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Local 9 President Jimi Limric (right) showed his appreciation to Herald Ugles and the Local 19 membership for their support and solidarity during their negotiations with the Port of Seattle. Local 9 represents 170 security worker at SeaTac airport.

Local 9 security workers at SeaTac reach new four-year agreement

With support and solidarity from Local 19, ILWU airport workers win solid wage gains

Security workers at the Seattle-Tacoma International Airport, represented by Local 9, reached a new four-year agreement with the Port of Seattle that saw strong wage gains for the workforce.

Local 9 represents approximately 170 security workers at SeaTac, where they screen airport employees, staff airfield access gates, provide airfield security, and train security workers in the bargaining unit. Local 9 also represents operations controllers who work in a communications hub that monitors airport and airfield security, airport trains, baggage, and airport maintenance.

The new agreement marks a successful resurgence of the local which fell into disarray several years ago.

The International Executive Board, led by Local 19's Dan McKisson and Local 22's Dax Koho and with the help of Assistant Organizing Director Jon Brier worked with a rank-and-file committee of Local 9 members to get the local back on its feet.

The local first organized SeaTac access controllers in 1992, and they reached an agreement with the Port of Seattle on their first contract at the beginning of 1993. The unit was expanded in 2001 after the 9/11 attacks and took on additional security duties.

Local 9 President Jimi Limric said that contract negotiations took about a year to complete.

"The negotiations were long and sometimes contentious, but it was very professional. There were no big shouting matches; we never got up

and walked out, and I think we got a pretty substantial contract. I am proud of that."

The Local 9 negotiating committee members were Limric, Local 9 Vice President Terri Hislop, Local 9 Business Agent Tyler Galka, Al Jackson, and Tom Martin.

Limric said that the security screeners received a 10 percent pay increase for 2024 that will be paid retroactively, a 5 percent pay raise for 2025, and then 4 percent pay raises for 2026 and 2027. The aviation security and operations group also received a comparable wage package.

Other highlights of the new agreement include the creation of a new terminal operations specialist group that merges trainers and security leads, and a shortened tier

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Resistance by existence: Kevin Castle, first woman crane operator in the Port of Seattle

In 1980, the Seattle waterfront was forever changed with the registration of twelve women into Local 19. They were the first ever recorded women to work in longshore in the 100-year history of the industry in Seattle, which to that point had been exclusively male. As a longshore woman myself, I wish to pay respects and to hear the stories of the women who endured the most and paved the way for future generations to follow in their boot/footsteps. For that reason, I started the Women on the Waterfront Oral History Project to hear the stories of the first women on the waterfront and to document and record their history- which is all of our history.

Among those first women was Kevin Castle. Though slight in stature,

Castle was a mighty force who went on to become the first woman crane operator in the Port of Seattle. In a gritty world, she faced discrimination and harassment with grace, poise, and determination.

Castle was no stranger to controversy, persecution, and progressive values. Her father, Del Castle, was secretary of Seattle's Ship Scalers, Dry Dock, and Miscellaneous Boat Yard Workers Union, Local 541. He was a union organizer, labor and social activist, and a suspected Communist. As a result, Kevin was born in hiding and spent her first years living underground with her family., They had to adopt fake names due to hounding by the FBI. Blacklisted her father had to cut lawns to support his family. Later, he was able to become a longshoreman and join Local 19, the only union at the time accepting of suspected "Reds." Growing up, Kevin attended schools with predominately Black students for grades K-12. After high school, Kevin was heavily

involved with the antiwar movement before attending the University of Washington, where she graduated with a degree in History.

From there, Kevin followed in the steps of her father into longshoring. Though always polite and hardworking, her mere existence as a woman on the waterfront led to "trouble" in the form of hostility from male fellow workers. She showed up day after day, choosing the hard jobs and persevering despite harassment and discrimination she faced on a daily basis. She also fought to be involved with union politics. When doors were slammed in her face, she accepted the fate -knowing that what she was doing was much bigger than her individually. Castle was careful never to give the men any more ammunition to use against her or the other women. She forewent her own personal achievements in order to pave the way for future generations of women. Castle's perseverance not only made it possible for women to have careers on the waterfront, she also gave them a bigger voice and presence so that women of the future could have a role in union leadership.

Despite the tough times, some stood with her. Kevin credits a number of her male coworkers for supporting her and providing safety throughout her career. Local 19 pensioner Bill Proctor testifies to Kevin's achievements: "Kevin Castle is a woman with a terrible sense of mission once she sets her mind on something! Her determination not to be driven away from a job that provided a decent living and good benefits as well, by lecherous, rude, and boring misogynistic men of the Seattle ILWU Waterfront says a lot about Kevin's mettle and character! I have nothing but the utmost respect and love for this particular sister of the Seattle docks!"

Kevin said writing has helped her process some of the hardships she faced in life and on the docks. In her forthcoming memoir, *Skyscraper: One Woman's Improbable Rise to the Pinnacle of a Crane*, soon to be published, she writes: "One of the most gratifying things that I have experienced since retiring from the docks is meeting some of the women who are now working on the waterfront. If I can take even small credit for paving the way for these determined and enlightened young women currently forging



Kevin Castle holding a photo of herself working on the waterfront years ago.

their careers in the industry, I am incredibly proud. In addition to working every day in a tough, male-dominated workplace, many are engaged in the politics of Local 19, fighting to make the ILWU as a whole stronger, more progressive, and modern. As someone who tried doggedly to play a role in Local 19 politics and faced determined resistance and discrimination, it is inspiring to see the mantle taken up by these smart, hardworking, brave women. I am the generation before them. But together with them I have walked on a road that spans time, as one generation extends a hand to lift the other."

Today, more women are in elected positions at Local 19 than ever before. For that, I thank the sisters who came before us and the sacrifices that they made. Because of the hardships and discrimination that Kevin and all of the first women endured throughout their careers, women (like me) can have a more manageable and acceptable longshore experience.

Kevin's interview was made possible by the Harry Bridges Center for Labor Studies and the Labor Archives of Washington at the University of Washington. My effort to interview the women of the waterfront continues the work of others before me, such as Professor Harvey Schwartz, Head of the Labor Archives, Conor Casey, and others. Recording these interviews and gathering our history is important. In an industry that famously does not keep many written records, being able to document individuals' stories as part of a larger project is crucial to understanding where we come from, what got us all we have, who helped

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Important message from the Titled Officers and Coast Committee Officers



There have been a number of new Facebook pages and groups created in the last few months purporting to be ILWU discussion or ILWU news pages that are selling unauthorized, bootlegged ILWU merchandise.

These pages and groups have no affiliation with the ILWU International or the Coast Longshore Division nor do they have permission to sell ILWU merchandise or use the ILWU or Coast Longshore Division logos.

Please beware of these sites as these may be malicious, scam sites trying to get your credit card number.

Below are QR codes for the only official Facebook pages for the ILWU and the Coast Longshore Division.

Direct any questions to the ILWU's Communications Department at (415) 775-0533.



ILWU International FB Page



Longshore Division FB Page

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'A president is not a king': Federal court reinstates NLRB member Gwynne Wilcox

Strongly worded ruling calls her firing blatantly illegal

In a 36-page order, U.S. District Judge Beryl A. Howell said the firing of Gwynne Wilcox from the National Labor Relations Board by President Trump was illegal and ordered that she be reinstated.

"The Framers made clear that no one in our system of government was meant to be king."

The illegal firing of Wilcox hamstrung the NLRB and impeded the ability of the Board to do its work because it lacked the necessary three-member quorum to make decisions during Wilcox's absence. No decisions were issued between January 28 and March 10. The NLRB began issuing decisions again on March 11 after Wilcox's return.

Supreme Court precedent

Howell explained that the precedent set by the U.S. Supreme Court in the 1935 case of *Humphrey's Executor*, which ruled that an FTC commissioner

had been unlawfully removed by Franklin Roosevelt "remains not only binding law, but also a well-reasoned reflection of the balance of power between the political branches sanctioned by the Constitution."

Blatant violation of the law

"The President's interpretation of the scope of his constitutional power — or, more aptly, his *aspiration* — is flat wrong. The President does not have the authority to terminate members of the National Labor Relations Board at will, and his attempt to fire plaintiff from her position on the Board was a blatant violation of the law," Howell wrote.

Howell referenced a widely criticized social media post from the White House. The post features an image of Trump in a crown with the text, "Long live the king."

"The Framers made clear that no one in our system of government was meant to be king—the President included—and not just in name only," Howell wrote.

"A President who touts an image of himself as a 'king' or a 'dictator,' perhaps as his vision of effective leadership, fundamentally misapprehends the role under Article II of the U.S. Constitu-

tion." Article II is the section of the Constitution outlining presidential powers.

"An American President is not a king — not even an 'elected' one — and his power to remove federal officers and honest civil servants like plaintiff is not absolute, but may be constrained in appropriate circumstances, as are present here."

Wilcox's attorney, Deepak Gupta, said in a statement, "This decisive victory firmly rejects an extreme presidential power grab."

"Today's decision is a win not only for Ms. Wilcox but also for the integrity of the National Labor Relations Board and its vital mission to protect American workers."

"The court has reinforced key legal protections for independent agencies that Congress designed to be impartial."

The judge's order prohibits NLRB Chairman Marvin Kaplan and anyone beneath him from attempting to unlawfully fire Wilcox again or otherwise obstruct her work.

Trump has stated his intention to make a constitutional challenge to the NLRA removal protections and is appealing the decision. It will first go to a federal appeals court in Washing-



NLRB Member Gwynne Wilcox was reinstated by a federal judge who called her firing by the Trump Administration blatantly illegal.

ton, D.C., and then likely to the U.S. Supreme Court.

Wilcox was the first member of the NLRB to be removed by a U.S. president since the board's inception in 1935.

The ruling is the third time in recent weeks that a federal judge has determined that Trump illegally dismissed a Senate-confirmed member of an independent agency.

Trump Administration strips TSA workers of right to collectively bargain

The Department of Homeland Security unilaterally terminated the collective bargaining agreement that covers 47,000 TSA workers who provide aviation security at more than 400 U.S. airports, leaving the agency's airport workers without a way to negotiate for improvements in salaries and working conditions.

TSA workers, represented by the American Federation of Government Employees (AFGE), signed the seven-year agreement in May of 2024. It was the first comprehensive collective bargaining contract secured by TSA workers. It came amid a push by Homeland Security to improve the pay of frontline workers and brought the agency's contract more in line with those of other federal agencies.

The AFGE said the action was retaliation by the Trump Administration for their efforts to defend federal workers from being unlawfully fired and was an attack on all workers.

"This is merely a pretext for attacking the rights of regular working Americans across the country because they happen to belong to a union," said AFGE National President Everett Kelley.

"This is the beginning, not the end, of the fight for Americans' fundamental rights to join a union. AFGE will not rest until the basic dignity and rights of the workers at TSA are acknowledged by the government once again."



Trump's action is the worst anti-worker and anti-union presidential action since Ronald Reagan's 1981 firing of 11,000 striking air traffic controllers represented by PATCO.

Sara Nelson, president of the Association of Flight Attendants-CWA, representing 55,000 Flight Attendants, said the unilateral move was "PATCO on steroids."

"First and foremost, this is sending a message to the rest of corporate America that contracts don't matter—that you can just rip them up. This is going to have reverberations that everyone feels," Nelson told Salon. "Canceling the collective bargaining agreements is an attempt to get us all to work for less."

She called the action an "egregious attack on workers' rights that puts us all at risk."

Trump's action also tracks with Project 2025, which called for ending collective bargaining rights at TSA. During the campaign, Trump disavowed and claimed to "know nothing about" Project 2025 and that he has "no idea who is behind it."

The cancelling of the CBA is without precedent, may well be illegal, and will be litigated in the courts. Whether or not the CBA cancellation is stuck down by the courts, the action adds to the feeling of uncertainty and insecurity across the federal workforce.

Trump's Office of Management and Budget Director and Project 2025 co-author said in October that he wanted to "traumatize" federal workers. "When they wake up in the morning, we want them to not want to go to work because they are increasingly viewed as

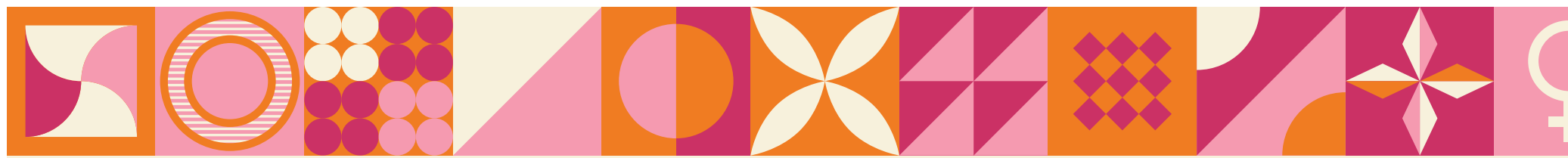
the villains. We want to put them in trauma." One-third of federal workers are military veterans.

Transportation security officers (TSOs) interviewed by Labor Notes reporter Jenny Brown described how quickly working conditions were rolled back once the CBA was cancelled and workers were left without union protections.

"The creep and the rot is coming back quickly," said Lowell Denny, a TSO in Austin, TX, who has worked for TSA for twenty years. He said workers were being told by management not to call in sick.

"They're back to the old tone: 'We're watching you,'" he said, recalling how, before workers had a contract with seniority rules, managers would "give their favorites prime schedules." "In San Diego, the assistant federal security director was laughing to the employees and kind of taunting them, like, 'Hey, you don't have a union anymore,'" said Bobby Orozco, president of TSA Local 1260 in Southern California. "There's absolutely no grievance procedure."

The collective bargaining rights of transportation security officers were expanded under President Joe Biden. Since that time, TSA has seen attrition rates drop nearly in half. The termination of the CBA will likely reverse the progress of retaining qualified transportation security officers.



Celebrating **WOMEN'S**

We are the **ILWU**



Christina Leblanc Local 26 Watchman

I've been a watchman since 1995. I just got lucky. I'm originally from Montebello. I didn't even know the 110 Freeway ended at Gaffey Street. Somebody told me, "Go over here, get a card, and they'll call you, and you'll start working." So that's what I did. I've been here ever since.

I started as an emergency watchman—that's part-time when they need someone to fill in. The job I had paid \$5 an hour. This job paid way more. I would work two or three days and make as much as I did if I worked 50 hours somewhere else. I think I did five years part-time, and then after that I became full-time with all the benefits and all of the stuff that you could get involved in with the union.

I had never been in a union before. I didn't even know how the whole thing operated. It's got a book of its own rules, and it was very intriguing for me to read all the information. The first thing I did was get involved with negotiations because you get to go over the contract. None of my other jobs was like this, never. You just did what the employer said, and that's it. And if you didn't like it, you could quit. There was never anybody backing you up for anything. There was never anybody on your side. It made me wonder why everyone is not in a union.

I started volunteering on committees just to get a better understanding of everything. I've been on the Local 26 Executive Board, health and safety committee, negotiations committee, and now I volunteer with the Alcohol and Drug Rehabilitation Program (ADRP) because I'm a recovering alcoholic. I've been clean for 37 years. I'm out front with it. I'm not embarrassed about it. In Local 26, some people knew that I was sober, and they would send members to me if they needed help getting clean.

Recently, [Southern California ADRP Rep] Tamiko Love heard that I was helping people. The ADRP program reached out and asked me if I wanted to volunteer. And I said yes. That's right up my alley. I'm still very involved in recovery on a personal level. I go to meetings, I sponsor, I speak, I do all that on my own.

This truly is the best thing that has ever happened to me. I have the best life ever.

Krissel Calibo Inlandboatmen's Union, Alaska Region Patrolperson



I started in 2006 on the passenger ferries in Alaska. I got involved because we had a lot of attacks from the government side on funding for the ferries. When turmoil happens, that's when people mobilize. The contract was getting talked about, and then I got involved with the local Executive Board around 2012.

My father worked on the ferries for a long time. He started in the 90s, and he was a deckhand on the vessels. The ferries were integral where I grew up. It was the one way in or out of the community some of the time. We had planes that sometimes couldn't land because of bad weather; that's just in Kodiak. I saw how important the ferry was to our community. I was 19 when I started.

The ILWU's education programs have been important for me. I attended a Young Workers Convention. I went to a LEAD conference, and then I went to the Women's Conference. Every single event got me more involved and helped me understand the roots of the union, where it started, how it started, and why it is important for workers. I'm the first and only union member in my immediate family, so I didn't know anything about it.

What it means for me to be a member of this union is fighting for workers' rights. Because I grew up in a family where they didn't have those kinds of rights, it means a lot to me that even if I couldn't help them, I can help the next working family and spread the word on the importance of being in a union.

It's still a very male-dominated industry, and now, with the current political environment, I don't know what that is going to bring us. I think women will persevere because that's what we do. That's what we've done for a long time. We have to keep punching above our weight. Teri Mast was a big inspiration to me when I came in. I was told growing up that my mouth would get me in trouble and would keep me from getting married. But with how outspoken Terri is, I knew the union was a place where I could use my voice.

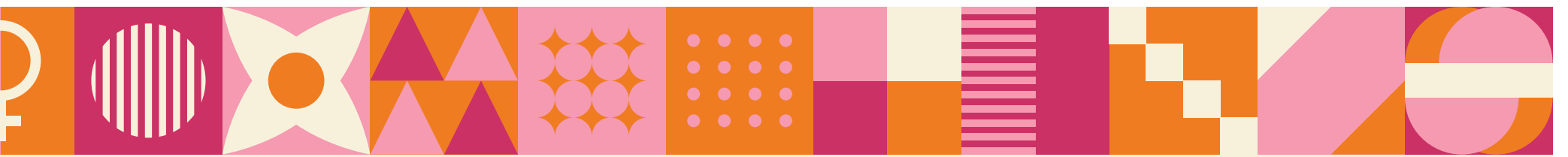
I am thankful that my Regional Director took the time to look be inspired by up-and-coming youth. He's the one who told me about the Young Workers Conference and LEAD. He suggested I be a delegate. That just opened the floodgates. That's where I met so many people. It's important to be conscious of who's out there and who could be the next great person to step up and be a leader in the union.



Martha Hendricks #81773 Oregon Columbia River Area Welfare Director Local 40

My grandfather was registered in 1946, my father was registered in 1964, my brother was registered in 2019, and my nephew was registered in 2023. Our family has a very long and proud history in the ILWU.

I began my Longshore career in January 1981 as a B person in Local 8 Portland, Oregon. Our group of Killer B's (as our group was known) consisted of 160 people, with registrations beginning in April 1980. The women on this list were the first ILWU women working on the Portland waterfront. This was the first time in the history of the Northwest, that women had been hired in the longshoring industry. Our group of "Killer B's" were class B members for eight years before being elevated to class A. There were more people on this initial list, but Mt. St. Helens erupted and stopped further registration from this original list for many years.



S HISTORY MONTH

My group of "Killer B" Longshore members have been very involved in local, Coast Longshore, and International politics to navigate and secure a future for all of us in the ILWU. I beam with pride at our group and all the involvement and achievements that they have accomplished to make the ILWU a better Union for all of us going forward.

I was a member of Local 8 for fourteen years before transferring to Local 40 Clerks in February 1995. I decided early on to be involved in local elections to gain knowledge and experience and attempt to give back to an amazing union that was giving my family and me so much. In Local 8, I was elected to the executive board and the Columbia River District Council. In Local 40, I was elected to the executive board, trustee, LRC, vice-president, president, caucus delegate, and business agent. I held these different positions for several years. There were also lobbying trips to Washington, DC, that were quite interesting as we represented the interests of the ILWU. I was the Chief SIV of two auto docks in Portland until July 2018, when the position of the Oregon Columbia River Area Welfare Director came open, and I decided to apply for the position. I was honored to be offered the Area Welfare position in July 2018.

I remember my first longshore caucus in 2006. There were just a handful of women in the room. It has been a gradual process, but I am so happy to see more women involved. We bring a different element, and I think that we temper things. I believe the early women on the waterfront, along with encouragement from members and officers, have paved the way for women to run and hold elected positions in the ILWU. There have been many firsts for the women on the waterfront. I would love to see a woman officer at the Coast and International level. I am hopeful that will happen in my lifetime. It is important to see people who reflect the makeup of the ILWU in leadership positions.

The passion and purpose of our retirees is so inspirational to witness firsthand at caucuses, pension groups, and conventions. I am truly grateful for ALL the dedicated men and women, along with their families, who have sacrificed so much of themselves, their time, and their efforts to build a better ILWU for future generations. I encourage members to reach out to retired members to hear their stories, learn from their experiences, and be inspired to get involved to continue the rich legacy of the ILWU. My motto is: We have a legacy to uphold to leave the longshore industry better than we found it. I encourage all members to find a way to engage and create positive change in the ILWU for future generations to come.

The road has been incredible, as well as long and difficult at times, and worth every minute on my forty-five-year journey. Thank you to my family and the ILWU family for such an amazing ride.

Rinda Josue-Young Hawaii Longshore Division, Local 142

I started on the docks in 2000 at the container freight station. We're considered utility workers. We do unloading of cars, clerk work, machine operating work, basically anything. After about 12 years of doing that, I became a machine operator at the container yard.



I didn't know anyone on the waterfront. I came in off the street. I was one of the lucky ones, I guess you'd say. I worked at a moving company in my younger years and for UPS for a little while also.

I was nervous on my first day, but immediately, a whole bunch of the old timers took me under their wing and made me feel comfortable. They told me, "Don't worry. Just do your job. Everything will be fine. Just work. Do your thing, and you'll be fine." I appreciate that.

Technology is something that we have to worry about, like AI. We try and educate people—make sure you come to work and do your job. It's important for us to protect what we have.

I believe Local 142 and the Hawaii Longshore Division are headed in the right direction. Bringing the entire membership of Local 142 back together is something that has been missing for years. I've been an officer for 12 years, and I've never seen it like this before. I appreciate that we can see everybody

moving together. The membership appreciates the officers' dedication and their work and fighting for us getting good wages and benefits. It's not easy. I'm a chairman, and I have 42 people under me, and I know there's a lot of work to be done.



Sylvia Estrada Local 26

I started working at Rite Aid in 2000.

In 2006, I was part of the organizing effort to form a union at the Rite Aid Distribution Center in Lancaster, CA. It was myself, Angel Warner, and Lorena Ortiz. It took about 5 years to organize the union and get our first contract. I travelled to Pennsylvania to the Rite Aid headquarters to see the CEO, but she wouldn't meet with me. It was a long road, but we won, and I am still here after all of these years. It's been a great experience being a part of the ILWU from the beginning. We wanted to organize a union because of how we were treated there and because the working conditions were so bad. The warehouse is in the desert. In the winter, it was so cold, and there was no heat. In the summers, it gets really hot in the warehouse, and they wouldn't let us take water breaks without getting written up. It was just miserable.

There was a lot of retaliation against workers during the first two years. A lot of people got suspended. I was suspended for three days, but I knew I would be back. I knew my rights. Some people got fired. It was scary.. They laid off a lot of part-timers, but they came back with back pay. I think it was 15 or more people.

I would do it all over again because it's worth it. We need unions to speak up for others. I have grandchildren, and they need a voice. We could organize and be the voice for those who need it.

Getting support from the outside and other ILWU locals made a big difference. We felt that solidarity. Angel and I would go to San Pedro for rallies, and it felt good because we had all these people around us, and we knew we weren't alone.



Save the date

ILWU Women's Conference

September 27-29, 2025
Hyatt Regency Maui

Application details will be published in an upcoming of the *Dispatcher*



Union density dropped in 2024 despite public support for unions hitting 60-year high

Disconnect between support for unions, union density, points to need for reform, report says

New data from the Bureau of Statistics showed union density in 2024 declined slightly from the previous year, reaching its lowest level since the Bureau of Labor Statistics began collecting data in 1983. This decline is despite the fact that support for unions is at its highest in 60 years.

According to a news release by the Labor Department, union membership rates dropped by one-tenth of a percentage point to a new low of 9.9 percent last year. Although there was a net loss of about 100,000 union members compared to the previous year, the decline in unionization rates was attributed in part to the labor market adding 2.2 million jobs in 2024 with non-union job growth outpacing union jobs.

The surge in unionization efforts that occurred during the last two years of the Biden Administration is unlikely to be accurately reflected in this data because of the time it takes to organize and win union elections.

Public sector workers are unionized at a much higher rate than the private sector. In 2024, 35.7% of public-sector workers were covered by a union contract (down from 36.0% in 2023), compared with 6.7% of private-sector workers (down from 6.9%). The unionization rate among federal government workers rose by 0.9 percentage points in 2024 while the public-sector rates among state and local government workers declined; The Trump Administration and billionaire Elon Musk are currently attempting to eliminate the jobs of approximately 200,000 unionized, federal workers.

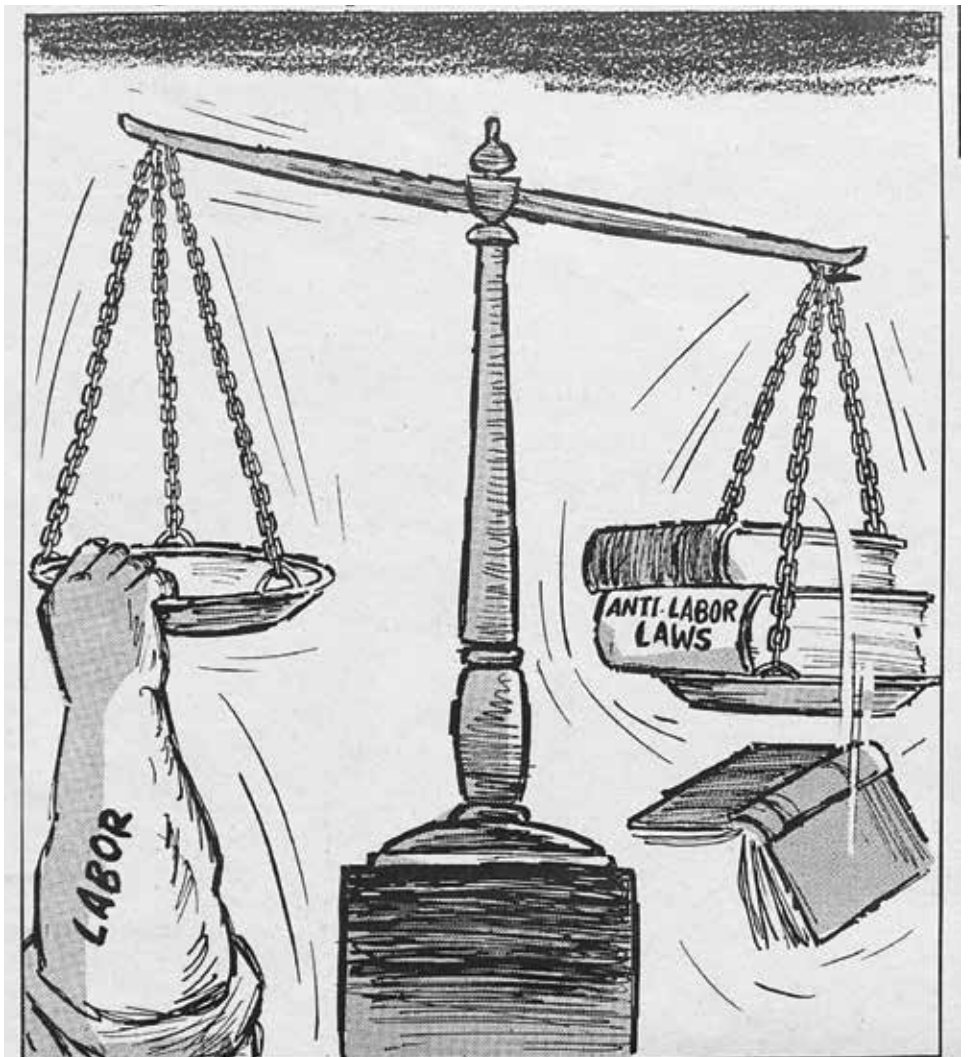
A recent analysis of the disconnect between declining unionization rates and support for unionization by the Economic Policy Institute (EPI) argues that reforms are needed at the federal and state levels to remove barriers that prevent workers from forming unions.

“Research shows that 60 million workers would join a union if they could. The disconnect between the growing interest in unionization and declining unionization rates can be explained by the fact that there are powerful forces blocking the will of workers: aggressive opposition from employers combined with labor law that is so weak that it doesn’t truly protect workers’ right to organize. Decades of attacks on unions both on the federal and state levels have made it hard for workers to form and maintain unions. Further, weaknesses in federal labor law have made it possible for employers to oppose unions, contributing to this decline,” the EPI report concluded.

Among the reforms suggested by the EPI report are:

FEDERAL REFORMS:

- **Ensure workers can reach a first contract.** Congress should pass legislation that encourages unions and employers to reach a first contract in a timely manner;
- **Establish civil monetary penalties and preserve “make-whole” remedies.** Congress should pass legislation that establishes civil monetary penalties for employers who violate the National Labor Relations Act commensurate with penalties associated with violations of financial and corporate law.



Strength to tip the Scales: Cartoon from the June 11, 1965 edition of the *Dispatcher*.

STATE REFORMS:

- **Ensure full collective bargaining rights for public employees, farmworkers, and domestic workers.**
- **Eliminate anti-union, so-called “right-to-work” laws** More states should restore private-sector workers’ full bargaining rights by repealing anti-union state laws as Michigan did in 2023 and as is currently proposed in Colorado
- **Protect workers’ right to opt out of coercive “captive audience” meetings.** More states should adopt laws protecting employees’ freedom of conscience. These policies, already in place in 12 states, prohibit employers from mandating worker attendance at meetings focused on political or religious matters.

Local 19’s Education Committee organizes monthly series on the Ten Guiding Principles

Local 19’s Education Committee organized a Ten Guiding Principles Series in 2024, discussing one principle each month. This workshop aims to promote an understanding of the union’s values and how the Guiding Principles can inform our local’s conversations, build a stronger union, and help us win current battles.

Each one-hour workshop began with a 5-10 minute introduction by a volunteer chosen at the previous meeting to set the context and a launching point for the discussion on that month’s Guiding Principle. The Education Committee provided a copy of excerpts from the 1953 ILWU Convention Officers’ Report, where the Ten Guiding Principles were adopted. Speakers were also encouraged to find other sources from current events, books, or their experiences to inform

their introductions. Some of the books that were cited included: “Seattle’s Working Waterfront” by Ron Magden, “The Big Strike” by Mike Quin, “Dockworker Power” by Peter Cole, “Solidarity Stories” by Harvey Schwartz, and “Strike!” by Jeremy Brecher.

After the initial presentation, everyone in the circle gets a few minutes to speak on the prompt, regardless of their level of experience with the principles. The richness of the conversation relies on everyone’s participation. We ask participants to refrain from debate until everyone has a chance to share their perspective.”

The union’s founders laid out a blueprint for building a strong, militant, rank-and-file union in the form of these principles derived from the lessons they learned in the 1934 strike and in their experiences building the ILWU in the following decades. Harry Bridges, Louis Goldblatt, J.R. Robertson, and Germain Bulkhe helped to author the report for future ILWU

generations and workers of the world. They shared the mindset, strategy, and battle plans that led to our victory. They laid out these principles so that we may carry forward this legacy because they wanted this union to last. They wanted it to be a template for workers in struggle the world over.

If you’re a Washington Area ILWU member, please join us at Local 19 on the last Tuesday of every month at 5:30 p.m. after the night dispatch in the ID casual hall.

We have enjoyed participation from all classes and several different locals, including A, B, Casuals, Clerks, and Pensioners. The series will repeat every year. Regular participants’ retention of information will increase from the repetition, and the frequency of the workshops will make it more likely that people can attend at least once in a while.

We encourage all locals to start a Ten Guiding Principles series of their

own if they don’t have one going already. You’re welcome to model it after ours, which is not something we created but a proven collaborative process. The Local 19 Education Committee would like to hear about your Ten Guiding Principles events and exchange what has worked and what hasn’t. You can reach out to our chair Charlie Bendock at:

local19educationcommittee@gmail.com

– Alia Lighter

Scan to read the Ten Guiding Principles



Joaquin “Uncle Jack” Costa

December 18, 1921 – January 1, 2025



Joaquin “Jack” Antonio Costa was born on a small farm on Eagle Avenue in Alameda, California on December 18, 1921. Though he had two older brothers, he was the first to be born in the United States, as he was born to immigrant parents from the Cape Verde islands.

When the U.S. entered WWII he served his country by joining the Army as an MP serving in the European and

African theaters of the war. After being Honorably discharged in 1945 he went back to the Oakland waterfront where he would work for the next 74 years. He retired from the waterfront on August 1, 2016.

Through an unshakeable work ethic and unwavering dedication, he was able to provide for his family and friends as a Longshoremen. He was a proud man, a man of integrity, honor, discipline, and dedication. He never met a dance floor he didn't like and

gave respect to everyone, even if he disagreed with you.

On January 1, 2025, Jack went to his great reward and met his Maker at the age of 103. While we are saddened that our union Brother is no longer with us in physical form, we take comfort in knowing that he is with his Maker and at peace after a long, full, blessed life of 103 years.

The stellar example he set for living will remain with us forever.

HAWAI'I REPORT

Message from the International Vice President (Hawai'i)

GRATITUDE: The definition of Gratitude in the dictionary is defined as: the quality of being thankful; readiness to show appreciation for and to return kindness. Gratitude is deeply embedded in the culture of Hawaii's people through language, traditions, and values. We don't just express it in words but in actions, reinforcing the importance of appreciation and giving back to others. One way of showing gratitude is in the form of "Ho'okuleana." Which is taking responsibility for one's actions and being accountable for their words that we say and the things that we do. By taking the initiative to contribute back to the community that you are involved is a great way to begin showcasing our gratitude as a unit. The Hawai'i Longshore Division would like to take this moment to express sincere gratitude for every members' dedication, hard work, and commitment. Your efforts DO NOT go unnoticed and your passion and perseverance you bring to work each day are greatly appreciated. It is because of your contributions that we continue to grow and succeed as a team.

"Thank you for coming to work and protecting our job"

PHRASE OF THE MONTH: "CHARACTER ABOVE ALL"

WORD OF THE MONTH: INTEGRITY: "Are you a man or woman of your word"?

Why integrity matters to the ILWU

Without integrity, a union, team or ohana becomes weak, unreliable and self-serving, leading to division and failure. Men and women of character uphold integrity through discipline, accountability and unwavering dedication to their values, families and union. Their worth is proven not just in the workplace but in every aspect of life.

- B – Bold Integrity → Do what's right, honor your word, and take full responsibility.
- A – Aggressive Problem-Solving → Move toward action, take initiative, and be useful.
- T – Tenacious Effort → Give 100%, push through adversity, and never quit.
- T – Team-First Mentality → Show up with purpose, knowing your effort impacts the team.
- L – Labor Creates Opportunity → Hard work is the only entitlement—embrace it.
- E – Elevate Through Discipline & Humility → Stay focused, stay humble, and always strive to be better.

Live B.A.T.T.L.E. Selflessly every day—fight for excellence, lead with character, and build a culture of success.

Do it for your Ohana and the ILWU It's never about you

No matter how much fault and blame you find in another it will not change you!!

Give up complaining and blaming if you don't bring forward a better way or a solution, chew on this: "the man or woman who complains about the way the ball bounces is likely the one who dropped it"look at yourself

Take 100% responsibility of your life. You can't change the circumstances of the seasons or the wind, but you can change yourself.

99% of all failures come from people who have a habit of making excuses.

If you want something different, you're going to have to do something different. The day you change your responses for the better is the day your life will begin to get better. When you challenge yourself consistently fear and doubt lose their grip on you.



Local 400 organizing victories

ILWU Canada Local 400 has had a busy winter organizing three new bargaining units:

- SGS Oil, Gas, and Chemicals, a marine survey and lab employer of 14 people as a provincial bargaining unit in Burnaby, who work alongside Local 400 barge operators at Seaspan Oil;
- Wolverine Terminals, a marine bunkering service of 10 people in the Port of Prince Rupert as federally represented workers;
- Lastly, they continue to battle with West Coast Marine Response Corporation (WCMRC) at the Canadian Industrial Relations Board over the certification of the 20 oil response employees in various marine positions. They hope to have a decision soon that will confirm ILWU jurisdiction in an important growing sector.

"We want to thank our ILWU Canada Organizer Genevieve Lorenzo and support staff for all their hard work and dedication advancing the cause of the working class," said Local 400 President Jason Woods. "Workers deserve to be in good unions, and our commitment to workers is unrelenting. Local 400 will continue to organize all workers and worksites that call on us for assistance, no matter the industry or employer."

ILA ratifies new agreement



ILWU International President Bobby Olvera, Jr. sent a letter to ILA President Harold Daggett congratulating the ILA officers and membership on the ratification of their six-year contract securing essential dockworker jurisdiction, significant wage increases, and protecting future of work for dockworkers at the East and Gulf Coast ports of the U.S

"The ILWU was proud to stand shoulder-to-shoulder with the ILA during your strike. Your fight is our fight, and together we are unstoppable," Olvera wrote.

"Now more than ever, dockworkers worldwide are facing increased threats to our jurisdiction with the introduction of new technologies that displace workers in favor of automated, unmanned equipment. The message sent to the employers was clear – dockworkers will not stand by and be displaced by automation.

"The ILWU joins you in celebrating a successful contract ratification and lifting up your members and their

families. An injury to one is an injury to all!"

Harold Daggett sent a message to ILWU President Bobby Olvera, Jr., thanking the ILWU for their support during the strike. The message stated in part:

"The International Longshoremen's Association is grateful for the support and solidarity our union and membership received from the ILWU, and we fully recognize that the success we achieved with our new six-year agreement was, in large part, the result of that powerful backing from the ILWU.

"That strike and the image of the ILWU and ILA raising fists together sent a message to the world that longshore workers were united and would not back away from any labor struggle.

"The ILA is proud to be part of the worldwide dockworkers' family, grounded in our long and powerful connection with the ILWU. The ILWU and ILA stand tall today like a pair of giant redwoods – with shared roots going back a century, and branches that today extend to all parts of the world."

Local 9 agreement

continued from page 1

program that shortens the time that new hires advance to their full wage.

"We have a diverse workforce with immigrants from all over the world, including people who have fled conflict zones like Afghanistan and Iraq," Limric said. "A lot of them are going to be making money like they've never even dreamed of making. Most of them are younger people and they have families. I'm proud of the fact that we were able to win such a strong wage package for them."

Limric also expressed his thanks and appreciation to Local 19 members

Herald Ugles and Dan McKisson for their assistance in the negotiations.

"I want to thank Local 19. The support and solidarity we've received from them has been invaluable. Local 19 gave us Herald for our negotiations, and it was a godsend. I have no experience being a lead negotiator on a contract. I've listened and observed and been part of negotiations, but I've never really been a negotiator. I learned a ton of things from Herald, and I cannot express to you how in debt we are to his leadership. We could not have gotten this contract without him."

Resistance by existence

continued from page 2

to get us here, and (most importantly) why.

One of my favorite traditions about the waterfront is the stories told by those who came before. Being able to meet and speak with Kevin tops my list. She faced horrific treatment shift

after shift. She did so with a resistance filled with much candor, grit, class, and perseverance. In doing so, she was able to set her future sisters up for a better existence on the Seattle Waterfront. Her determination and eagerness to help future generations is exemplary.

– Alison Steichen

TRANSITIONS

NEW PENSIONERS:

Local 8: Steven C. Cox; **Local 10:** Randy Bostic; Ray Escobar, Jr.; Brian K. Flowers; Claude Spillard; **Local 13:** David S. Bowen; Robert H. Bugarin; Sal P. Colaruotolo; Salvador Diaz; Jadran Pletkovich; Narkell R. Williams; **Local 19:** Michelle H. Carr; Ernest K. Williams; **Local 34:** Lance B. Grosz; **Local 40:** Laurie D. Gilson; **Local 46:** Jorge A. Hernandez; Emilio G. Valdivia; **Local 52:** James R. Ellsworth; **Local 54:** Ronald J. Tabarez; **Local 63:** David R. Calderon; Allan K. Fullenwider; Antonio Gentile; Victoria T. Ilustre Brand; **Local 94:** Joseph A. Bebich; Jeffrey H. Gregory; Johnny M. Ramirez; **Local 98:** Robert M. Welch;

DECEASED PENSIONERS:

Local 4: Jack Baker; Fred A. Kerr; **Local 13:** Rosendo P. Aldrete; John E. Bennett; Nathaniel Bridgette, Sr.; Robert S. Castillo; Vassilis M. Korakis; James M. Mayo; Mae E. Mc Daniel; Gail Nelson; Rudolph Ondics; James E. Polette; John L. Volner; Thomas E. Zeuchero; **Local 19:** John Crudup, Jr.; **Local 23:** Carl Dalton; Virgil Halstead; Wesley R. Jones; Marvin T. Mann; **Local 26:** Estelle M. Randle; Maverick C. Williams; **Local 29:** Jackie Givens; Joseph R. Vinole; Yolanda A. Zepeda; **Local 34:** Thomas E. Capener; William A.

Olivares; **Local 63:** Julie A. Brown; Caesar A. Perez; Anderson Woodard; **Local 91:** Herman E. Foreman; **Local 94:** Larry B. Banks; Robert P. Gomez; Richard Larsen;

DECEASED ACTIVE MEMBERS:

Local 8: Floyd D. Rupp; Michael T. Stanton; **Local 10:** Carl M. Wilson; Dewayne Thompson; **Local 13:** Ashton E. Baker, Jr.; George L. Rodriguez; **Local 54:** James E. Rimes;

DECEASED SURVIVORS:

Local 4: Eleanor J. Will; **Local 8:** Norma E. Houghton; Joanne Schucky; **Local 10:** Eddie Irving; Geneva Marques; Cora Massey; Joyce M. Mattox; Margie Robinson; **Local 13:** Lydia Alvarado; Lupe Barrios; Francisca Cruz; Janna E. Geer; Ruth Kordich; **Local 19:** Ellene L. Coblentz; Darlene M. Miller; **Local 21:** Beverle M. Audinet; **Local 23:** Jacqueline C. Faker; Ernestine Gerlack; Dorothy Hermens; **Local 25:** Bonnita Riley; **Local 34:** Bobbie J. Burton; **Local 40:** Stella Wingert; **Local 50:** Diane E. Huckleberry; **Local 51:** Marie E. Turowski; **Local 94:** Yolanda Garcia; Dorothy Wilson; **Local 98:** Lois Bichery;



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