

43. George Ginnis Interview.
44. The term "B Men" originated in Southern California in 1950. By 1958, "B Men" had become standard usage everywhere on the Pacific Coast, replacing the term "permit men" in the Pacific Northwest. See Hartman, p. 36.
45. W. G. Rowland, *Trade Analysis*, in Port and City of Tacoma 1921.
46. Chester Barker Interview.
47. *Annual Port of Tacoma Report for 1930*.
48. Reichl Files.
49. Shaun Maloney Interview.
50. Carl Weber Interview.
51. *Port of Tacoma Annual Reports, 1953-1972*.
52. *Port of Tacoma Annual Report for 1965. Port of Tacoma Annual Report for 1974*.
53. George Ginnis Interview.
54. Carl Engels Interview.
55. Philip Lelli Interview. Lelli served as president of Local 23 from 1966-1967, 1971-1975, and 1979-1984. He is currently vice president of the local.
56. TNT, July 2, 1971.
57. Ibid., July 6, 1971.
58. *Daily Shipping News*, July 9, 1971.
59. TNT August 28, 1971.
60. PI, October 7, 1971.
61. Roy L. Perry Interview.
62. PI, February 17, 1972.
63. Ibid., April 14, 1972.
64. Shaun Maloney Interview. Maloney was president of Seattle Longshore Local 19 from 1971 through 1975.
65. George Ginnis Interview. Ginnis was President of Local 19 from 1962 through 1964, Business Agent from 1966 through 1972, and again from 1975 until his death in 1989.
66. Interview with Jack Helton, vice-president, Sea-Land.
67. TNT, May 14, 1985.
68. Charles Doan Interview.
69. *Port of Tacoma Annual Reports for 1982, 1985, 1990*.
70. TNT, May 15, 1985.
71. *Port of Tacoma Annual Report for the Year 1985*.
72. Address by Lawrence Killeen, *The Port of Tacoma: Staying on the Right Track*. Delivered at the Third Annual Business Conference of the Ports of Canada, June 14, 1987.
73. John Now Interview.
74. Interview with Harold and Tom Anderson.
75. Interview with Tom Anderson.
76. Frank Reichl Interview.
77. *Pacific Gateway Port of Tacoma*, Winter 1991, p. 4.
78. Ibid., pp. 8-9.
79. Notes by Richard Marzano on the Ports of Bremen, Bremerhaven, Antwerp, and Rotterdam. October 1989. Marzano is the president of Local 23.
80. Ibid.
81. Ibid.
82. Address by Roy Perry to the World Bank on June 11, 1990.
83. Philip Lelli, *Notes on an Automatic Equipment Information Meeting held on July 26 and 27, 1989*.

Sources For The Working Longshoreman Interviews

Tacoma Longshoremen Interviewed:

	<u>Initiation Year</u>		<u>Initiation Year</u>
Lyle Ames	1929	George Ginnis	1957
Harold R. Anderson	1950	Philip M. Lelli	1957
Tom Anderson	1980	George Liefson	1919
Nels Arneson	1929	Paul Lindberg	1930
Al Arnestad	1919	Richard Marzano	1973
Chester Barker	1929	George Mitchell	1918
Lee Barker	1918	John Now	1916
Wardell Canada	1954	Vic Olsen	1926
Les Clemensen	1929	Frank E. Reichl	1940
C. C. Doyle	1928	Lee L. Reichl	1940
Carl Engels	1950	Jack Tanner	1942
Nicholas Engels	1945	Morris Thorsen	1925
Joseph E. Faker	1965	T. A. Thronson	1929

Other Longshoremen Interviewed:

Elmer Barth	1922	Port Angeles
Shaun Maloney	1950	Seattle
Burt Nelson	1933	Seattle
Dewey Duggan	1923	Seattle
Thomas "Teddy" Gleason	1917	New York
Gordon S. Wylie	1931	Seattle

Teamsters Interviewed:

Dave Beck	1917	Seattle
Clyde Black	1927	Tacoma

Others Interviewed:

Elsie Lindskog Burns	Waterfront Employers
John H. Bush	Port of Tacoma
Elizabeth Dawson	Waterfront Employers
Charles E. Doan	Port of Tacoma
Robert E. Earley	Port of Tacoma
Jack Helton	Sea-Land
Craig Johnson	Pacific Maritime Association
Agnes Lindskog Lewis	Waterfront Employers
Gregory Nelson	Port of Tacoma
Richard Dale Smith	Port of Tacoma
Jon Terpstra	Port of Tacoma
Carl Weber	Griffiths & Sprague Stevedoring

Photographic Collections

Elsie Lindskog Burns	1923-1935
Elizabeth Dawson	1891-1942
Department of Labor, Washington, D. C.	1885-1916
Robert Kroeger	1986-1991
Museum of Science and Industry	1871-1988
National Maritime Museum, San Francisco	1890-1905
Pacific Maritime Association	1931-1988
Port of Tacoma	1918-1988
Richard's Studio	1887-1966
News Tribune	1876-1990
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ILWU Local 23	1889-1988

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LABOR AND WATERFRONT TERMS

(Prepared by Otilie Markholt)

A men — Designation for longshoremen with full membership rights.

Agreement, union — A contract negotiated between a union or group of unions and an employer or group of employers. Customarily it includes minimum wage rates, hours, and conditions of work, provisions for benefits, a method for settling grievances, union security clause, and other matters.

American Plan — Slogan of antilabor employers during the 1920s equating the open shop with patriotism and the closed or union shop with subversive aims and disloyalty.

Arbitration — A method of settling disputes by calling in a third party (arbitrator), whose decision is final and binding.

Assembly — The unit of organization — local, district, and general — in the Knights of Labor. A local assembly corresponded to a local union.

Assessment — A fixed sum of money levied on all union members for a specific purpose, such as a death assessment to provide money for the funeral expenses or family of a deceased member.

B men — Longshoremen registered by the Port Committee who are dispatched after A men. B men pay the equivalent of union dues, but are not full union members. They are next in line to become A men.

Bargaining unit — A group of employees who negotiate collectively with their employer. The unit may include a single workplace or many workplaces.

Beef — A controversy between different unions, or union and management.

Blacklist — A roster circulated among employers of undesirable workers whom they will not hire because of union membership or activity.

Blue Book (union) — A company union instituted by employers on the San Francisco waterfront in 1919. Named for the cover of the membership book.

Boom — A spar attached to the mast of a ship that is rigged with tackle. The boom is swung out when working cargo.

Boycott — Concerted refusal by union members and supporters to buy a product or service.

Bulk cargo — Commodities, such as grain, ore, coal, and oil, that are handled in massive quantities without sacks or containers.

Business agent or representative — Union member authorized to represent the union in negotiations with employers and other matters.

Casual — Extra worker.

Central labor council — A voluntary association of local unions in a geographical area for mutual protection and advancement.

Certification — Official designation of a union as the exclusive bargaining representative for employees in a particular bargaining unit.

Charter — Large engraved certificate of affiliation issued by a national union to a local union or council.

Checker — The person who tallies cargo being stowed or unloaded from the ship.

Closed shop — A contract provision that requires employers to hire only union members, outlawed by the Taft-Hartley Act except in the construction and maritime industries.

Coastwide — Embracing the entire coast in contrast to one locality.

Coastwise — In the shipping trade, coastwise refers to voyages along the coast, in contrast to deep-water or offshore voyages.

Collective bargaining — The process of negotiating agreements or settling disputes between management and employees, in which a union represents all workers in the bargaining unit.

Company union — Sometimes called an employee representation plan. A union fostered and dominated by the employer to discourage organization of a bona fide union.

Conciliation — Efforts by a third party to persuade the union and management to reach agreement in a dispute. The conciliator or mediator tries to find a basis for settlement without having authority to impose a settlement on either side. In contrast to arbitration, the recommendations are not binding.

Cost-of-living index — An index measuring the change in the cost of typical worker purchases of goods and services as expressed as a percentage of the cost of these same goods and services in some base period. Also called a consumer price index.

Craft union — A union confined to one craft, but may include unskilled helpers as well as skilled journeymen.

Death benefit — A cash payment by the union to the family of a member, or payment of funeral expenses.

Deep water — A 19th century term for voyages across oceans in contrast to coastwise shipping routes.

Direct action — Action taken by workers at the point of production, either individually or collectively, to make immediate change in their work situation.

Discrimination — Unequal treatment of workers because of race, nationality, religion, sex, sexual preference, age, or union activity.

Dispatcher — Elected union official who sends people out on jobs.

Donkey engine — A motor used in the hold of a ship for stowing cargo in the wings. Also used to drive the winch for hoisting and lowering cargo.

Dual union — A rival union covering the same jurisdiction as that claimed by an already established union.

Dues — Fees, usually monthly, that the union votes for and collects from all members to pay the expenses of the union.

Dumping — Beating up a person with fists, brass knuckles, or saps.

Equalized earnings — Selection of longshoremen based upon how much they have earned. For individual longshoremen it is counted weekly, and for the gang it is calculated on a job basis.

Extras — Laborers who are hired to do longshore work at peak times.

Faker, fakir — Derogatory term for a union official implying a lazy, self-serving, and/or corrupt official.

Federal local — A local union that was attached directly to the AFL-CIO rather than to a particular international union.

Fink — Scab, strikebreaker.

Fink hall — Employers' hiring hall.

Forklift — A motorized device used to move cargo stacked on pallet boards.

Free riders, free loaders — Employees who gain benefits from the union without paying union dues.

Fringe benefits — Negotiated contract provisions, such as health and welfare coverage, pension plan, paid vacations, and similar benefits, exclusive of wages.

Gang — Before mechanization, longshoremen worked in teams of eight to twelve men. After mechanization, the gang size was reduced to five men.

Gang boss — The leader of the men sent to a job on the waterfront.

General strike — Strike by all workers in a geographical area or industry for a common demand or in support of a group or workers already on strike. It may have a predetermined length, as in European countries or Japan, or be called with no date fixed for return, as is the tradition in the United States.

Grievance — A dispute between the union and management over a workplace situation or the interpretation of an agreement.

Hang the hook — To stop work suddenly, generally because of a grievance or an accident. Also to strike.

Hatch tender — A longshoreman positioned so that he can see the gang in the ship's hold and at the same time signal the winch driver where and when to position the load.

Hot cargo — Unfair cargo that has been loaded or discharged by scabs.

Industrial union — Union of all workers in an industry regardless of the kind of work they perform, in contrast to separate unions for workers of each craft in the industry.

Initiation fee — The entrance fee charged to join a union.

Injunction — A court order prohibiting a union and/or its members from certain actions, such as picketing and communicating with scabs or its own members.

Intercoastal — The shipping route between the Atlantic, Gulf, and Pacific coasts by way of the Panama Canal.

International representative — A representative of the international union, usually paid, who assists local unions in a certain area or industry.

International union — A body composed of affiliated unions, usually including some locals in foreign countries.

Job action — Same as direct action.

Jurisdictional dispute — A controversy between two or more unions over the right to the same work.

Labor-Management Relations Act (Taft-Hartley Act, 1947) — Federal law which amends Wagner Act to regulate some union activities, outlaws secondary boycotts and the closed shop, authorizes damage suits for collective bargaining violations and certain strikes and boycotts, sets up procedures for trying to settle "national emergency strikes," and permits state right-to-work laws.

Local union — A voluntary association of working people organized for their mutual protection and advancement, the basic unit of labor organization.

Lockout — The withdrawing of employment by an employer and the whole or partial closing of his establishment to gain concessions from or resist demands of employees.

Longshoremen — During the 19th century the term referred to workers handling cargo on the docks in contrast to stevedores and riggers who worked aboard vessels. During the 20th century the term came to mean workers employed in discharging and loading cargo and trucking the cargo back and forth on the piers.

Marine unions — The seagoing crafts.

Maritime unions — Includes all seagoing and shoreside crafts.

Mechanization — Production and supervision of work by means of electronic and mechanical devices. Skilled workers are necessary to operate the devices.

Mediation — Same as conciliation.

National Labor Relations Act (Wagner Act, 1935) — Federal law guaranteeing workers in industries engaged in interstate commerce the right to organize and bargain collectively.

National Labor Relations Board (NLRB) — National and regional boards established by the Wagner Act to conduct secret ballot elections to determine employees' choice of bargaining agent. Also to hear and determine unfair labor practice charges under the law.

NRA, (National Recovery Administration) — The federal agency created to administer the National Industrial Recovery Act passed June 16, 1933. Principal labor provisions of the act stated that employees had the right to organize and bargain collectively through representatives of their own choosing and set maximum hours and minimum wages in industry codes.

Offshore — The modern term for deep water. Refers to voyages across the ocean in contrast to coastwise routes.

Open shop — A workplace where no union is recognized by the employer and frequently union membership is discouraged or prohibited.

Overtime — Time worked beyond the established working hours. Overtime pay is a premium rate in effect during those extra hours worked.

Pallet board — Two flat boards joined together to stack cargo in the ship's hold or in the warehouse.

Per capita tax — That portion of local union dues which is remitted to the parent body or to councils with which the local union is affiliated.

Permit men — Early day term for B men.

Pick — The process of dispatching men to jobs. At selected times, the men line up in the hiring hall and are "picked" according to job classification and earnings.

Picket — To patrol alongside the premises of an employer to prevent people, goods, or equipment from entering the establishment during a strike or lockout.

Picket line — One or more persons with signs patrolling an unfair establishment or unfair product to isolate it.

Pie card — A derogatory term applied to a paid union official, or any person trying to get by with working as little as possible.

Quickie strike — Work stoppage called without advance notice and often not authorized by the union.

Raiding — A union's attempt to enroll workers belonging to or represented by another union.

Rank and file — Union members in contrast to union officials.

Referendum ballot — Vote by the entire membership of a local union, district, or council of unions.

Rigger — A person aboard a ship who sets tackle and lines to load and discharge cargo.

Roll on/roll off — Loading and unloading wheeled cargo through side or stern opening of a ship.

Rustling card — An employer's work card to designate workers who are union members or workers who have participated in strike against the employers.

Scab — A person who takes a striker's job or works behind a picket line in an unfair establishment.

Scab hall — Employers' hiring hall.

Secondary boycott — Refusal of union people to handle or work on a product that has been previously handled or worked on by scabs, or is diverted from or destined for a workplace where workers are on strike or locked out.

Seniority — Workers' length of service with an employer, often used to determine the order of layoffs, recalls, promotions, and other matters.

Shape up — A method of selecting longshoremen. The men line up on the pier and a gang boss selects his crew.

Speed up — Increased productivity achieved by either increasing the speed of the machine or driving the worker harder to get maximum output.

Steam schooner — Popular name for early lumber and general cargo vessels on the Pacific Coast.

Stevedore — (Employer) A person or firm loading and unloading vessels under a contract with a shipping company. (Worker) During the 19th century stevedore applied to a worker stowing or breaking out cargo aboard ship.

Strad — The popular name for a machine that straddles a container. The straddle carrier picks up the box or van and carries it to a place on the dock where a crane can hoist it aboard ships.

Strike — To stop work or withhold services collectively.

Strikebreakers — Workers hired during a strike to break the strike. Polite term for a scab.

Supercargo — The boss of the checkers. The supercargo is also responsible for cargo placement in the ship's hold.

Sympathetic strike — A strike by workers in support of other workers already on strike.

Tackle — Ship's gear used to load and unload cargo.

Tackle to tackle — The movement of cargo from the time it leaves the ship to its first place of rest on the dock.

Taft-Hartley Act — See Labor-Management Relations Act.

Trim the ship — The stowing of cargo in such a way that the ship will not list or capsize.

Trucker — A dock worker who moved cargo from the dock to warehouse with a hand truck. Superseded by the jitney.

Turnaround — The time a vessel is in port to load and/or unload.

Unfair — A term applied to employers involved in labor disputes or their goods and services made or handled by scabs.

Union busting — Planned course of action to destroy or eliminate a union.

Union recognition — Written or verbal agreement by an employer that a union is authorized to represent the employees in collective bargaining.

Union security — Contract provision defining conditions under which employees may or may not be required to become and remain members of a union.

Union shop — A union security provision requiring all present employees to become and remain members of the union and all new employees to become and remain members of the union after a certain time. Also a workplace in which all employees are union members.

Wagner Act — See National Labor Relations Act.

Walking boss — The foreman of longshore gangs and hatch tenders on a job.

Warehousemen — Workers whose primary responsibility is in the cargo storage areas.

Winch driver — Operator of equipment that hoists cargo to and from the dock a the ship's hold.