime Alliance—will address convention delegates on the opening session. ILA convention delegates and guests will also hear from Anthony Scioscia, President, APM Terminals; Brian Maher, Chairman, Maher Terminals; and Ole Sweedlund, Deputy Managing Director, Hanjin Shipping. Port officials including Gary LaGrange of New Orleans; Jim Edmonds of Houston and A.J. Reixach, Jr., of Freeport are scheduled convention speakers.

“We have an outstanding program of speakers for our

District's convention,” said District President Fitzgerald. “ILA members will hear from ILA and other union leaders, as well as management and port officials. It's a strong and balanced program.”

This 86th Convention is a special one for District President Fitzgerald. He was elected to his current four-year term as leader of the South Atlantic and Gulf Coast District Convention in Miami in 2002, so this Lake Tahoe conclave is the first one he chairs as president.

“I'm honored and grateful for the continued support of my District officers and staff, to the International and, most importantly, the entire rank-and-file of the ILA,” said Mr. Fitzgerald.

ILA General Vice President Benny Holland, who is also President Emeritus of the South Atlantic and Gulf Coast District, joins International President John Bowers as an opening session speaker. Throughout the convention week, other ILA officials to speak include International Executive Vice President Al Cernadas; International Secretary-Treasurer Robert E. Gleason; International General Organizer Gerald Owens; International Assistant General Organizer Harold J. Daggett; Legislative Director and ILA Vice President John Bowers, Jr.; Atlantic Coast District Secretary-Treasurer Richard P. Hughes; Atlantic Coast District General Vice President and ILA Civil Rights Committee Secretary Edward L. Brown, Sr.; ILA Safety Director Dennis Daggett; and International Organization of Masters, Mates and Pilots President and ILA Vice President Timothy Brown. Laverne Thompson, Executive Director, MILA Managed Health Care Trust Fund; Charles Spencer, Executive Vice President, SAGCD; and Attorney Stuart W. Davidson round out the very full convention agenda.

Registration for the District convention will be held on Sunday, July 18, 2004. The District Executive Board is scheduled to meet at 3 p.m. on Sunday, July 18, 2004. The ILA Executive Council and the ACD Executive Board will also hold meetings during the week of the convention. ■

ILA Raises \$135,000 at Annual Hole In the Wall Gang Camp Fund Golf Outing

NEW YORK—More than 200 golfers, scores of volunteers and bright sunny skies made for another memorable day at the 11th Annual ILA Children's Fund Hole in the Wall Gang Camp Golf Outing held on May 24th, 2004 at the North Hempstead Country Club on Long Island.

The splendid day of golf was followed by a reception and presentation ceremony. James Naughton, a two-time Broadway Tony Award winner and friend of actor Paul Newman, the

founder of the Hole in the Wall Gang Camp, made a guest appearance at the outing and delighted the audience with a pair of songs, accompanied by the lovely Karen Brown. The ILA welcomed Hole in the Wall Gang Camper Amanda Garbatini, who told the teary audience about her battle with cancer which cost her part of a leg, but also about her wonderful experience attending The Hole in the Wall Gang Camp and her hopes to serve as a camp counselor this coming summer.

The 2004 Hole in the Wall Gang Camp Golf Outing was dedicated to Ronald D. O'Malley, a member of the ILA Children's Fund Golf Tournament Committee, who passed away nearly a year ago. His daughter, Patrice and son, Ronald, Jr., attended the evening reception

and accepted a plaque from ILA President John Bowers, in honor of their father. Dr. Victor Masi, physician from Long Island College Hospital who has treated ILA members and families for several years in his Brooklyn medical office; former ILA Local 1809-1 President Grace Early; and James Capo, president of USMX and a long-time major donor the Hole in the Wall Gang Camp Fund were also honored at the reception. The late Margaret "Marge" Connors, wife of ILA legend Chuck Connors, was honored posthumously at the event.

ILA President John Bowers, the founding chairman of the ILA Children's Fund, presented a check to Ms. Garbatini and James Canton, Executive Director of the Hole in the Wall Gang Camp for \$135,000.00, bringing the ILA's total contribution to its official charity to \$1.8 million. ■



It takes a lot of volunteers to make the ILA Children's Fund Hole in the Wall Gang Camp Fund Golf Outing the success it is. All of the volunteers pictured above arrived at North Hempstead Country Club on Long Island at 5:30 a.m. and worked until 9 p.m. that night. Pictured (standing, from left to right) Marie Piro, Mary Ann Gillespie, Susan Snider, Janet Roberts, Knettie Archard, Mary Gima, Carol Mullally, Maria Fong, Anne Keller, Lillian Grackin, Cara McNamara and Arlene Vollaro. (Kneeling, from left to right) Fred Bingler, Jim McNamara, Wayne Chase and John McNamara.



ILA president John Bowers (left), the chairman of the 11th Annual ILA Children's Fund Hole in the Wall Gang Camp Fund Golf Outing, delivers "large" check of \$135,000.00 to camper Amanda Garbatini (center) and James Canton, Executive Director of the Hole in the Wall Gang Camp.



More than 300 people joined the evening reception and awards ceremony at the 2004 ILA Children's Fund Hole in the Wall Gang Camp Golf Outing.



Broadway Tony Award winner Jim Naughton is cheered by audience during reception at 2004 Hole in the Wall Gang Camp Golf Outing.



ILA President John Bowers and Master Sergeant-at-Arms Chuck Connors share broad smiles and happy recollections during 2004 Hole in the Wall Gang Camp Fund Golf Tournament.



Major donors to the ILA Children's Fund Golf Outing benefiting Paul Newman's Hole in the Wall Gang Camp Fund are well represented in the photo above. These Camp Buddies from left to right are Brian Maher, James Capo, Brian Dugan and Paul Richardson.



Chairman John Bowers (second from left) and Tournament Coordinator Jim McNamara (at right) visit with the formidable team from the South Atlantic and Gulf Coast District. Left to right: Clyde Fitzgerald, President, SAGCD; International President Bowers; Joe Kelly, Secretary-Treasurer, SAGCD; Benny Holland, International General Vice President and President Emeritus, SAGCD; Charles Spencer, Executive Vice President, SAGCD and Jim McNamara, Director of Public Relations, ILA.





Keep Those Chassis Rollin'!

ILA, ILWU and Teamsters Fight Together for Chassis Inspections, Greater Safety Measures and Accountability

In December 2003, International Longshoremen's Association (ILA) President John Bowers marched with Teamster President James Hoffa and more than 300 teamsters and dockworkers to bring the message to Congress to act and pass The Intermodal Equipment Safety Act (H.R. 2863), a bill introduced by Representatives Henry Brown, Jr., (R-SC), and Richard Baker, (R-LA). "Safe Chassis Save Lives!" and "Make 'Em Pay!" shouted the 300-strong gathering of union members at the rally in Port Newark, New Jersey. The proposed legislation will make working conditions safer by ensuring damaged equipment is not endangering lives on America's highways while providing suitable punishment for those parties responsible for unsafe equipment.

"Unsafe chassis are the order of the day. Without a change in the law, it will continue," exclaimed Bowers as the rallied workers responded with cheers and chants.

The unions maintain that chassis—trailers designed with fitted wheels to transport shipping containers—should not be the responsibility of the truck drivers and dockworkers who carry and unload them. Rather, it should be the private companies that own them instead. For years, adequate and regular maintenance or inspection was not required for the chassis that travel our highways and roads. These lax rules created a system rife with negligence which, in turn, led to unsafe conditions for ILA membership and the public at large.

In response to the steadfast efforts of the ILA, the Teamsters, and the labor movement, Secretary of Transportation Norman Mineta announced in January that the U.S. Department of Transportation (DOT) would implement a safety inspection system for intermodal container chassis.

The new ruling by the DOT is a promising step toward holding the owners of the often defective and poorly maintained chassis accountable for the maintenance and upkeep of

their equipment. Additionally, the decision places the liability and ensuing penalties for defective equipment where it belongs—on the owners—and not on the laborers who load, unload, and ship the chassis.

To ensure compliance with the new ruling, chassis owners will have to obtain U.S. Department of Transportation numbers and display those numbers on the equipment. Should the chassis then fail to meet the new safety guidelines upon inspection, the USDOT number will be revoked, and the faulty equipment will be taken out of circulation and quarantined.



Teamster President James Hoffa and ILA President John Bowers sign joint letter to Congress supporting HR2863.

"The Teamsters, the west-coast dockworkers, the ILWU, and everyone we've worked with on this, they have all been terrific. It's been a real show of solidarity working with them, and together we've gotten a lot accomplished. But there's still work to be done," said Ron Capri, vice president of Local 1804-1. ■



LOBBYING FOR CHASSIS INSPECTIONS - ILA was well represented in Washington during meeting at Teamsters Headquarters. Pictured from l to r: Robert Gleason, Sec-Treas.; John Bowers, Pres.; Richard P. Hughes, ACD Sec-Treas.; Ron Capri, ILA Vice Pres.; John Bowers, Jr., ILA Leg-Dir. & Vice Pres.; Benny Holland, Jr., ILA Gen. Vice Pres.

President's Report

(Continued from page 3)

workers everywhere will make sure that when it comes to port drivers, they get the help they need from us to organize.

On the issue of container chassis safety, our legislative leaders in Washington are currently working on a bill that clearly defines who is responsible for the maintenance and inspection of these chassis.

The ILA, joined by the Teamsters and the ILWU and the American Trucking Association all support House Bill 2863 and Senate Bill 1776; the Intermodal Equipment Safety and Responsibility Act—which requires equipment providers to be accountable for inspecting, repairing and maintaining the equipment under their control.

Now our ILA mechanics in the Port of New York and New Jersey, mostly members of ILA Local 1804-1, are the best around. My ILA Vice President Ron Capri makes certain of that.

They're the best trained and the most qualified to do these inspections.

Unfortunately, the chassis owners simply don't always want the best

mechanics to inspect and repair their chassis. They're not too keen on inspections in the first place and as for repairs, well they look for cut-rate prices.

The result? As President Hoffa has repeatedly stated, there have been too many crashes, too many chassis failing and sending wheels and other parts onto the roads.

This debris—as deadly as a speeding bomb—doesn't just hit other highway vehicles, but human beings as well.

These tragedies happen because current law and the current procedures for inspection and preventive maintenance are inadequate.

Appeals by ILA members qualified as container/chassis maintenance and repair personnel have fallen on deaf ears.

Our only recourse now seems to make equipment providers do better inspections through legislation.

If money and mail fail to move our legislators, then we as labor leaders must do what we know best—we march. Unity on the Waterfront has now reached the beaches of Capitol Hill!

I am urging all my members and all members of organized labor and their families to contact your congressional representatives and ask them to cosponsor H.R. 2863 and S. 1776.

I cannot say it any better than the ILA members from 1804-1 who have adopted the slogan: Safe Chassis Save Lives!

Finally, the summer months of 2004 means that the political conventions of the two major parties will be held with the formal nominations of George Bush by the Republicans in New York and John Kerry by the Democrats in Boston made.

Political experts and the AFL-CIO agree this will be a close race, likely to be decided by a handful of key States. Inside this edition of the ILA Newsreport is a list of key States the ILA is targeting, along with the AFL-CIO, to push for a Kerry victory. In each of these key States, I've named ILA officials to head up the John Kerry effort. If you live in those States, please contact the ILA leader and offer to help register voters, get out the vote and let's get John Kerry elected President! ■

The ILA supports the Short Sea Initiative

Robert E. Gleason agrees to negotiate to help the process along.

The Short Sea Initiative is gaining steam all over the country, thanks in large part to the support of the International Longshoremen's Association (ILA) and its leaders. Short sea shipping is believed to be a necessary part of shipping in the near future, mainly to alleviate congestion on major highways such as I-95. Other benefits include fuel conservation and the reduction of pollution. The big boost for this service came at the Journal of Commerce Short Sea Shipping Conference in Hilton Head, South Carolina where Secretary-Treasurer Robert Gleason announced the ILA was ready to negotiate on a contract to make short sea shipping a reality.

Secretary-Treasurer Gleason addressed the con-

ference highlighting the position of the ILA and its commitment to short sea shipping. "We have to come up with new ideas to allow investors or operators to go into short-sea shipping to make a profit. We want to participate." The ILA is willing to negotiate a short sea contract for dockworkers. ILA leaders realize that additional shipping services mean more jobs for union members and, therefore, are eager to negotiate.

A new, dedicated workforce will be created specifically for short sea shipping. Gleason maintains there are still some unresolved issues and unanswered questions the ILA would need clarified before moving ahead on this initiative, such as what type of vessels will be used, but none are believed to be a major problem in making this new system a reality. ■

AFL-CIO NATIONAL BOYCOTTS



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Performing the "The Music Man"
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BLACK ENTERTAINMENT TELEVISION
BET cable television, Action pay-per-view, Bot on Jazz
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ECHOSTAR DISH NETWORK
Satellite Television Service
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ALGOOD FOODS
Reeses Peanut Butter
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DARIGOLD/WEST FARM FOODS
Milk, cheese, dairy products
► *International Brotherhood of Teamsters*

DIAMOND WALNUT CO.
Diamond brand canned and bagged walnuts and walnut pieces
► *International Brotherhood of Teamsters*

MT. OLIVE PICKLE CO.
Pickles and relishes sold under the Mt. Olive and other labels, including the Food Lion and Harris Teeter supermarket "house" labels
► *Farm Labor Organizing Committee*

TRANSPORTATION & TRAVEL

ADAM'S MARK HOTEL
Hotel in Buffalo, NY
► *International Union of Operating Engineers*

BEST WESTERN-GROSVENOR RESORT
Hotel in Lake Buena Vista, FL.; located at Disney World, but separately owned and operated
► *Hotel Employees & Restaurant Employees International Union*

FOUR POINTS BY SHERATON
Hotel in Waterbury, CT.
► *Hotel Employees & Restaurant Employees International Union*

GRAND HOTEL MINNEAPOLIS
Hotel in Minneapolis owned and operated by The Wirth Companies
► *Hotel Employees & Restaurant Employees International Union*

HOLIDAY INN SUNSPREE HOTEL
Hotel in Kapaa, HI
► *International Longshore & Warehouse Union*

KSL RECREATION
Six KSL Recreation Properties:
Doral Golf Resort and Spa (Miami, FL), Emerald Pointe (Lake Lanier, GA), Hotel del Coronado (Coronado, CA), La Costa Resort & Spa (Carlsbad, CA), La Quinta Resort and Club (Palm Springs, CA), PGA West (Palm Springs, CA)
► *Hotel Employees & Restaurant Employees*

NEW OTANI HOTEL & GARDEN
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► *Hotel Employees & Restaurant Employees International Union*

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