

AFL-CIO Fights Anti-Strike Move Aimed at Transportation Unions

(See Page 3)

Top U.S. Official Disputes Scheme To Liquidate All USPHS Hospitals

(See Page 3)



John Glass (right) becomes the first SIU member to retire under the Union's "20-at-55" pension plan. He is presented his first check by Baltimore Patrolman Bennie Wilson.

1st '20-at-55' Retiree Lauds New SIU Plan

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Seafarer Receives Vacation Check Totalling \$7,000

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Seafarer Cyrus Crooks (right) receives a check totalling \$3,667 from SIU Mobile Patrolman Robert Jordan. This check, plus two others presented Crooks, gave him back vacation pay of over \$7,000.

Complete Text of SIU Constitution

(See Pages 13-20)

250 SIU Members Study Their Union

Piney Point, Md.

What is the SIU? What are its aims and goals? How does it operate? What are its rules and regulations; its functions and responsibilities? How does it relate to the maritime industry?

Some 250 rank-and-file Seafarers learned answers to these questions at a two-week Educational Conference at the Harry Lundeberg School of Seamanship here.

(See Editorial, Page 10.)

Delegates to the meeting, which began on March 1, were chosen by their fellow SIU members. They come from 14 major ports—Baltimore, Boston, Houston, Jacksonville, Mobile, New Orleans, New York, Norfolk, Philadelphia, San Francisco, San Juan, Seattle, Tampa, and Wilmington.

The meeting—first full-scale educational conference sponsored by the SIU—is part of the Union's continuing effort to keep its members fully informed on union and industry activity.

Hall Gives Briefing

SIU President Paul Hall told delegates that the meeting will

give them a solid opportunity to review the problems facing both the union and the industry. "It will give all of us a chance to see where we are coming from," he declared. "It will give us a chance to see where we stand today and where we are going."

He made it clear that the industry is in a difficult position and "faces a trying period for the next few years." The Merchant Marine Act of 1970 was a great victory, he said, but "the real work—making the Act work and work right—still lies ahead. We can't rest on laurels until the whole job is done."

Purpose Outlined

The SIU leader summed up the purpose of the conference in this way:

"We are attempting to bridge the gap to a better life for all Seafarers. We know that no one is going to help us in this job. We know we're going to have to do it for ourselves."

"We believe we can do it through the process of education, of having an informed



SIU members register at the motel desk for the start of the two-week educational conference at the Harry Lundeberg School of Seamanship at Piney Point. The conference is designed to give members a better understanding of their union and their industry.

membership, of learning how to fight for a better life. That's what this conference is all about."

Following these opening remarks and greetings, the 250 delegates split into eight separate workshops for an in-depth discussion and analysis of the following subjects:

- Labor union history, both the SIU and the general trade union movement.
- Legal issues.
- Contracts.
- Political education.
- Education—trade union, vocational and academic.

- Union constitution.
- Harry Lundeberg School of Seamanship.
- Union meetings and ship-board behavior.
- SIU Pension, Welfare and Vacation Plans.

Conference working days were divided into morning workshop sessions and afternoon general assemblies, during which time delegates again went over subject matter taken up during the morning workshops.

At the end of the two-week meeting, delegates are expected to come up with a number of

recommendations concerning the operation of the union in general, its rules, regulations and responsibilities.

Conference Largest Ever

The conference, biggest ever held at the Piney Point facility, was sponsored by the Seafarers Welfare, Pension and Vacation Plans, the Harry Lundeberg School of Seamanship, and the Seafarers International Union—Atlantic, Gulf, Lakes & Inland Waters District.

Full details on the conference will be published in a special 32-page edition of the *Log*.

THE PRESIDENT'S REPORT

by PAUL HALL



'Emergency' Strike Bill Wrong

For the second year in a row, the Congress has been asked by the Administration to enact special legislation directed against unions in the transportation industry—legislation which would virtually take away what few remaining rights which transportation workers have to walk off the job in the case of a labor dispute.

The government already has massive machinery to deal with strikes which it feels affect the national health and safety. The existing law can be applied in any labor dispute—although the record makes it abundantly clear that the "national emergency" disputes procedure has been invoked against transportation unions more often than against anyone else.

Now the Administration wants to superimpose on the existing legal structure a special law dealing exclusively with unions in the transportation industry. The net result of this new legislation would be that the Seafarers International Union, or any other union involved with the nation's interlocking transportation network, would be denied that most important of all weapons: The right of workers to withhold their services until they receive fair play at the bargaining table.

We believe that the Administration's proposal is the wrong remedy for solving disputes between workers and management in the transportation industry. And we feel as strongly about this with respect to unions in air, rail or surface transportation as we do with our own industry, maritime.

We believe it's the wrong remedy because the dice are already cocked against the worker, and in favor of management, under the existing procedures. The new proposals (which are spelled out in a story on Page 3 of this issue of the *Log*) only serve to tip the scales still further in management's direction.

The fact that the so-called "national emergency" disputes procedure is on the books has made many management representatives unrealistically stubborn at the bargaining table. They could afford to be—because they knew that if the union used the ultimate weapon of the strike, the government could force the

workers back to their jobs on the grounds that a strike in transportation imperilled the nation's health and safety.

In other words, management has had a silent partner at the bargaining table: The federal government. And so management has been under no compulsion to bargain realistically, while unions have had no real hope of forcing a fair and equitable settlement out of management, since they knew that their members would be denied the right to hit the bricks.

It's been an unfair contest. And the Administration's proposals for transportation strikes in no way improves the situation, as far as labor is concerned. What these proposals would do would be to make it even tougher for the union and its members in the future.

We believe it would be far wiser to remove the "national emergency" disputes provisions from the Taft-Hartley Act. And we naturally believe that the new proposals from the Administration should be rejected out of hand.

What would happen then would be this:

The free forces of the marketplace would have the opportunity to take over, and would guide the actions of both parties.

Management, for its part, would know that there would be no federal government around to bail it out—and so it would be forced to bargain realistically with labor. It would know that, in the last analysis, it would have to live with the consequence of its actions—with the result that it would be much more likely to come to reasonable terms with labor than to risk the economic loss that accompanies a work stoppage.

Labor, on the other hand, would also know that it had to bargain realistically. In the past, not all unions—in transportation or in any other industry—have always been level-headed at the bargaining table. Many times, a union negotiating committee has felt that it could afford to talk tough and threaten a strike—knowing that the government would never permit such a walkout. So labor, too, would have to live with the consequence of its actions—and so labor, like

management, would be much more likely to be reasonable in collective bargaining.

In other words, we think it cuts both ways.

The American merchant marine is about to embark on a new course, thanks to the Merchant Marine Act of 1970. But while the legislation provides new ships and new programs to help the industry, we all know that, in the last analysis, the success of the program depends on the ability of the maritime industry to carry commercial cargoes in competition with the foreigners.

We also know, as Assistant Secretary of Commerce Andrew E. Gibson reminded the AFL-CIO Maritime Trades Department Executive Board last month, that American shippers can sour on American-flag vessels if they are tied up because of a labor dispute—and once a shipper turns sour, it's hard to win him back as a customer later on.

So we know that methods must be found to keep American-flag ships moving, to keep cargo moving, and to keep costs competitive. We in the SIU—who got where we are today because of some of the famous strikes in years gone by—know that there are times when you have no alternative but to hit the bricks. But we also know that, given the state of the merchant marine in relation to the fleets of other nations, any serious work stoppages would torpedo the maritime program we fought so hard to win.

What the maritime industry needs—and other transportation industries, too—is a mature, responsible attitude by both labor and management at the bargaining table.

We're working toward that goal. But we don't think it's going to be achieved by the compulsion of federal laws. What is required is the good will and cooperation of labor and management.

That is the goal that the SIU is working toward. That is the goal that its contracted companies are working toward. That should be the goal of the Administration—rather than a law which divides, instead of unites, labor and management in this industry.

Labor Rips Move to Hurt Transport Unions



At its mid-winter meeting the AFL-CIO Executive Council discussed and adopted organized labor's legislative goals for the 92nd Congress. The council voted unanimously to fight against passage of any "anti-strike" laws that would have particularly adverse effects on the transportation unions.

Top U.S. Official Hits Plan To Close USPHS Hospitals

Washington, D.C.

The nation's Comptroller General has slapped down a plan to close the eight remaining U.S. Public Health Service Hospitals.

The plan had been put forward as an "economy move" by Elliott L. Richardson, secretary of the Health, Education and Welfare Department.

(See Letters to the Editor, Page 10, and Rep. Rangel story, Page 4.)

The SIU has fought the proposal since it was first announced.

Staats Also Disagrees

In a letter to Rep. Edward A. Garmatz (D-Md.), chairman of the Committee on Merchant Marine and Fisheries, Comptroller General Elmer B. Staats declared:

"It is . . . our opinion that under the 1944 Public Health Service Act, the Congress intended that the hospital system characteristic of the Service since its inception in 1802 with the Marine Hospital is to be operated and maintained by the Service in order to carry out the functions and duties imposed by the 1944 Act.

"In light of the foregoing, the Secretary may not, in our view, use his discretionary powers . . . to effect the closing of all PHS hospital facilities. . . ."

Staats further stated that "we find nothing in the HEW memorandum that would persuade us to reach a contrary view at this time."

VA Hospitals Not Solution

Concerning the HEW plan to utilize Veterans hospitals for merchant seamen, Staats asserted that "since by statute the primary function of the PHS is to provide care for seamen and that of the VA to provide care for veterans, we could not . . . see a legal basis for admitting merchant seamen to VA hospitals ahead of veterans eligible for treatment of nonservice-connected disabilities."

Meanwhile, a resolution calling for expanding and modernizing the PHS hospitals won sponsorship by at least 244 congressmen—well over the necessary majority. The resolution has the strong backing of the SIU.

The resolution makes it clear that "it is the sense of the Congress" that PHS hospitals and outpatient clinics "not only remain open and funds be made available for continued operation," but that more funds be appropriated for "the modernizing, upgrading and expanding of all existing facilities."

Garmatz's Merchant Marine and Fisheries Committee expects to hold hearings soon on the resolution.

Public Opposes Closings

Word of HEW's plan to close

the PHS hospitals brought a groundswell of public opinion against the move.

Both the American Legion and the Veterans of Foreign Wars vehemently opposed the plan and sent word of their opposition directly to the White House.

They told President Nixon, in effect, that VA hospitals already are over-crowded and under-funded and could not possibly handle "outside" patients at this time.

Local posts of both organizations also adopted resolutions condemning the HEW plan as did many health-organizations.

HEW Backtracking?

The big question remains: Will HEW stick to the plan?

There are indications now that Richardson is backtracking. In a speech to the Louisiana School Board Association in Shreveport, he declared that his office "never contemplated" closing the PHS hospitals. Instead, he said, HEW merely wants to "study" alternative uses to the facilities.

The New Orleans area Health Planning Council, a federally-recognized health planning agency, called this "encouraging news" but told Richardson in a letter that the "who, when and where" of such a contemplated study has not yet filtered down to local levels.

Question Not Yet Resolved

The New Orleans Times-Picayune editorialized that Richardson's latest stand does not resolve the issue. The newspaper publicly thanked "those leaders whose job is to look out for the community's overall welfare" for sounding the alarm on the hospital-closing plan.

The remaining PHS hospitals in question—facilities which provide health care for a half-million Americans, including merchant seamen—are located in Boston, Baltimore, New York, Norfolk, New Orleans, Galveston, San Francisco and Seattle.

AFL-CIO Sees 'Emergency' Strike Plan a Major Threat

Bal Harbour, Fla.

The AFL-CIO Executive Council has sharply attacked the Administration's proposed "emergency disputes in transportation" legislation.

The proposal would single out maritime and four other transportation-linked industries—rail, airlines, trucking and longshoring—for a trio of special steps that would:

- Authorize the government to partially operate any of the industries during a strike.
- Give an arbitration panel the power to choose without modification the final offer of either management or the union to force an end to deadlocked negotiations.
- Extend the current 80-day "no-strike" injunction now application for "emergency" disputes under the Taft-Hartley Act to 119 days for the transportation industry.

Sees No Justification

The Executive Council labeled the idea "a violation of the principles of democracy."

(See The President's Report, Page 2.)

The council said it could see no justification for imposing special emergency procedures on the maritime industry.

"Certainly no maritime strike would warrant even the invocation of the present Taft-Hartley (no-strike) provisions," the council's resolution asserted.

The Council said that the trucking and longshoring industries were inappropriately included in the proposal, and that the rail and airline industries have traditionally been regulated by special legislation.

Named the "Emergency Public Interest Protection Act," the proposed measure would virtually repeal the Railway Labor Act which now governs strike situations in the rail and airline fields.

The Administration failed in efforts to win passage of the same proposals in the 91st Congress.

Past Resolutions Noted

The Conference of Transportation Trades—which represents the same five industries now singled out for "personalized" legislation—noted in February 1970 that the Administration's proposals "would suffocate the free give-and-take of collective bargaining."

"Injunctions under the Taft-Hartley and Railway Labor Acts have been issued on false pretenses," the Conference said in a resolution, "and their impact has been to reduce the effectiveness of free collective bargaining."

"Compulsory arbitration, even though cloaked in Presidential respect, would be an even greater infringement upon free collective bargaining. Compulsion and freedom are incompatible. To advocate imposing compulsion over freedom is to invite economic tyranny."

And the Maritime Trades

Department of the AFL-CIO spoke to the same issue at its Eighth Constitutional Convention in 1969:

"The threat of compulsory arbitration is used against unions and management in all industries. The spectre is raised, in particular, in the transportation industry—where the doctrine of "public convenience" is already invoked to deny unions and employers complete freedom of self-determination."

The MTD voiced its opposition to "any tampering—under whatever guise—with the fundamental rights of American workers and American management inherent in the exercise of the free collective bargaining process."

At its meeting here in February, the Executive Council charged that the so-called nationwide rail crises in recent years are "solely attributable to the fact that the carriers have succeeded in blocking—through the courts—every attempt at a selective or partial strike, thus transforming every impasse into a nationwide strike or lockout."

"They have done this obviously and deliberately to provoke Congressional intervention," the council's statement said.

Council Proposes Revisions

Revision of the Railway Labor Act was proposed by the council "to make it clear that unions have the legal right to strike a particular carrier or carriers; and that the railroads have no right to transform these limited disputes into nationwide strikes or lockouts."

The council added, however, that it favors allowing the government to require limited operation of struck lines to insure the continued movement of passenger trains and essential commodities. It expressed support for legislation along these lines introduced by Sen. Harrison A. Williams (D-N.J.) and Rep. Harley O. Staggers (D-W.Va.).

Compulsory Arbitration

The rail and airline industries, the council said, still require legislation tailored to their specific needs and "while we agree that revisions are needed in the Railway Labor Act, we flatly oppose compulsory arbitration of contract terms, no matter how novel the disguise."

If the railroad workers are denied the right to strike then Congress should move immediately to nationalize the country's railroads, the council continued, declaring: "We believe that if the railroad workers are nationalized then the companies must be nationalized."



Congressman Rangel addresses a gathering of business, labor and government officials at a luncheon sponsored by the AFL-CIO Maritime Trades Department in Washington. Rep. Rangel voiced his support of labor's fight to save the USPHS Hospitals.

AFL-CIO Resolutions Stress Nation's Needs

Bal Harbour, Fla.

Federal aid to cities and states, direct election of the President, expansion of 18-year-olds' voting rights, and increases in Social Security benefits were among the chief recommendations made by the AFL-CIO Executive Council at its meeting here in February.

The Nixon Administration's proposal for revenue sharing—which provides for distribution of some \$5 billion annually to the states with no "strings" on how the money could be used—fell under attack by the council.

The proposal would require "dismantling" successful programs under the guise of revenue sharing, the council said.

Cities and states would be in better financial shape today, the council noted, if the Administration hadn't opposed "full funding or even adequate funding" of existing federal grant-in-aid programs.

Offers Alternatives

To meet the needs of local and state governments, the Executive Council proposed that the grant-in-aid programs be fully funded—a step which would immediately pour \$6 billion into cities and states; quick enactment of new grants to create public-service jobs on the state and local levels; federal assumption of the full costs of public welfare, and a federal tax credit for state income tax payments.

The revenue proposals were part of a nine-point program advanced by the council as an alternative to the Administration proposal.

Also recommended during the executive session was tax reform at all levels of government; new methods of financing, such as a federal Urban Bank to provide low-interest loans for housing, transit and other community facilities, and consolidation of local government units.

Favor Amending Constitution

Two proposals to amend the U.S. Constitution won a strong endorsement of the council: an amendment providing for direct presidential elections and an amendment enabling 18-

year-olds to vote in state and local elections, as well as for federal offices.

The direct election amendment—passed by the House in the 91st Congress, but blocked in the Senate—is needed because "the electoral college never functioned as intended . . . and poses a constant threat that a candidate receiving fewer votes than his rival may become President," the council resolution declared.

It also noted: "We believe that 18-year-olds should have the vote, and that it is impractical to have one age standard for voting for federal office and another for state office."

Urges Social Security Boost

The council, speaking on the issue of Social Security benefits, noted that a 35 percent increase—in two separate steps—is needed to provide "economic security for present and future retirees."

Senior citizens are "the nation's most tragic and perennial victims of inflation," the council said.

Last year's rise in living costs alone came to 6 percent, the amount proposed by the administration for a Social Security increase, the statement noted. It stressed that so long as the basic level of benefits remains inadequate, merely tying a cost-of-living escalator to the Social Security laws risks "condemning the aged to a perpetual substandard way of life."

Stresses Environment Control

The Executive Council also called for a concentrated attack on the problem of solid waste disposal and proposed a program to deal with all forms of pollution.

Pointing out that the nation produces more than 4 billion tons of solid wastes a year and spends \$4.5 billion to handle them in an inadequate fashion, the council approved a statement calling for a "broad and systematic program rather than a fragmented approach like the so-called ban-the-can or ban-the-bottle campaigns, which are self-defeating."

Freshman Legislator Raps Proposed Hospital Closings

Washington, D.C.

The split between Congress and the Administration over the fate of the U.S. Public Health Service Hospitals has been decried by Rep. Charles B. Rangel (D-N.Y.) as "unbelievably ironic."

The administration's proposal to close the eight remaining USPHS hospitals "is bewildering. It is unreal. It is foolhardy. It goes against common sense," the freshman congressman told a Maritime Trades Department luncheon crowd here.

"And, it runs counter to the obvious demand by the American people to provide far, far more—and not less—medical care for all citizens," he continued.

Congress Gives Support

Congress, on the other hand, has rallied behind legislation—to the tune of 244 co-sponsors—that would modernize and expand the USPHS facilities, Rangel said.

"That's 16 members more than a majority," he added, and a clear indication of Congressional interest in preserving the tradition of service provided for more than 500,000 Americans annually.

"Frankly, I am appalled that the intent of the Congress to strengthen the Public Health Service hospital system—shown time and time again over the past 15 years—has been ignored by the Administration," Rangel said.

Medical Care A Right

Adequate medical care for all Americans has been declared a right, he reminded—a right just as precious as our four freedoms; the freedom of religion, of assembly, of speech, of the press.

"Decent, professional medical care for all today stands upon the threshold of becoming our fifth freedom—the freedom from the fear that the lack of a dollar will result in the lack of life-giving medical care."

"Who is it that has made this declaration?"

"The answer, of course, is the American people . . . Adequate medical care now holds top priority among a vast majority of those of us who stand for election, be we Democrats or Republicans," he said.

Even the "mossbacks of the American Medical Association" in their own "self-protective style," push for adequate medical care, he added.

500,000 Cared For

Prior to 1960, the USPHS hospitals numbered 16. The eight remaining serve 500,000 merchant seamen, Coast Guardsmen, military personnel and their families each year.

Congressional support of the hospitals is based on the knowledge that they "are meeting today's medical care demands today," Rangel said.

"We know they are efficient. We know that they provide

"professional, effective medical care each year."

PHS Only A Start

"We know that within the Public Health Service hospital program there lies the seed for a program for the finest medical care for all Americans," he explained.

President Nixon's proposal in February to expand private health insurance to pay for the nation's medical bills, was inconsistent, Rangel said.

The President said: "Rather than giving up on a system which has been developing impressively, we should work to bring about further growth which will fill the gaps we have identified."

Rangel said he wanted to agree with the President—but that the President's idea of the system which has been developing impressively, was "either out of step or out of tune."

A Proud History

The congressman pointed out that the PHS system of medical care has been in use since 1798, that the nation should "further the growth" of the PHS facilities, and with such action would "fill in the gaps" that the President pointed to in all phases of American medical care.

"These are ironic times,"

Rangel pointed out. "For the past five years, Congress has appropriated funds to modernize the PHS hospitals. And for the past five years, the federal government has seen fit to ignore these appropriations—to let the facilities physically deteriorate in direct violation of the intent of the Congress to expand the hospitals and to keep them up to date. . . ."

Each time a movement begins to improve the PHS facilities, or any national health care program is mentioned, there are some who argue that with only the federal government keeping watch, costs would spiral, Rangel said, but this is contrary to the record.

Alternatives Compared

"It currently costs \$55 a day to provide medical care for a patient in a PHS hospital," he said. "For care that is no better—and in many cases not as good—the cost in a private or voluntary hospital is nearly \$100 per patient day."

The New York legislator noted that costs aren't the only reason for maintaining the PHS facilities—private, voluntary and Veterans Administrations hospitals in most areas are already overcrowded, and there are waiting lists for people wanting to get in.

SIU Vice President to Serve On Veterans' Aid Committee

Washington, D.C.

SIU Vice President Earl Shephard has been appointed to the 100-member national advisory committee of the Jobs for Veterans program.

The committee includes seven members of President Nixon's cabinet, other government officials and representatives from public and private business organizations.

Labor Secretary James D. Hodgson and James F. Gates, national chairman of Jobs for Veterans announced the formation of the committee and gave a progress report on the program at a news conference at the Labor Department.

Purpose of Program

The Jobs for Veterans program will be working on ways to improve job opportunities for servicemen returning to civilian life. More than 1 million servicemen will complete their military obligations during the next 12 months, the committee noted.

While about one-quarter of the returning veterans will resume their education, most will be entering the labor force—many of these seeking their first full-time jobs.

The program is designed to stimulate the formation of action groups at state and local levels and to encourage employers to seek out and hire or train the veterans.

Labor Participants

Besides Shephard the following will represent organized la-

bor on the committee:

I. W. Abel, president of the Steelworkers; Peter Bommarito, president of the Rubber Workers; John F. Griner, president of the Government Employees; C. J. Haggerty, president of the AFL-CIO Building and Construction Trades Department; James T. Housewright, president of the Retail Clerks; Lee W. Minton, president of the Glass Bottle Blowers; Charles H. Pillard, president of the International Brotherhood of Electrical Workers; S. Frank Raftery, president of the Painters; Alexander Rohand, president of the Printing Pressmen; Glenn Watts, secretary-treasurer of the Communications Workers; Hunter Wharton, president of the Operating Engineers and Julius Rothman, president of the AFL-CIO Human Resources Development Institute.



Earl Shephard



MARAD Honors Crew For Successful Rescue

San Francisco, Calif.

The Maritime Administration's coveted "Gallant Ship" award was presented to the SS *President Jackson* for its part in a dramatic rescue off the coast of Bermuda in January 1970.

Eugene A. Olsen, captain of the *President Jackson* at the time of the rescue, accepted the award on behalf of the officers and crew of the ship, which is manned by members of the Sailors Union of the Pacific, an SIUNA affiliate. Captain Olsen also received the MARAD Meritorious Service Award.

Weather a Hindrance

The *President Jackson* braved mountainous seas and strong winds to save seven persons aboard the schooner *Tina Maria* Doncina.

Captain Olsen sailed his ship to the windward side of the schooner, shielding the vessel from the 60-knot gale. The seven crew members were able to clamber aboard the *Jackson* safely in the nine minutes the ship held position.

In his report of the incident, Capt. Olsen said that looking out of the bridge windows was like looking through the porthole of a submarine. He added that the schooner was being "blown across the waves like a child's kite."

The ship rolled 50 degrees as it lay aside the schooner. A passenger reported that, "one moment the schooner was below us, the next moment it was

above us. At one point its mast crosstree nearly smashed through the window."

Rescue 'Far From Routine'

Attending the award ceremony was Admiral Mark Whalen, commandant of the Third Coast Guard district, who called the rescue "far from routine."

The "Gallant Ship" plaque and the medal were presented by T. J. Patterson Jr., western region director of MARAD.

The *Jackson* is owned by the American President Lines, Ltd. and was christened in 1941.

Occult Warning Issued Labor

Baltimore, Md.

Organized labor might be hit with a new law restricting union privileges according to an article in the *Baltimore Sun*. The story issued a warning for labor to be on its guard this year, the year of the 12-year "labor law itch." The warning refers to a pattern that seems to have been established some 36 years ago.

The article explained it in this way:

"The Wagner (Labor Relations) Act was passed in 1935. The Taft-Hartley Act, sharply restricting union privileges under the Wagner Act, was passed in 1947. The Landrum-Griffin Act, further restricting union privileges, was passed in 1959."

First SIU '20-at-55' Retiree Feels Pension Plan Is 'Great'

Baltimore, Md.

John K. Glass is 56 years old—and retired.

Glass is the first Seafarer to retire under SIU's new "20-at-55" pension plan which allows SIU members to quit work at age 55 after 20 years of service.

"It's a great thing," Glass said when he received his first monthly pension check. When I first went to sea back in the 30s, we didn't think much about retirement and retirement pay. We just worried about our jobs—and whether we had one. We kept trying to stretch a pay-off to cover all our needs. Now a Seafarer can retire when he hits 55 at \$250 a month. I call that great."

SIU Charter Member

Glass first joined the SIU on November 21, 1938, shipping out of New York. He recalls that he earned about \$60 a month when he started, working as a coal passer on a steamer.

Later he shifted his home port to Baltimore and it was from this port he began making World War II convoy runs. Some of the runs were hair-raising experiences.

Glass was aboard the *Fraiport* when it was torpedoed. He also was part of a four-ship convoy which lay in wait for a dark night, then dashed through the Suez Canal and on to Malta. The ships carried mixed cargoes, including "blockbuster" bombs. Along the way to Malta, the convoy was attacked by German planes and gun crews scored a kill by knocking one out of the sky and driving the rest away.

Glass, like many other Seafarers, got into the war situation again during both the Korean and the current Vietnam conflicts. Glass remembers that he was even making runs to



John Glass, the first SIU member to retire from the union under the new "20-at-55" pension plan, receives his first check and congratulations from SIU Baltimore Patrolman Bennie Wilson.

Vietnam when the French were fighting their battle there.

"Lumps Were Worth It"

The nation's battles were not the only ones the Baltimore Seafarer remembers. He recalls the union's fights for recognition, such as the bitter Cities Service strike, and the Union's help to other organizations, such as the Wall Street strike.

"We all got our lumps in those days," he declared, "but the lumps were worth it. They helped to get us where we are today. I guess we wouldn't have this pension plan if we didn't fight those battles."

Time to Get Acquainted

Glass is retiring primarily because of illness. His retirement plans are uncertain at this

time, but he did say he intends to do a lot of reading.

"I'm going to do just about what I want to," he said. "I'll take things as they come along. You know, being sick and all, I don't know what would have happened to me without our pension and welfare plans. They sure are making a difference in my life."

Glass is married and has five children, ranging in age from eight through 16. Being home with his family in Glen Burnie, Md., near Baltimore, is probably the best part of retirement, Glass thinks.

"I'm finally going to get to know my family," he said, "and let them get to know me. For Seafarers, that may be what retirement is all about."



Pro Star Greet HLSS Trainees

Ray Schoenke, offensive guard for the National Football League's Washington Redskins, takes time out to relate some "inside" stories to SIU Instructor John Doran and a group of Harry Lundberg School of Seamanship trainees. The future Seafarers were in Washington attending an AFL-CIO Maritime Trades Department luncheon as part of their training program when they met Schoenke.



Aboard the *Transeastern* in Alabama drydock in Mobile, Seafarer Cyrus M. Crooks (right) is handed his \$3,667 vacation check by SIU Patrolman Robert Jordan.

Due Vacation Pay Adds Up to \$7,000

Mobile, Ala.

Seafarer Cyrus M. Crooks just returned from nearly six years at sea, picked up \$7,000 in vacation pay and plans to return to sea without taking a vacation.

The money represents back vacation pay, due him for several years prior to his marathon voyage aboard the *Transeastern*, plus the time accrued while aboard ship continually from June 1965.

It Adds Up

Brother Crooks applied for a total of over 2,000 days of vacation when the *Transeastern* pulled into port here last month.

The \$7,000—which was whittled down a bit when taxes were withheld—came in the form of several separate checks.

- The largest netted him over \$3,600, and according to Agent Louis Neira at the Port of Mobile, it was "the largest vacation check ever issued in the port."

- He also picked up two checks totaling \$769.25 which he had applied for in 1964, but had never picked up because he was overseas.

- And, he had in his possession two previous checks from the SIU Vacation Plan, which banks would not cash due to the age of the checks. He exchanged these for currently-

dated checks, and that added another \$607 to his cache.

Around Some Time

Crooks, now 52, joined the SIU in the Port of Mobile in 1941 and sailed steadily in various engine room ratings. He originally joined the *Transeastern* in 1962 and spent the first several years sailing coastal routes.

Then since 1965 it shuttled in the Persian Gulf.

Crooks, and the *Transeastern*, came back stateside only once during those nearly six years, when the ship anchored at an oil discharge base outside Staten Island, N.Y. The ship never came into port, however, and neither did Brother Crooks.

Since he has been aboard, as fireman-watertender, Crooks has stood approximately 6,000 watches and virtually knows every aspect of the *Transeastern's* plant.

No Retirement Plans

His home is in Oakdale, a suburb of Mobile, but he has no immediate plans to spend a great deal of time there.

Retirement isn't even a consideration, he says, "there's too much living left to do."

And, besides, the *Transeastern* ships out shortly for another trip to India and the Persian Gulf area.

Rep. Tiernan Urges Federal Agencies to 'Ship American'

Washington, D.C.

Rep. Robert O. Tiernan (D-R.I.) believes that federal regulations should be enacted to give U.S.-flag ships first chance to carry government cargoes.

First priority must be given to American-flag vessels, he said, "... and especially the unsubsidized ships whose battle to stay alive without government financial aid has saved us from being a nation without a merchant fleet."

Addressing a Maritime Trades Department luncheon, Tiernan said that then, only after every effort has been made to place federal cargo in American ships, should any foreign-flag vessel be used.

U.S. Vessels First

"First choice should go to the ships of those nations receiving our government cargo ... if, of course no U.S.-flag vessel were available.

"As to the so-called 'third-flag' fleets that have invaded the government-cargo market, they should be called upon only as a last resort.

"They should receive from our government close to what they contribute to our nation—and that is 'nothing.'"

Lauds Merchant Marine Act

The Congressman said that the Merchant Marine Act of 1970 assured the survival of an American merchant fleet after 25 years of decline and 11 unsuccessful efforts to enact remedial legislation.

"Passage of the Merchant Marine Act of 1970 generated enormous hope," the Congressman said. "It did not generate instant prosperity.

"Our challenge today is to keep that hope alive—to make it the catalyst for action."

Time a Factor

The nature of shipbuilding requires a long lead time before vessels are ready for use. Even with the funding approved for 41 of the 300 vessels that the Act provides, only a trickle of these will be serving the nation by 1973 or 1974, Tiernan said.

"The new ships will have defeated one of the major enemies of a healthy merchant fleet—age," he said.

"But the second major enemy—neglect—will be just as destructive unless we beat it back with an all-out campaign to provide cargoes for the American-flag fleet."

Government Cargo Necessary

Such a campaign can succeed, Tiernan predicted, if "the world's largest shipping customer—the U.S. government—takes the lead.

Government cargo alone would be insufficient to support the U.S.-flag fleet, he said; private shippers must also utilize American vessels.

"The cargo is available. A decade ago the U.S. imported

and exported 270 million tons of goods. This year that figure will top 430 million tons. And 10 years from now, it is estimated that we will be importing and exporting in excess of 600 million tons of cargo a year.

Must Meet Challenge

"As we develop and produce the technologically advanced vessels that are now in sight, we should dig in our heels, and go after the world's commerce," Tiernan said.

"Through vigorous and dedicated work that can be accomplished now—while we are in the eye of the storm—we can return the American merchant marine to the status it once occupied on the world's oceans."

Cement Boats Enjoying Back Yard Renaissance

Back during World War I the government's crash shipbuilding program turned out hundreds of ships of various familiar materials such as steel and wood.

The program also introduced a new material: cement.

Now in the relative calm of today, the cement boat is enjoying a renaissance in, of all places, the backyard boat building industry.

Cement Practical

Although cement would seem an unlikely material for pleasure boat construction in the era of fiberglass and plastic, engineers say that the construction of cement sailing vessels is entirely practical.

Air pressure inside the hull is what keeps ships afloat, the engineers say, and in any event cement is actually lighter than steel.

The current method of construction in vogue is the ferro-cement method which entails construction of a mold shaped as a hull and then forcing concrete between the walls of the mold.

The mold of steel reinforcing rods and mortar is then pulled away when the cement dries and the result is a boat that is rotproof, fireproof, easy to maintain and durable.

Can Be Costly

The process is a costly one, even for the backyard builder who is satisfied with a small or medium sized boat.

One typical backyard boat, a 52-footer, used a ton and a half of steel rod, 31,500 square feet of wire mesh and 6,000 pounds of concrete to finish.

Aside from the cost of materials, the cement boat builder also has to put up with a lot of guff from interested neighbors.

Butt of Jokers

One such builder said friends made such helpful suggestions as converting the boat to a swimming pool, or using it as a septic tank.

"You get a lot of people who say they want to be around on launching day to see it sink," the backyard builder said. "They equate the cement boat with the lead balloon."



Harry Lundeborg School of Seamanship Grads Prepare to Ship Out

Graduates of HLSS Class 61A prepare to embark for New York and their first ships with the well wishes of Houston Port Patrolman Ron Lightfoot, front row, right. Pictured are, from left: Front row, Willie King, Roy Grondal, John Cerami, Paul Conte and Mike Donnelly. Back row, Emamon Kelly, Howard Lazzarini, Michiel Cyrus, Michael Holland, Frank Adams, Monte Grimes and Tony Hutter.



HLSS Class 62 prepares to leave Piney Point for New York and assignment to their first ships. Port of Mobile Dispatcher Harold J. Fischer, left, wishes them a bon voyage. Class members are, from left, first row: James Beard, Robert Cayton, Gerald Dixon, Jim Hummerick, Dana Dungan and Trainee Bosun Dennis Brown. Back row: John Fredericks, Collins, A. Beauvered, M. McCollum, J. Bianculli and Steve Cresham.

HLSS Trainees Pass GED Test

Piney Point, Md.

Six more future Seafarers earned their State of Maryland General Educational Development High School Equivalency Diplomas after passing a two-day examination administered by the state Department of Education. This is the third successful HLSS class since the program was started in December.

The trainees, from all over the country, received 10 weeks of individualized instruction by the school's Department of Academic Education teachers to prepare them for the test. Their equivalency diplomas were presented to the trainees by Hazel Brown, director of Academic Education, at the opening session of the Seafarers Educational Conference in Piney Point, Md.

The successful candidates, James Biglan of East Orange, N.J., Patrick McNulty of Wakefield, R.I., Michael Morgan of Superior, Wis., Gary Kotil, of St. Petersburg, Fla., Michiel Cyrus of Tampa, Fla., and John Reed of Norwalk, Conn., had passed Maryland examinations of English, social studies, general science, mathematics, literature and spelling.

Testing Begins Early

Each trainee had been pre-tested at the beginning of his stay in Piney Point to gauge his academic strengths and weaknesses. After the pre-test was analysed by the Department of Academic Education, each youngster was given personalized tutoring to correct deficiencies where needed.

During the diploma presentation, Miss Brown told the audience of more than 250 Seafarer delegates and officials that the department is very proud of the fact that more than 75 percent of HLSS candidates pass the examination on their first attempt in comparison with a national average of about 30 percent.

The first class to take a state

examination, in December, earned three diplomas out of four candidates; the second group in January resulted in four out of five earning diplomas and the latest class for the February examination had six out of eight who passed.

The GED equivalency diploma program is enabling young men who dropped out of high school for one reason or another to go on to college, and aids them in advancement on the job. In addition to their diplomas, they received the right to choose their department and the port from which they will sail on their first trips.

Graduates Voice Opinions

Biglan, 23, a Vietnam infantry veteran, told the assembled Seafarers Educational Conference delegates that he was grateful to the SIU and the Harry Lundeberg School for the opportunities the GED programs opened up for him.

"When I first came here, I thought that I would never get a chance to finish high school," he said. "Now I've got a diploma and can further my education, thanks to the SIU, the school and the teachers."

Explaining why the HLSS program was more effective than public high schools, Michiel Cyrus, 17, a 10th grade dropout, said, "In my high school, the teachers couldn't give us as much personal attention as we get here. Our teachers are great. They help you as much as they can."

Michael Morgan, 17, who left high school in the 11th grade, thought the smaller classes and personalized instruction insured learning.

"It was may last chance," said Gary Kotil, 19, "and I forced myself to work hard. Now that I've made it, all that hard work was worth it."

More to Come

During the presentation of diplomas, Miss Brown urged the six trainees to continue their education. She told the assemblage that the GED diploma will qualify them for admission to college and their educational experience at HLSS will give them a better background for upgrading in their jobs aboard ship.

She urged the successful candidates to investigate the possibilities afforded by the full college scholarships offered by the Seafarers Scholarship Fund. Miss Brown also told the delegates that high school and college correspondence courses are being developed in conjunction with the University of Nebraska Extension Division, the most experienced correspondence program in the country, to offer educational advancement opportunities to shipboard Seafarers.

When this program goes into effect, Miss Brown said, it will guarantee that every SIU man will have full educational opportunities.



Six Harry Lundeberg School of Seamanship trainees who successfully completed their General Educational Development (GED) course are congratulated by Congressman Robert Tiernan. The GED certificate represents a major stride forward for these future Seafarers. It can serve as the key to their educational future by opening the doors of institutions of higher learning. From left are: Pat McNulty, Gary Kotil, James Biglan, Rep. Tiernan, Mike Morgan, Mike Cyrus and John Reed.

DISPATCHERS REPORT Atlantic, Gulf & Inland Waters District

February 1, 1971 to February 28, 1971

DECK DEPARTMENT

Port	TOTAL REGISTERED		TOTAL SHIPPED			REGISTERED ON BEACH	
	All Groups		All Groups			All Groups	
	Class A	Class B	Class A	Class B	Class C	Class A	Class B
Boston	7	5	6	2	3	8	10
New York	105	100	47	47	3	208	179
Philadelphia	16	15	11	22	0	33	21
Baltimore	44	25	38	8	1	92	44
Norfolk	20	27	13	4	0	51	74
Jacksonville	33	20	15	15	2	51	62
Tampa	8	7	10	6	0	10	15
Mobile	51	17	34	17	0	83	16
New Orleans	88	49	57	21	4	172	127
Houston	77	45	50	38	7	140	77
Wilmington	23	39	16	10	0	53	83
San Francisco	68	86	45	50	2	130	172
Seattle	44	23	24	28	10	67	29
Totals	584	458	366	268	32	1098	909

ENGINE DEPARTMENT

Port	TOTAL REGISTERED		TOTAL SHIPPED			REGISTERED ON BEACH	
	All Groups		All Groups			All Groups	
	Class A	Class B	Class A	Class B	Class C	Class A	Class B
Boston	3	4	2	5	2	6	4
New York	95	109	47	34	2	149	242
Philadelphia	10	9	12	13	3	13	15
Baltimore	26	29	24	19	2	64	62
Norfolk	23	17	9	14	0	40	51
Jacksonville	20	32	14	16	6	31	68
Tampa	6	9	7	5	0	5	15
Mobile	32	32	27	20	0	50	46
New Orleans	43	63	46	30	0	105	191
Houston	61	70	49	53	8	86	113
Wilmington	13	22	13	15	0	26	43
San Francisco	67	95	35	47	5	95	98
Seattle	25	40	14	23	5	40	40
Totals	424	531	299	294	33	710	988

STEWARD DEPARTMENT

Port	TOTAL REGISTERED		TOTAL SHIPPED			REGISTERED ON BEACH	
	All Groups		All Groups			All Groups	
	Class A	Class B	Class A	Class B	Class C	Class A	Class B
Boston	4	0	2	0	5	4	2
New York	74	50	39	31	9	143	92
Philadelphia	7	6	10	11	3	15	6
Baltimore	33	14	22	11	1	70	29
Norfolk	7	10	5	10	3	35	34
Jacksonville	15	19	9	14	5	22	35
Tampa	9	2	9	2	0	11	6
Mobile	32	22	17	14	0	68	22
New Orleans	56	22	29	27	1	153	69
Houston	27	38	19	35	14	8	45
Wilmington	17	14	22	5	0	34	13
San Francisco	40	51	40	28	3	79	93
Seattle	38	14	13	8	6	59	17
Totals	359	262	236	196	50	707	463

"Skinflints" Don't Give

New York City

The Wall Street Journal has revealed that "most of the country's biggest, richest companies are skinflints at heart," when judged by their contributions to charitable causes.

Tax returns of nearly one million companies were scrutinized by the Journal. It was found that only one percent of their pre-tax income was donated to charities—although corporate gifts of up to 5 percent of net income are fully deductible.

"The bigger the company is, the smaller the percentage of income it gives away," the Journal noted.

New Orleans Clinic

New Orleans, La.

Who would know better than the people who frequent a place? That's why the SIU's New Orleans Medical Clinic staff asked for comments from the people who frequent their place—and discovered they've got a happy clientele.

"Very pleased with New Orleans Medical Clinic. One couldn't ask for better service, responded Number 3 questionnaire.

"The service was very good and well organized," noted Number 21.

"I can't see room for improvement. To me, it is the best offered,



The New Orleans Clinic is generally a beehive of activity. A Seafarer and his dependents are shown here checking in at the front desk with members of the staff.



Dr. William Roy, medical director of the N. O. Clinic, and Dr. Arthur Caire, medical examiner, look over a patient's medical chart.



The young son of SIU member Richard Hannon (right) looks bemused by the proceedings as Mrs. Hannon and Medical Secretary Joann Lambremont try to comfort him. Medical Technician Della Jones is in background.



Medical Technologist Ann Will prepares to take a blood specimen from Seafarer Walter Hudson at the N. O. Clinic.



Dr. Stanton Middleton, medical examiner, checks a cardiogram reading to ascertain patient's progress and stability.



Joann Lambremont, medical secretary, adjusts the clinic's x-ray machine as she prepares to examine a patient.



Seafarer Humberto Vera is undergoing an EKG test at the New Orleans Clinic as part of his physical, which is administered free of charge to all Seafarers.



SIU member Elmer Lane stops at the front desk to pass the time of day with staff members of the New Orleans Clinic.

Health Draws Praise

even if you went to a specialist for examination in private practice," commented Number 39.

"Just keep up the good work," urged Number 96.

"I can't think of any improvement. You have a very good service. Everybody is so friendly and helpful. Me and my family, was served and treated very good. Thank You," said Number 69.

Dr. W. A. Roy, medical director of the clinic, explains that the questionnaire was mailed at random to 100 SIU dependents, who had been examined at the clinic. Forty-four women returned the cards, and offered their comments on the health care they had received.

Not all 44 were as satisfied as those quoted above—but the bulk of those responding had nothing but praise for the program.

The rest had suggestions for improvement, not any real criticism of the health service they had been receiving. Comments like:

"Give a series of cold shots for dependents susceptible to colds—also Vitamin B-12 shots," said Number 92.

"I think you should give medicine and treatment at the clinic," added Number 74.

"Should inform patients of physical diagnosis and recommend a physician if medical care is needed," said Number 99.

"Tell each person what you find wrong, if anything," said Number 11.

Dr. Roy explains that the answer to all these suggestions is the same: The clinic cannot offer definitive medical treatment to dependents—nor to the Seafarers themselves. The dependents are referred to their own doctors for any treatment necessary, just as the Seafarers are referred to the U.S. Public Health Service Hospitals for treatment.

The clinic operates much as the other SIU clinics do—offering diagnostic services to Seafarers, their wives and children.

For the Seafarer, the service is vital to his job. For without an annual physical, he cannot secure the health card he needs to clear him for shipping out.

To qualify for that card, he must undergo a complete head-to-toe examination, including blood and urine tests, a chest X-ray, a Tuberculosis test, eye and dental checks, proctoscopic examination and an electrocardiogram, if he is over 35 or his health history indicates it is needed.

It is the same physical that men undergo when they first apply for admission to the SIU, and by making it an annual event, extremely high health standards are maintained in the union.

Since the Seafarer is often on the move, and isn't always near his home port when it's time for a check up, all SIU clinics in the Atlantic and Gulf districts swap copies of their health records. Then a seaman can visit the medical center that's closest to him when he needs special care, or when it's time for his annual check-up.

The New Orleans clinic opened in 1961, at the same time the SIU Headquarters did. And since that time the staff has handled about 200 Seafarers, 20 wives and 30 children each month.

There was some resentment initially to the program—the Seafarers felt it was time-consuming and unnecessary.

But when several cases of tuberculosis were discovered in the early stages, and all were cured after treatment at the Marine Hospital in New Orleans, the attitude toward the program changed.

The rate of venereal disease also was improved with the close health watch maintained by the clinic—and, again, the Seafarers' attitude toward the program improved.

Dependents also have come to rely heavily on the diagnostic services offered at the clinic. Their visits to the clinic are not required, as their husbands' are, but it has proved worthwhile for them too.

In the same batch of questionnaires mentioned earlier, Number 7 after having a Tonometer test, was found to have glaucoma. The disease was found in its early stages and the patient was able to receive treatment before irreparable damage was done.

Number 4 had a Pap smear done on a routine annual examination, which showed a malignancy. She had a hysterectomy at a local hospital, and it is believed that the cancer had not spread beyond the uterus. Her life was saved by the examination and subsequent surgery.

Buck Stephens, New Orleans SIU port agent, said the clinic now is very highly thought of among Seafarers and dependents alike.

"The only people who have gripes seem to be the types who are chronic complainers," he added, "and nothing will ever please them."



Ann Will discusses results with Humberto Vera.



Humberto Vera has his blood pressure taken at the clinic by Registered Nurse Ann Waldrop.



Young Paris Plaisance and his sister, London, pass the time with an issue of the Log as they await their parent.



A Seafarer is having his chest x-rayed as part of his physical exam administered at the clinic.



Staff member Della Jones looks over the results of an x-ray.



Technologist Ann Will uses microscope to check blood.



Seafarers George Huntley (background) and Marcus Barton have a few questions to ask of staff members as they check in.



Letters to the Editor

Suggested Closings of PHS Hospitals Draw Rebuttals from SIU Members

To the Editor:

I have been dismayed by recent reports in the nation's news media that the Department of Health, Education and Welfare is considering a proposal to close the USPHS hospitals.

As a relative newcomer to the SIU I have had only two occasions to utilize the services offered by the PHS systems. In both instances the care and treatment I received were of the highest standards. From talks with other Seafarers I understand (and accept the fact) that this is not out of the ordinary, but actually the norm.

I imagine it is quite simple for the bureaucrats sitting in their plush domains in Washington to ignore the needs of individuals such as myself and just write off the PHS hospitals in the interest of political expediency. After all, with the superior health care standards that currently exist in this country (ranked approximately 14th in the world), who needs a measly eight hospitals that only care and treat some 500,000 people?

I am beginning to wonder if the "working man" ever gets a break from these "fat cats."

One alternative the people at HEW offer is that private hospitals could take over the services now offered by the PHS program. Private hospital costs average nearly twice as much as PHS hospital costs. Yet, HEW's reasoning behind the proposed closing is that they (the closings) would be "in the interest of economy."

The other alternative offered is that all those now treated in PHS hospitals be sent to Veterans' hospitals.

As a veteran of the Vietnam conflict I spent time in three different VA hospitals after discharge for service-connected injuries. In no way do I mean to impugn the fine people in that organization, but despite their untiring efforts and modern technology they cannot adequately provide the service to the many deserving veterans who seek it. It is no fault of the personnel. They are simply swamped with patients; they are overcrowded and understaffed. Again, the reasons for this are simple: personnel are underpaid and administration of the facilities is hampered by bureaucratic blundering and inefficiency.

Sen. Alan Cranston (D-Cal.), who heads a Senate Subcommittee on Veterans' Affairs, held hearings last year on the matter of care of veterans in VA hospitals. The hearings clearly pointed up the inefficiency in administration, the overcrowded conditions, the overworked, underpaid staffs, the excessive waiting periods undergone by those awaiting treatment, etc. Sen. Cranston has since been leading a fight to have these conditions improved.

I concur heartily with Rep. Olin Teague's statement that this country "must do the utmost to insure that veterans receive the best medical treatment available." I don't think this would be possible by adding another 500,000 individuals to what is an already overburdened program.

If any action should be taken regarding PHS hospitals, it should be additional funding to upgrade and modernize these facilities so that they can continue and expand the fine service they now provide.

But then, this suggestion was put forth several years ago and, in typical bureaucratic Washington style, has not been acted upon yet.

Kevin O'Shaughnessey
Bronx, N.Y.

To the Editor:

I want to take this opportunity to thank the *Log* for the very informative article in the January issue about the Marine Hospital. In the many years I have gone to sea, whenever I needed any proper medical treatment I always received it at our Marine Hospitals.

I'm glad our Union has been out front in this fight to keep these hospitals open. I certainly hope the people in Washington will see the great need for these hospitals and keep them open.

Joseph Shefuleski

To the Editor:

My heartfelt thanks to the SIU-RMR and to Brothers Red Campbell, G. P. McGinty and last but not least Ed Pulver, for all the help I received in the way of financial assistance and answers to questions while I was hospitalized in the USPHS hospital on Staten Island, N.Y.

I would also like to extend my deep appreciation to all the doctors, nurses and hospital staff on EF/6. They were all just wonderful, and nothing was too much for them to do for me to make my stay at the hospital pleasant. Their attitude was just wonderful and I trust our legislators will strive to keep this fine hospital open. It sure is a credit to this nation, and I hope it will remain open for as long as eternity itself.

Manuel Vidal
Staten Island, N.Y.



Building A Strong Union

THE SIU exists to serve Seafarers. This commitment is a part of the union's heritage, reaching back to the days of Andrew Furuseth, the founder of trade unionism for America's seamen.

For the SIU to serve its members, the members themselves must be completely aware of their union and their industry—they must have the power of knowledge.

There is only one way for a union to build the strength that comes with an informed membership. The union itself must learn the facts and, in turn, see to it that they are made available to the members.

The SIU's two-week Educational Conference at the Harry Lundeberg School of Seamanship at Piney Point, Md., has brought to 250 rank-and-file Seafarers the latest information on a wide range of subjects affecting the future lives of Seafarers and their families.

These men were chosen by their SIU brothers to attend the conference. As representatives of members from 14 major ports, they will return with new and current information about

their SIU, knowledge that they in turn will pass along to the Seafarers who elected them.

They will be equipped to give factual information on where the SIU stands today, how it got here, and how the Union is approaching the future.

The SIU Educational Conference is a new program added to a foundation of information and communication systems that have made the union solid, responsible and responsive to the needs of its members.

Shipboard meetings, meetings ashore in SIU halls, publications, Crews' Conferences and Pensioners' Conferences—all of these activities fit, piece-by-piece, into a living, thriving plan of action through information.

The rewards have been many . . . the SIU Welfare Plan, the SIU Pension Program, the Health and Safety Programs, the SIU Vacation Plan . . . each of which leads the maritime world in the services they provide for the members.

The Seafarers who attended the SIU Educational Conference join the growing corps of members who continue to bring to their union vitality through knowledge.

Your Constitution

EIGHT pages of this issue of the *Seafarers Log* are devoted to the SIU Constitution. The document is printed in smaller type; it is not decked out with pictures—and the color that appears in the rest of the *Log* is missing from those eight pages.

And yet the SIU Constitution is the most important article in this issue. It affects every Seafarer, every day, at sea and ashore.

The SIU Constitution is the voice of the union—the voice of its members. It tells why there is an SIU, and tells it in words that are simple, direct and real. Words like these:

"We declare that American seamen are entitled to receive their employment without interference of crimps, shipowners, fink halls or any shipping bureaus maintained by the Government. . . ."

Words like: "We defend the right of all seamen to be treated in a decent and respectful manner . . . We affirm that every worker has the right to receive fair and just remuneration for his labor. . . . We proclaim the right of all seamen

to receive healthful and sufficient food, and proper forecables in which to rest. . . ."

These are words with impact. They ring with the determination of the SIU to bring to its members rewards for their skills, and honor for their abilities as working men.

The SIU Constitution uses the same pointed language to guarantee that every member will have the right to take part in the day-to-day effort that is demanded to make an ever-stronger union. Language like this:

"No member shall be deprived of his membership without due process of the law of this Union. . . . No member shall be denied the right to express himself freely on the floor of any Union meeting or in committee. . . . A militant membership being necessary to the security of a free union, the members shall at all times stand ready to defend this Union. . . ."

The SIU Constitution is a living document that gives the union and its members their goals, and the directions that must be followed to reach those goals.

SEAFARERS LOG

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POSTMASTER'S ATTENTION: Form 3579 cards should be sent to Seafarers International Union, Atlantic, Gulf, Lakes and Inland Waters District, AFL-CIO, 875 Fourth Avenue, Brooklyn, N.Y. 11232.

New Bedford's Fishermen Conclude Successful Strike

New Bedford, Mass.

New Bedford's yellowtail flounder fishermen, members of the SIUNA-affiliated New Bedford Fishermen's Union, have ended their 18-day strike after winning all of the major concessions sought from the Seafood Dealers Association here.

On January 15 the SIUNA fishermen voted to tie-up their fleet of more than 100 vessels, primarily because of the low price being offered by the seafood dealers for catches of yellowtail flounder.

Price Hits Bottom

Since early in the fall of 1970, the price of yellowtail paid to fishermen had steadily declined from a high of around \$3.00 per pound to the rock bottom level of \$.04 per pound.

In response to the protests of fishermen, the seafood dealers cited changes in the market and seasonal fluctuations in demand.

However, fishermen's suspicions were aroused by the fact that the price paid by the consumer remained constant at the level of around \$1.30 per pound. Even more startling to union members was the fact that right in the local supermarkets of New Bedford, the price of yellowtail remained high at \$1.30 per pound.

Member Voices Feelings

Harry Swain, a veteran New Bedford fisherman, summed up the feeling of NBFU members with the words:

"We felt as the price continued to drop day by day that

the reasons given by the dealers just didn't hold water, and when the price hit \$.04 per pound in mid-January, we just couldn't continue fishing."

Union records indicate that the price of \$.04 per pound paid in the first weeks of 1971 was what fishermen were being paid for yellowtail flounder back in 1945-47.

On February 11, ten days after fishermen returned to work, union officials reported the price of yellowtail had risen to between \$.25 to \$.29 per pound.

Officials See Progress

SIUNA Representative Joe Algina, on the scene with SIUNA Vice President Austin P. Skinner, secretary-treasurer of the fishermen's union, said the rise in price was a step towards breaking the economic squeeze strangling fishermen and their industry.

"When our men are out fishing they are on call around the clock in all kinds of weather trying to earn their livelihood. When they return to port they have the right to expect a fair price in return for their catch," said Algina.

The Seafood Dealers Association, in a statement signed by Howard W. Nickerson, association director, and presented to the union, has agreed to the following:

- To establish the selling of yellowtail flounder by accurate count and location; allowing disputed weights to be checked

out and verified.

- Work for a 3/4 pound size limit on yellowtail flounder to help preserve the fishery.

- Institute a system of accurate sales slips for fish sold at the dock, placed up by a system of written vouchers recording price and weight.

- To join with the union in a search for a dockside weighing scale beneficial to the weighing and unloading of fish. When such a scale is found and agreed upon by all parties, that system will be used for all sales.

- The dealers and the union will meet to discuss any problems that may arise.

- All parties to the agreement will work together to promote the marketing of yellowtail flounder.

At a special meeting of the New Bedford Fishermen's Union members held on February 1st, it was voted to accept the agreement and return to fishing.

Unity Pays Off

Reflecting on how the union won its battle, Algina pointed to the membership's united stand and to the cooperation of many boatowners and other fishermen not directly involved in the strike, as being two of the key factors that brought the dispute to a successful settlement.

"Without the dramatic expression of unity I saw during the entire strike, we could not have done the job," noted Algina.



BARBER EQUIPMENT—Wahl Clipper Corp., producers of home barber sets. (Int'l. Assoc. of Machinists and Aerospace Workers)

CIGARETTES—R. J. Reynolds Tobacco Co.—Camels, Winston, Salem, Tempo, Brandon, Doral, and Cavalier. (Tobacco Workers Union)

CLOTHING—Reidbord Bros., Co., Siegal (H. I. S. brand) suits and sports jackets, Kay-nee boyswear, Richmond Brothers men's clothing, Sewell suits, Wing shirts, Metro Pants Co., and Diplomat Pajamas by Fortex Mfg. Co. Amalgamated Clothing) Judy Bond Blouses—(International Ladies Garment Workers Union)

CASKETS—Capitol City Casket Company—(United Furniture Workers)

FLOURMILL PRODUCTS—Pioneer Products, San Antonio, Texas (United Brewery, Flour, Cereal, Soft Drinks and Distillery Workers)

FURNITURE—James Sterling Corp., White Furniture Co., Brown Furniture Co., (United Furniture Workers) Economy Furniture—Bilt-Rite, Western Provincial and Smithtown Maple. (Up-holsterers)

LIQUORS—Stitzel-Weller Distilleries products—Old Fitzgerald, Cabin Still, Old Elk, W. L. Weller. (Distillery Workers)

MEAT PRODUCTS—Poultry Packers, Inc. (Blue Star label products). (Amalgamated Meat Cutters and Butcher Workmen)

PRINTING—Kingsport Press "World Book," "Childcraft." (Printing Pressmen, Typographers, Bookbinders, Machinists, Stereotypers, and Electrotypers)

NEWSPAPERS—Los Angeles Herald-Examiner. (10 unions involved covering 2,000 workers) Britannica Junior Encyclopedia (Int'l. Allied Printing Trades Assn.)

RANGES—Magic Chef, Pan Pacific Division. (Stove, Furnace and Allied Appliance Workers)

SHOES—Genesco Shoe Mfg. Co.—work shoes . . . Sentry, Cedar Chest and Statler; men's shoes . . . Jarman, Johnson & Murphy, Crestworth (Boot and Shoe Workers)

SPECIAL—All West Virginia camping and vacation spots, (Laborers)

TOYS—Fisher-Price toys (Doll & Toy Workers Union)

Implementation of Merchant Marine Act Vital, Says Congressman Giaimo

Washington, D.C.

Rep. Robert A. Giaimo said speedy implementation of the Merchant Marine Act of 1970 is necessary to overcome the nation's neglect of its maritime industries.

Rep. Giaimo spoke at a luncheon sponsored by the AFL-CIO Maritime Trades Department. The SIU is affiliated with the MTD.

Giaimo, likening the U.S. maritime industry to "an unwanted stepchild," said the nation must move quickly to see that the fleet fulfills the dream of "new employment, the best, largest and most efficient fleet in the world, and indeed the hope of prosperity . . ."

Must Begin Now

The veteran congressman said that the dream can be fulfilled "but we have to get busy, and we must do it quickly."

The place to start, Giaimo said, is in the shipyards, where "there are an estimated 440,000 man hours of employment to be generated by the nation's new maritime policy."

The state of the nation's economy, he said, means, "we need that kind of new employment desperately."

The new ships to be con-

structed under the program, Giaimo said, will be "ships that presently are only an architect's vision." He said they will include barge-carrying and container ships, as well as supertankers and super-freighters.

"If the Administration is serious about rebuilding the nation's economy before many more people are squeezed out of jobs, then I would suggest that the shipyards are a good place to start," he said.

Cargo Also Necessary

"For even as the new ships will create jobs on land, they will create jobs at sea, further benefiting the slumping economy of the nation," Giaimo said. All of that may be an "empty dream," the Congressman said, "unless these ships have cargo to deliver around the world."

He described himself as "disgusted" that the U.S.-flag fleet last year carried less than 5 percent of the nation's ocean-borne commerce.

"Government and private industry seem determined to drain the American-flag fleet of its lifeblood, just as a neglected stepchild might slowly starve to death," Rep. Giaimo said.

He said that the industry is asking: "Why this course of starvation?" And he added that the answers are unsatisfactory "both to the industry and to a man who represents an area so deeply rooted in maritime tradition."

Calls for Support

Giaimo said importers and exporters should support the U.S. maritime industry because it would boost the economy, and government must support the industry because cargo preference laws tell it to do so. Yet neither supports the maritime industry, he declared, adding:

"I don't know what it will take to get the bureaucratic gnomes to open their eyes to the wish of Congress, but if it takes new law, let us move ahead and pass new law."

"If resolutions of the Congress can help open the eyes of industry, then let us go forth on that tack."

"Whatever it is we must do, let us do it quickly," Rep. Giaimo said, "for time is running out. The stepchild continues to grow up and we haven't much time left to guide that growth so that the adult will be strong and firm and productive."



Foreign Reps Visit SIU Headquarters

Two distinguished foreign representatives visited SIU headquarters in New York recently and were taken on a tour of union facilities by SIU Vice President Earl Shepard. Shown from left are: Shepard; Jean Michel Duniau, secretary general of National Federation of Ports and Docks; SIU Representative Joseph DiGiorgio; Irving Brown, Director African-American Labor Center, and SIU Representatives George McCartney and Ed Mooney.



Mrs. Anne Thomas uses the blackboard to illustrate for Harry Lundeberg School trainees various ports of the world. The addition of the course in world geography at HLSS is another step in the overall program to better educate the future Seafarers.

Foreign Ports Featured In New Course at HLSS

Piney Point, Md.

The Harry Lundeberg School of Seamanship has a new course of study to acquaint future Seafarers with the people, history and customs of the many nations and Ports of Call that they will visit during their seagoing careers.

The new curriculum, called Geography Enrichment, has proven an instant success with the trainees. The innovative course of study, developed and taught by HLSS Instructor Mrs. Ann Thomas, places great emphasis on teaching future seamen about the world around them—a world that they can now discover and learn to appreciate before ever leaving the United States.

The courses include general

geography, map reading and the differences in customs and religious philosophies of the world's major countries and their inhabitants.

Classes discuss Africa, the Middle East, the Far East, Europe, Latin America, the Pacific and North America. Each of these regions is broken down into individual countries and the students are lectured on the languages, currency, art and music and places of interest in each nation. The lectures are supplemented with the latest films and film strips, depicting the histories and present day customs of the different lands.

Port Cities Stressed

Knowing that there would be a special interest in port cities, Mrs. Thomas pays particular

attention to them and finds such attention well received.

"When a young man realizes that he may soon be visiting Hamburg, or Manila, or Yokohama or some other place that he has heard about and maybe dreamed about visiting, he certainly pays attention in class," she explained. "He wants to know something more about strange lands and new people that will become a part of his life at sea."

A graduate of Virginia Commonwealth University, Mrs. Thomas studied education, geography, comparative religions and anthropology before coming to HLSS.

Course Is Supplement

The new class is in addition to the regular academic program to prepare trainees who have not completed high school for the General Educational Development (GED) High School Equivalency Diploma examination, administered by the State of Maryland. The GED program offers HLSS students an opportunity to earn a diploma during their 12-week vocational course at Piney Point.

In the first two GED prep classes for the December and January examinations, 14 out of 17 candidates passed the two-part examination and received their diplomas from the Maryland State Department of Education. This is more than twice the national average of 30 percent of candidates who pass each examination.

Trainees Enthusiastic

The enthusiasm of the trainees for the new educational opportunity is expressed in the words of one trainee who said, "At least I am learning what to look forward to when I get to different places around the world."

The 19-year old high school graduate declared, "I have learned more about geography in the past two weeks than I learned all the time I spent in school."

Money Due Seafarers

The following Seafarers should contact SIU Headquarters, 675 Fourth Ave., Brooklyn, N.Y. 11232, for checks due them for service aboard the Sapphire Steamship Co. vessels, *Sapphire Etta*, *Sapphire Gladys* and *A & J Mid-America*.

A & J Mid-America

Frederick L. Bailey
Robert A. Beevers
Charles A. Carlson
Philip B. Cogley
Paul L. Essman
Frederico A. Gallang
Victor A. Manero
Peter M. Meyers
Jesse James Mosso

Matthew J. Nolan, Jr.
Charles O'Donnell
Arthur D. Payton
Alger R. Sawyer
James Swinney
Walter L. Wicks
Edward C. W. Wiedenhoft
Jerry L. Wolfe

Sapphire Etta

Terry Gene Adams
Nils C. Beck
John P. Campbell
Adelicio Figueroa
Jose M. Gomez
Houston Jones
John J. Natoli

Angel Rodriguez
Richard E. Williams
Donald T. Swaffar
Warren W. Tarkington
Larry E. Wellacher
Calvin Winston

Sapphire Gladys

William N. Bassett
Thomas Benford
Freddie Brown
Francisco Gaspar
J. W. Johnson
Thomas F. Kennedy

Spiros E. Panagatos
Epicanio Rodriguez
Martin Sullivan
E. Vargas
Louis Zwerling



Membership Meetings' Schedule

SIU-AGLIWD Meetings

New Orleans Apr. 13—2:30 p.m.
MobileApr. 14—2:30 p.m.
Wilmington ..Apr. 19—2:30 p.m.
San Fran.Apr. 21—2:30 p.m.
SeattleApr. 23—2:30 p.m.
New York ..Apr. 5—2:30 p.m.
Philadelphia..Apr. 6—2:30 p.m.
BaltimoreApr. 7—2:30 p.m.
DetroitApr. 9—2:30 p.m.
†HoustonApr. 12—2:30 p.m.

United Industrial Workers

New Orleans Apr. 13—7:00 p.m.
MobileApr. 14—7:00 p.m.
New York ..Apr. 5—7:00 p.m.
Philadelphia..Apr. 6—7:00 p.m.
BaltimoreApr. 7—7:00 p.m.
HoustonApr. 12—7:00 p.m.

Great Lakes SIU Meetings

DetroitApr. 5—2:00 p.m.
BuffaloApr. 5—7:00 p.m.
AlpenaApr. 5—7:00 p.m.
ChicagoApr. 5—7:00 p.m.
DuluthApr. 5—7:00 p.m.
FrankfortApr. 5—7:30 p.m.

Great Lakes Tug and Dredge Section

ChicagoApr. 13—7:30 p.m.
†Sault
Ste. Marie Apr. 15—7:30 p.m.

BuffaloApr. 14—7:30 p.m.
DuluthApr. 16—7:30 p.m.
Cleveland ..Apr. 16—7:30 p.m.
ToledoApr. 16—7:30 p.m.
DetroitApr. 12—7:30 p.m.
Milwaukee ..Apr. 12—7:30 p.m.

SIU Inland Boatmen's Union

New Orleans Apr. 13—5:00 p.m.
MobileApr. 14—5:00 p.m.
Philadelphia Apr. 6—5:00 p.m.
Baltimore (licensed and unlicensed) Apr. 7—5:00 p.m.
NorfolkApr. 8—5:00 p.m.
HoustonApr. 12—5:00 p.m.

Railway Marine Region

Philadelphia Apr. 13—10 a.m. & 8 p.m.
BaltimoreApr. 14—10 a.m. & 8 p.m.
*NorfolkApr. 15—10 a.m. & 8 p.m.
Jersey City ..Apr. 12—10 a.m. & 8 p.m.

†Meetings held at Galveston wharves.

†Meeting held in Labor Temple, Sault Ste. Marie, Mich.

*Meeting held in Labor Temple, Newport News.



Directory Of Union Halls

SIU Atlantic, Gulf, Lakes & Inland Waters Inland Boatmen's Union United Industrial Workers

PRESIDENT
Paul Hall
EXECUTIVE VICE PRESIDENT
Cal Tanner
VICE PRESIDENTS
Earl Shepard Lindsey Williams
Al Tanner Robert Matthews
SECRETARY-TREASURER
Al Kert
HEADQUARTERS675 4th Ave., Bklyn.
(212) HY 9-6600
ALPENA, Mich.800 N. Second Ave.
(517) EL 4-3616
BALTIMORE, Md.1216 E. Baltimore St.
(301) EA 7-4900
BOSTON, Mass.663 Atlantic Ave.
(617) 482-4716
BUFFALO, N.Y.290 Franklin St.
SIU (716) TL 3-9259
IBU (716) TL 3-9259
CHICAGO, Ill.9383 Ewing Ave.
SIU (312) SA 1-0733
IBU (312) ES 5-9570
CLEVELAND, O.1420 W. 25th St.
(216) MA 1-5459
DETROIT, Mich.10225 W. Jefferson Ave.
(313) VI 3-4741

DULUTH, Minn.2014 W. 2d St.
(218) RA 2-4110
FRANKFORT, Mich.P.O. Box 287
415 Main St.
(616) EL 7-2441
HOUSTON, Tex.5904 Canal St.
(713) WA 8-3207
JACKSONVILLE, Fla.2808 Pearl St.
(904) EL 3-0987
JERSEY CITY, N.J.99 Montgomery St.
(201) HE 5-9424
MOBILE, Ala.1 South Lawrence St.
(205) HE 2-1754
NEW ORLEANS, La.630 Jackson Ave.
(504) 529-7546
NORFOLK, Va.115 3d St.
(703) 622-1892
PHILADELPHIA, Pa.2804 S. 4th St.
(215) DE 6-3818
PORT ARTHUR, Tex.534 Ninth Ave.
SAN FRANCISCO, Calif.1321 Mission St.
(415) 626-6793
SANTURCE, P.R.1313 Fernandez Juncos
Stop 20
724-2848
SEATTLE, Wash.2505 First Ave.
(206) MA 3-4334
ST. LOUIS, Mo.4577 Gravois Ave.
(314) 782-0500
TAMPA, Fla.312 Harrison St.
(813) 229-2788
TOLEDO, O.935 Summit St.
(419) 248-3091
WILMINGTON, Calif.450 Seaside Ave.
Terminal Island, Calif.
(213) 832-7285
YOKOHAMA, JapanIsaya Bldg.,
Room 816
1-2 Kaigan-Dori-Nakaku
2014971 Ext. 281

Congressman Meets SIU Upgraders



Rep. Charles B. Rangel (D-N.Y.) greets Timothy Venable, an SIU Seniority Upgrader at a Maritime Trades Department Luncheon in Washington. Looking on are Ronald Seabreeze (2nd from left) and Thomas Kelly (right), also SIU upgraders.

TEXT OF
SIU
CONSTITUTION

For SIU Atlantic, Gulf, Lakes And Inland Waters District

(Effective January 1, 1970)

CONSTITUTION

THE SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA— ATLANTIC, GULF, LAKES AND INLAND WATERS DISTRICT

Affiliated with American Federation of Labor — Congress of Industrial Organizations
(As Amended January 1, 1970)

PREAMBLE

As maritime and allied workers and realizing the value and necessity of a thorough organization, we are dedicated to the forming of one Union for our people, the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District, based upon the following principles:

All members shall be entitled to all the rights, privileges and guarantees as set forth in this Constitution, and such rights, privileges and guarantees shall be preserved in accordance with its terms.

We declare that American seamen are entitled to receive their employment without interference of crimps, shipowners, fink halls or any shipping bureaus maintained by the Government.

We affirm that every worker has the right to receive fair and just remuneration for his labor, and to gain sufficient leisure for mental cultivation and physical recreation.

We proclaim the right of all seamen to receive healthful and sufficient food, and proper forecables in which to rest.

We defend the right of all seamen to be treated in a decent and respectful manner by those in command, and,

We hold that the above rights belong to all workers alike, irrespective of nationality or creed.

Recognizing the foregoing as our inalienable rights, we are conscious of corresponding duties to those in command, our employers, our craft and our country.

We will, therefore, try by all just means to promote harmonious relations with those in command by exercising due care and diligence in the performance of the duties of our profession, and by giving all possible assistance to our employers in caring for their gear and property.

Based upon these principles, it is among our objects: To use our influence individually and collectively for the purpose of maintaining and developing skill in seamanship and effecting a change in the maritime law of the United States, so as to render it more equitable and to make it an aid instead of a hindrance to the development of a merchant marine and a body of American seamen.

To support a journal which shall voice the sentiments of maritime workers and through its columns seek to maintain their knowledge of, and interest in, maritime affairs.

To assist the seamen of other countries in the work of organization and federation, to the end of establishing the Brotherhood of the Sea.

To form and to assist by legal means other bona fide labor organizations whenever possible in the attainment of their just demands.

To regulate our conduct as a Union and as individuals so as to make seamanship what it rightly is—an honorable and useful calling. And bearing in mind that we are migratory, that our work takes us away in different directions from any place where the majority might otherwise meet to act, that meetings can be attended by only a fraction of the membership, that the absent members, who cannot be present, must have their interests guarded from what might be the results of excitement and passions aroused by persons or conditions, and that those who are present may act for and in the interest of all, we have adopted this Constitution.

Statement of Principles and Declaration of Rights

In order to form a more perfect Union, we workers in the maritime and allied industries, realizing the value and necessity of uniting in pursuit of our improved economic and social welfare, have determined to bind ourselves together in the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District, and hereby dedicate ourselves to the following principles:

In promoting our economic and social welfare, we shall ever be mindful, not only of our rights, but also of our duties and obligations as members of the community, our duties as citizens, and our duty to combat the menace of communism and any other enemies of freedom and the democratic principles to which we seafaring men dedicate ourselves in this Union.

We shall affiliate and work with other free labor organizations; we shall support a journal to give additional voice to our views; we shall assist our brothers of the sea and other workers of all countries in these obligations to the fullest extent consistent with our duties, obligations, and law. We shall seek to exert our individual and collective influence in the fight for the enactment of labor and other legislation and policies which look to the attainment of a free and happy society, without distinction based on race, creed or color.

To govern our conduct as a Union and bearing in mind that most of our members are migratory, that their duties carry them all over the world, that their rights must and shall be protected, we hereby declare these rights as members of the Union to be inalienable.

I

No member shall be deprived of any of the rights or privileges guaranteed him under the Constitution of the Union.

II

Every qualified member shall have the right to nominate himself for, and, if elected or appointed, to hold office in this Union.

III

No member shall be deprived of his membership without due process of the law of this Union. No member shall be com-

pelled to be a witness against himself in the trial of any proceeding in which he may be charged with failure to observe the law of this Union. Every official and job holder shall be bound to uphold and protect the rights of every member in accordance with the principles set forth in the Constitution of the Union.

IV

Every member shall have the right to be confronted by his accuser whenever he is charged with violating the law of this Union. In all such cases, the accused shall be guaranteed a fair and speedy trial by an impartial committee of his brother Union members.

V

No member shall be denied the right to express himself freely on the floor of any Union meeting or in committee.

VI

A militant membership being necessary to the security of a free union, the members shall at all times stand ready to defend this Union and the principles set forth in the Constitution of the Union.

VII

The powers not delegated to the officers, job holders, and Executive Board by the Constitution of the Union shall be reserved to the members.

CONSTITUTION

Article I

Name and General Powers

This Union shall be known as the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District. Its powers shall be legislative, judicial, and executive, and shall include the formation of, and/or issuance of charters to, subordinate bodies and divisions, corporate or otherwise, the formation of funds and participation in funds, the establishment of enterprises for the benefit of the Union, and similar ventures. This Union shall exercise all of its powers in aid of subordinate bodies and divisions created or chartered by it. For convenience of administration and in furtherance of its policies of aid and assistance, the Union may make its property, facilities and personnel available for the use and on behalf of such subordinate bodies and divisions. A majority vote of the membership shall be authorization for any Union action, unless otherwise specified in the Constitution or by law. This Union shall at all times protect and maintain its jurisdiction.

Article II

Affiliation

Section 1. This Union shall be affiliated with the Seafarers International Union of North America and the American Federation of Labor—Congress of Industrial Organizations. All other affiliations by the Union or its subordinate bodies or divisions shall be made or withdrawn as determined by a majority vote of the Executive Board.

Section 2. In addition to such other provisions as are contained herein, all subordinate bodies and divisions seeking a charter from and/or affiliation with this Union, shall be required to adopt, within a time period set by the Executive Board, a constitution containing provisions as set forth in Exhibit A, annexed to this Constitution and made a part hereof. All other provisions adopted by such subordinate bodies and divisions as part of their constitutions shall not be inconsistent therewith. No such constitution or amendments thereto shall be deemed to be effective without the approval of the Executive Board or this Union, which shall be executed in writing, on its behalf, by the President or, in his absence, by any other officer designated by it. Such approval shall be deemed to be recognition of compliance herewith by such subordinate body or division.

Where a subordinate body or division violates any of the foregoing, and, in particular, seeks to effectuate any constitutional provision not so authorized and approved, or commits acts in violation of its approved constitution, or fails to act in accordance therewith, this Union, through its Executive Board, may withdraw its charter and/or sever its affiliation forthwith, or on such terms as it may impose not inconsistent with law, in addition to exercising any and all rights it may have pursuant to any applicable agreements or understandings.

Section 3. This Union shall also have the power, acting through its Executive Board, and after a fair hearing, to impose a trusteeship upon any subordinate body or divisions chartered by and affiliated with it, for the reasons and to the extent provided by law.

Article III

Membership

Section 1. There shall be two classes of membership, to wit full book members and probationary members. Candidates for membership shall be admitted to membership in accordance with such rules as may be adopted from time to time, by a majority vote of the membership and which rules shall not

be inconsistent with the provisions of this Constitution. All candidates with 360 days or more seetime in a consecutive 24 calendar month period commencing from January 1, 1968, in an unlicensed capacity, aboard an American-flag merchant vessel or vessels, covered by contract with this Union, shall be eligible for full membership. All persons with less than the foregoing seetime but at least thirty (30) days of such seetime, shall be eligible for probationary membership. Only full book members shall be entitled to vote and to hold any office or elective job, except as otherwise specified herein. All probationary members shall have a voice in Union proceedings and shall be entitled to vote on Union contracts.

Section 2. No candidate shall be granted membership who is a member of any dual organization hostile to the aims, principles, and policies of this Union.

The membership, by majority vote, shall at all times have the right to determine the membership status of pensioners.

Section 3. Members more than one quarter in arrears in dues shall be automatically suspended, and shall forfeit all benefits and all other rights and privileges in the Union. They shall be automatically dismissed if they are more than two quarters in arrears in dues. An arrearage in dues shall be computed from the first day of the applicable quarter, but this time shall not run:

(a) While a member is actually participating in a strike or lockout.

(b) While a member is an in-patient in a USPHS or other accredited hospital.

(c) While a member is under an incapacity due to activity in behalf of the Union.

(d) While a member is in the armed services of the United States, provided the member was in good standing at the time of entry into the armed forces, and further provided he applies for reinstatement within ninety (90) days after discharge from the armed forces.

(e) While a member has no opportunity to pay dues, because of employment aboard an American flag merchant vessel.

Section 4. A majority vote of the membership shall be sufficient to designate additional circumstances during which the time specified in Section 3 shall not run. It shall be the right of any member to present, in writing, to any Port at any regular meeting, any question with regard to the application of Section 3, in accordance with procedures established by a majority vote of the membership. A majority vote of the membership shall be necessary to decide such questions.

Section 5. The membership shall be empowered to establish, from time to time, by majority vote, rules under which dues and assessments may be excused where a member has been unable to pay dues and assessments for the reasons provided in Sections 3 and 4.

Section 6. To preserve unity, and to promote the common welfare of the membership, all members of the Union shall uphold and defend this Constitution and shall be governed by the provisions of this Constitution and all policies, rulings, orders and decisions duly made.

Section 7. Any member who gives aid to the principles and policies of any hostile or dual organization shall be denied further membership in this Union to the full extent permitted by law. A majority vote of the membership shall decide which organizations are dual or hostile.

Section 8. Evidence of membership or other affiliation with the Union shall be in such form or forms as determined by the Executive Board, and shall at all times remain the property of the Union. Members may be required to show their evidence of membership in order to be admitted to Union meetings, or into, or on Union property.

Article IV

Reinstatement

Members dismissed from the Union may be reinstated in accordance with such rules and under such conditions as are adopted, from time to time, by a majority vote of the membership.

Article V

Dues and Initiation Fee

Section 1. All members shall pay dues quarterly, on a calendar year basis, no later than the first business day of each quarter, except as herein otherwise provided. The dues shall be those payable as of the date of adoption of this Constitution as amended and may be changed only by Constitutional amendment.

Section 2. No candidate for full book membership shall be admitted into such membership without having paid an initiation fee of Five Hundred (\$500.00) Dollars, except as otherwise provided in this Constitution. In addition, the candidate shall pay a Ten (\$10.00) Dollar "service fee" for the issuance of his full book.

Each candidate for probationary membership and each probationary member shall, with the payment of each of his first four quarterly dues, as required by Section 1, pay at each such time the sum of One Hundred and Twenty-five (\$125.00) Dollars as partial initiation fee. The total of such initiation monies so paid shall be credited to his above required initiation fee for a full book member upon completion of the required seetime as provided for in Article III, Section 1. Monies paid to the Union by any non-full book member prior to the effective date of this amended Constitution, on account of initiation fee and assessments, not exceeding Two Hundred and Fifty (\$250.00) Dollars, shall be credited to such member's payment of his initiation fee as required by this section.

Section 3. Payment of dues and initiation fees may be waived for organizational purposes in accordance with such rules as are adopted by a majority vote of the Executive Board.

Section 4. All members shall be and remain in good standing.

Article VI

Retirement from Membership

Section 1. Members may retire from membership by surrendering their Union books or other evidence of affiliation and paying all unpaid dues for the quarter in which they retire, assessments, fines and other monies due and owing the Union. When the member surrenders his book or other evidence of affiliation in connection with his application for retirement he shall be given a receipt therefor. An official retirement card shall be issued by Headquarters, upon request, dated as of the day that such member accomplishes these payments, and shall be given to the member upon his presenting the aforesaid receipt.

Section 2. All the rights, privileges, duties and obligations of membership shall be suspended during the period of retirement, except that a retired member shall not be disloyal to the Union nor join or remain in any dual or hostile organization, upon penalty of forfeiture of his right to reinstatement.

Section 3. Any person in retirement for a period of two quarters or more shall be restored to membership, except as herein indicated, by paying dues for the current quarter, as well as all assessments accruing and newly levied during the period of retirement. If the period of retirement is less than two quarters, the required payments shall consist of all dues accruing during the said period of retirement, including those for the current quarter, and all assessments accrued and newly levied during that period. Upon such payment, the person in retirement shall be restored to membership, and his membership book, appropriately stamped, shall be returned to him.

Section 4. A member in retirement may be restored to membership after a two-year period of retirement consisting of eight full quarters only by majority vote of the membership.

Section 5. The period of retirement shall be computed from the first day of the quarter following the one in which the retirement card was issued.

Article VII

Systems of Organization

Section 1. This Union, and all officers, headquarters representatives, port agents, patrolmen, and members shall be governed in this order by:

- (a) The Constitution.
- (b) The Executive Board.
- (c) Majority vote of the membership.

Section 2. The headquarters of the Union shall be located in New York and the headquarters officers shall consist of a President, and Executive Vice-President, one Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one Vice-President in Charge of the Atlantic Coast, one Vice-President in Charge of the Gulf Coast, and one Vice-President in Charge of the Lakes and Inland Waters.

Section 3. The staff of each port shall consist of such personnel as is provided for herein, and the port shall bear the name of the city in which the Union's port offices are located.

Section 4. Every member of the Union shall be registered in one of three departments; namely, deck, engine and stewards department. The definition of these departments shall be in accordance with custom and usage. This definition may be modified by a majority vote of the membership. No member may transfer from one department to another except by approval as evidenced by a majority vote of the membership.

Article VIII

Officers, Headquarters Representatives, Port Agents and Patrolmen

Section 1. The officers of the Union shall be elected as otherwise provided in this Constitution. These officers shall be the President, an Executive Vice-President, one Vice-President in Charge of Contracts and Contract Enforcement, a Secretary-Treasurer, one Vice-President in Charge of the Atlantic Coast, one Vice-President in Charge of the Gulf Coast, and one Vice-President in Charge of the Lakes and Inland Waters.

Section 2. Port Agents, Headquarters Representatives, and Patrolmen shall be elected, except as otherwise provided in this Constitution.

Article IX

Other Elective Jobs

Section 1. In addition to the elective jobs provided for in Article VIII, the following jobs in the Union shall be voted upon in the manner prescribed by this Constitution:

Committee members of:

- (1) Trial Committees
- (2) Quarterly Financial Committees
- (3) Appeals Committees
- (4) Strike Committees
- (5) Credentials Committees
- (6) Union Tallying Committees
- (7) Constitutional Committees

Section 2. Additional committees may be formed as provided by a majority vote of the membership. Committees may also be appointed as permitted by this Constitution.

Article X

Duties of Officers, Headquarters Representatives, Port Agents, Other Elected Job Holders and Miscellaneous Personnel

Section 1. The President.

(a) The President shall be the executive officer of the Union and shall represent, and act for and in behalf of, the Union in all matters except as otherwise specifically provided for in the Constitution.

(b) He shall be a member ex-officio of all committees, except as otherwise herein expressly provided.

(c) The President shall be in charge of, and responsible for, all Union property, and shall be in charge of headquarters and port offices. Wherever there are time restrictions or other considerations affecting Union action, the President shall take appropriate action to insure observance thereof.

(d) In order that he may properly execute his responsibilities, he is hereby instructed and authorized to employ any help he deems necessary, be it legal, accounting or otherwise.

(e) Subject to approval by a majority vote of the membership, the President shall designate the number and location of ports, the jurisdiction, status, and activities thereof, and may close or open such ports, and may re-assign Vice-Presidents and the Secretary-Treasurer, without reduction in wages. He may also re-assign Headquarters Representatives, Port Agents, and Patrolmen, to other duties, without reduction in wages. The Ports of New York, Philadelphia, Baltimore, Mobile, New Orleans, Houston and Detroit may not be closed except by Constitutional amendment.

Where ports are opened between elections, the President shall designate the Union personnel thereof.

The President shall designate, in the event of the incapacity of any Headquarters Representative, Port Agent or Patrolman, or any officer other than the President, a replacement to act

as such during the period of incapacity, provided such replacement is qualified under Article XII of the Constitution to fill such job.

At the regular meeting in May of every election year, the President shall submit to the membership a pre-balloting report. In his report he shall recommend the number and location of ports, the number of Headquarters Representatives, Port Agents and Patrolmen which are to be elected. He shall also recommend a bank, a bonded warehouse, a regular officer thereof, or any similar depository, to which the ballots are to be mailed, except that the President may, in his discretion, postpone the recommendation as to the depository until no later than the first regular meeting in October.

This recommendation may also specify, whether any Patrolman and/or Headquarters Representative, shall be designated as departmental or otherwise. The report shall be subject to approval or modification by a majority vote of the membership.

(f) The President shall be chairman of the Executive Board and may cast one vote in that body.

(g) He shall be responsible, within the limits of his powers, for the enforcement of this Constitution, the policies of the Union, and all rules and rulings duly adopted by the Executive Board, and those duly adopted by a majority vote of the membership. Within these limits, he shall strive to enhance the strength, position, and prestige of the Union.

(h) The foregoing duties shall be in addition to those other duties lawfully imposed upon him.

(i) The responsibility of the President may not be delegated, but the President may delegate to a person or persons the execution of such of his duties as he may in his discretion decide, subject to the limitations set forth in this Constitution.

(j) Any vacancy in any office or the job of Headquarters Representative, Port Agent, or Patrolman shall be filled by the President by temporary appointment of a member qualified for the office or job under Article XII of this Constitution, except in those cases where the filling of such vacancy is otherwise provided for by this Constitution.

(k) The President is directed to take any and all measures and employ such means which he deems necessary or advisable, to protect the interests, and further the welfare of the Union and its members, in all matters involving national, state or local legislation issues, and public affairs.

(l) The President shall have authority to require any officer or Union representative to attend any regular or special meeting if, in his opinion, it is deemed necessary.

Section 2. Executive Vice-President.

The Executive Vice-President shall perform any and all duties assigned him or delegated to him by the President. The Executive Vice-President shall be a member of the Executive Board and may cast one vote in that body.

Section 3. Vice-President in Charge of Contracts and Contract Enforcement.

The Vice-President in Charge of Contracts and Contract Enforcement shall perform any and all duties assigned him or delegated to him by the President. In addition, he shall be responsible for all contract negotiations, the formulation of bargaining demands, and the submission of proposed collective bargaining agreements to the membership for ratification. He shall also be responsible, except as otherwise provided in Article X, Section 13(d)(1), for strike authorization, signing of new contracts, and contract enforcement. He shall also act for headquarters in executing the administrative functions assigned to headquarters by this Constitution with respect to trials and appeals except if he is a witness or party thereto, in which event the Secretary-Treasurer shall act in his place. In order that he may properly execute these responsibilities he is hereby instructed and authorized to employ such help as he deems necessary, be it legal, or otherwise, subject to approval of the Executive Board.

The Vice-President in Charge of Contracts and Contract Enforcement shall be a member of the Executive Board and may cast one vote in that body.

Section 4. Secretary-Treasurer.

The Secretary-Treasurer shall perform any and all duties assigned him or delegated to him by the President. He shall be responsible for the organization and maintenance of the correspondence, files, and records of the Union; setting up, and maintenance of, sound accounting and bookkeeping systems; the setting up, and maintenance of, proper office and other administrative Union procedures; the proper collection, safeguarding, and expenditure of all Union funds, port or otherwise. He shall submit to the membership, for each quarterly period, a detailed report of the entire Union's financial operations and shall submit simultaneously therewith, the Quarterly Financial Committee report for the same period. The Secretary-Treasurer's report shall be prepared by an independent Certified Public Accountant. He shall also work with all duly elected finance committees. The Secretary-Treasurer shall be responsible for the timely filing of any and all reports on the operations of the Union, financial or otherwise, that may be required by any Federal or state laws. In order that he may properly execute his responsibilities, he is hereby instructed and authorized to employ any help he deems necessary, be it legal, accounting, or otherwise, subject to approval of the Executive Board.

The Secretary-Treasurer shall be a member of the Executive Board and may cast one vote in that body.

The Secretary-Treasurer shall be a member ex-officio of the Credentials and Ballot Tallying Committees. In addition he shall make himself and the records of his office available to the Quarterly Financial Committee.

Section 5. Vice-President in Charge of the Atlantic Coast.

The Vice-President in Charge of the Atlantic Coast shall be a member of the Executive Board and shall be entitled to cast one vote in that body.

He shall supervise and be responsible for the activities of all the ports, and the personnel thereof on the Atlantic Coast, including their organizing activities. The Atlantic Coast area is deemed to mean that area from and including Georgia through Maine and shall also include the Islands in the Caribbean. In order that he may properly execute his responsibilities he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 6. Vice-President in Charge of the Gulf Coast.

The Vice-President in Charge of the Gulf Coast shall be a member of the Executive Board and shall be entitled to cast one vote in that body.

He shall supervise and be responsible for the activities of all the Ports, and the personnel thereof on the Gulf Coast including their organizing activities. The Gulf Coast area is deemed to mean the State of Florida, all through the Gulf, including Texas.

In order that he may properly execute his responsibilities he

is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 7. Vice-President in Charge of the Lakes and Inland Waters.

The Vice-President in Charge of the Lakes and Inland Waters shall be a member of the Executive Board and shall be entitled to cast one vote in that body.

He shall supervise and be responsible for the activities of all the ports, and the personnel thereof on the Lakes and Inland Waters, including their organizing activities.

In order that he may properly execute his responsibilities he is empowered and authorized to retain any technical or professional assistance he deems necessary, subject to approval of the Executive Board.

Section 8. Headquarters Representatives.

The Headquarters Representatives shall perform any and all duties assigned them or delegated to them by the President or the Executive Board.

Section 9. Port Agents.

(a) The Port Agent shall be in direct charge of the administration of Union affairs in the port of his jurisdiction subject to the direction of the area Vice-President.

(b) He shall, within the jurisdiction of his port, be responsible for the enforcement and execution of the Constitution, the policies of the Union, and the rules adopted by the Executive Board, and by a majority vote of the membership. Wherever there are time restrictions or other considerations affecting port action, the Port Agent shall take appropriate action to insure observance thereof.

(c) He shall be prepared to account, financially or otherwise, for the activities of his port, whenever demanded by the President, the Vice-President of the area in which his port is located, or by the Secretary-Treasurer.

(d) In any event, he shall prepare and forward to the Secretary-Treasurer, a weekly financial report showing, in detail, weekly income and expenses, and complying with all other accounting directions issued by the Secretary-Treasurer.

(e) The Port Agent may assign each port Patrolman to such duties as fall within the jurisdiction of the port, regardless of the departmental designation, if any, under which the Patrolman was elected.

(f) The Port Agent shall designate which members at that port may serve as representatives to other organizations, affiliation with which has been properly authorized.

Section 10. Patrolmen.

Patrolmen shall perform any duties assigned them by the Agent of the Port to which they are assigned.

Section 11. Executive Board.

The Executive Board shall consist of the President, the Executive Vice-President, the Vice-President in Charge of Contracts and Contract Enforcement, the Secretary-Treasurer, the Vice-President in Charge of the Atlantic Area, the Vice-President in Charge of the Gulf Area, the Vice-President in Charge of the Lakes and Inland Waters, and the National Director (or chief executive officer) of each subordinate body or division created or chartered by the Union whenever such subordinate body or division has attained a membership of 3,200 members and has maintained that membership for not less than three (3) months. Such National Director (or chief executive officer) shall be a member of the respective subordinate body or division and must be qualified to hold office under the terms of the Constitution of such division or subordinate body.

The Executive Board shall meet not less than twice each year and at such times as the President and/or a majority of the Executive Board may direct. The President shall be chairman of all Executive Board meetings unless absent, in which case the Executive Board shall designate the chairman. Each member of the Executive Board shall be entitled to cast one vote in that body. Its decision shall be determined by majority vote of those voting, providing a quorum of three is present. It shall be the duty of the Executive Board to develop policies, strategies and rules which will advance and protect the interests and welfare of the Union and the Members. It shall be the duty of the Secretary-Treasurer, or in his absence, an appointee of the Executive Board, to keep accurate minutes of all Executive Board meetings. The Executive Board shall determine per capita tax to be levied and other terms and conditions of affiliation for any group of workers desiring affiliation. The Executive Board may direct the administration of all Union affairs, properties, policies and personnel in any and all areas not otherwise specifically provided for in this Constitution. Notwithstanding the foregoing, the Executive Board may act without holding a formal meeting provided all members of the Board are sent notice of the proposed action or actions and the decision thereon is reduced to writing and signed by a majority of the Executive Board.

In the event that death, resignation or removal from office for any reason should occur to the President, the Executive Board by majority vote shall name a successor from its own membership who shall fill that vacancy until the next general election.

In the event the President is incapacitated for a period of more than thirty (30) days, and the Executive Board by majority vote thereafter determines that such incapacity prevents the President from carrying out his duties, the Executive Board by majority vote, may appoint from among its own membership the officer to fill the office of President. This appointment shall terminate upon the President's recovery from such incapacity or upon the expiration of the President's term of office whichever occurs first.

The Executive Board by majority vote may grant requests for leaves of absences with or without pay to officers. In the event that a leave is granted to the President, the Executive Board by a majority vote, shall designate from among its own membership who shall exercise the duties of the President during such period of leave.

Section 12. Delegates.

(a) The term "delegates" shall mean those members of the Union and its subordinate bodies or divisions who are elected in accordance with the provisions of this Constitution, to attend the convention of the Seafarers International Union of North America. The following officers upon their election to office shall, during the term of their office, be delegates to all Conventions of the Seafarers International Union of North America in the following order of priority: President; Executive Vice-President; Vice-President in Charge of Contracts and Contract Enforcement; Secretary-Treasurer; Vice-President in Charge of the Atlantic Coast; Vice-President in Charge of the Gulf Coast; Vice-President in Charge of the Lakes and Inland Waters; Headquarters Representatives, with priority to those most senior in full book Union membership; Port Agents, with priority to those most senior in full book Union membership; and Patrolmen, with priority to those most senior in full book Union membership.

(b) Each delegate shall, by his vote and otherwise, support those policies agreed upon by the majority of the delegates to the Convention.

(c) The President shall assign to each subordinate body or division that number of delegates to which this Union would have been entitled, if its membership had been increased by the number of members of the subordinate body or division, in accordance with the formula set forth in the Constitution of the Seafarers International Union of North America, except that this provision shall not be applied so as to reduce the number of delegates to which this Union would otherwise have been entitled.

Section 13. Committees.

(a) Trial Committee.

The Trial Committee shall conduct the trials of a person charged, and shall submit findings and recommendations as prescribed in this Constitution. It shall be the special obligation of the Trial Committee to observe all the requirements of this Constitution with regard to charges and trials, and their findings and recommendations must specifically state whether or not, in the opinion of the Trial Committee, the rights of any accused, under this Constitution, were properly safeguarded.

(b) Appeals Committee.

1. The Appeals Committee shall hear all appeals from trial judgments, in accordance with such procedures as are set forth in this Constitution and such rules as may be adopted by a majority vote of the membership not inconsistent therewith.

2. The Appeals Committee shall, within not later than one week after the close of the said hearing, make and submit findings and recommendations in accordance with the provisions of this Constitution and such rules as may be adopted by a majority vote of the membership not inconsistent therewith.

(c) Quarterly Financial Committee.

1. The Quarterly Financial Committee shall make an examination for each quarterly period of the finances of the Union and shall report fully on their findings and recommendations. Members of this committee may make dissenting reports, separate recommendations and separate findings.

2. The findings and recommendations of this committee shall be completed within a reasonable time after the election of the members thereof, and shall be submitted to the Secretary-Treasurer who shall cause the same to be read in all ports, as set forth herein.

3. All officers, Union personnel and members are responsible for complying with all demands made for records, bills, vouchers, receipts, etc., by the said Quarterly Financial Committee. The committee shall also have available to it, the services of the independent certified public accountants retained by the Union.

4. Any action on the said report shall be as determined by a majority vote of the membership.

5. The Quarterly Financial Committee shall consist of seven (7) full book members in good standing to be elected at Headquarters—Port of New York. No officer, Headquarters Representative, Port Agent, or Patrolman, shall be eligible for election to this committee. Committee members shall be elected at the regular Headquarters—Port of New York meeting designated by the Secretary-Treasurer. In the event such regular meeting cannot be held for lack of a quorum, the New York Port Agent shall call a special meeting as early as possible for the electing of Committee members to serve on the Quarterly Financial Committee. On the day following their election, and continuing until the Committee has completed its report, each Committee member shall be paid for hours worked at the standby rate of pay, but in no event shall they be paid for less than eight (8) hours per day. They shall be furnished room and board during the period they are performing their duties.

In the event a committee member ceases to act, no replacement need be elected, unless there are less than three (3) committee members, in which event they shall suspend their work until a special election for committee members shall be held as provided above, for such number of committee members as shall be necessary to constitute a committee of not less than three (3) members in good standing.

(d) Strike Committee.

1. In no event shall a general strike take place unless approved by a majority vote of the membership.

2. In the event a general strike has been approved by the membership the Port Agents in all affected ports shall call a timely special meeting for the purpose of electing a strike committee. This committee shall be composed of three full book members and their duties shall consist of assisting the Port Agent to effectuate all strike policies and strategies.

Article XI

Wages and Terms of Office of Officers and Other Elective Job Holders, Union Employees, and Others

Section 1. The following elected offices and jobs shall be held for a term of four years:

President
Vice-Presidents
Secretary-Treasurer
Headquarters Representatives
Port Agents
Patrolmen

The term of four years set forth here is expressly subject to the provisions for assumption of office as contained in Article XIII, Section 6(b) of this Constitution.

The first nomination and election of officers and jobs under this amended Constitution as provided for in this Article XI, and Articles XII and XIII, shall be held in the year 1971, notwithstanding the unexpired term of any office as a result of a prior election or appointment.

Section 2. The term of any elective jobs other than those indicated in Section 1 of this Article shall continue for so long as is necessary to complete the functions thereof, unless sooner terminated by a majority vote of the membership or segment of the Union, whichever applies, whose vote was originally necessary to elect the one or ones serving.

Section 3. The compensation to be paid the holder of any office or other elective job shall be determined from time to time by the Executive Board subject to approval of the membership.

Section 4. The foregoing provisions of this Article do not apply to any corporation, business, or other venture in which this Union participates; or which it organizes or creates. In such situations, instructions conveyed by the Executive Board shall be followed.

Article XII

Qualifications for Officers, Headquarters Representatives, Port Agents, Patrolmen and Other Elective Jobs

Section 1. Any member of the Union is eligible to be a candidate for, and hold, any office or the job of Headquarters Representative, Port Agent or Patrolman provided:

(a) He has at least three (3) years of seafaring in an unlicensed capacity aboard an American-flag merchant vessel or vessels. In computing time, time spent in the employ of the Union, its subsidiaries and its affiliates, or in any employment at the Union's direction, shall count the same as seafaring. Union records, Welfare Plan records and/or company records can be used to determine eligibility; and

(b) He has been a full book member in continuous good standing in the Union for at least three (3) years immediately prior to his nomination; and

(c) He has at least one hundred (100) days of seafaring, in an unlicensed capacity, aboard an American-flag merchant vessel or vessels covered by contract with this Union, or one hundred (100) days of employment with, or in any office or job of, the Union, its subsidiaries and its affiliates, or in any employment at the Union's direction, or a combination of these, between January 1st and the time of nomination in the election year; and

(d) He is a citizen of the United States of America; and

(e) He is not disqualified by law. He is not receiving a pension from this Union's Pension Fund, if any, or from a Union-Management Fund to which this Union is a party or from a company under contract with this Union.

Section 2. All candidates for, and holders of, other elective jobs not specified in the preceding sections shall be full book members of the Union.

Section 3. All candidates for and holders of elective offices and jobs, whether elected or appointed in accordance with this Constitution, shall maintain full book membership in good standing.

Article XIII

Elections for Officers, Headquarters Representatives, Port Agents and Patrolmen

Section 1. Nominations.

Except as provided in Section 2(b) of this Article, any full book member may submit his name for nomination for any office, or the job of Headquarters Representative, Port Agent or Patrolman, by delivering or causing to be delivered in person, to the office of the Secretary-Treasurer at headquarters, or sending, a letter addressed to the Credentials Committee, in care of the Secretary-Treasurer, at the address of headquarters. This letter shall be dated and shall contain the following:

- The name of the candidate.
- His home address and mailing address.
- His book number.
- The title of the office or other job for which he is a candidate, including the name of the Port in the event the position sought is that of Agent or Patrolman.
- Proof of citizenship.
- Proof of seafaring and/or employment as required for candidates.
- In the event the member is on a ship he shall notify the Credentials Committee what ship he is on. This shall be done also if he ships subsequent to forwarding his credentials.
- Annexing a certificate in the following form, signed and dated by the proposed nominee:

"I hereby certify that I am not now, nor, for the five (5) years last past, have I been either a member of the Communist Party or convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of Title II or III of the Landrum-Griffin Act, or conspiracy to commit any such crimes."

Dated _____
Signature of member _____

Book No. _____

Printed forms of the certificate shall be made available to nominees. Where a nominee cannot truthfully execute such a certificate, but is, in fact, legally eligible for an office or job by reason of the restoration of civil rights originally revoked by such conviction or a favorable determination by the Board of Parole of the United States Department of Justice, he shall, in lieu of the foregoing certificate, furnish a complete signed statement of the facts of his case together with true copies of the documents supporting his statement.

Any full book member may nominate any other full book member in which event such full book member so nominated shall comply with the provisions of this Article as they are set forth herein, relating to the submission of credentials. By reason of the above self nomination provision the responsibility if any, for notifying a nominee of his nomination to office, shall be that of the nominator.

All documents required herein must reach headquarters no earlier than July 15th and no later than August 15th of the election year.

The Secretary-Treasurer is charged with the safekeeping of these letters and shall turn them over to the Credentials Committee upon the latter's request.

Section 2. Credentials Committee.

(a) A Credentials Committee shall be elected at the regular meeting in August of the election year, at the port where Headquarters is located. It shall consist of six (6) full book members in attendance at the meeting, with two (2) members to be elected from each of the Deck, Engine and Stewards Departments. No officer, Headquarters Representative, Port Agent or Patrolman, or candidate for office or the job of Headquarters Representative, Port Agent or Patrolman, shall be eligible for election to this Committee, except as provided for in Article X, Section 4. In the event any committee member is unable to serve, the Committee shall suspend until the President or Executive Vice-President, or the Secretary-Treasurer, in that order, calls a special meeting at the port where Headquarters is located in order to elect a replacement. The Committee's

results shall be by majority vote, with any tie vote being resolved by a majority vote of the membership at a special meeting called for that purpose at that Port.

(b) After its election, the Committee shall immediately go into session. It shall determine whether the person has submitted his application correctly and possesses the necessary qualifications. The Committee shall prepare a report listing each applicant and his book number under the office or job he is seeking. Each applicant shall be marked "qualified" or "disqualified" according to the findings of the Committee. Where an applicant has been marked "disqualified," the reason therefor must be stated in the report. Where a tie vote has been resolved by a special meeting of the membership, that fact shall also be noted, with sufficient detail. The report shall be signed by all of the Committee members, and be completed and submitted to the Ports in time for the next regular meeting after their election. At this meeting, it shall be read and incorporated in the minutes, and then posted on the bulletin board in each port.

On the last day of nominations, one member of the Committee shall stand by in Headquarters to accept delivery of credentials. All credentials must be in headquarters by midnight of closing day.

(c) When an applicant has been disqualified by the committee, he shall be notified immediately by telegram at the addresses listed by him pursuant to Section 1 of this Article. He shall also be sent a letter containing the reasons for such disqualification by air mail, special delivery, registered or certified, to the mailing address designated pursuant to Section 1(b) of this Article. A disqualified applicant shall have the right to take an appeal to the membership from the decision of the Committee. He shall forward copies of such appeal to each port, where the appeal shall be presented and voted upon at a regular meeting no later than the second meeting after the Committee's election. It is the responsibility of the applicant to insure timely delivery of his appeal. In any event, without prejudice to his written appeal, the applicant may appear in person before the Committee within two days after the day on which the telegram is sent, to correct his application or argue for his qualification.

The committee's report shall be prepared early enough to allow the applicant to appear before it within the time set forth in his Constitution and still reach the ports in time for the first regular meeting after its election.

(d) A majority vote of the membership shall, in the case of such appeals, be sufficient to over-rule any disqualification by the Credentials Committee, in which event the one so previously classified shall then be deemed qualified.

(e) The Credentials Committee, in passing upon the qualifications of candidates, shall have the right to conclusively presume that anyone nominated and qualified in previous elections for candidacy for any office, or the job of Headquarters Representative, Port Agent or Patrolman, has met all the requirements of Section 1(a) of Article XII.

Section 3. Balloting Procedures.

(a) Balloting in the manner hereafter provided, shall commence on November 1st of the election year and shall continue through December 31st, exclusive of Sundays and (for each individual Port) holidays legally recognized in the City of which the port affected is located. If November 1st or December 31st falls on a holiday legally recognized in a Port in the City in which that port is located, the balloting period in such port shall commence or terminate, as the case may be, on the next succeeding business day. Subject to the foregoing, for the purpose of full book members securing their ballots, the ports shall be open from 9:00 A.M. to 12 Noon, Monday through Saturdays, excluding holidays.

(b) Balloting shall be by mail. The Secretary-Treasurer shall insure the proper and timely preparation of ballots, without partiality as to candidates or ports. The ballots may contain general information and instructive comments not inconsistent with the provisions of this Constitution. All qualified candidates shall be listed thereon alphabetically within each category with book number and job seniority classification status.

The listing of the ports shall first set forth Headquarters and then shall follow a geographical pattern, commencing with the most northerly part of the Atlantic Coast, following the Atlantic Coast down to the most southerly port on that coast, then westerly along the Gulf of Mexico and so on, until the list of ports is exhausted. Any port outside the Continental United States shall then be added. There shall be no write in voting and no provisions for the same shall appear on the ballot. Each ballot shall be so prepared as to have the number thereon placed at the top thereof and shall be so perforated as to enable that portion containing the said number to be easily removed to insure secrecy of the ballot. On this removable portion shall also be placed a short statement indicating the nature of the ballot and the voting date thereof.

(c) The ballots so prepared at the direction of the Secretary-Treasurer shall be the only official ballots. No others may be used. Each ballot shall be numbered as indicated in the preceding paragraph and shall be numbered consecutively, commencing with number 1. A sufficient amount shall be printed and distributed to each Port. A record of the ballots, both by serial numbers and amount, sent thereto, shall be maintained by the Secretary-Treasurer, who shall also send each Port Agent a verification list indicating the amount and serial numbers of the ballots sent. The Secretary-Treasurer shall also send to each Port Agent a sufficient amount of blank opaque envelopes containing the word, "Ballot" on the face of the envelope, as well as a sufficient amount of opaque mailing envelopes, first class postage prepaid and printed on the face thereof as the addressee shall be the name and address of the depository for the receipt of such ballots as designated by the President in the manner provided by Article X, Section 1, of this Constitution. In the upper left-hand corner of such mailing envelope, there shall be printed thereon, as a top line, provision for the voter's signature and on another line immediately thereunder, provision for the printing of the voter's name and book number. In addition, the Secretary-Treasurer shall also send a sufficient amount of mailing envelopes identical with the mailing envelopes mentioned above, except that they shall be of different color, and shall contain on the face of such envelope in bold letters, the word, "Challenge". The Secretary-Treasurer shall further furnish a sufficient amount of "Roster Sheets" which shall have printed thereon, at the top thereof, the year of the election, and immediately thereunder, five (5) vertical columns designated, date, ballot number, signature full book member's name, book number and comments, and such roster sheets shall contain horizontal lines immediately under the captions of each of the above five columns. The Secretary-Treasurer shall also send a sufficient amount of envelopes with the printed name and address of the depository on the face thereof, and in the upper left-hand corner, the name of the port and address, and on the face of such envelope, should be printed the words, "Roster Sheets and Ballot Stubs". Each Port Agent shall maintain separate

records of the ballots sent him and shall inspect and count the ballots when received, to insure that the amount sent, as well as the numbers thereon, conform to the amount and numbers listed by the Secretary-Treasurer as having been sent to that Port. The Port Agent shall immediately execute and return to the Secretary-Treasurer a receipt, acknowledging the correctness of the amount and the numbers of the ballots sent, or shall notify the Secretary-Treasurer of any discrepancy. Discrepancies shall be corrected as soon as possible prior to the voting period. In any event, receipts shall be forwarded for all the aforementioned election material actually received. The Secretary-Treasurer shall prepare a file in which shall be kept memoranda and correspondence dealing with the election. This file shall at all times be available to any member asking for inspection of the same at the office of the Secretary-Treasurer and shall be turned over to the Union Tallying Committee.

(d) Balloting shall be secret. Only full book members in good standing may vote. Each full book member may secure his ballot at Port offices, from the Port Agent or his duly designated representative at such port. Each Port Agent shall designate an area at the Port office over which should be posted the legend "Voting Ballots Secured Here." When a full book member appears to vote he shall present his book to the Port Agent or his aforementioned duly designated representative. The Port Agent or his duly designated representative shall insert on the roster sheet under the appropriate column, the date, the number of the ballot given to such member and his full book number, and the member shall then sign his name on such roster sheet under the appropriate column. Such member shall have his book stamped with the word, "Voted" and the date, and shall be given a ballot, and simultaneously the perforation on the top of the ballot shall be removed. At the same time the member shall be given the envelope marked "Ballot" together with the pre-paid postage mailing envelope addressed to the depository. The member shall take such ballot and envelopes and in secret thereafter, mark his ballot, fold the same, insert it in the blank envelope marked "Ballot", seal the same, then insert such "Ballot" envelope into the mailing envelope, seal such mailing envelope, sign his name on the upper left-hand corner on the first line of such mailing envelope and on the second line in the upper left-hand corner print his name and book number, after which he shall mail or cause the same to be mailed. In the event a full book member appears to vote and is not in good standing, or does not have his membership book with him or it appears for other valid reasons he is not eligible to vote, the same procedure as provided above shall apply to him, except that on the roster sheet under the column "Comments", notation should be made that the member voted a challenged ballot and the reason for his challenge. Such member's membership book shall be stamped "voted challenge", and the date, and such member instead of the above-mentioned mailing envelope, shall be given the mailing envelope of a different color marked on the face thereof with the word, "Challenge". At the end of each day, the Port Agent or his duly designated representative shall enclose in the envelope addressed to the depository and marked "Roster Sheets and Ballot Stubs", the roster sheet or sheets executed by the members that day, together with the numbered perforated slips removed from the ballots which had been given to the members, and then mail the same to such depository. To insure that an adequate supply of all balloting material is maintained in all ports at all times, the Port Agent or his duly designated representative, simultaneously with mailing of the roster sheets and ballot stubs to the depository at the end of each day, shall also make a copy of the roster sheet for that day and mail the same to the Secretary-Treasurer at Headquarters. The Port Agent shall be responsible for the proper safeguarding of all election material and shall not release any of it until duly called for and shall insure that no one tampers with the material placed in his custody.

(e) Full book members may request and vote an absentee ballot under the following circumstances; while such member is employed on a Union contracted vessel and which vessel's schedule does not provide for it to be at a port in which a ballot can be secured during the time and period provided for in Section 4(a) of this Article or is in a USPHS Hospital anytime during the first ten (10) days of the month of November of the Election Year. The member shall make a request for an absentee ballot by registered or certified mail or the equivalent mailing device at the location from which such request is made, if such be the case. Such request shall contain a designation as to the address to which such member wishes his absentee ballot returned. The request shall be postmarked no later than 12:00 P.M. on the 15th day of November of the election year, shall be directed to the Secretary-Treasurer at Headquarters and must be delivered no later than the 25th of such November. The Secretary-Treasurer shall determine whether such member is eligible to vote such absentee ballot. The Secretary-Treasurer, if he determines that such member is so eligible, he shall by the 30th of such November, send by registered mail, return receipt requested, to the address so designated by such member, a "Ballot", after removing the perforated numbered stub, together with the hereinbefore mentioned "Ballot" envelope, and mailing envelope addressed to the depository, except that printed on the face of such mailing envelope, shall be the words "Absentee Ballot" and appropriate voting instructions shall accompany such mailing to the member. If the Secretary-Treasurer determines that such member is ineligible to receive such absentee ballot, he shall nevertheless send such member the aforementioned ballot with accompanying material except that the mailing envelope addressed to the depository shall have printed on the face thereof the words "Challenged Absentee Ballot." The Secretary-Treasurer shall keep records of all of the foregoing, including the reasons for determining such member's ineligibility, which records shall be open for inspection by full book members and upon the convening of the Union Tallying Committee, presented to them. The Secretary-Treasurer shall send to all Ports, the names and book numbers of the members to whom absentee ballots were sent.

(f) All ballots to be counted, must be received by the depository no later than the January 5th immediately subsequent to the election year and must be postmarked no later than 12 midnight December 31st of the election year.

Section 4. (a) At the close of the last day of the period for securing ballots, the Port Agent in each port, in addition to his duties set forth above, shall deliver or mail to Headquarters by registered or certified mail, attention Union Tallying Committee, all unused ballots and shall specifically set forth, by serial number and amount, the unused ballots so forwarded.

(b) The Union Tallying Committee shall consist of 14 full book members. Two shall be elected from each of the seven ports of New York, Philadelphia, Baltimore, Mobile, New Orleans, Houston and Detroit. The election shall be held at the regular meeting in December of the election year, or if the Executive Board otherwise determines prior thereto, at a

special meeting held in the aforesaid ports, on the first business day of the last week of said month. No officer, Headquarters Representative, Port Agent, Patrolman, or candidate for office, or the job or Headquarters Representative, Port Agent or Patrolman, shall be eligible for election to this Committee, except as provided for in Article X, Section 4. In addition to its duties herein set forth, the Union Tallying Committee shall be charged with the tallying of all the ballots and the preparation of a closing report setting forth, in complete detail, the results of the election, including a complete accounting of all ballots and stubs, and reconciliation of the same with the rosters, and receipts of the Port Agents, all with detailed reference to serial numbers and amounts and with each total broken down into port totals. The Tallying Committee shall have access to all election records and files for their inspection, examination and verification. The report shall clearly detail all discrepancies discovered and shall contain recommendations for the treatment of these discrepancies. All members of the Committee shall sign the report, without prejudice, however, to the right of any member thereof to submit a dissenting report as to the accuracy of the count and the validity of the ballots, with pertinent details.

In connection with the tally of ballots there shall be no counting of ballots until all mailing envelopes containing valid ballots have first been opened, the ballot envelopes removed intact and then all of such ballot envelopes mixed together, after which such ballot envelopes shall be opened and counted in such multiples as the Committee may deem expedient and manageable. The Committee shall resolve all issues on challenged ballots and then tally those found valid, utilizing the same procedure as provided in the preceding sentence either jointly or separately.

(c) The members of the Union Tallying Committee shall, after their election, proceed to the port in which Headquarters is located, to arrive at that port no later than January 5th of the year immediately after the election year. Each member of the Committee not elected from the port in which Headquarters is located shall be reimbursed for transportation, meals, and lodging expenses occasioned by their traveling to and returning from that Port. Committee members elected from the port in which Headquarters is located, shall be similarly reimbursed, except for transportation. All members of the Committee shall also be paid at the prevailing standby rate of pay from the day subsequent to their election to the day they return, in normal course, to the port from which they were elected.

The Union Tallying Committee shall elect a chairman from among themselves and, subject to the express terms of this Constitution, adopt its own procedures. All decisions of such Committee and the contents of their report shall be valid if made by a majority vote, provided there be a quorum in attendance, which quorum is hereby fixed at nine (9). The Committee, but not less than a quorum thereof, shall have the sole right and duty to obtain all mailed ballots and the other mailed election material from the depository and to insure their safe custody during the course of the Committee's proceedings. The proceedings of the Committee except for their organizational meeting and their actual preparation of the closing report and dissents therefrom, if any, shall be open to any member, provided he observes decorum. Any candidate may act as an observer and/or designate another member to act as his observer at the counting of the ballots. In no event shall issuance of the above referred to closing report of the Committee be delayed beyond January 31st immediately subsequent to the close of the election year. In the discharge of its duties, the Committee may call upon and utilize the services of clerical employees of the Union. The Committee shall be discharged upon the completion of the issuance and dispatch of its report as required in this Article. In the event a recheck and recount is ordered pursuant to this Article, the Committee shall be reconstituted, except that if any member thereof is not available, a substitute therefore shall be elected from the appropriate port at a special meeting held for that purpose as soon as possible.

(d) The report of the Committee shall be made up in sufficient copies to comply with the following requirements: two copies shall be mailed by the Committee to each Port Agent and the Secretary-Treasurer no later than January 31st immediately subsequent to the close of the election year. As soon as these copies are received, each Port Agent shall post one copy of the report on the bulletin board, in a conspicuous manner, and notify the Secretary-Treasurer, in writing, as to the date of such posting. This copy shall be kept posted until after the Election Report Meeting, which shall be the March regular membership meeting immediately following the close of the election year. At the Election Report Meeting, the other copy of the report shall be read verbatim.

(e) Any full book member claiming a violation of the election and balloting procedure or the conduct of the same, shall within 72 hours of the occurrence of the claimed violation, notify the Secretary-Treasurer at Headquarters, in writing, by certified mail, of the same, setting forth his name, book number and the details so that appropriate corrective action if warranted may be taken. The Secretary-Treasurer shall expeditiously investigate the facts concerning the claimed violation, take such action as may be necessary if any, and make a report and recommendation, if necessary, a copy of which shall be sent to the member and the original shall be filed for the Union Tallying Committee for their appropriate action, report and recommendation, if any. The foregoing shall not be applicable to matters involving the Credentials Committee's action or report, the provisions of Article XIII, Sections 1 and 2 being the pertinent provisions applicable to such matters.

All protests as to any and all aspects of the election and balloting procedures or the conduct of the same, not passed upon by the Union Tallying Committee in its report, excluding therefrom matters involving the Credentials Committee's action or report as provided in the last sentence of the immediately preceding paragraph, but including the procedure and report of the Union Tallying Committee, shall be filed in writing by certified mail with the Secretary-Treasurer at Headquarters, to be received no later than the February 25th immediately subsequent to the close of the election year. It shall be the responsibility of the member to insure that his written protest is received by the Secretary-Treasurer no later than such February 25th. The Secretary-Treasurer shall forward copies of such written protest to all ports in sufficient time to be read at the Election Report Meeting. The written protest shall contain the full book member's name, book number, and all details constituting the protest.

(f) At the Election Report Meeting the report and recommendation of the Union Tallying Committee, including but not limited to discrepancies, protests passed upon by them, as well as protests filed with the Secretary-Treasurer as provided for in Section (e) immediately above, shall be acted upon by the meeting. A majority vote of the membership shall decide what action, if any, in accordance with the Constitution shall be taken thereon, which action, however, shall not include the

ordering of a special vote, unless reported discrepancies or protested procedure or conduct found to have occurred and to be violative of the Constitution, affected the results of the vote for any office or job, in which event, the special vote shall be restricted to such office, offices and/or job or jobs, as the case may be. A majority of the membership at the Election Report Meetings may order a recheck and recount when a dissent to the closing report has been issued by three (3) or more members of the Union Tallying Committee. Except for the contingencies provided for in this Section 4(f), the closing report shall be accepted as final. There shall be no further protest or appeal from the action of the majority of the membership at the Election Report Meetings.

(g) Any special vote ordered pursuant to Section 4(f) shall be commenced within ninety (90) days after the first day of the month immediately subsequent to the Election Report Meetings mentioned above. The depository shall be the same as designated for the election from which the special vote is ordered. And the procedures shall be the same as provided for in this Section 4, except where specific dates are provided for, the days shall be the dates applicable, which provide for the identical time and days originally provided for in this Section 4. The Election Report Meeting for the aforesaid special vote shall be that meeting immediately subsequent to the report of the Union Tallying Committee separated by one calendar month.

Section 5. Elected Officers and Job Holders:

(a) A candidate unopposed for any office or job shall be deemed elected to such office or job notwithstanding that his name may appear on the ballot. The Union Tallying Committee shall not be required to tally completely the results of the voting for such unopposed candidate but shall certify in their report, that such unopposed candidate has been elected to such office or job. The Election Report Meeting shall accept the above certification of the Union Tallying Committee without change.

Section 6. Installation into Office and the Job of Headquarters Representative, Port Agent or Patrolman:

(a) The person elected shall be that person having the largest number of votes cast for the particular office or job involved. Where more than one person is to be elected for a particular office or job, the proper number of candidates receiving the successively highest number of votes shall be declared elected. These determinations shall be made only from the results deemed final and accepted as provided in this Article. It shall be the duty of the President to notify each individual elected.

(b) The duly elected officers and other job holders shall take over their respective offices and jobs, and assume the duties thereof, at midnight of the night of the Election Report Meeting, or the next regular meeting, depending upon which meeting the results as to each of the foregoing are deemed final and accepted, as provided in this Article. The term of their predecessors shall continue up to, and expire at, that time, notwithstanding anything to the contrary contained in Article XI, Section 1. This shall not apply where the successful candidate cannot assume his office because he is at sea.

In such event, a majority vote of the membership may grant additional time for the assumption of the office or job. In the event of the failure of the newly-elected President to assume office the provisions of Article X, Section 11 shall apply until the expiration of the term. All other cases of failure to assume office shall be dealt with as decided by a majority vote of the membership.

Section 7. The Secretary-Treasurer is specifically charged with the preservation and retention of all election records, including the ballots, as required by law, and is directed and authorized to issue such other and further directives as to the election procedures as are required by law, which directives shall be part of the election procedures of this Union.

Article XIV

Other Elections

Section 1. Trial Committee.

A Trial Committee shall be elected at a special meeting held at 10:00 A.M., the next business day following the regular meeting of the Port where the Trial is to take place. It shall consist of five full book members, of which three shall constitute a quorum. No officer, Headquarters Representative, Port Agent, Port Patrolman, or other Union personnel may be elected to serve on a Trial Committee. No member who intends to be a witness in the pending trial may serve, nor may any member who cannot for any reason, render an honest decision. It shall be the duty of every member to decline nomination if he knows, or has reason to believe, any of the foregoing disqualifications apply to him. The members of this committee shall be elected under such generally applicable rules as are adopted by a majority vote of the membership.

Section 2. Appeals Committee.

The Appeals Committee shall consist of seven full book members, five of whom shall constitute a quorum, elected at the port where headquarters is located. The same disqualifications and duties of members shall apply with regard to this committee as apply to the Trial Committee. In addition, no member may serve on an Appeals Committee in the hearing of an appeal from a Trial Committee decision, if the said member was a member of the Trial Committee.

Article XV

Trials and Appeals

Section 1. Any member may bring charges against any other member for the commission of an offense as set forth in this Constitution. These charges shall be in writing and signed by the accuser, who shall also include his book number. The accuser shall deliver these charges to the Port Agent of the port nearest the place of the offense, or the port of pay-off, if the offense took place aboard ship. He shall also request the Port Agent to present these charges at the next regular meeting. The accuser may withdraw his charges before the meeting takes place.

Section 2. After presentation of the charges and the request to the Port Agent, the Port Agent shall cause those charges to be read at the said meeting.

If the charges are rejected by a majority vote of the port, no further action may be taken thereon, unless ruled otherwise by a majority vote of the membership of the Union within 90 days thereafter. If the charges are accepted, and the accused is present, he shall be automatically on notice that he will be tried the following morning. At his request, the trial shall be postponed until the morning following the next regular meeting, at which time the Trial Committee will then be elected. He

shall also be handed a written copy of the charges made against him.

If the accused is not present, the Port Agent shall immediately cause to be sent to him, by registered mail addressed to his last known mailing address on file with the Union a copy of the charges, the names and book numbers of the accusers, and a notification, that he must appear with his witnesses, ready for trial the morning after the next regular meeting, at which meeting the Trial Committee will be elected.

In the event a majority of the membership of the Union shall vote to accept charges after their rejection by a port, the trial shall take place in the Port where Headquarters is located. Due notice thereof shall be given to the accused, who shall be informed of the name of his accusers, and who shall receive a written statement of the charges. At the request of the accused, transportation and subsistence shall be provided the accused and his witnesses.

Section 3. The Trial Committee shall hear all pertinent evidence and shall not be bound by the rules of evidence required by courts of law but may receive all relevant testimony. The Trial Committee may grant adjournments, at the request of the accused, to enable him to make a proper defense. In the event the Trial Committee falls beneath a quorum, it shall adjourn until a quorum does exist.

Section 4. No trial shall be conducted unless all the accusers are present. The Trial Committee shall conduct the trial except that the accused shall have the right to cross-examine the accuser, or accusers, and the witnesses, as well as to conduct his own defense. The accused may select any member to assist him in his defense at the trial, provided, (a) the said member is available at the time of the trial and (b) the said member agrees to render such assistance. If the accused challenges the qualifications of the members of the Trial Committee, or states that the charges do not adequately inform him of what wrong he allegedly committed, or the time and place of such commission, such matters shall be ruled upon and disposed of, prior to proceeding on the merits of the defense. The guilt of an accused shall be found only if proven by the weight of the evidence, and the burden of such proof shall be upon the accuser. Every finding shall be based on the quality of the evidence and not solely on the number of witnesses produced.

Section 5. The Trial Committee shall make findings as to guilt or innocence, and recommendations as to punishment and/or other Union action deemed desirable in the light of the proceedings. These findings and recommendations shall be those of a majority of the committee, and shall be in writing, as shall be any dissent. The committee shall forward its findings and recommendations, along with any dissent to the Port Agent of the port where the trial took place, while a copy thereof shall be forwarded to the accused and the accusers, either in person or by mail addressed to their last known addresses. The findings shall include a statement that the rights of the accused under this Constitution, were properly safeguarded. The findings also must contain the charges made, the date of the trial, the name and address of the accused, the accuser, and each witness; shall describe each document used at the trial; shall contain a fair summary of the proceedings, and shall state the findings as to guilt or innocence. If possible, all documents used at the trial shall be kept. All findings and recommendations shall be made a part of the regular files.

Section 6. The Port Agent of the Port of Trial shall, upon receipt of the findings and recommendations of the Trial Committee, cause the findings and recommendations to be presented, and entered into the minutes, at the next regular meeting.

Section 7. The Port Agent shall send the record of the entire proceedings to Headquarters, which shall cause sufficient copies thereof to be made and sent to each Port in time for the next regularly scheduled meeting.

Section 8. At the latter meeting, the proceedings shall be discussed. The meeting shall then vote. A majority vote of the membership of the Union shall:

- Accept the findings and recommendations, or
- Reject the findings and recommendations, or
- Accept the findings, but modify the recommendations, or
- Order a new trial after finding that substantial justice has not been done with regard to the charges. In this event, a new trial shall take place at the port where headquarters is located and upon application, the accused, the accusers, and their witnesses shall be furnished transportation and subsistence.

Section 9. After the vote set forth in Section 8, any punishment so decided upon shall become effective. Headquarters shall cause notice of the results thereof to be sent to each accused and accuser.

Section 10. An accused who has been found guilty, or who is under effective punishment may appeal in the following manner: He may send or deliver a notice of appeal to Headquarters within 30 days after receipt of the notice of the decision of the membership.

Section 11. At the next regular meeting of the port where Headquarters is located, after receipt of the notice of appeal, the notice shall be presented and shall then become part of the minutes. An Appeals Committee shall then be elected. The Vice-President in charge of contracts is charged with the duty of presenting the before-mentioned proceedings and all available documents used as evidence at the trial to the Appeals Committee, as well as any written statement or argument submitted by the accused. The accused may argue his appeal in person, if he so desires. The appeal shall be heard at Union Headquarters on the night the committee is elected. It shall be the responsibility of the accused to insure that his written statement or argument arrives at headquarters in time for such presentation.

Section 12. The Appeals Committee shall decide the appeal as soon as possible, consistent with fair consideration of the evidence and arguments before it. It may grant adjournments and may request the accused or accusers to present arguments, whenever necessary for such fair consideration.

Section 13. The decision of the Appeals Committee shall be by majority vote, and shall be in the form of findings and recommendations. Dissents will be allowed. Decisions and dissents shall be in writing and signed by those participating in such decision or dissent. In making its findings and recommendations, the committee shall be governed by the following:

- No finding of guilt shall be reversed if there is substantial evidence to support such a finding and, in such case, the Appeals Committee shall not make its own findings as to the weight of evidence.
- In no event shall increased punishment be recommended.
- A new trial shall be recommended if the Appeals Committee finds--(a) that any member of the Trial Committee

should have been disqualified, or (b) that the accused was not adequately informed of the details of the charged offense, which resulted in his not having been given a fair trial, or (c) that for any other reason, the accused was not given a fair trial.

(d) If there is not substantial evidence to support a finding of guilt, the Appeals Committee shall recommend that the charge on which the finding was based be dismissed.

(e) The Appeals Committee may recommend lesser punishment.

Section 14. The Appeals Committee shall deliver its decision and dissent, if any, to headquarters, which shall cause sufficient copies to be published and shall have them sent to each port in time to reach there before the next regular scheduled meeting. Headquarters shall also send a copy to each accused and accuser at their last known address, or notify them in person.

Section 15. At the meeting indicated in Section 14 of this Article, the membership, by a majority vote, shall accept the decision of the Appeals Committee, or the dissent therein. If there is no dissent, the decision of the Appeals Committee shall stand.

If a new trial is ordered, that trial shall be held in the port where headquarters is located, in the manner provided for in Section 2 of this Article. Any decision so providing for a new trial shall contain such directions as will insure a fair hearing to the accused.

Section 16. Headquarters shall notify the accused and each accuser, either in person or in writing addressed to their last known address, of the results of the appeal. A further appeal shall be allowed as set forth in Section 17 of this Article.

Section 17. Each member is charged with knowledge of the provisions of the Constitution of the Seafarers International Union of North America, and the rights of, and procedure as to, further appeal as provided for therein. Decisions reached thereunder shall be binding on all members of the Union.

Section 18. It shall be the duty of all members of the Union to take all steps within their constitutional power to carry out the terms of any effective decisions.

Section 19. Every accused shall receive a written copy of the charges preferred against him and shall be given a reasonable time to prepare his defense, but he may thereafter plead guilty and waive any or all of the other rights and privileges granted to him by this Article. If an accused has been properly notified of his trial and fails to attend without properly requesting a postponement, the Trial Committee may hold its trial without his presence.

Article XVI

Offenses and Penalties

Section 1. Upon proof of the commission of the following offenses, the member shall be expelled from membership:

- Proof of membership in any organization advocating the overthrow of the Government of the United States by force;
- Acting as an informer against the interest of the Union or the membership in any organizational campaign;
- Acting as an informer for, or agent of, the company against the interests of the membership or the Union;
- The commission of any act as part of a conspiracy to destroy the Union.

Section 2. Upon proof of the commission of any of the following offenses, the member shall be penalized up to and including a penalty of expulsion from the Union. In the event the penalty of expulsion is not invoked or recommended, the penalty shall not exceed suspension from the rights and privileges of membership for more than two (2) years, or a fine of \$50.00 or both:

- Willfully misappropriating or misusing Union property of the value in excess of \$50.00;
- Unauthorized use of Union property, records, stamps, seals, etc., for the purpose of personal gain;
- Willful misuse of any office or job, elective or not, within the Union for the purpose of personal gain, financial or otherwise, or the willful refusal or failure to execute the duties or functions of the said office or job, or gross neglect or abuse in executing such duties or functions or other serious misconduct or breach of trust. The President may, during the pendency of disciplinary proceedings under this subsection, suspend the officer or jobholder from exercising the functions of the office or job, with or without pay, and designate his temporary replacement;
- Unauthorized voting, or unauthorized handling of ballots, stubs, rosters, verification lists, ballot boxes, or election files, or election material of any sort;
- Preferring charges with knowledge that such charges are false;
- Making or transmitting, with intent to deceive, false reports or communications which fall within the scope of Union business;
- Deliberate failure or refusal to join one's ship, or misconduct or neglect of duty aboard ship, to the detriment of the Union or its agreements;
- Deliberate and unauthorized interference, or deliberate and malicious vilification, with regard to the execution of the duties of any office or job;
- Paying for, or receiving money for, employment aboard a vessel, exclusive of proper earnings and Union payments;
- Willful refusal to submit evidence of affiliation for the purpose of avoiding or delaying money payments to the Union, or unauthorizedly transferring or receiving evidence of Union affiliation, with intent to deceive;
- Willful failure or refusal to carry out the order of those duly authorized to make such orders during time of strike.
- Failure or refusal to pay a fine or assessment within the time limit set therefor either by the Constitution or by action taken in accordance with the Constitution.

Section 3. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including a suspension from the rights and privileges of membership for two (2) years, or a fine of \$50.00 or both:

- Willfully misappropriating or misusing Union property of the value under \$50.00;
- Assuming any office or job, whether elective or not with knowledge of the lack of possession of the qualifications required therefor;
- Misconduct during any meeting or other official Union proceeding, or bringing the Union into disrepute by conduct not provided for elsewhere in this Article;
- Refusal or negligent failure to carry out orders of those duly authorized to make such orders at any time.

Section 4. Upon proof of the commission of any of the following offenses, members shall be penalized up to and including a fine of \$50.00:

- Refusal or willful failure to be present at sign-ons or pay-offs;
- Willful failure to submit Union book to Union representatives at pay-off;
- Disorderly conduct at pay-off or sign-on;
- Refusal to cooperate with Union representatives in discharging their duties;
- Disorderly conduct in the Union hall;
- Gambling in the Union hall;
- Negligent failure to join ship.

Section 5. Any member who has committed an offense penalized by no more than a fine of \$50.00 may elect to waive his rights under this Constitution subject to the provisions of Article XV, Section 19 and to pay the maximum fine of \$50.00 to the duly authorized representative of the Union.

Section 6. This Union, and its members, shall not be deemed to waive any claim, of personal or property rights to which it or its members are entitled, by bringing the member to trial or enforcing a penalty as provided in this Constitution.

Section 7. Any member under suspension for an offense under this Article shall continue to pay all dues and assessments and must observe his duties to the Union, members, officials, and job holders.

Article XVII

Publications

This Union may publish such pamphlets, journals, newspapers, magazines, periodicals and general literature, in such manner as may be determined, from time to time, by the Executive Board.

Article XVIII

Bonds

Officers and job holders, whether elected or appointed as well as all other employees handling monies of the Union shall be bonded as required by law.

Article XIX

Expenditures

Section 1. In the event no contrary policies or instructions are in existence, the President may authorize, make, or incur such expenditures and expenses as are normally encompassed within the authority conferred upon him by Article X of this Constitution.

Section 2. The provisions of Section 1 shall similarly apply to the routine accounting and administrative procedures of the Union except those primarily concerned with trials, appeals, negotiations, strikes, and elections.

Section 3. The provisions of this Article shall supersede to the extent applicable, the provisions of Article X of this Constitution.

Article XX

Income

Section 1. The income of this Union shall include dues, initiation fees, fines, assessments, contributions, loans, interest, dividends, as well as income derived from any other legitimate business operation or other legitimate source.

Section 2. An official Union receipt, properly filled out, shall be given to anyone paying money to the Union or to any person authorized by the Union to receive money. It shall be the duty of every person affiliated with the Union who makes such payments to demand such receipt.

Section 3. No assessments shall be levied except after a ballot conducted under such general rules as may be decided upon by a majority vote of the membership, provided that:

- The ballot must be secret.
- The assessment must be approved by a majority of the valid ballots cast.

Section 4. Except as otherwise provided by law, all payments by members or other affiliates of this Union shall be applied successively to the monetary obligations owed the Union commencing with the oldest in point of time, as measured from the date of accrual of such obligation. The period of arrears shall be calculated accordingly.

Section 5. To the extent deemed appropriate by the majority of the Executive Board, funds and assets of the Union may be kept in an account or accounts without separation as to purpose and expended for all Union purposes and objects.

Article XXI

Other Types of Union Affiliation

To the extent permitted by law, this Union, by majority vote of the membership, may provide for affiliation with it by individuals in a lesser capacity than membership, or in a capacity other than membership. By majority vote of the membership, the Union may provide for the rights and obligations incident to such capacities or affiliations. These rights and obligations may include, but are not limited to (a) the applicability or non-applicability of all or any part of the Constitution; (b) the terms of such affiliation; (c) the right of the Union to peremptory termination of such affiliation and, (d) the fees required for such affiliation. In no event may anyone not a member receive evidence of affiliation equivalent to that of members, receive priority or rights over members, or be termed a member.

Article XXII

Quorums

Section 1. Unless elsewhere herein otherwise specifically provided, the quorum for a special meeting of a port shall be six (6) full book members.

Section 2. The quorum for a regular meeting of a Port shall be fifty (50) members.

Section 3. Unless otherwise specifically set forth herein, the decisions, reports, recommendations, or other functions of any segment of the Union requiring a quorum to act officially, shall be a majority of those voting, and shall not be official or effective unless the quorum requirements are met.

Section 4. Unless otherwise indicated herein, where the requirements for a quorum are not specifically set forth, a quorum shall be deemed to be a majority of those composing the applicable segment of the Union.

Article XXIII **Meetings**

Section 1. Regular membership meetings shall be held monthly only in the following major ports at the following times:

During the week following the first Sunday of every month a meeting shall be held on Monday—at New York; on Tuesday—at Philadelphia; on Wednesday—at Baltimore; and on Friday—at Detroit. During the next week, meetings shall be held on Monday—at Houston; on Tuesday—at New Orleans; and on Wednesday—at Mobile. All regular membership meetings shall commence at 2:30 P.M. local time. Where a meeting day falls on a Holiday officially designated as such by the authorities of the state or municipality in which a port is located, the port meeting shall take place on the following business day. Saturday and Sunday shall not be deemed business days.

The Area Vice Presidents shall be the chairmen of all regular meetings in ports in their respective areas. In the event the Area Vice Presidents are unable to attend a regular meeting of a port, they shall instruct the Port Agents, or other elected job holders, to act as chairmen of the meetings.

In the event a quorum is not present at 2:30 P.M. the chairman of the meeting at the pertinent port shall postpone the opening of the meeting but in no event later than 3:00 P.M.

Section 2. A special meeting at a port may be called only at the direction of the Port Agent or Area Vice President. No special meeting may be held, except between the hours of 9:00 A.M. and 5:00 P.M. Notice of such meeting shall be posted at least two hours in advance, on the port bulletin board.

The Area Vice Presidents shall be the chairmen of all special meetings in ports in their respective areas. In the event the Area Vice Presidents are unable to attend a special meeting of a port, they shall instruct the Port Agents, or other elected job holders, to act as chairmen of the meetings.

Section 3. Notwithstanding anything to the contrary, all regular meetings shall be governed by the following:

1. The Union Constitution.
2. Majority vote of the members assembled.

Article XXIV

Definitions and Miscellaneous Provisions Relating Thereto

Section 1. Incapacity. Unless otherwise set forth or dealt with herein, the term "incapacity," shall mean any illness or situation preventing the affected person from carrying out his duties for more than 30 days, provided that this does not result in a vacancy. However, nothing contained in this Article shall be deemed to prohibit the execution of the functions of more than one job and/or office in which event no incapacity shall be deemed to exist with regard to the regular job or office of the one taking over the duties and functions of the one incapacitated. The period of incapacity shall be the time during which the circumstances exist.

Section 2. Unless otherwise set forth or dealt with herein, the term "vacancy" shall include failure to perform the functions of any office or job by reason of death, or resignation, or suspension from membership or expulsion from the Union with no further right to appeal in accordance with the provisions of Article XV of this Constitution.

Section 3. When applicable to the Union as a whole the term, "majority vote of the membership," shall mean the majority of all the valid votes cast by full book members at an official meeting of those ports holding a meeting. This definition shall prevail notwithstanding that one or more ports cannot hold meetings because of no quorum. For the purpose of this Section, the term "meeting" shall refer to those meetings to be held during the time period within which a vote must be taken in accordance with the Constitution and the custom and usage of the Union in the indicated priority.

Section 4. When applicable solely to port action and not concerned with, or related to, the Union as a whole, and not forming part of a Union-wide vote, the term "majority vote of the membership," shall refer to the majority of the valid votes cast by the full book members at any meeting of the Port, regular or special.

Section 5. The term, "membership action", or reference thereto, shall mean the same as the term "majority vote of the membership."

Section 6. Where the title of any office or job, or the holder thereof, is set forth in this Constitution, all references thereto and the provisions concerned therewith shall be deemed to be equally applicable to whomever is duly acting in such office or job.

Section 7. The term "Election Year" shall be deemed to mean that calendar year prior to the calendar year in which elected

officials and other elected job-holders are required to assume office.

Section 8. The terms, "this Constitution", and "this amended Constitution," shall be deemed to have the same meaning and shall refer to the Constitution as amended which takes the place of the one adopted by the Union in 1939, as amended up through August, 1968.

Section 9. The term, "member in good standing", shall mean a member whose monetary obligations to the Union are not in arrears for thirty days or more, or who is not under suspension or expulsion effective in accordance with this Constitution. Unless otherwise expressly indicated, the term, "member," shall mean a member in good standing.

Section 10. Unless plainly otherwise required by the context of their use, the terms "Union book," "membership book," and "book," shall mean official evidence of Union membership.

Section 11. The term "full book" or "full Union book" shall mean only an official certificate issued as evidence of Union membership which carries with it complete rights and privileges of membership except as may be specifically constitutionally otherwise provided.

Section 12. The term, "full book member", shall mean a member to whom a full book has been duly issued and who is entitled to retain it in accordance with the provisions of this Constitution.

Article XXV

Amendments

This Constitution shall be amended in the following manner:

Section 1. Any full book member may submit at any regular meeting of any Port proposed amendments to this Constitution in resolution form. If a majority vote of the membership of the Port approves it, the proposed amendment shall be forwarded to all Ports for further action.

Section 2. When a proposed amendment is accepted by a majority vote of the membership, it shall be referred to a Constitutional Committee in the Port where Headquarters is located. This Committee shall be composed of six full book members, two from each department and shall be elected in accordance with such rules as are established by a majority vote of that Port. The Committee will act on all proposed amendments referred to it. The Committee may receive whatever advice and assistance, legal or otherwise, it deems necessary. It shall prepare a report on the amendment together with any proposed changes or substitutions or recommendations and the reasons for such recommendations. The latter shall then be submitted to the membership. If a majority vote of the membership approves the amendment as recommended, it shall then be voted upon, in a yes or no vote by the membership of the Union by secret ballot in accordance with the procedure directed by a majority vote of the membership at the time it gives the approval necessary to put the referendum to a vote. The Union Tallying Committee shall consist of six (6) full book members, two from each of the three (3) departments of the Union, elected from Headquarters Port. The amendment shall either be printed on the ballot, or if too lengthy, shall be referred to on the ballot. Copies of the amendment shall be posted on the bulletin boards of all ports and made available at the voting site in all ports.

Section 3. If approved by a majority of the valid ballots cast, the amendment shall become effective immediately upon notification by the aforesaid Union Tallying Committee to the Secretary-Treasurer that the amendment has been so approved, unless otherwise specified in the amendment. The Secretary-Treasurer shall immediately notify all ports of the results of the vote on the amendment.

EXHIBIT A

**Minimal requirements to be contained in
Constitution of subordinate bodies and divisions
chartered by or affiliated with the Seafarers
International Union of North America — At-
lantic, Gulf, Lakes and Inland Waters District.**

I

All members shall have equal rights and privileges, subject to reasonable rules and regulations, contained in this Constitution, including secret election, freedom of speech, the right to hold office and the right of secret votes on assessment and dues increases, all in accordance with the law.

II

No member may be automatically suspended from membership except for non-payment of dues, and all members shall be afforded a fair hearing upon written charges, with a reasonable time to prepare defense, when accused of an offense under the Constitution.

III

This Union is chartered by (and/or affiliated with), the Seafarers International Union of North America—Atlantic,

Gulf, Lakes and Inland Waters District, and this Constitution and any amendments thereto, shall not take effect unless and until approved as set forth in the Constitution of that Union.

IV

An object of this Union is, within its reasonable capacity, to promote the welfare of, and assist, the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District.

V

The charter (and/or affiliation) relationship between this Union and the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District shall not be dissolved so long as at least ten members of this Union, and the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District acting through its Executive Board wish to continue such relationship.

VI

No amendment to this Constitution shall be effective unless and until approved by at least a two-thirds vote of the membership in a secret referendum conducted for that purpose. In any event, the adoption of this Constitution and any amendments thereto, will not be effective unless and until compliance with Article II of the Constitution of the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District is first made.

VII

The Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District shall have the right to check, inspect and make copies of all the books and records of this Union upon demand.

VIII

This Union shall not take any action which will have the effect of reducing its net assets, calculated through recognized accounting procedures, below the amount of its indebtedness to the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District, unless approved by that Union through its Executive Board.

IX

So long as there exists any indebtedness by this Union to the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District, that Union shall have the right to appoint a representative or representatives to this Union who shall have the power to attend all meetings of this Union, or its sub-divisions, or governing boards, if any; and who shall have access to all books and records of this Union on demand. This representative, or these representatives, shall be charged with the duty of assisting this Union and its membership, and acting as a liaison between the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District and this Union.

X

So long as any unpaid per capita tax, or any other indebtedness of any sort is owed by this Union to the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District, such indebtedness shall constitute a first lien on the assets of this Union, which lien shall not be impaired without the written approval of the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District acting through its Executive Board.

XI

The per capita tax payable by this Union to the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District shall be that which is fixed in accordance with the terms of the Constitution of that Union.

XII

This Constitution and actions by this Union pursuant thereto are subject to those provisions of the Constitution of the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District pertaining to affiliation, disaffiliation, trusteeships, and the granting and removal of charters.

XIII

This Union shall be affiliated with the Seafarers International Union of North America through the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District. It shall share in, and participate as part of, the delegation of that District to the Convention of the Seafarers International Union of North America in accordance with the provisions of the Constitution of the Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District.

EVERY SEAFARER IS GUARANTEED:

- Protection of the rights and privileges guaranteed him under the Constitution of the Union.
- The right to vote.
- The right to nominate himself for, and to hold, any office in the Union.
- That every official of the Union shall be bound to uphold and protect the rights of every member and that in no case shall any member be deprived of his rights and privileges as a member without due process of the law of the Union.
- The right to be confronted by his accuser and to be given a fair trial by an impartial committee of his brother Union members if he should be charged with conduct detrimental to the welfare of Seafarers banded together in this Union.
- The right to express himself freely on the floor of any Union meeting or in committee.
- The assurance that his brother Seafarers will stand with him in defense of the democratic principles set forth in the Constitution of the Union.



SIU Pension Roll Adds 25 Members

Arrivals



John Karpinsky, Jr.

John Karpinsky, Jr., 62, joined the SIU in the Port of New York in 1949 and sailed in the steward department. A native of Pennsylvania, Brother Karpinsky now makes his home in Jalisco, Mexico. When he retired, Seafarer Karpinsky ended a sailing career of 25 years.



Cirilo A. Baquilod

Cirilo A. Baquilod, 71, is a native of the Philippine Islands and is now spending his retirement in Staten Island, N.Y. He joined the Union in the Port of New York in 1953 and sailed in the steward department as a chief cook. Brother Baquilod retired after 25 years at sea.

Artemio Quinones

Artemio Quinones, 65, is a native of Ponce, P.R., and is now spending his retirement in Brooklyn, N.Y. He was an early member of the Union, having joined in the Port of New York in 1938. Brother Quinones sailed in the engine department. In 1961 he was issued a picket duty card. At the time of Seafarer Quinones' retirement he had been sailing 42 years.



William K. Sutherlin

William K. Sutherlin, 66, joined the Union in the Port of New Orleans in 1947 and sailed in the steward department. A native of Shreveport, La., Brother Sutherlin is now spending his retirement in Metairie, La. Brother Sutherlin's retirement ended a sailing career of 24 years.



Edgar Harman

Edgar Harman, 65, is a native of South Carolina and now makes his home in New Orleans, La. He joined the SIU in the Port of New Orleans in 1938 and sailed in the engine department. When Brother Harman retired he had been sailing for 32 years.



Frank Bosmente

Frank Bosmente, 64, joined the SIU in the Port of Tampa in 1942 and sailed in the steward department as a cook. A native of the Philippine Islands, Brother Bosmente now lives in Brooklyn, N.Y. When he retired, Seafarer Bosmente ended a sailing career of 49 years.



Gilbert G. Parker

Gilbert G. Parker, 48, joined the Union in the Port of Savannah in 1944 and sailed as a steward. A native of Pennsylvania, Brother Parker now makes his home in Savannah, Ga. Seafarer Parker's retirement ended a sailing career of 28 years.



Eric Benjamin Hayes

Eric Benjamin Hayes, 66, is a native of British Guiana and is now spending his retirement in Theodore, Ala. He joined the Union in the Port of New York in 1944 and sailed in the engine department. When he retired, Brother Hayes ended a sailing career of 33 years.



Miguel A. Eala

Miguel A. Eala, 66, joined the SIU in the Port of New York in 1947 and sailed in the steward department. He often served the Union as department delegate while sailing. Brother Eala was given two safety awards in 1960 and 1961 for his part in making the *Steel Surveyor* an accident free ship. A native of the Philippine Islands, Brother Eala now makes his home in Manhattan, N.Y. He is a Navy veteran of World War II.



Antonio A. Mangao

Antonio A. Mangao, 73, joined the Union in the Port of Wilmington in 1955 and sailed in the steward department. A native of the Philippine Islands, Seafarer Mangao now makes his home in Wilmington, Calif. He had been sailing 31 years when he retired.



Jack Clarence Trosclair

Jack Clarence Trosclair, 40, is a native of Mobile, Ala., and continues to make his home there. He joined the Union in the Port of Mobile and sailed in the deck department. When Brother Trosclair retired he had been sailing over 20 years.



Salomon M. Rosa

Salomon M. Rosa, 67, joined the Union in the Port of Galveston in 1951 and sailed in the engine department. He was issued a picket duty card in 1961. A native of Puerto Rico, Brother Rosa now makes his home in Brooklyn, N.Y. He is a veteran of World War II. Seafarer Salomon's retirement ended a sailing career of 25 years.



Frank D. Roland

Frank D. Roland, 68, joined the Union in the Port of Baltimore in 1953 and sailed in the engine department. A native of Cleveland, O., Brother Roland now lives in Coupeville, Wash. When he retired, Brother Roland had been sailing the seas for over 52 years.



Gus Alex Janavaris

Gus Alex Janavaris, 53, is a native of Indiana and now makes his home in Rosedale, N.Y. He joined the Union in the Port of New York in 1944 and sailed in the deck department as a boatswain. He often served as department delegate while at sea. In 1962 Brother Janavaris was issued a picket duty card.



Ditlef K. Moller

Ditlef K. Moller, 58, joined the Union in the Port of New York in 1944 and sailed in the engine department. He served the Union as department delegate while sailing. A native of Norway, Brother Moller now lives in Brooklyn, N.Y. His retirement ended a sailing career of 38 years.



Alberto Santiago

Alberto Santiago, 63, is an old-timer in the Union. He joined in 1939 in the Port of New York and shipped in the deck department as a boatswain. A native of Puerto Rico, Brother Santiago is spending his retirement in Catano, P.R. His retirement ended a sailing career of 43 years.



Evangelos Stratis

Evangelos Stratis, 65, joined the Union in the Port of New York in 1946 and sailed in the engine department. A native of Greece, Brother Stratis now lives in New Orleans, La. Seafarer Stratis retired after sailing more than 40 years.

Muriel Dunnam, born Nov. 30, 1970, to Seafarer and Mrs. Ronald G. Dunnam, Irvington, Ala.

Stephen Colar, born Nov. 14, 1970, to Seafarer and Mrs. Henry J. Colar, New Orleans, La.

Noel Rokicki, born Dec. 7, 1970, to Seafarer and Mrs. Edward J. Rokicki, Bayonne, N.J.

Philip Reeves, born Dec. 15, 1970, to Seafarer and Mrs. William E. Reeves, Mobile, Ala.

Chris Stevison, born Dec. 20, 1970, to Seafarer and Mrs. Joseph Stevison, Port Acres, Texas.

Kimberly Alfano, born Dec. 27, 1970, to Seafarer and Mrs. John Alfano, Colonia, N.J.

Sabrina Parker, born Nov. 7, 1970, to Seafarer and Mrs. John Parker, Jacksonville, Fla.

Cynthia Purdy, born Jan. 20, 1971, to Seafarer and Mrs. Joseph Purdy, Fremont, Calif.

Gary Stever, born Dec. 23, 1970, to Seafarer and Mrs. Harold Stever, Philadelphia, Pa.

Pina Sue Witherington, born Jan. 21, 1971, to Seafarer and Mrs. Arthur C. Witherington, Daphne, Ala.

Robert Smith, born Dec. 2, 1970, to Seafarer and Mrs. John A. Smith, Elk Hills, Md.

Sandra Castro, born Oct. 30, 1970, to Seafarer and Mrs. Sebastian B. Castro, New Orleans, La.

Dwight Williams, born Sept. 29, 1970, to Seafarer and Mrs. Dwight Williams, New Orleans, La.

Elizabeth Torres, born Dec. 17, 1970, to Seafarer and Mrs. Jose Torres, Hitchcock, Tex.

Daniel Gunnells, born Nov. 13, 1970, to Seafarer and Mrs. Lloyd Gunnells, Toms River, N.J.

Karen Ellis, born Jan. 12, 1971, to Seafarer and Mrs. Thomas G. Ellis, Vidor, Tex.

Shannon McDaries, born Oct. 23, 1970, to Seafarer and Mrs. Larry E. McDaries, Chesapeake, Va.

Carmen Laureano, born Jan. 26, 1971, to Seafarer and Mrs. Andres L. Laureano, Puerto Nuevo, P.R.

Melinda Remy, born Jan. 3, 1971, to Seafarer and Mrs. Robert Remy, Toledo, Ohio.

Marta Sierra, born Feb. 7, 1971, to Seafarer and Mrs. Efrain R. Sierra, Ponce, P.R.

Brian Brown, born Sept. 1, 1970, to Seafarer and Mrs. Harvey L. Brown, Ocean Drive, So. Carolina.

Michael O'Donnell, born Oct. 7, 1970, to Seafarer and Mrs. Michael J. O'Donnell, Parma, Ohio.

Steven Evans, born Nov. 15, 1970, to Seafarer and Mrs. John A. Evans, Baltimore, Md.

Victor McNight, born Nov. 23, 1970, to Seafarer and Mrs. Robert F. McKnight, Phila., Pa.

Lanetta Greene, born Dec. 31, 1970, to Seafarer and Mrs. Major J. Greene, Norfolk, Va.

Emely Serrano, born Feb. 19, 1971, to Seafarer and Mrs. Herminio Serrano, Levittown Lakes Catano, P.R.

John Stanton, born Dec. 31, 1970, to Seafarer and Mrs. Joseph C. Stanton, Phila., Pa.

Beverly Ann McTavich, born Dec. 28, 1970, to Seafarer and Mrs. Robert J. McTavich, Sugar Notch, Pa.

Joseph Wasdin, born Dec. 28, 1970, to Seafarer and Mrs. Joseph L. Wasdin, Bristol, Ga.

AFL-CIO's Top Priority: National Health Insurance NOW

Washington, D.C.

1971 is the year for health. It's the year for a revolution in the quality of health care in the United States. It's the year for a national system of health security.

The labor movement has set its sights on a national health insurance program for 1971. The AFL-CIO had announced that passage of such a program is the labor movement's major legislative goal for the year.

Toward that end, the AFL-CIO—along with numerous other groups and organizations—is giving full support to the Health Security Act of 1971.

This is the health insurance measure introduced in the Senate by Senators Edward M. Kennedy (D-Mass.), John Sherman Cooper (R-Ky.), and William Saxbe (R-Ohio), and in the House of Representatives by James Corman (D-Calif.), Martha Griffiths (D-Mich.), Ogden Reid (R-N.Y.), and Charles Mosher (R-Ohio).

Meany Praises Program

AFL-CIO President George Meany has said of the Health Security Act of 1971 that "the whole program, providing vastly greater efficiency for both doctor and patient, providing complete, instead of partial, medical care, and covering every person in the land . . . is a first-class system of comprehensive health protection."

The proposal enjoys wide backing, even among elements of the medical community. Famed heart surgeon Dr. Michael E. DeBakey, president of the Baylor University School of Medicine, recently declared that the Health Security Act of 1971 could serve as "a mechanism by which the American people can receive care as a proper right."

Nelson H. Cruikshank, president of the National Council of Senior Citizens, stated that the proposed program "would provide the elderly far better health care than is likely to develop under a patchwork improvement of Medicare."

U.S. Lags Far Behind

The need for national health insurance is clear—soaring medical costs have become a national issue, creating a major crisis in health care. Meany put it this way:

"We spend more than \$60 billion a year—nearly 7 percent of our gross national product—to be healthy. We spend about \$300 a year for every man, woman and child in America in this way—far more than any of the nations that rank ahead of us—and we don't get our money's worth."

"According to an official United Nations report, there are 35 other nations where 10-year-old boys can expect to live longer than their American counterparts."



"There are 10 other nations where 10-year-old girls can expect to live longer.

"There are 13 other nations where new-born babies have a better chance of survival.

"These are averages. For the poor who live in city ghettos, matters are much worse.

"In nearly every area of human health, we lag behind every developed nation in the Western world, and we are slipping farther behind every day."

As proposed in both houses of Congress, the Health Security Act of 1971 has two basic purposes:

- ✓ To establish a national system of health benefits that will make comprehensive health services available to all Americans.

- ✓ To achieve major improvements in the quality, quantity and cost of all medical services.

Summary of Provisions

Here is a summary of the major provisions of the Health Security program:

Eligibility. Every individual residing in the United States would be eligible to receive benefits. There would be no requirement of past individual contributions, as in Social Security, or a means test, as in Medicaid—the federal-state program of health care for the poor.

Benefits. With only modest limitations, the benefits available would cover the entire range of personal health care services including the prevention and early detection of disease, the care and treatment of illness, and medical rehabilitation. There would be no cutoff dates, no co-insurance, no deductibles and no waiting periods.

Limitations set by the program are:

- Dental care, which would be restricted to children through age 15 at the outset with the covered age group increasing thereafter until persons through age 25 are covered.

- Skilled nursing home care, which would be limited to 120 days per benefit period. The limit would not apply if the nursing home is owned or managed by a hospital and payment for care is made through the hospital's budget.

- Psychiatric hospitalization, which would be limited to 45 consecutive days of active treatment during a benefit period; and psychiatric consultations, which would be limited to 20 visits during a benefit period.

- Prescribed medicines, which would not be covered unless they are provided through a hospital, or organized patient care program, or required for the treatment of chronic or long-term illness.

How Program Operates

In other respects, the program would provide full coverage for physicians' services, in-patient and out-patient hospital services and home health services, and coverage for optometry services, podiatry services, devices and appliances, and numerous other services under specified conditions.

Payment of Doctors and Hospitals. Those who provide health care would be paid directly by the program. Individuals would not be billed or charged for covered services.

Financing the Program. The program would be financed out of a Health Security Trust Fund, acquired as follows:

- 50 percent from general tax revenues.
- 36 percent from a tax of 3.5 percent on employers' payrolls.

- 12 percent from a tax of 1 percent on employees' wages and unearned individual income up to \$15,000 per year.

- 2 percent from a 2.5 percent tax on self-employment income up to \$15,000 per year.

Cost of the Program. If this health insurance plan had been in effect last year, benefits provided would have totaled \$41 billion, or 70 percent of the total personal health care expenses in the United States.

It should be noted that none of this \$41 billion represents "new" money. Instead, this amount is already being spent by individuals, employers and government for health care.

Under the Health Security Act of 1971, the same amount of money would provide more health services for more people by revitalizing existing services and reducing inflationary costs.



In addition, the relative contributions of employers and of the federal government would be increased to provide these improved services, but the contributions of individuals and of state and local governments would be decreased. In fact, it is estimated that state and local governments would save about \$2.5 billion a year in health care expenditures.

Administration. The program would be run by a five-member Health Security Board in the Department of Health, Education and Welfare. The board would establish policy, set standards and regulations.

Incentives. Financial, professional and other incentives would be built into the program to move the health care delivery system toward organized arrangements for patient care and to encourage preventive care and early diagnosis of disease. Incentives also would be used to guarantee quality health care in rural areas.

Starting Date. If passed by Congress this year, the program will go into effect on July 1, 1973. It will take two years to "tool up" for full operation.

Creates Special Fund

The Health Security Act of 1971 contains another provision—one which could become its most important feature. That is the Resources Development Fund, a special pool of cash to be used for new approaches to health care especially in areas of manpower, education, training and group practice development.

The Resources Development Fund will go into operation upon passage of the legislation. In the first year \$200 million would be appropriated for the fund. In the second year, \$400 million would be made available. Once the benefits to individuals begin, up

to 5 percent of the trust fund—about \$2 billion a year—would be set aside for the development of resources.

Sen. Kennedy Comments

Senator Kennedy, one of the sponsors of the labor-backed program, pointed out the real importance of this feature by noting that the "acute and increasing shortage of almost all kinds of health manpower" is a major cause of the current health crisis.

"To meet the demand that exists within the framework of our present health care system," he said, "we need 50,000 doctors, 20,000 dentists and 150,000 nurses. By the end of the decade, the gap will be much larger.

In both the short run and the long run, he asserted, "the Health Security Program will save America money and give us more effective health care in the bargain. We will measure the impact not only in billions of dollars saved, but also in millions of lives preserved and untold human suffering averted."

Labor's No. 1 Goal

In setting national health insurance as labor's prime goal for 1971, George Meany declared:

"The trade union movement believes the emphasis belongs first on all the people who need medical care and can't get it, and then on providing that care in a way that is just and fair to them, and to the people who supply that care.

"We are convinced that a majority of the American people, and a majority of Congress, agree that building the highest possible level of national health is a matter of the most urgent priority, and that delay can no longer be tolerated."

Administration Rejects Health Act

The White House has turned thumbs down on the Health Security Act of 1971. In a 17-page message to Congress, President Nixon rejected the plan as too costly and "dangerous."

Instead, in order to meet what he termed the "massive crisis" in health care, President Nixon proposed an expansion of private health insurance teamed with some federal backing. He called his plan a "National Health Partnership."

Administration Proposal

It is a complicated program. Under it, employers would pick up 65 to 75 percent of the cost of a minimum level health insurance policy. Workers would pay the balance. The insurance would be provided by private, profit-making insurance firms.

The insurance then would be "teamed" with federal backing for prepaid health centers—places where patients could get health care for a flat monthly fee.

AFL-CIO: 'Not Enough'

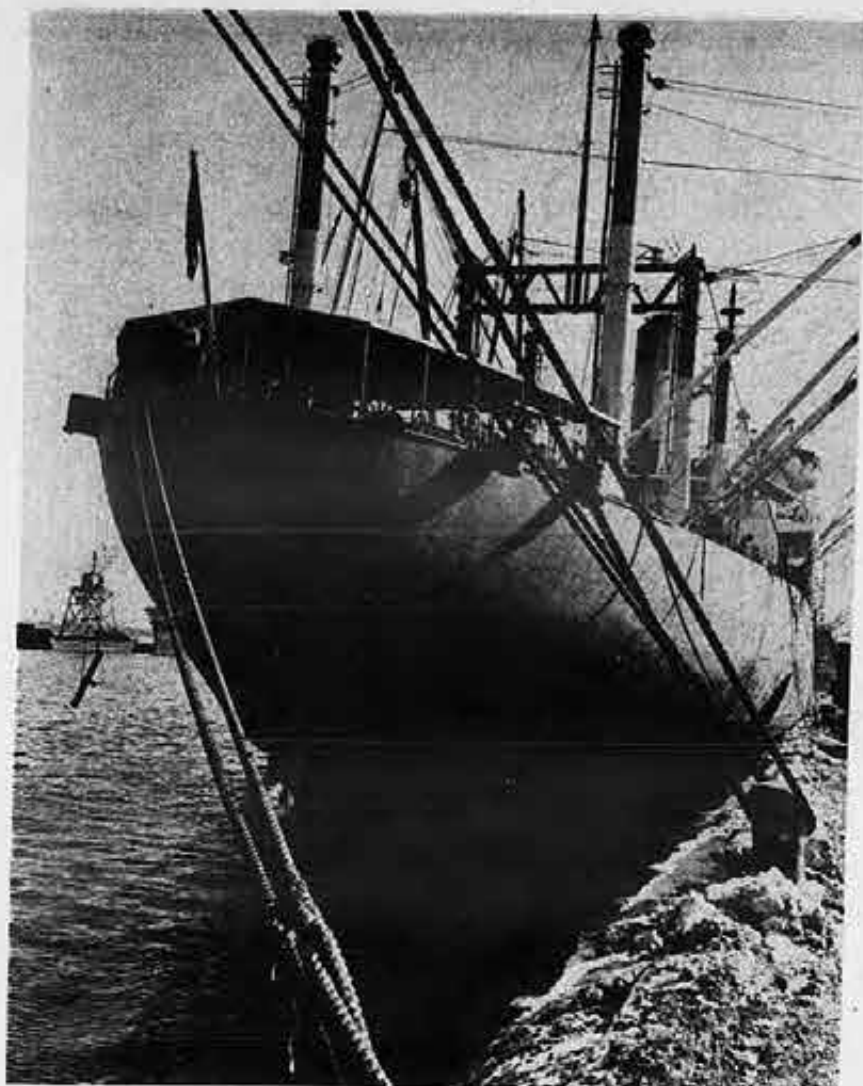
The AFL-CIO Executive Council, at its mid-winter meetings last month, said the Administration plan falls far short of meeting the health care crisis.

"It places main reliance on discredited private insurance which has been largely responsible for the high-cost, low-quality medical care we have today," the Council said. "Under the President's proposal, there is no indication that either the private insurance organization or the providers of medical care would be subject to effective cost controls or quality incentives."

Supports Congressional Bill

The Council reiterated its support for the Health Security Act of 1971, pointing out that it represents "the only true comprehensive program of national health insurance that meets the challenge of care, financing costs, development and reform."

The Council urged Congress to enact the Health Security program during the current session. "We pledge our unstinting efforts to that goal. It is and will remain our number one legislative goal until victory has been won," the AFL-CIO declared.



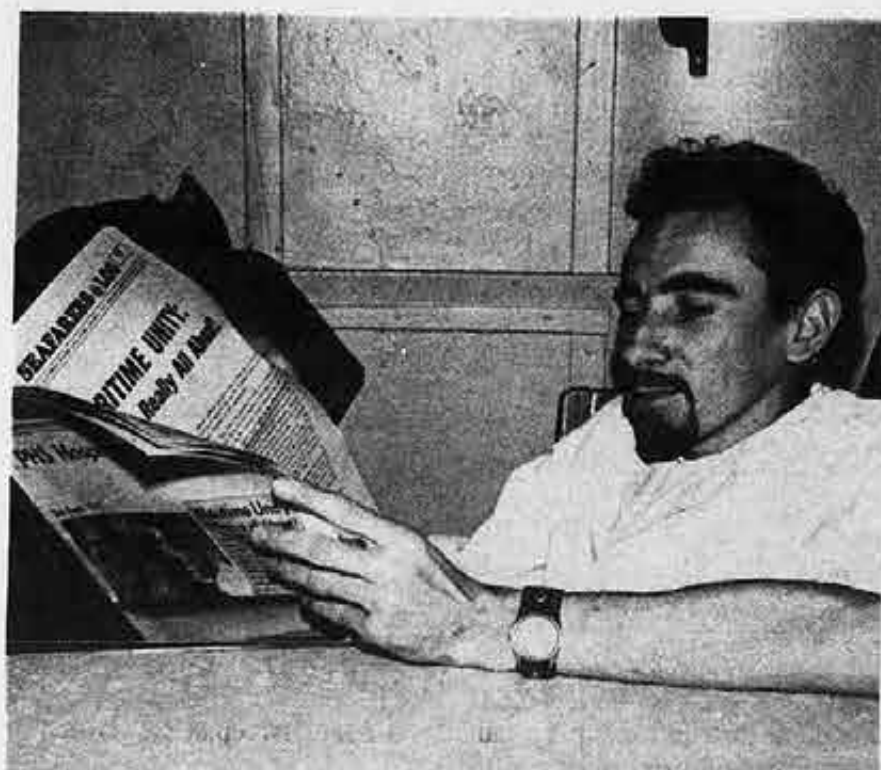
Steel Seafarer Returns From Far East

After nearly four months on the Far East run, the 510-foot *Steel Seafarer* (Isthmian) docked in Port Elizabeth, N.J., last month and off-loaded a cargo of more than 10,000 tons of canned pineapple from Honolulu. Built in 1945, the *Steel Seafarer* is the former *Kathleen S. Holmes*. During her time in the Far East, she stopped at such ports of call as Pusan, Korea; Subic Bay, Philippines; Sattahip,

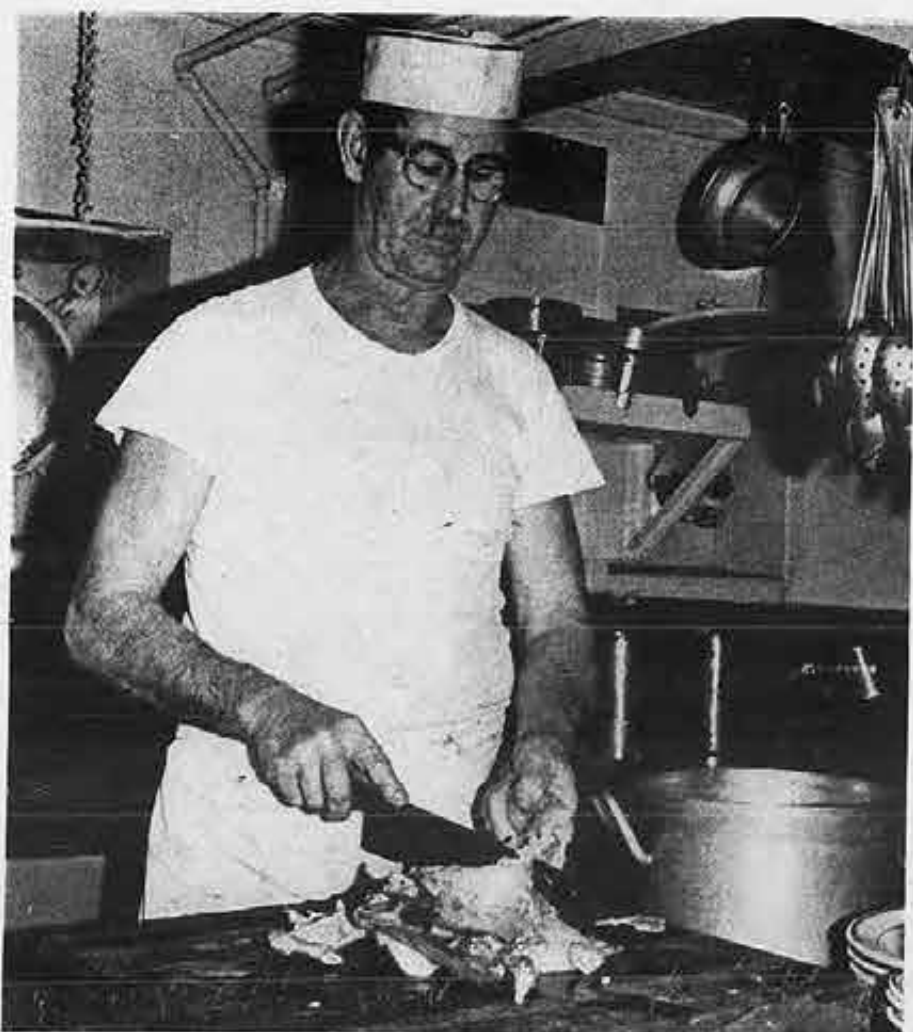
Thailand and Yokohama, Japan. Unloading operations and crew payoff went smoothly, and preparations began immediately for a return trip to the Far East. The good food aboard the *Steel Seafarer*, the variety of ports visited and other factors contributed to the feeling of camaraderie that permeated the crew as they wound up the voyage and began their preparations to sail again.



The crew's mess is a good spot for relaxing—especially at the end of a four-month trip, while awaiting payoff, as this happy group of young seafarers will attest. They are (from left) Bill Parker, able seaman; Legusta Tucker, oiler; Hector Rodriguez, wiper; and Roman Quiles, able seaman.



After a long voyage, a Seafarer likes to catch up on what's happening. Messman Julius Kotan finds the latest issue of the *Log* a good source for news that's vital to a guy who works as a merchant seaman.



Bernard Feely, chief cook aboard the *Steel Seafarer*, prepares dinner, which will feature roast chicken. Some fine meals came from the galley during the months at sea.



Routine maintenance of the electrical board in the engine room comes under the supervision of Chief Electrician George Roy.



One good turn deserves another in the engine department. Here Isidoro Valles opens the main sea injection valve as he winds up work aboard the *Steel Seafarer*.

Speculators Warned About 'Quick Profit' Investments

By Sidney Margolius

Will Koscot Interplanetary send you into financial orbit? Can you find happiness as a "General" for Holiday Magic? Might you and your friends make a living selling Bestline soaps to each other?

These are only a few of the hundreds of multilevel or pyramid-type distributorships that have involved more people with unfortunate results than any other promotion recently, reports T. E. Lyman, vice president of the Richmond, Va., Better Business Bureau.

Distributorships Tempting

Multi-distributorships have been especially tempting to working people and housewives seeking additional income, especially people who have suffered work cutbacks. But it is revealing to see how some supposedly experienced people have been attracted to these plans, such as businessmen, doctors, and even lawyers, a state attorney general, a marketing professor and a newspaper editor.

Typically, families are persuaded by the promoters to buy a "distributorship." The investors are assured that they can earn a five-figure income—at least. Often the investor must buy a quantity of the product.

Unfortunately, in many cases once the would-be investor has bought a distributorship he can recoup only by recruiting others and collecting commissions on their investments.

Plans in Trouble

Now some of these plans are running into legal or financial problems. Continental Marketing Associates, has been selling "distributorships" for "discount stores" which the promoters said they will open later. The investors got "purchase authority" cards which they then were supposed to give to potential purchasers, and get commissions on their purchases. The purchasers, if they did purchase, then got cards to get other people to purchase, and so on.

The only two stores that Continental ever did open, to our best knowledge, was one in Birmingham and a small one in Muscle Shoals, Ala. Even these stores reportedly have been pushed into bankruptcy by creditors.

Continental also acquired a site in Dothan, Ala., for a store. Its president said in an affidavit that it would open "in June, 1969." But by late 1970, Robert Renwick, manager of the Birmingham BBB, told me no building even had been erected.

Similarly, a Georgia grand jury complained that Continental had sold founderships in Albany, Ga., for 14 months and had not begun construction on a store there. In fact, by August, 1970, the company's activities in Georgia had virtually ceased, James W. Stephens, manager of the Atlanta BBB, reported.

CMA also has run into trouble in other states. The Missouri attorney general ruled that the sales talk given him by a Continental representative violated Missouri law, and issued a temporary order restraining the company from doing business there.

In Arkansas, too, CMA interrupted its sales program when state officials told the company they believed it had violated state securities laws.

Other Discrepancies Noted

Another nationwide promotion has been for Koscot "Cosmetics," including mink oil, described as "the most precious of creams." It is certainly one of the most expensive creams. But it has no more cosmetic effectiveness than any of the other commonly-used facial oils. (Minks, themselves, have very hairy faces.)

One woman who attended a Koscot recruiting meeting at my request reported: "It was like a revival meeting. The recruiters were mostly young fellows in their early 20s. They had a rapid-fire sales talk accompanied by a lot of activity such as pulling their ties off,

flipping off their jackets, tossing chalk into the air.

"They talked fast, writing on the blackboard and erasing rapidly. They drew pyramids of various ranks of sellers and distributors, and had you making \$100,000 in six months. The whole performance was an insult to my intelligence."

She told the recruiter about the warning articles in her union newspaper. He "explained" that the reason for the articles was that the union was losing too many members to Koscot because they were making more money on the cosmetics than on their jobs.

In actuality, of 1,600 Koscot distributors in New York State, only 79 earned more than \$5,000 in 1970, Frances Cerra, *Newsday's* enterprising consumer reporter, revealed. In that state Koscot agreed to a court order directing the company, among other restrictions on its program, to offer distributors their money back.

In North Carolina the attorney general limited the number of distributorships Koscot could sell to 1,300. According to *The Charlotte Observer*, state accountants had figured out that if Koscot did get the maximum 1,300 distributors, and even if it cornered the market so other cosmetics companies did not sell to a single family there, the average director could expect earnings of only \$1,400 a year.

Other states that have acted to restrict Koscot include Maryland, Wisconsin, Ohio, Michigan, New Mexico and Louisiana.

Investment Cautioned

The "Bestline Marketing System" is another multi-distributor plan selling cleaning products. In Wisconsin alone, its attorney general says, in two years over 2,000 people invested almost \$3,000,000 in distributorships and mandatory inventory purchases.

State officials pointed out that if the recruiting plan worked as the company claimed, with the original investor recruiting 48 distributors in two months and they did the same, in ten months there would be three million distributors stemming from that original investor.

Holiday Magic promoters were active in a number of cities in 1967, leaving many investors with basements and garages full of cosmetics they could not sell. Recently Holiday Magic renewed its promotion. The Miami Better Business Bureau reports that in Dade County alone an estimated 100 investors had bought "distributorships" in 1967. By the time Holiday Magic returned in 1970, only three or four were still in business.

Federal Trade Commission has charged Holiday Magic with using an unfair and deceptive lottery-type merchandising program, and recruiting distributors through misrepresentation.



Ships at Sea

The SIU-contracted *Morning Light* reports ship's secretary-reporter Teddy Kross, has set



Kross

sail from Baltimore on what will be a 32,159-mile voyage to the Middle East, India and ports on the African continent.

It will be a four-month trip for the crew of the *Morning Light* with the longest leg of the voyage coming when the vessel travels from Durban, South Africa, to New Orleans, a total of 8072 miles.

Among the ports visited will be Assab, Ethiopia; Bandar Shahpur, Iran; Karachi, West Pakistan and Bombay, India.

"We may be out of touch for a little while, but we won't get lost," says Brother Kross.

William R. Kleimola is ship's chairman; Richard D. Thoe, deck delegate; Emilio DiPietro, engine delegate; Hans Spiegel, steward delegate, and Russell Zeller is educational director.

James Barbaccia, aboard the *Transoregon* (Hudson Waterways), reports the vessel has

just completed a smooth voyage from Weehawken, N.J. to ports in Northern Europe. The *Transoregon* is a converted C-4 capable of carrying 475-40 ft. mixed cargo containers per trip. During the trip home, some bitter cold weather was met out in the Atlantic, causing the crew aboard the *Transoregon* to ask if any of the Brothers on the Persian Gulf run would like to switch jobs.

The usual ports of call for the vessel include Rotterdam,



Barbaccia

Bremerhaven, Le Havre, and Southampton. Round trip time is approximately 30 days.

Murphy Elected To Fill Vacancy

Bal Harbour, Fla.

Edward P. (Bud) Murphy has been elected by the Executive Board of the AFL-CIO Union Label and Services Department as its new secretary-treasurer, succeeding Joseph E. Lewis who died recently.

SIU Welfare, Pension and Vacation Plans

CASH BENEFITS PAID

REPORT PERIOD

JANUARY 1, 1971 to JANUARY 31, 1971

SEAFARERS' WELFARE PLAN	NUMBER OF BENEFITS	AMOUNT PAID
Scholarship	8	\$2,352.50
Hospital Benefits	1,686	40,653.13
Death Benefits	29	85,742.50
Medicare Benefits	278	1,474.20
Maternity Benefits	27	5,431.70
Medical Examination Program	457	13,766.00
Dependent Benefits (Average \$478.50)	2,028	100,393.19
Optical Benefits	505	7,466.97
Meal Book Benefits	805	4,025.05
Out-Patients Benefits	4,030	32,152.00
Summary of Welfare Benefits Paid	9,853	293,457.24
Seafarers' Pension Plan—Benefits Paid	24	14,500.00
Seafarers' Vacation Plan—Benefits Paid (Average—\$489.60)	2,500	1,194,744.26
Total Welfare, Pension & Vacation Benefits Paid This Period	12,377	1,502,701.50

NO HEAT? HOT WATER?

SECTION 43. ROOM AND MEAL ALLOWANCE. When board is not furnished unlicensed members of the crew, they shall receive a meal allowance of \$2.00 for breakfast, \$3.00 for dinner and \$5.50 for supper. When men are required to sleep ashore, they shall be allowed \$10.50 per night.

Room allowance, as provided in this Section, shall be allowed when:

1. Heat is not furnished in cold weather. When the outside temperature is sixty-five degrees (65°) or lower for 8 consecutive hours, this provision shall apply.
2. Hot water is not available in crew's washrooms for a period of twelve (12) or more consecutive hours.

Heat beefs must be reported immediately to the Department Delegate and Chief Engineer.

You must keep a written record of the beef including:

- Date
- Time of Day
- Temperature

All heat beefs should be recorded and submitted on an individual basis.

New Orleans Labor Groups Honor Priest

Over \$15,000 has been raised for the Loyola Institute of Human Relations through a testimonial banquet in memory of the late Rev. Louis J. Twomey. Fr. Twomey was the founder of the Institute, which specializes in management-labor relations. Sponsored by the Greater New Orleans AFL-CIO, with the cooperation of the Seafarers International Union and the New Orleans Maritime Trades Department Port Council, the banquet attracted a large gathering of labor, business and government officials. Vic Bussie, president of the Louisiana AFL-CIO delivered the main address. He eulogized Fr. Twomey as "one of the real champions of labor in this country." Bussie said that the reason for the American labor movement has been to "safeguard human rights and dignity. There have always been a few dedicated people who gave their entire lives to this cause. Fr. Twomey was one of them. I can still see him standing tall, begging all to fight for the dignity of man, every man, regardless of color or creed."



C. J. "Buck" Stephens, SIU New Orleans port agent and chairman of the Fr. Twomey dinner committee, presents a check for over \$15,000 to Rev. Boileau for the Loyola Institute of Human Relations. The check represents proceeds from the dinner and will be used to further the institute's studies.



AFL-CIO Maritime Trades Department Executive Secretary-Treasurer Peter McGavin (2nd from left) presents Fr. David Boileau with a plaque in honor of his services as successor to Rev. Twomey as director of the Loyola Institute of Human Relations. Looking on are C. J. "Buck" Stephens, SIU New Orleans port agent, and Lindsey Williams, a vice president of the SIU (right).



Vic Bussie, president of the Louisiana AFL-CIO, delivers the main address at the Fr. Twomey memorial banquet. Bussie described the late Jesuit educator as a "true champion of labor and unswerving friend of the working man." Fr. David Boileau and New Orleans Mayor "Moon" Landrieu listen attentively.



Know Your Rights

FINANCIAL REPORTS. The constitution of the SIU Atlantic, Gulf, Lakes and Inland Waters District makes specific provision for safeguarding the membership's money and Union finances. The constitution requires a detailed audit by Certified Public Accountants every three months, which are to be submitted to the membership by the Secretary-Treasurer. A quarterly finance committee of rank and file members, elected by the membership, makes examination each quarter of the finances of the Union and reports fully their findings and recommendations. Members of this committee may make dissenting reports, specific recommendations and separate findings.

TRUST FUNDS. All trust funds of the SIU Atlantic, Gulf, Lakes and Inland Waters District are administered in accordance with the provisions of various trust fund agreements. All these agreements specify that the trustees in charge of these funds shall equally consist of Union and management representatives and their alternates. All expenditures and disbursements of trust funds are made only upon approval by a majority of the trustees. All trust fund financial records are available at the headquarters of the various trust funds.

SHIPPING RIGHTS. Your shipping rights and seniority are protected exclusively by the contracts between the Union and the shipowners. Get to know your shipping rights. Copies of these contracts are posted and available in all Union halls. If you feel there has been any violation of your shipping or seniority rights as contained in the contracts between the Union and the shipowners, notify the Seafarers Appeals Board by certified mail, return receipt requested. The proper address for this is:

Earl Shepard, Chairman, Seafarers Appeals Board
275-20th Street, Brooklyn, N.Y. 11215

Full copies of contracts as referred to are available to you at all times, either by writing directly to the Union or to the Seafarers Appeals Board.

CONTRACTS. Copies of all SIU contracts are available in all SIU halls. These contracts specify the wages and conditions under which you work and live aboard ship. Know your contract rights, as well as your obligations, such as filing for OT on the proper sheets and in the proper manner. If, at any time, any SIU patrolman or other Union official, in your opinion, fails to protect your contract rights properly, contact the nearest SIU port agent.

EDITORIAL POLICY—SEAFARERS LOG. The Log has traditionally refrained from publishing any article serving the political purposes of any individual in the Union, officer or member. It has also refrained from publishing articles deemed harmful to the Union or its collective membership. This established policy has been reaffirmed by membership action at the September, 1960, meetings in all constitutional ports. The responsibility for Log policy is vested in an editorial board which consists of the Executive Board of the Union. The Executive Board may delegate, from among its ranks, one individual to carry out this responsibility.

PAYMENT OF MONIES. No monies are to be paid to anyone in any official capacity in the SIU unless an official Union receipt is given for same. Under no circumstances should any member pay any money for any reason unless he is given such receipt. In the event anyone attempts to require any such payment be made without supplying a receipt, or if a member is required to make a payment and is given an official receipt, but feels that he should not have been required to make such payment, this should immediately be reported to headquarters.

CONSTITUTIONAL RIGHTS AND OBLIGATIONS. The SIU publishes every six months in the Seafarers Log a verbatim copy of its constitution. In addition, copies are available in all Union halls. All members should obtain copies of this constitution so as to familiarize themselves with its contents. Any time you feel any member or officer

is attempting to deprive you of any constitutional right or obligation by any methods such as dealing with charges, trials, etc., as well as all other details, then the member so affected should immediately notify headquarters.

RETIRED SEAFARERS. Old-time SIU members drawing disability-pension benefits have always been encouraged to continue their union activities, including attendance at membership meetings. And like all other SIU members at these Union meetings, they are encouraged to take an active role in all rank-and-file functions, including service on rank-and-file committees. Because these oldtimers cannot take shipboard employment, the membership has reaffirmed the long-standing Union policy of allowing them to retain their good standing through the waiving of their dues.

EQUAL RIGHTS. All Seafarers are guaranteed equal rights in employment and as members of the SIU. These rights are clearly set forth in the SIU constitution and in the contracts which the Union has negotiated with the employers. Consequently, no Seafarer may be discriminated against because of race, creed, color, national or geographic origin. If any member feels that he is denied the equal rights to which he is entitled, he should notify headquarters.

SEAFARERS POLITICAL ACTIVITY DONATIONS. One of the basic rights of Seafarers is the right to pursue legislative and political objectives which will serve the best interests of themselves, their families and their Union. To achieve these objectives, the Seafarers Political Activity Donation was established. Donations to SPAD are entirely voluntary and constitute the funds through which legislative and political activities are conducted for the membership and the Union.

If at any time a Seafarer feels that any of the above rights have been violated, or that he has been denied his constitutional right of access to Union records or information, he should immediately notify SIU President Paul Hall at headquarters by certified mail, return receipt requested.



Digest of SIU Ships' Meetings

OVERSEAS EVA (Maritime Overseas), Dec. 20—Chairman Elmer B. Merritt; Secretary J. Lakwyk; Deck Delegate Howard C. Ross; Engine Delegate Manuel A. Rendoules; Steward Delegate Richard G. Martinez. No beefs.

OVERSEAS EVA (Maritime Overseas), Dec. 27—Chairman Elmer B. Merritt; Secretary J. G. Lakwyk; Deck Delegate Howard C. Ross; Engine Delegate Manuel A. Rendoules; Steward Delegate Richard G. Martinez. Discussion held regarding draw in Africa. Vote of thanks to the steward department.

GALVESTON (Sea-Land), Dec. 27—Chairman M. Sanchez; Secretary John Nash. Some disputed OT in deck and engine departments. Vote of thanks to the steward department for excellent Thanksgiving Day and Christmas dinners.

COLUMBIA BEAVER (Columbia), Dec. 27—Chairman A. Alexander; Secretary H. W. Kennedy. No beefs and no disputed OT.

LOS ANGELES (Sea-Land), Dec. 6—Chairman Michael B. Dembrowski; Secretary C. P. Thlu; Deck Delegate C. B. Pickle; Engine Delegate D. E. Davis; Steward Delegate W. T. Ray. \$62 in ship's fund. No beefs were reported by department delegates.

JACKSONVILLE (Sea-Land), Dec. 27—Chairman Perry Konis; Secretary Ivan Buckley; Steward Delegate Alex Jones. Vote of thanks to the steward department for a job well done. Vote of thanks to the chief electrician for showing movies.

INGER (Reynolds Metal), Dec. 27—Chairman James T. Mann; Secretary Harold M. Karsen; Deck Delegate Joe R. Bennett; Engine Delegate William J. Jones; Steward Delegate Victor O'Brian. Some disputed OT in deck department. Vote of thanks to the steward department for a job well done.

BEAUREGARD (Sea-Land), Dec. 21—Chairman Hank Hager; Secretary John S. Burke Sr.; Deck Delegate J. J. Meyerchak; Engine Delegate E. R. Fry; Steward Delegate Bernard McNally. \$9 in ship's fund. Vote of thanks was extended to the steward department for a job well done.

RACHEL V (Vantage), Jan. 3—Chairman Bennie Guarino; Secretary Bennie Guarino; Deck Delegate Dewey Penton; Engine Delegate Vassili Toomson; Steward Delegate Louis Babin. \$275 in movie fund. Few hours disputed OT in deck and engine departments. No beefs. Everything is running smoothly. Special vote of thanks to the steward department for the excellent meals throughout the voyage, especially over the holidays.

ANCHORAGE (Sea-Land), Jan. 3—Chairman B. E. Swearingen; Secretary J. O'Steen; Deck Delegate Robert G. Mason; Engine Delegate Fred Buckner; Steward Delegate Robert Lee Scott. \$25 in ship's fund. No beefs and no disputed OT. Everything is running smoothly. Chief steward thanks the deck department for helping to keep the pantry clean.

ALBANY (Ogden Marine), Jan. 3—Chairman D. L. Parker; Secretary J. Samuels; Deck Delegate Fred M. Hazard; Engine Delegate Robert C. Arnold; Steward Delegate T. Rogers. Everything is running smoothly in all departments.

AFOUNDRIA (Sea-Land), Dec. 20—Chairman Alfonso Rivera; Secretary Frank G. Vega. Everything is O.K. except for few hours disputed OT in deck department. Vote of thanks to steward department for a job well done.

ARIZPA (Sea-Land), Dec. 27—Chairman D. Fitzpatrick; Secretary W. Lescovich; Deck Delegate Frank Rodriguez, Jr.; Engine Delegate, Edmund L. Clayton, Jr. Disputed OT in deck and engine departments to be taken up with patrolman.

TRANSOREGON (Hudson Wa-

terways), Dec. 6—Chairman Arvid Gylland; Secretary Frank Allen; Deck Delegate Jim Barbaccia; Engine Delegate Everett A. DeLande; Steward Delegate Adriano B. Figueroa. All repairs are being taken care of. No beefs. \$107 was donated to American Merchant Marine Library.

OVERSEAS EVA (Maritime Overseas), Jan. 3—Chairman; Elmer B. Merritt; Secretary J. G. Lakwyk; Deck Delegate Howard C. Ross; Engine Delegate Manuel A. Rendoules; Steward Delegate Richard G. Martinez. No beefs reported. Vote of thanks to steward department.

GATEWAY CITY (Sea-Land), Dec. 31—Chairman Sven Stockmarr; Secretary W. C. Reid; Deck Delegate Eddie J. Carovona; Engine Delegate Carlos Torres; Steward Delegate Jose Velazquez. Patrolman to be contacted regarding repairs. Disputed OT in deck department.

TRANSEASTERN (Hudson Waterways), Nov. 8—Chairman J. J. Gorman; Secretary, M. B. Elliott; Deck Delegate L. J. Obrantz; Engine Delegate Wm. J. Beatty; Steward Delegate C. Muscarella. Motion was made to have company furnish movies to ships on shuttle runs. Few hours disputed OT in deck department, otherwise everything is running smoothly. Vote of thanks to steward department for a job well done.

PORTLAND (Sea-Land), Nov. 1—Chairman H. J. Bentz; Secretary R. Hernandez. Some disputed OT in deck department otherwise everything is running smoothly. Safety meeting was held. No accident in last thirty days.

BOSTON (Sea-Land), Nov. 29—Chairman and deck delegate A. Manstvedt; Secretary W. J. Moore; Engine Delegate E. Fischer; Steward Delegate A. Sankovidt. Some disputed OT in deck department otherwise everything is running smoothly. Vote of thanks to steward department.

TRANSEASTERN (Hudson Waterways), Dec. 13—Chairman J. J. Gorman; Secretary M. B. Elliott; Deck Delegate L. J. Obrantz; Engine Delegate E. Garcia; Steward Delegate C. Muscarella. Discussion on union activities. Some disputed OT in deck department. Vote of thanks to steward department.

TRANSHAWAII (Hudson Waterways), Dec. 13—Chairman George Degreve; Secretary William Seltzer; Deck Delegate Joseph L. Linhart. \$42 in ship's fund. Few hours disputed OT in deck department. Everything else is running smoothly.

CHARLESTON (Sea-Land), Nov. 8—Chairman John C. Alberti; Secretary Guy Walter; Deck Delegate Tony Kotsis; Steward Delegate Edward Tresnick. \$16 in ship's fund \$105.50 was collected for Merchant Marine Library. Everything is running smoothly.

TRANSOREGON (Hudson Waterways), Dec. 20—Chairman Arvid Gylland; Secretary Frank Allen; Deck Delegate Jim Barbaccia; Engine Delegate Everett A. DeLande; Steward Delegate Adriano B. Figueroa. Some disputed OT in deck and engine departments.

BRADFORD ISLAND (Steuart Tankers), Dec. 27—Chairman James R. Thompson; Secretary Troy Savage; Deck Delegate William Tucker; Engine Delegate John R. Mitchell; Steward Delegate Frank R. Strickland. Motion was made to have six months foreign articles on tankers. Vote of thanks to the steward department for a job well done.

SEATTLE (Sea-Land), Jan. 10—Chairman Z. Rivera; Secretary, J. Davis. No beefs were reported. Vote of thanks to the steward department for a job well done.

RAPHAEL SEMMES (Sea-Land), Jan. 17—Chairman Benjamin Magnano; Secretary Harvey M. Lee;

Deck Delegate Lars Nielson; Engine Delegate L. Woye; Steward Delegate Mike Morell. Small amount of disputed OT in deck and steward departments.

CHARLESTON (Sea-Land), Jan. 3—Chairman John C. Alberti; Secretary R. Aguiar; Deck Delegate Tony Kotsis. \$16 in ship's fund. No beefs were reported.

MORNING LIGHT (Waterman), Dec. 20—Chairman Charles O. Lee; Secretary Teddy Kross; Deck Delegate Richard D. Thoe; Engine Delegate Milton Beasley, Jr.; Steward Delegate George Lafleur. Everything is running smoothly with no beefs. Four men missed ship this trip. Vote of thanks to steward department for a job well done.

PENN SAILOR (Penn Shipping), Jan. 7—Chairman Johannes C. Sorel; Secretary, Robert C. Thomas; Deck Delegate Milton J. Brown; Engine Delegate John Quinter. Discussion regarding needed repairs. \$4 in ship's fund. OT beef in engine department. Vote of thanks to the steward department for a job well done.

MORNING LIGHT (Waterman), Dec. 27—Chairman Charles O. Lee; Secretary Teddy Kross; Deck Delegate Richard D. Thoe; Engine Delegate Milton Beasley, Jr.; Steward Delegate George Lafleur. Vote of thanks was extended to the deck department for the fine paint job done in galley. Vote of thanks was also extended to the steward department for the very fine Christmas dinner and decorations.

TRANSERIE (Hudson Waterways), Jan. 10—Chairman Thomas Self; Secretary Jesse M. Krause. \$97 in ship's fund. No disputed OT. Discussion held regarding needed repairs.

CHARLESTON (Sea-Land), Jan. 17—Chairman, John C. Albert; Secretary, R. Aguiar; Deck Delegate Tony Kotsis; Steward Delegate Melito Maldonado. \$10 in ship's fund. Discussion held on various matters.

COLUMBIA MARINER (Columbia), Jan. 24—Chairman G. Stanford; Secretary B. Rucker; Deck Delegate Carl H. Barrett; Engine Delegate H. W. Roberts. No beefs were reported. Vote of thanks to the steward department for a job well done.

NEW ORLEANS (Sea-Land), Jan. 10—Chairman Juan V. Fernandez; Secretary Lawrence J. Crane; Deck Delegate Robert E. Hommel; Engine Delegate Nason Nunn; Steward Delegate Henry Roskamp. Some disputed OT in deck and engine departments to be settled at payoff.

THETIS (Rye Marine), Dec. 20—Chairman F. F. Dorney; Secretary R. P. Taylor. Everything is running smoothly with no beefs.

MERRIMAC (Ogden Marine), Jan. 10—Chairman James Mullis; Secretary Don Mason; Deck Delegate Albert J. Van Dyke; Engine Delegate Berger Wilhelmsen; Steward Delegate M. Badger. Patrolman to be contacted regarding air conditioning for crew's recreation room. Everything is running smoothly. Vote of thanks to the steward department for a job well done.

HALCYON PANTHER (Halcyon), Jan. 3—Chairman Danny Merrill; Secretary D. B. Militar; Deck Delegate Steven K. Zemel; Engine Delegate Elmer Clarke, Jr.; Steward Delegate D. L. Thompson. Motion was made to raise maintenance and cure from \$8 to \$10 per day. \$12 in ship's fund. No beefs were reported.

MT. WASHINGTON (Victory Carriers), Dec. 20—Chairman E. B. Flowers; Secretary O. P. Oakley; Deck Delegate E. F. O'Brien; Engine Delegate O. Poulsen; Steward Delegate Cecil Thomas. Discussion held regarding installation of TV or movies put on board ship. Also discussed posting of a price list and the raising of slop chest prices.

SEATRAN NEW JERSEY (Hudson Waterways), Jan. 17—Chairman Bobby F. Gillian; Secretary; Engine Delegate Herbert E. Atkinson; Deck Delegate Thomas R. Glenn; Steward Delegate Terry J. Smith. Some disputed OT in deck department otherwise no beefs.

COLUMBIA MARINER (Columbia), Feb. 7—Chairman H. H. Johnson; Secretary B. Rucker; Deck Delegate Carl H. Barrett; Engine Delegate H. W. Kohut. Some disputed OT in engine department. Good trip. Everything is running smoothly.

OVERSEAS CARRIER (Maritime Overseas), Jan. 31—Chairman Richard F. Ransome; Secretary Louis Cayton. \$12 in ship's fund. Everything is running smoothly in all departments.

MARYMAR (Calmar), Jan. 31—Chairman C. Longbeam; Secretary Nick Kondylas; Deck Delegate Clyde A. Kent. Everything is running smoothly. Vote of thanks to the steward department for a job well done.

SAN FRANCISCO (Sea-Land), Jan. 17—Chairman M. B. Woods; Secretary H. A. Galicki; Deck Delegate Harry J. Celkos; Engine Delegate Howard Bickford; Steward Delegate Paul M. Hartman. \$13 in ship's fund. One man missed ship in Oakland. No beefs were reported. Vote of thanks to the steward department for a job well done.

SEATRAN DELAWARE (Hudson Waterways), Feb. 7—Chairman Walter Nash; Secretary J. Prats. No beefs were reported. Vote of thanks to the steward department for a job well done.

MADAKET (Waterman), Jan. 24—Chairman J. Landron; Secretary B. B. Henderson; Deck Delegate M. E. Foster; Engine Delegate John D. Wright; Steward Delegate Thomas A. McNeil. Discussion held regarding dirty tap water on board. Few hours disputed OT in deck department. Everything else is running smoothly.

EAGLE TRAVELER (United Maritime), Jan. 31—Chairman John Bergeria; Secretary Algernon W. Hutcherson; Deck Delegate George F. McKenna; Engine Delegate O. Bogdan; Steward Delegate James Dodd. Deck department beef was settled by patrolman in Brownsville, Texas.

OAKLAND (Sea-Land), Jan. 9—Chairman Albert Ahin; Secretary J. J. Doyle. \$28 in ship's fund and \$57 in movie fund. Discussion held regarding rusty wash water. Motion submitted to headquarters regarding changes in contract for container ships. Also a revised vacation plan to meet the needs of this type operation.

MOBILE (Sea-Land), Jan. 17—Chairman H. Libby; Secretary A. Alfonso. Patrolman to be contacted regarding much needed repairs.

MOBILE (Sea-Land), Jan. 24—Chairman H. Libby; Secretary A. Alfonso. No beefs were reported.

CHICAGO (Sea-Land), Jan. 3—Chairman J. Altstatt; Secretary F. Hall. \$6 in ship's fund. No beefs were reported.

BRADFORD ISLAND (Steuart Tankers), Jan. 31—Chairman J. R. Thompson; Secretary Troy Savage; Deck Delegate Arthur P. Finnell; Engine Delegate R. M. Davis; Steward Delegate F. R. Strickfeld. Few hours disputed OT in deck department. Motion made that retirement age be 45 with required seafaring. Motion made to have six months articles on all foreign voyages.

ELIZABETHPORT (Sea-Land), Jan. 3—Chairman James S. Shortell; Secretary, Angeles Z. Deheza. \$240 in ship's fund. No beefs were reported. Vote of thanks to 4-8 watches for their help in keeping the pantry and messroom clean.

ELIZABETHPORT (Sea-Land), Jan. 10—Chairman James Shortell; Secretary Angeles Z. Deheza. \$300 in ship's fund. No beefs were reported. Motion was made to go back to the old 60-day shipping rules. Motion to have all SIU-contracted companies install clothes dryers on board ships.

TAMPA (Sea-Land), Jan. 24—Chairman G. Castro; Secretary E. B. Tart; Deck Delegate J. Rushead; Engine Delegate L. Garcia; Steward Delegate F. LaRosa. Everything is running smoothly with no beefs. Vote of thanks to the steward department for a job well done.

MONTICELLO VICTORY (Victory Carriers), Jan. 31—Chairman W. Johnson; Secretary F. O. Airey; Engine Delegate J. Shelton; Steward Delegate George A. O'Berry. Motion made to change articles from 12 months to 6 months. Motion made to have all men cleaning holds on straight OT. Motion made to raise the maintenance from \$8 a day to \$21 a day.

SEATRAN NEW JERSEY (Hudson Waterways), Jan. 31—Chairman Bobby Gillian; Secretary Herbert E. Atkinson; Deck Delegate Thomas N. Glenn; Engine Delegate John G. Salter, Jr.; Steward Delegate Terry J. Smith. Everything is running smoothly with no beefs and no disputed OT. It was suggested that the Union in its medical welfare might include dental care for members and dependents.

PENN CHAMPION (Penn Shipping), Jan. 3—Chairman T. R. Sanford; Secretary Z. A. Markris; Deck Delegate S. A. DiMaggio; Engine Delegate B. Schwartz; Steward Delegate G. P. John. Disputed OT in deck department. Vote of thanks to the captain for being nice enough to go out of his way to make this a happy ship for Christmas by putting up a Christmas tree and decorations for all. A hearty vote of thanks to the chief steward for making Christmas an unforgettable day by serving the best meal we have had on any ship.



Winter in the North Atlantic

Topside aboard the *Transoregon* as she makes her course through the Atlantic are from left: Richard Aucki, ordinary seaman; Jim Barbaccia, deck maintenance; and Jose Martino, ordinary seaman. The deck had to be cleared of heavy snow as the vessel made way through a snow storm.

SIU Ships' Committees: Relaying Information

By the very nature of his work a Seafarer spends long periods of time at sea—separated from the daily routine of shore life. This does not, however, mean that he can continue to function effectively without knowledge of what is happening on shore. The foundation of any union is built on constant communication between union headquarters and its members—no matter where they may be. For the Seafarer this creates a unique problem, but not an insoluble one.

When ashore the methods of communication are many and varied. When at sea it is the function of the ships' committees to keep the crew members up-to-date on what is happening ashore with their Union. There is a continual flow of information between Union headquarters and the members at sea, with the ships' committees serving as the relayers of this information.

It is the sole purpose of the committees to strengthen this line of communication. Through their work the individuals on these committees are helping not only the Union and their fellow crew members, but also themselves.

All ships' committees are established and operated in line with the basic principle espoused by the SIU—the principle of democracy.

Each Sunday while at sea a meeting is called by the ship's committee chairman. Each and every crew member knows that he has the right—and the duty—to speak on any matter important to his Union, his ship and his job. It is the responsibility of the ship's committee to see that this right is protected for all members of the unlicensed crew.

There are six members of the ship's committee—chairman, secretary-reporter, education director and

three delegates, one from each of the three departments aboard ship.

The chairman calls and directs the meeting. The secretary-reporter is responsible for all of the committee's correspondence with union headquarters and must keep the minutes of the meetings and report actions taken to headquarters.

The education director is in charge of maintaining and distributing all publications, films and mechanical equipment to Seafarers wishing to study upgrading, safety, health and sanitation.

The department delegates, elected by members of the deck, engine and steward departments, represent daily their men on the committee and contribute heavily to its decisions.

All these men are part of that bridge between ship and shore.

Warrior



WARRIOR (Sea-Land)—Although their ship was set for a quick turn-around, the ship's committee on the *Warrior* took time for a photo. From left are: T. Holt, ship's chairman; L. Sidbotton, engine delegate; F. Maklicki, secretary-reporter; S. Szeibert, steward delegate and P. Zukir, educational director.

Jacksonville



JACKSONVILLE (Sea-Land)—Smiling after a smooth voyage home are, from left: P. Konis, ship's chairman; P. McSweeney, deck delegate; I. Buckley, secretary-reporter; M. Overgaard, educational director; C. Isipliarelis, engine delegate and A. James, steward delegate.

Steel Worker



STEEL WORKER (Isthmian)—Topside aboard the *Steel Worker* at anchor in Erie Basin, Brooklyn are from left: B. Kristiansen, steward delegate; E. Satchfile, educational director; W. M. Hand, secretary-reporter; E. Parr, ship's chairman; J. Green, deck delegate and J. Bonfont, engine delegate.

Brooklyn



BROOKLYN (Sea-Land)—After a voyage from Puerto Rico, the *Brooklyn's* committee relaxes in the crew's mess. From left, standing are: L. Pion, steward delegate; R. Odom, engine delegate; James Keno, secretary-reporter. Seated, are: B. Berglund, educational director; P. Pallos, deck delegate and G. Madoulas, ship's chairman.

Overseas Alaska



OVERSEAS ALASKA (Maritime Overseas)—"She's a fine ship," reports the ship's committee on the *Overseas Alaska*. From left, standing, are R. Taylor, engine delegate, W. Rhone, secretary-reporter. Seated, from left, are: P. Tomey, deck delegate, E. Kitchen, steward delegate; G. Kontos, education director, and J. M. Richburg, ship's chairman.

Summit



SUMMIT (Sea-Land)—Home after a smooth voyage the ship's committee aboard the *Summit* consists of from left: E. Guszczynsky, deck delegate; N. Bechlivanis, ship's chairman; N. Fruge, steward delegate; J. Funk, educational director; A. Bell, secretary-reporter, and R. Atehorta, engine delegate.

Five HLSS Classes Pass U.S. Coast Guard Exam



Lifeboat Class 62 has passed their Coast Guard lifeboat certification examinations. Pictured from left are: front row, Trainee Bosun R. Sharp, J. Smith, S. Grisham, D. Dungan, W. Peele, E. Tome, S. Tomes, G. Kotil, M. McCollum and J. Beard. Second row: E. Williams, D. Brown, D. Taylor, D. Wehrenberg, C. Martin, P. McNulty, D. Singlestad, E. Perryman and J. Bighan. Third row: N. Ahrens, D. Matthews, E. Whitsett, M. Belvedere, E. Richardson, G. Dixon, J. Forster, J. Fredericks and A. Beauverd. Rear row: R. Cayton, J. Schooff, G. Moran, J. Bianculli, W. Sulkowski, S. Collins, R. Urquhart, F. Howell, E. Salorio and D. DeGagne.



HLSS Lifeboat Class 63 gather on the bleachers for their class picture. They are flanked by Instructor Bruce Simmons (left) and Trainee Bosuns Thomas Galka and Leroy Robinson (right). The future Seafarers are, from left: front row, A. Bailey, W. Lewis, L. Amaradio Jr., J. Malone Jr., J. Solis, C. Roldan, G. Sanborn, J. Brancaccio and C. Ponder. Second row, D. Avina, E. Pence, E. Buckley, J. Oliverson, M. Marcus, C. Aragnostau, J. Moore, F. Stokes and E. House. Third row, B. Southard, R. Reid, G. Wine, M. Arnold, F. Watson, K. Jefferson, A. Walker, D. Smith, C. Frazier and F. Goethe. Fourth row, J. Corcoran, D. Burgess, T. Thurman, F. Stack, S. Gibson, J. Malden, J. Foster, S. Browning and K. Drayton.



Personals

Veggo 'Chris' Christensen

Please contact your attorney, Peter Molligan, at 703 Market, San Francisco, Calif. Telephone 415-982-0780.

Harold L. Loll

Your parents, Mr. and Mrs. E. A. Loll, would like to hear from you soon. Their address is 2218 North 18th Street St., Phoenix, Ariz. 85006.

Doyle Harrison Frost III

Your mother, Mrs. Naomi S. Frost, asks that you contact her as soon as possible at P.O. Box 654, Denison, Tex. 75020.

Carl B. Tanner III

Your father, Carl B. Tanner Jr., would like to hear from you. You can reach him at 2316 Palos Verdes Drive West, Palos Verdes Estates, Calif. 90274.

John Jack Devine Jr.

Mrs. Florence M. Chambers asks that you contact her at P.O. Box 2216, McKinleyville, Calif. 95521.

Peter Manikis

Please contact Maria Manikis at 923 Kelly St., Bronx, N.Y. 10459.

Lewis Castro

Myer L. Radesky would like to hear from you. His address is 6804 Townbrook Drive, Baltimore, Md. 21207.

Jerome Chapkewitz

Please contact A. A. Bernstein at Union Headquarters in New York.

Fred Dickey

Your mother, Mrs. Clint Dickey, would like to hear from you. Please contact her at Route 1, Collinwood, Tenn. 38450.

Harris B. Boykin

John H. Carter

Your attorney, Arthur Schechter, asks that you contact him immediately at 1010 Houston First Savings Building, Houston, Tex. 77002.

Delos Snead

Please contact your son, Wayne, as soon as possible at 1 Dewey St., Portsmouth, Va. 23704.

Walter S. Richmond

Please contact your wife Elizabeth at 1656 University Ave., Bronx, N.Y.

Bayard E. Heimer

Your father, Eno B. Heimer, would like to hear from you as soon as possible at P.O. Box 50553, Jacksonville Beach, Fla. 32250.

John D. Barnett

Your mother, Mrs. Lela Mae Perez, would like to hear from you through Mr. Vernon M. Bahlinger, ACSW Chief, Social Work Dept., U.S. Public Health Service Hospital, Carville, Louisiana 70721.

Emanuel Rapitis

You niece, Mrs. Thomas P. Cotton, is anxious to hear from you. Please contact her at 7811 Green-

wood Avenue North, Seattle, Wash. 98103.

Seymour Heinfliug

Please telephone James McSharry immediately at 212-WA-91335. Call collect, very urgent.

Henry Galicki

Mrs. Catherine Sullivan asks that you contact her as soon as possible at 401 Marley Avenue, Point Pleasant, Glen Burnie, Md. 21061.

Jimmy P. Stroud Jr.

Your father, James Sr., asks that you call him at 602-753-3964 in regards to an urgent family matter.

Wayne Allen Firmin

Mrs. Colette Firmin asks that you contact her as soon as possible at 23-02 34th Ave., Astoria, N.Y. 11106.

Frank Blandino

Your sister, Mrs. Sara Cottone, would like you to contact her as soon as possible at 78 Holly Hill Terrace, Vineland, N.J. 08360.

Rudolph R. Cefaratti

Rita T. Cefaratti writes that she received your letter and asks that you contact home more often.

Jessie Puckett

Frank Willoughley asks that you call him collect at 301-723-2564 in Baltimore, Md.

Carl L. Sanders

Your mother, Mrs. C. L. Sanders, asks that you contact her at 704 West Robert St., Hammond, La. 70401.

John J. Dolan

Your old shipmate, Thomas J. Tourgee, would enjoy hearing from you at Box 1000, Lewisburg, Penn. 17337.

Albert B. Brown

Please contact Mrs. E. Brown any day Monday thru Friday at 10 p.m., very important. Her telephone number is 516-732-5804.

Curtis Payne

Your wife, Annette, asks that you contact her by telegram or call 415-586-2704 in San Francisco.

Rudolph R. Cefaratti

Your sister Rita received your letter and asks that you write more often. Mother was hospitalized. She has your income tax papers, where would you like them forwarded?

Henry E. Connell

Your sister, Mrs. Willie Mae Cox, asks that you contact her at 510 Mt. Auburn Ave., Dallas, Tex. 75223.

Daniel J. Fagan

Please contact Ruby Drapers at No. 56 Goa St., Fort Bombay, Bombay, India, as soon as possible in regard to an urgent matter.

Richard B. Jones

Your mother, Mrs. Mont M. Jones, wishes to hear from you as soon as possible at Box 412, West Jefferson, N.C. 28694.



Lifeboat Class 64 lines up for a class picture flanked by Lifeboat Instructor Bruce Simmons, standing left, and Trainee Bosun Doug Bledsoe, standing right. They are, from left: front row, Gary Brandon, Robert Fowlkes, Nicholas Lapetina, Thomas Canon, Pat Roberts, Juan Ayala and Steve Batton. Second row, Emmanuel Morton, David Cleghorn, Neil Connor, Ernest Wilson, Tom Nelson, John Riley and Alan Wood. Third row, William Grizzle, Tom Madison, Ray Crews, Mike Motteler, Mike Noble, Ricky Warford, Bret Temple and Andy Lindsey. Fourth row, Marshall McGregor, Richard Clay, Gary Reno, Donny Doss and Jose Maldonado.



Lifeboat Class 65 is flanked by Instructor Bruce Simmons and Trainee Bosun Barry Elfman, standing right, after passing their U.S. Coast Guard examinations for lifeboat certification. Class members are, from left: first row, Andrew Shearhouse, Darrel Long, Daniel Gallet, Danny Powell, Charles Yates, Gerald Cooper, William Gregory, Kevin Cooper, Guy Campanella and Dan Rogg. Second row, George Mastrandreas, Vasilios Katsanevakis, John Neff, Richard Illson, Greg Walstead, Howell Hall, Dave Carhart and Scott Myhre. Third row, William Landis, Charles McKee, Louis Anderson, Patrick Dolan, Mitchell Bailey, Rudy Carrasco, Marlin C. Coffman and Russell Smith. Fourth row, James Holt, Robert McComas, Manuel Soto, Skot Morton, Mike Mitchell, David Hodges and Gary Ledwell. Fifth row, Lawrence Zepeda, Timothy May, Martin Mantell, Don Taylor, Ken Modean, Bernard Tagtmeir, Randy Powell, Patrick Long and George Parson III.



Lifeboat Class 66 sits for their class photo at the Harry Lundberg School of Seamanship in Piney Point, Md. Pictured from left are: front row, Nick Davoulas, Bruce Starnes, Richard Wansbrough, Archibald O'Brien III, John Francisco, Mike Pell, Robert Willis and Ben Barrows. Second row, Geoffrey Baldwin, Ronnie Thompson, Peter Staples, Lloyd Shipman, Michael Korytkowski, Clifford Davis, Mike Elder and Daniel Taylor. Third row, Clifford Land, John Threadgill, Allen Randall, Joe McGuire, Tim Bolen, Albert Hearn and Craig Hilemn. Rear row, Ludlow Bushmat, Eugene Naill, John Owen, Gary Blumenthal, Jimmie Poole and John Cristadoro.



Final Departures



Gerald E. Pettipas

Gerald E. Pettipas, 45, was an SIU pensioner who died Nov. 5, 1970 at USPHS Hospital in Baltimore, Md. after a one year illness. He joined the union in the Port of New York in 1945 and sailed in the deck department as a boatswain. A native of Canada, Seafarer Pettipas was a resident of Riverdale, Md. when he passed away. Among his survivors are his brother, Arthur J. Pettipas of Riverdale, Md. Cremation was in Ft. Lincoln Crematory in Prince George's, Md.



Eugene F. Stinehelfer

Eugene H. Stinehelfer, 45, passed away Jan. 3 of illness in Charity Hospital, New Orleans, La. A native of Ohio, Seafarer Stinehelfer was a resident of New Orleans, La., when he died. He joined the union in the Port of Baltimore in 1943 and sailed in the steward department. He was a Navy veteran of World War II. Among his survivors are his wife, Emma Jean. Burial was in Greenwood Cemetery in New Orleans, La.



Raymond Charles Lewis

Raymond Charles Lewis, 69, was an SIU pensioner who passed away Nov. 11, 1970 from heart disease in Brooklyn, N.Y. A native of Rhode Island, Brother Lewis resided in Brooklyn at the time of his death. He joined the union in the Port of New York in 1949 and sailed in the steward department. He was issued a picket duty card in 1961. Among his survivors are his sister-in-law Edith Lewis of Pawtucket, R.I. Burial was in Greenwood Cemetery in Brooklyn, N.Y.



Earl E. Gonyea

Earl E. Gonyea, 66, was an SIU pensioner who passed away Nov. 7, 1970 in USPHS Hospital in Boston, Mass. A native of New York, Brother Gonyea was a resident of Clinton, Mass. when he died. He joined the union in the Port of Philadelphia and served in the engine department. Seafarer Gonyea served as engine delegate while sailing. He served in the U.S. Marines from 1926 to 1930. Among his survivors are his sister, Dorothy Haemer of Clinton, Mass. Burial was in St. John Cemetery in Lancaster, Mass.



Jack L. Powell

Jack L. Powell, 38, died Sept. 9, 1970 on board the *Potomac*. A native of Russell, Ky., Seafarer Powell was a resident of Los Angeles, Calif., when he passed away. He joined the Union in the Port of New York in 1967 and sailed in the engine department as deck engineer and electrician. He served in the Army for a year. Brother Powell was skilled in welding. After a ceremony aboard the *Potomac*, Brother Powell was buried at sea on Sept. 12, 1970. Among his survivors are his wife, Gladys.



Oscar Slettemo

Oscar Slettemo, 81, was an SIU pensioner who passed away Jan. 4 in Houston, Tex. of natural causes. He joined the Union in the Port of Baltimore in 1945 and sailed in the engine department. A native of Norway, Brother Slettemo was a resident of Houston, Tex., when he died. He was skilled as a machinist. Brother Slettemo had been sailing 55 years when he retired in 1962. Among his survivors are his sister, Tina Slettemo of Norway. Burial was in Fort Park Lawndale Cemetery in Houston, Tex.



Eddie Howard

Eddie Howard, 56, died Jan. 25 of natural causes in Mobile, Ala. He joined the Union in the Port of Mobile in 1947 and sailed in the steward department. A native of Alabama, Brother Howard was a resident of Mobile when he passed away. Among his survivors are his wife, Stella. Burial was in Magnolia Cemetery in Mobile, Ala.



Frederic Pekarek

Frederick Pekarek, 52, passed away Jan. 10 of heart disease while on board the *Overseas Evelyn* in Cristobal, Panama Canal Zone. He joined the SIU in the Port of Jacksonville in 1964 and sailed in the deck department. A native of Brooklyn, N.Y., Brother Pekarek was a resident of Norfolk, Va., when he died. He was a Navy veteran of World War II and served in the Navy from 1936 to 1958. He also worked as a machinist, aircraft mechanic and bartender before joining the union. Among his survivors are his son, Frederick Pekarek of Jacksonville, Fla. Brother Pekarek was removed to Yonkers, N.Y.



Urban Payment

Urban Payment, 67, died Nov. 15, 1970 in Hulbert, Mich., of heart disease. A native of Michigan, Seafarer Payment was a resident of Sault Ste. Marie, Mich., when he passed away. He joined the Union in the Port of Sault Ste. Marie in 1961 and sailed on the Great Lakes as a linesman. Among his survivors are his wife, Alice. Burial was in Riverside Cemetery in Sault Ste. Marie, Mich.



Louis F. Cressy

Louis F. Cressy, 52, passed away Sept. 26, 1970 of natural causes on board the *Del Sol* in Tema harbour, Ghana. A native of New Orleans, La., Brother Cressy was a resident of Chalmette, La. when he died. He joined the Union in the Port of New Orleans in 1963 and sailed in the steward department. Brother Cressy was sailing ten years when he died. Among his survivors are his wife, Florence.



Ernest L. Birden

Ernest L. Birden, 21, died Dec. 27, 1970 of heart trouble in Bahrein, Persian Gulf. He joined the SIU in the Port of New York in 1969 and graduated that same year from the Harry Lundberg School of Seamanship. Brother Birden sailed in the deck department. A native of Hale County, Ala., Seafarer Birden was a resident of Mobile, Ala. when he passed away. Brother Birden was skilled as a machinist when entering the Union. Among his survivors are his wife, Brenda. His body was sent to Mobile, Ala.



Eulalio Delgado, Jr.

Eulalio Delgado, Jr., 21, passed away Nov. 23, 1970 in Brooklyn, N.Y. A native of Brooklyn, N.Y., Seafarer Delgado continued to make his home there at the time of his death. He joined the Union in the Port of New York in 1967 and graduated that same year from the Harry Lundberg School of Seamanship. Brother Delgado sailed in the deck department. Among his survivors are his mother, Carmen. Burial was in Puerto Rico.



Michel Meguissoglou

Michel Meguissoglou, 59, was an SIU pensioner who died July 8, 1970 of heart disease in Greece. He joined the Union in the Port of New York in 1950 and sailed in the steward department. A native of Greece, Brother Meguissoglou was spending his retirement there when he passed away. He had been sailing 39 years when he retired. Among his survivors are his nephew, John Saridjoglou of Athens, Greece.



Gerald G. Kluge

Gerald G. Kluge, 43, passed away Jan. 13 of heart trouble in Bayview, Wis. He joined the Union in the Port of New York in 1960 and sailed in the deck department on the *Great Lakes*. A native of Duluth, Minn., Brother Kluge was a resident of Prescott, Wis. when he died. He was a Navy veteran of World War II. Brother Kluge was sailing over 15 years when he died. Among his survivors are six children and his sister, Mrs. Joann Breg of Prescott, Wis. Burial was in Woodland Cemetery in Washburn, Wis.



Alexander Martin

Alexander Martin, 60, was an SIU pensioner who passed away Jan. 1 of heart disease in USPHS Hospital in New Orleans, La. A native of Louisiana, Brother Martin was a resident of New Orleans when he died. He joined the Union in the Port of New York in 1942 and sailed as a steward. He had been sailing 22 years when he retired in 1964. Among his survivors are his daughter, Mrs. Emilina R. Mitchell of New Orleans, La. Burial was in Rest Haven, New Orleans, La.



John Arthur

John Arthur, 56, passed away Dec. 27, 1970 during a heroic effort to rescue Finnish seamen on the sinking ship *Ragny*. A lifeboat lowered from the *Platt* capsized and Brother Arthur drowned. (See *Seafarers Log*, February, 1971.) Seafarer Arthur joined the Union in the Port of New York in 1968 and sailed in the deck department as an able seaman. A native of New York, Brother Arthur was a resident of Rehoboth, Del. when he died. He had been sailing 25 years. Among his survivors are his wife, Louise.



Frank E. McGuire

Frank E. McGuire, 66, passed away June 21, 1970 in Winthrop Community Hospital, Winthrop, Mass. A native of Lowell, Mass., Brother McGuire was a resident of Winthrop when he died. He joined the Union in 1939 in the Port of Boston and sailed in the deck department. He had been sailing over 45 years when he died. Among his survivors are his brothers, Rev. William McGuire of W. Hollywood, Fla., and James W. McGuire of New York. Burial was in St. Patrick's Cemetery in Lowell, Mass.



Edward G. Johnston

Edward G. Johnston, 65, was an SIU pensioner who passed away Jan. 22 after a two-month illness in Montgomery, Pa. A native of Philadelphia, Pa., Brother Johnston was a resident of Havertown, Pa. when he died. He was one of the original members of the Union. Brother Johnston joined in 1939 in the Port of Philadelphia and sailed in the deck department. When he went on pension in the summer of 1970, Brother Johnston wrote a letter to the *Seafarers Log* expressing his feelings. In part, he said "I wonder if you can really understand how much the pension does mean? For over 30 years I have sailed steadily. . . . Now I can remain home and stay where I live. This is only possible through the pension." Among his survivors are his wife, Ethel.

It Pays to Be Union

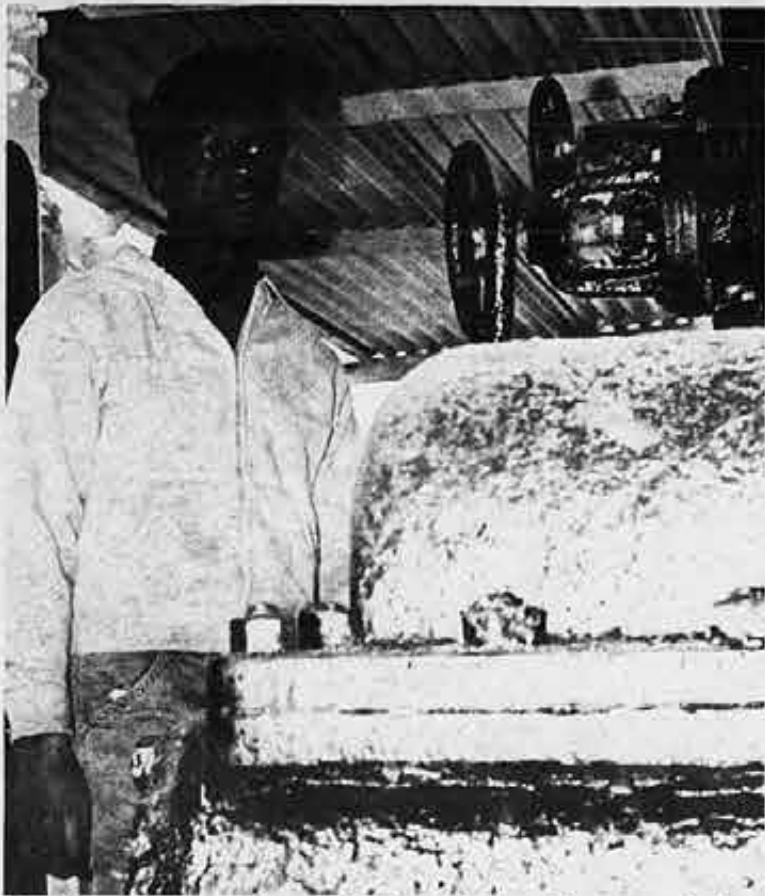
Washington, D.C.

Factory workers under union contract continued to win bigger wage increases than employees of nonunion establishments, the Bureau of Labor Statistics reported in a summary of wage developments in manufacturing for the first nine months of 1970.

The summary by the Labor Dept.'s statistical arm spelled it out—an average increase of 8 percent, or 25.7 cents an hour, in union shops as against 5.9 percent or 16.2 cents an hour, in nonunion factories.

For 1969 as a whole, the average increase was 7.4 percent in union establishments, 6.1 percent in the others.

BLS reported that the average effective wage gain, including immediate, deferred and living-cost increases, totaled 5.9 percent—18.7 cents an hour—for the nine-month period, slightly above the 5.8 percent gain for all of 1969. In union shops alone the average effective increase was 5.8 percent for the first three-quarters of 1970, up from 5.7 percent for full-year 1969. But nonunion workplaces slipped from 6.1 percent in 1969 to 5.8 percent for the following nine months.



It's time for a last-minute check of the machinery on deck—a job for Ronald Smith, an ordinary seaman on the ship.

San Juan Trip Goes Well



Doing the payoff paperwork are, clockwise from left, John Kane, able seaman; Rick Daly, able seaman; E. Vasquez, messman; E. B. McAuley, SIU patrolman; Leon Hall, port agent.



A cup of hot broth from the kitchen for Electrician Robert La Gasse . . . it's a pick-me-up before returning to the tasks at hand, after a successful trip carrying a mixed cargo to Puerto Rico. The ship was equipped to carry 300 containers.



Fireman-watertender Bullard Jackson does last minute chores in the engine room, in an effort to wind things up at the end of the *San Juan's* nine-day voyage. Everyone pitches in before payoff.



C. Ramos, chief cook on the *San Juan*, relaxes with a copy of the *Log*. His last meal has been served, the galley has been put back in order, and he's heady with praise for "a job well done" from the rest of the SIU crew members.

Overseas Alaska on Maiden Voyage



The pointed rays of a setting sun peak out from behind the ship's bell in a moment of quiet beauty on a wintry day.

Wrapped in an inches-thick coating of ice, railings and other deck structures are hardly distinguishable as the ship pulls into New York Harbor.



On a crisp, wind-swept winter's day last month the sleek bow of the **Overseas Alaska** sliced gracefully through the frigid waters of The Narrows of New York Harbor. The 731-foot-long tanker was paying her first visit to New York. Although the winter winds lashed her bow with ocean spray, covering her superstructure with a heavy coating of ice, the ship received a warm welcome as it dropped anchor in the Port of New York.

The ship is scheduled to make the coastal run for the next few months.

Launched in Baltimore last summer, and home-ported there, the **Alaska** is one of five new vessels built within the past two years without the aid of subsidy by the Overseas Shipholding Group, Inc., of New York. This new tanker and her sister ships—**Overseas Alice**, **Overseas Vivian**, **Overseas Audrey** and **Overseas Arctic**—are among the most modern vessels sailing the world's oceans.

More important, these new ships mean more jobs for SIU members and offer encouraging signs that the maritime industry may be on the rebound after many years of neglect.



Although restrained at anchor, the *Overseas Alaska* seems to exude an air of graceful motion. She is capable of a top speed of 15½ knots when fully loaded.



Rows of ice-covered parallel pipes topside aboard the *Overseas Alaska* are only part of the vessel's liquid transport system capable of carrying 524,000 barrels of oil.