

Membership OK's Constitution Committee's Report:

AMENDED SIU CONSTITUTION PLACED ON UNION BALLOT

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Nixon Announces Maritime Program To Upgrade Fleet

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Seafarers at Membership Meetings Oct. 22-23 approved Constitution Committee report recommending balloting on amended constitution. In this photo, taken at the Port of Philadelphia, member hits deck to participate in discussion.

(For other photos, see page 8)

Upgraded Engineers Total Hits 359 As 5 More Seafarers Are Licensed



Rowland



Smith



Lawrence

The School of Marine Engineering, sponsored jointly by the SIU and MEBA-District 2, has graduated five more Seafarers from the engine department. The men have earned their engineer's licenses following successful completion of the comprehensive training program offered by the school.

This latest group brings to 359 the total number of Seafarers who have completed the School's course and gone on to pass their Coast Guard licensing examinations.



Howell



Edwards

George Henry Rowland, 43, joined the SIU in the Port of New York in 1961 and shipped out in the engine department as a wiper before entering the school in June. He graduated on October 14 with a Temporary Third Assistant Engineer's License. A native of Elberton, Georgia, Brother Rowland now lives in Atlanta with his sister, Lucy R. Cobb.

Douglas Lee Smith, 40, is a native of Dickerson, Maryland, who joined the Union in 1967 in the Port of Baltimore. He

sailed in the engine department as a wiper before entering the school in June. He graduated on October 30 with a Temporary Third Assistant Engineer's License. Brother Smith now makes his home in Hyattsville, Maryland, with his wife, Agnes. From 1946 until 1959 he served in the Army.

Herbert Duke Lawrence, Jr., 41, received his Third Assistant Engineer's License on October 22. A native of Norfolk, Virginia, he joined the SIU there in 1956. Seafarers Lawrence sailed as a wiper before entering the School. He continues to make his home in Norfolk with his wife, Betty Lois.

Carl Howell, Jr., 45, entered the SIU-MEBA, District 2 School in June and graduated with a Second Assistant Engineer's License on October 31. He is a native of Suffolk, Virginia and still makes his home there. Brother Howell joined the SIU in the Port of Norfolk in 1965 and shipped out in the engine department as an FOWT.

Clarence Edwards, 60, is a native of Alberta, Canada, who joined the SIU in the Port of New York in 1962. He sailed in the engine department in all ratings before entering the school in June. Brother Edwards received his Second Assistant Engineer's License September 19. He now makes his home in Vancouver, British Columbia.

Any of the upgrading programs at the School of Marine Engineering are open to all engine department Seafarers as long as they meet the following requirements. They must be at least 19 years old and have a minimum of 18 months of Q.M.E.D. watchstanding time in the engine department in addition to at least six months experience as wiper or the equivalent.

Additional information and applications for enrollment for eligible Seafarers may be obtained at any SIU hall. Further information can also be gotten by writing to SIU headquarters, 675 Fourth Avenue, Brooklyn, New York 11232, or by telephoning the school at (212) 499-6600.

Increased Cargo for U.S. Bottoms Seen Vital to Lasting Fleet Revival

WASHINGTON—President Nixon's program for rebuilding America's aging merchant marine will bring about "no lasting advances" in the nation's maritime strength unless it also provides for increased cargo for American vessels, a member of Congress warned this month.

"Are we going to have a program geared to putting ships into the water," Representative Frank M. Clark (D-Pa.), asked, "or are we going to have a program geared to putting cargo into these ships, so that they'll stay in the water and not have to be put into mothballs?"

Speaking at a meeting sponsored by the 7.5-million-member AFL-CIO Maritime Trades Department, Clark emphasized that he had "no quarrel" with the goals enunciated in Nixon's maritime message to Congress last week. But, he added, the program is "largely silent" on the subject of providing cargo for the new ships proposed by the Administration.

"We are the largest trading nation in the world," the Congressman said, "and yet 95 percent of our imports and exports move across the waters in the holds of foreign vessels."

To achieve an increase in American-flag carriage, Clark proposed:

- Telling the 14 subsidized companies that continued federal aid "will rest on their getting into the commercial market and competing for commercial cargo."

- Maximizing U.S.-flag participation in the movement of such government cargoes as agricultural surplus, foreign aid and military shipments, setting a goal of 100-percent carriage of these cargoes by American, instead of foreign, vessels.

- Taking the administration



Two graduates of the Harry Lundeberg School of Seamanship are seen here during a shipboard meeting on the Merrimac. Dennis Campbell, right, completed his trainee course in 1968, and sailed as ordinary seaman. He graduated from the HLSS Upgrading School in August, and now sails as AB. Richard Forrest went through trainee program in 1967, completed AB upgrading course in 1968 at Piney Point, earned his full book through Advanced Seamanship Training in August.

of the government cargo program out of the hands of the State, Agriculture and Defense Departments and turning it over to the Maritime Administration "whose job it is to promote the American merchant marine."

- Making maritime decisions on the basis of "restoring vitality to the merchant marine, shoring up our domestic economy and reducing the pressures on our balance of payments," instead of on "the narrow dollars-and-cents basis of the fed-

eral budget."

Clark noted that a year ago, in a speech in Seattle, President Nixon set as a national goal the carriage of 30 percent of our cargo in American ships by the mid-1970's.

"That's a six-fold increase over what we're carrying now," Clark said, adding it can be achieved only if legislative proposals to back up the White House policy statement are "cargo-oriented proposals."

Congressman Predicts:

'Close Harmony' on Maritime Between Nixon, Capitol Hill

WASHINGTON — "Close harmony" between the Nixon Administration and the Democratic-controlled 91st Congress on maritime matters has been forecast today by Representative Thomas S. Foley (D-Wash.).

Foley told a meeting of maritime industry and labor representatives and government officials that the President's maritime proposals unveiled last month would be acted on "in the same bi-partisan spirit" that has characterized the Congressional approach to merchant marine legislation.

"Our nation's urgent maritime needs demand nothing less from all of us," Foley said at the gathering sponsored by the 7.5-million member AFL-CIO Maritime Trades Department.

The west coast lawmaker noted that Congressional efforts to rebuild American maritime fortunes over the past years had been blunted by "either indifference or open hostility in the

Executive Branch that would put our shipping and shipbuilding industries back on their feet again."

Foley said that the Nixon maritime message "signals a long-awaited change in the situation," and demonstrates for the first time an inclination in the Executive Branch to work with Congress "to legislate meaningful reforms."

Pointing out that the maritime message enunciated principles that must be fleshed out in the legislation the Administration intends to send to Capitol Hill, the Democratic Congressman expressed the hope that the White House would make clear its determination to extend the provisions of the new program to the two-thirds of the merchant marine which has not been subsidized under the maritime program in effect since 1936. Only 14 companies, Foley noted, "have, up to now, been the sole beneficiaries of our maritime program."

Discussing Nixon's Maritime Program



Mrs. Helen Delich Bentley, newly sworn-in Federal Maritime Commission chairman, and O. William Moody, Jr., administrator of the AFL-CIO Maritime Trades Department, which represents 42 unions with 7,500,000 members, discuss the administration's recently released fleet revitalization program at recent meeting sponsored by MTD.



SIUNA Vice President Steve Edney (center) addresses a recent emergency meeting of SIUNA fishermen and cannery workers, and boat owners, in San Diego to seek a more realistic tuna quota for the U.S.

SIUNA Fish Conference Seeks Higher Tuna Quota

SAN DIEGO—An emergency meeting of SIUNA fishermen, cannery workers, boat owners and other interested parties was held earlier this month to draft a unified program to meet the growing problems facing the West Coast tuna industry.

The meeting was called to draw up proposals to present to the Inter-Tropical Tuna Commission which is scheduled to meet shortly to hear appeals and set fishing quotas for the United States and a number of South American countries.

Steve Edney, SIUNA vice president, and chairman of the SIUNA Fish and Cannery Conference, told the meeting that

the quotas under which the United States operated in 1969 were unrealistic, "and we don't want to see it happen again in 1970."

The U.S. tuna quota for 1969 was set at 120,000 tons. The conference is seeking an increase to a minimum of 200,000 tons for 1970, Edney said. He pointed out that until 1959, there was no quota restriction on tuna fishing, but that after restrictions were enacted "the pendulum has swung so far the other way that the entire industry is now in danger." He charged that the low quotas have put many fishermen and fish processing workers out of work.

Constitution Committee Report Approved:

Voting on Amended Constitution To Begin Nov. 22 in All Ports

Seafarers will begin voting in all ports on November 22 in a secret-ballot referendum on a proposed amended constitution for the SIU Atlantic, Gulf, Lakes and Inland Waters District.

The decision to place the proposed amended constitution on the ballot was made at membership meetings in all ports on October 22-23, after the Constitution Committee submitted its report and recommendations, and the text of the proposed document was read in its entirety and discussed. In addition, as vessels came into port, similar meetings and discussions were held.

The ballot will contain three propositions on which Seafarers will vote:

- The proposed new constitution.
- A change in initiation fees.
- A change in the method for paying dues, and a termination of assessments.

The financial changes on which the membership will ballot are designed to spread dues payments evenly throughout the year, instead of Seafarers having to make one large payment in the first quarter. The change in the method of paying dues will make no overall change in the amount of dues paid annually by the membership.

The Constitution Committee recommended adoption of the new constitution.

(The full text of the committee's report appears on Pages 5 to 7. The text of the proposed amended constitution, followed by the text of the present constitution, appears in the Constitution Supplement in the centerfold of this issue.)

In recommending the constitution changes, the Constitution Committee in its report cited three reasons for its proposals:

1. "The fact that no major or large changes have been made in our constitution for almost 10 years," during which "there have been many changes in the industry and interpretations of laws put on the books...";
2. "The necessary housekeeping changes which have to be made from time to time"; and
3. "The arbitrary position which has been taken by the Department of Labor in connection with our recent officers' election."

Voting on the new constitution will be held in all ports from November 22 through December 22, on Mondays through Fridays from 9 a.m. to 5 p.m., and from 9 a.m. to noon on Saturdays. Voting will not be conducted on holidays.

Among the areas in which changes in the constitution have been recommended are those dealing with qualification for membership in the Union, and those covering dues, initiations and assessments. In its report to the membership, the committee emphasized that "none of the changes proposed have anything to do with your job rights. Your job rights are preserved within the shipping rules as part of the contract between our Union and the shipowners. The constitutional changes recommended deal only with union rights."

Another change calls for revision of the balloting procedures, including the use of mail ballots in future elections.

The Constitution Committee recommended changes in nominating procedures, and a simplification in the qualifications for elected office in the Union.

Under the proposed new constitution, the next general election would be held in 1971 instead of 1972, thus shortening, by one year, the terms of existing officers.

In its report to the membership, the Constitution Committee urged Seafarers to "carefully read the proposed revised constitution in conjunction with our existing constitution so as to be fully informed as to any and all recommended changes and in that way be in a position to vote with full knowledge of the facts upon the proposed revised constitution."

Serving on the elected Constitution Committee were Daniel Dean, Book No. D-70; John Pasko, Book No. P-666; Fazil Ali, Book No. A-475; Charles Boyle, Book No. B-958; John Dolan, Book No. D-124; and John Graddick, Book No. G-313.

Would End Decline of American Shipping:

Nixon Unveils Maritime Program to Encourage Construction, Give U.S.-Flag Ships More Cargo

WASHINGTON—The Nixon Administration has unveiled its long-promised maritime program—a plan for revitalization of the U.S.-flag fleet geared to building new ships, encouraging increased private investment, and guaranteeing more government cargo for the unsubsidized, as well as the subsidized, segment of the shipping industry.

The proposals, promised by President Nixon a year ago during the 1968 presidential campaign, called for positive government and industry action to "replace the drift and neglect of recent years and restore this country to a proud position in the shipping lanes of the world."

In a lengthy message to Congress, the President called, in effect, for modernization of the Merchant Marine Act of 1936, declaring bluntly that "the old ways"—under a program which granted aid exclusively to 14 subsidized berth-line operators—"have not worked."

The Nixon message was hailed by SIUNA President Paul Hall as a "landmark" on the road to long-overdue revival of the U.S.-flag merchant fleet. (See text of Hall's statement at right.)

The Administration proposed drew bipartisan support from Capitol Hill, where the House Merchant Marine and Fisheries Committee and the Senate Commerce Committee promptly slated hearings on a maritime program even in advance of Nixon's formal legislative package. The Administration's maritime bill is expected to be submitted to Congress early in December.

Here are highlights of the Nixon proposal:

- Tripling of ship construction in American yards—from the present 10-a-year level to 30 ships annually.
- Extension, for the first time, of construction differential subsidies to bulk carriers in the ore, grain and oil trades.
- Long-range commitment of funds for shipbuilding, allowing operators to plan vessel replacement and permitting shipyards to achieve economies in cost.
- Extension to unsubsidized operators of the same right granted the 14 subsidized lines to establish tax-deferred construction reserve funds—an important move in terms of attracting needed private capital for expansion and modernization of the fleet.

• Raising the ceiling on the government's mortgage insurance program from its present \$1-billion level to \$3 billion, as a further spur to private capital to get into the business.

• A new "direct subsidy system" for American-flag ships carrying government-sponsored cargo to replace the present indirect subsidy, thus reducing the hostility of such agencies as Agriculture and AID to the use of American ships and American crews. (Details of the new cargo preference program were not spelled out in the Nixon message.)

Many of the key points in the Administration's program closely paralleled recommendations made repeatedly over the past several years by the SIUNA and the AFL-CIO Maritime Trades Department, which have been active in efforts to reverse the decline in the nation's maritime fortune.

In sending his maritime message to Congress, the President painted a bleak picture of the present state of the merchant marine.

"While only one-fourth of the world's merchant ships are more than 20 years old," Nixon de-

clared, "approximately three-fourths of American trading vessels are at least that antiquated. In the next four years, much of our merchant fleet will be scrapped. Yet we are now pro-

(Continued on Page 25)

Hall Sees Program as 'Landmark'

President Nixon's maritime message drew this comment from SIUNA President Paul Hall:

"The maritime program submitted to Congress by President Nixon marks the first time in a third of a century that proposals have been made by the government to overhaul the out-of-date Merchant Marine Act of 1936.

"The proposed legislation is a landmark in still another direction: It is the first proposal that has been made that takes into consideration the needs of the entire merchant marine—not only the one-third of this industry which has been the beneficiary of federal assistance since 1936, but also the two-thirds of this industry which has operated independently of government subsidy during this period.

"President Nixon's proposals form the most substantial basis to date for a revitalization of the American merchant marine. It may be that Congress will feel that some amendments are necessary in order to make this program achieve its maximum effectiveness in terms of our balance of payments, the growth of our shipping and shipbuilding capabilities, the realization of our potential for seafight in time of emergency, and the enhancement of our prestige around the world.

"What is most important, however, is the fact that the President has enunciated a policy that, for the first time, should lead to the full development of our merchant marine."

SIU Pension Roster Adds 14 More Seafarer Veterans

Fourteen more Seafarers joined the ever-expanding list of members drawing their SIU pensions last month following completion of long careers at sea.

Walter James Jarrett, 63, of St. Louis, Missouri, joined the SIU in the Port of Boston in 1944. He sailed as a cook and baker in the steward department and last shipped aboard the Transpacific. Brother Jarrett is a native of Illinois who now lives in St. Louis with his wife, Dorothy May.



Jarrett



Fitzgerald



Mansan



Marte



McCann



Lum



Redmond



Francis

the Union in the Port of New York. He shipped as a cook and last sailed aboard the Geneva earlier this year. A seaman since 1925, Brother Mansan now makes his home in Philadelphia.

Henry R. Krinke, 65, joined the SIU in the Port of New York. He sailed as a deckhand and last worked for the Pennsylvania Railroad. A native of East Norwalk, Connecticut, he now lives in Harrington Park, New Jersey, with his wife, Helen.

an accident free ship for the periods covering the last half of 1960 and the first half of 1961.

Jesus Maria Landron, 49, joined the SIU in the Port of New York in 1942. He is a native of Puerto Rico and now makes his home in Brooklyn with his wife, Monica. Seafarer Landron worked as an AB and last sailed aboard the Transwestern.

Gorham M. Bowdre, 64, makes his home in Glyndon, Maryland. He is a native of Washington, D.C., and joined the Union in the Port of Baltimore. Brother Bowdre sailed as a chief electrician and last shipped aboard the Kyska.

Cedric U. Francis, 75, is a native Texan who continues to live in the Lone Star state at Clute with his daughter, Catherine Mae Palmer. He joined the SIU in the Port of Galveston and sailed as a steward, cook and baker. Seafarer Francis had been sailing since 1921 and his last vessel was the Chatham.

John Pennino, 57, is a native of Louisiana who joined the SIU in the Port of New Orleans in 1942. He sailed as a steward and his last vessel was the Del Mar. Brother Pennino now makes his home in New Orleans with his mother, Mrs. Mary

Pennino.

Opie C. Wall, 66, joined the Union in the Port of Norfolk. He is a native of North Carolina and now lives in Baltimore, Maryland, with his daughter, Betty. Seafarer Wall sailed in the engine department as an FOWT and last shipped aboard the Yorkmar. From 1923 until 1927 he served in the Navy. He began his sailing career in 1935.

John O. McCann, 56, of Houston, Texas, joined the SIU in the Port of Galveston and shipped as an FOWT. His last vessel was the Cottonwood Creek. A native of Indiana, Brother McCann served in the Navy during World War II from 1943 until 1945.

Norwood A. Barbour is a native of North Carolina who joined the SIU in the Port of Norfolk. He sailed in the engine

department as an engineer and FOWT. Seafarer Barbour now makes his home in Washington, North Carolina, with his wife, Dorothy Faye. From 1950 until 1952, Brother Barbour served in the Army.

George L. Lum, 62, of Dumont, New Jersey, is a native of New York City. He joined the Union in the Port of New York in 1960 and sailed as a deckhand. His last employer was the Pennsylvania Railroad. Brother Lum now makes his home in Dumont with his wife, Catherine.

Daren L. Redmond is a native of North Carolina who joined the SIU in the Port of New York. He sailed in the deck department as an AB and last worked aboard the Transeric.

Brother Redmond now lives in Federal Way, Washington.



Fitzgerald



Jarrett



Marte



Pennino



Mansan



Redmond

Simplicio G. Mansan, born in the Philippine Islands, joined

Eugenio T. Marte, 65, is a native of the Philippine Islands and now lives in Brooklyn. Seafarer Marte joined the Union in the Port of New York in 1944. He sailed in the engine department as a wiper and last worked aboard the Steel Surveyor. Brother Marte has been sailing the seas for 34 years. In 1961 he was presented with two personal safety awards for his part in keeping the Steel Surveyor

3 More Seafarers Upgraded By SIU Deck Officers School

Three additional deck department Seafarers have earned their officer's licenses after successfully completing the course of study offered at the upgrading school jointly sponsored by the SIU and the Associated Maritime Officers Union.

There are now 57 Seafarers who have received mate's licenses after taking the course and passing their Coast Guard examinations.

William Earl Culpepper, 53, received his third mate's license after graduating from the school. He is a native of Virginia and now lives in Norfolk with his wife, Wilby. Brother Culpepper joined the SIU in the Port of Norfolk in 1947 and sailed in the deck department as an AB. He served in the Marines from 1942 until 1946.

Ronald Dale Stough, 40, is a native of Ohio who now makes his home in Washington with his wife, Mina. He has been sailing with the SIU since 1948 when he joined the Union in the Port of New York. Brother Stough shipped out as a bos'n before entering the school in June. He graduated on October 8 and received his second mate's license.

Michael Theodore Chiglo, 26, of Philadelphia, graduated and received his third mate's license upon graduation from the SIU-AMO school. He is a native of Philadelphia and joined the Union there in 1965.

In the same year he graduated from the Harry Lundeberg

School of Seamanship. Brother Chiglo sailed as an AB before entering the upgrading school in June. He served in the Marines from 1960 until 1964.

The deck officers upgrading school is the first of its type in the industry. It is run under a reciprocal agreement between the SIU and the Associated Maritime Officers Union.

Seafarers wishing to participate in the program can begin training at any time. There is no set length for the course, rather it is geared to the man's ability and knowledge, and the degree of his preparation for the examination.



Stough



Chiglo

Like the engineer's upgrading school, the deck officer's training program was begun in line with the SIU's objective of encouraging and assisting unlicensed Seafarers to upgrade themselves to better paying jobs.

There is no expense involved for Seafarers. They are provided with meals, lodging and subsistence payments of \$110 a week while in the program.

Deck department Seafarers who are interested in taking advantage of this training program may apply at any SIU hall, write directly to SIU headquarters at 675 Fourth Avenue, Brooklyn, New York 11232, or telephone the school at (212) 768-0561.

Meany Tells AIFLD Graduates:

Aid to Free Trade Unions Curbs 'Slave Labor' Threat

FRONT ROYAL, Va.—American labor aids in building free unions around the globe because it knows that "slave labor threatens free labor everywhere," AFL-CIO President George Meany told graduates of the American Institute for Free Labor Development.

Also addressing the graduation ceremonies was Robert B. Black, director of social development for the Agency for International Development.

Graduates of the latest AIFLD class—36 union leaders from Brazil and Caribbean nations—bring to nearly 800 the number from Latin America who have completed the course here. They, in turn, become instructors in their own countries.

Meany stressed that the course is designed to help those who take it understand U.S. unions, benefit from their experience, adopt them where possible, but "not necessarily emulate us."

The important thing, Meany said, is that the graduates help build "free labor structures" that will advance the wages and working standards of union members, and thereby strengthen the economies of their countries.

Black said the U.S. government sees the labor movement in Latin America as "perhaps the best system of private organizations who assemble, speak their views and represent their interests in the open societies of their countries."

Labor unions, he added, are "one of the fundamental building blocks in the creation of an effective modern society, along with cooperatives, credit unions, community organizations, and women's and student's groups."

He urged the graduates to equip themselves with the economic facts about their countries and make their voices heard in helping to determine economic policies.

Race Quotas Plan On Minority Jobs Rapped as Illegal

WASHINGTON—The Administration's racial quota system for hiring minority group members in the Philadelphia building industry is illegal, unworkable, and in conflict with the intent of Congress and the language of a presidential executive order, the AFL-CIO Building and Construction Trades Department has charged.

The department "supports the objectives of non-discrimination and affirmative action in the Equal Employment Opportunity program" in deeds as well as words, BCTD President C. J. Haggerty said in a statement presented to the Senate Subcommittee on the Separation of Powers by Louis Sherman, the department's legal counsel.

The statement paralleled a policy declaration of delegates to the department's 55th convention, held in September. That convention agreed unanimously that "we are unalterably opposed to the quota system."

The AFL-CIO convention which followed said the Philadelphia plan "sets up unsound procedures used in no other industry, segment of the labor market or in government itself."

Report of the CONSTITUTIONAL COMMITTEE

WE, THE UNDERSIGNED Constitutional Committee, were elected at a special meeting at Headquarters—Port of New York, on September 22, 1969 in accordance with Article XXV, Section 2 of our Union Constitution. We have studied the amendment resolution submitted by Al Kerr, Secretary-Treasurer, in behalf of our Executive Board, and which resolution was printed in full in the Seafarers Log, September 1969 issue.

As the resolution provided, it was proposed that our Constitution be amended to provide for mail balloting for the election of officers and for constitutional amendments, unless with respect to such amendments the membership should otherwise determine. Our Committee was charged with making recommendations as to the exact procedures or details for such mail balloting.

We were also authorized and directed to make recommendations on any other proposed constitutional amendments as our Committee felt were needed or appropriate, including such items as membership requirements, financial requirements, election procedures, definitions, and any other constitutional subjects.

Since our election your Committee has been meeting regularly on the second deck of the Headquarters building. We have met daily with members and discussed many of the items to be continued or changed in our Constitution. In fact, Secretary-Treasurer Kerr at the October 6th Headquarters—Port of New York meeting announced to the members that any of them who had any suggestions as to changes in our Constitution should discuss them with our Committee in the Conference Room on the second deck of the Headquarters building and, as we have stated before, many of the members have had such discussions with us. In addition, we have had regular discussion with our officers as to operational and other problems which have a direct effect upon the terms of our Constitution. We have met with Secretary-Treasurer Kerr on numerous occasions and he has given us material for our study, as well as numerous reports concerning the Department of Labor's action on two members' complaints filed with the Department regarding our last officers' election. In relation to this last item, we will deal with it in more detail later on in this report.

As a result of our studies, meetings, discussions with members and officers as well as going over various materials, we have come to the decision that a large number of changes must be made in our Constitution and as a result we are recommending numerous changes that we feel are needed. These changes and recommendations are contained in the papers attached which are headed, "TEXT OF PROPOSED SIU CONSTITUTION." Where we have made changes or deletions from our old Constitution we have attempted to identify them by an asterisk (*) alongside of each section. However, to make sure that all members are aware of all changes or deletions, we suggest that each member compare the old Constitution with the proposed new Constitution, section by section, item by item.

The reasons for the suggested changes as recommended by your Committee falls within three groups: the first is the fact that no major or large changes have been made in our Constitution for almost ten years and, as we all know, during that period of time there have been many changes in the industry and interpretations of laws put on the books within the past ten years or so. The second reason is the necessary housekeeping changes which have to be made from time to time. The third and most important reason is because of the arbitrary position which has been taken by the Department of Labor in connection with our recent officers' election. As to this last item, we have examined numerous materials, papers, and documents and have received detailed reports from our Secretary-Treasurer. Your Committee believes it is very important that the full story on this

subject be given to the membership so that a complete understanding can be had as to why your Committee has recommended some large and basic changes in our Constitution. The facts are as follows:

On our 1968 election of officers there were two complaints filed with the Department of Labor relative to our election of officials. Based on these complaints the Department of Labor commenced an investigation in late March 1969. Starting from that time, the Department of Labor's investigators met with representatives of our Union, particularly our Secretary-Treasurer and our Counsel, and were furnished with all information requested over a period of many months. They also interviewed many of our members who participated in conducting the vote and our officials, in each and every port in which the Union maintains an office, throughout the United States as well as Puerto Rico.

Under the law, the Department of Labor was required to finish their investigation in sixty (60) days. However, they repeatedly requested extensions of time, which were granted to them on six separate occasions.

As the membership knows, the Seafarers International Union was holding its Convention in Washington, D.C. during the week of July 28th through August 1st. On July 30th, during a Convention session—without any prior notice, telephone call or common courtesy—the Department of Labor caused to be served on our President and our Counsel, at the Convention Hall, the following letter:

"Office of Labor Management & Welfare Pension Reports
Washington, D.C. 20210

Official Business

July 30, 1969

"Mr. Paul Hall
President, Seafarers' International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District
675 4th Avenue
Brooklyn, New York 11232

Dear Mr. Hall:

Pursuant to the authority of Section 601 of the Labor-Management Reporting and Disclosure Act of 1959, as Amended, and receipt of a complaint, this Office has initiated an investigation into an election for the principal headquarters and port offices conducted by the Seafarers' International Union of North America, Atlantic, Gulf, Lakes and Inland Waters District (SIU-AGL & IWD), during November and December 1968. Section 402 (b) of the Act states, in part, "... if he (the Secretary of Labor) finds probable cause to believe that a violation of this title (Title IV) has occurred and has not been remedied, he shall, within sixty days after the filing of such complaint, bring a civil action against the labor organization..."

The investigation thus far conducted establishes probable cause to believe that the election conducted by SIU-AGL & IWD violated Title IV in the following particulars:

1. Approximately 7,000 to 9,000 members in good standing were denied the right to one vote (Section 401 (e));
2. Reasonable opportunity for the nomination of candidates was not given in that officer candidate eligibility requirements were waived after nominations were closed (Section 401(e));
3. The election procedures at various port polling places resulted in the denial of a secret ballot (Sections 3(k) and 401(d));
4. Adequate safeguards for a fair election were not provided in the custody and control of voted ballots; and denial of the right of a candidate to have an observer at the counting of the ballots (Section 401(c));

5. Members in good standing may have been denied a reasonable opportunity to cast one vote in that out of a possible 735 voting days at all port polling places, there were 198 days on which the polls were closed due to the questionable election procedures employed (Section 401(e)); and

6. At least one officer position was filled by appointment rather than election by secret ballot (Sections 3(n) and 401(d)).

In order to conclude this investigation as expeditiously as possible, it would be appreciated if you communicate with me on or before August 6, 1969, concerning any additional evidence bearing on the violations or any remedial action contemplated by your office.

In the event that additional time is desired to consider these matters, it is suggested that an additional time waiver be submitted. As you know, under the current waiver statutory filing deadline extends only to August 7, 1969.

Sincerely yours,
s/ Henry A. Queen
Chief, Branch of Elections and Trusteeships

cc: Mr. Howard Schulman
Schulman, Abarbanel and Kroner
Attorneys at Law
50 Broadway
New York, New York 10004"

The arrogance of the Department of Labor as demonstrated by the manner in which they served this letter was exceeded only by the very contents of the letter itself.

On August 1st, our Union's Secretary-Treasurer, Al Kerr, accompanied by our Counsel, met in Silver Spring, Maryland with the writer of the letter and the Director of this division of the Department of Labor, his assistants and associates, including a representative from the office of the Solicitor of Labor, to discuss the contents of the aforementioned letter and the reason for same. The following "fantastic" explanation was given by the Department's representatives.

In answer to item one where it was claimed that 7,000 to 9,000 members in good standing were denied the right to vote, the Department's explanation was as follows. They estimated that approximately 15,000 to 17,000 people had sailed aboard Union-contracted vessels and that approximately 8,000 full book members were given the right to vote. They further estimated that about 7,000 to 9,000 of those persons who worked as unlicensed seamen aboard these vessels during that period were, therefore, denied the right to vote, claiming that all such approximately 15,000 to 17,000 persons were entitled to vote in our election for our officers. It was pointed out to the Department of Labor that, in spite of any other considerations, many of these men who the Department of Labor claimed should have been entitled to vote, were men who had sailed in some instances less than thirty days, less than sixty days, less than ninety days, and some as little as ten days, many of whom were college students seeking summer employment, others who sought temporary part-time employment, and others who just desired to make a trip or two, etc. In addition, it was pointed out to the Labor Department that by previous court decisions which pointed out the ups and downs of our industry and under rules which the Labor Department itself has used to supervise elections of officers in maritime unions, that no such position had ever been taken by the Department of Labor before. To the contrary, a most substantial employment requirement was used by the Department in determining the right of the seaman to vote. In spite of this explanation, these undisputed facts, the Department of Labor nevertheless has continued to maintain its position as they had set forth in item one of the letter that "approximately 7,000 to 9,000 members in good standing were denied the right to one vote."

One of the most surprising things in

regard to this item of 7,000 to 9,000 members being denied the right to vote, is the fact that no complaint was filed with the Department of Labor making this a reason for any protest. In fact, the direct opposite occurred because of our two (2) members who filed a protest, one complained that the Union's constitutional provision with respect to the right to vote was too liberal!

It certainly is strange to find the Department of Labor creating its own complaints and we can only determine that from their actions it is the intent of the Department of Labor to arbitrarily determine what should or should not be the constitutional provisions of our Union. The Labor Department, it appears, is prepared to substitute the judgment of some of its bureaucratic personnel for that of the membership of our Union. For, after all, the constitution under which we operate is the document which was prepared, voted upon and approved by our membership to determine the manner in which we should live and the rules under which our organization should operate. Furthermore, we are the men who sail the ships, who understand our problems, needs and desires as distinguished from the desk jockey in Washington who in all probability does not know one end of a ship from another; whereas we as active seamen do and many of us being transient individuals are dependent upon our organization and the relationship with our fellow seafarers as our way of life and the maintaining of same.

We have been advised that one of the main purposes of the law which regulates union elections is to give the Union and its members the opportunity to act upon any protest by its members before the Department of Labor may assume control of the member's beef. Here, neither of our two protesting members ever raised this issue and we therefore ask how could our Union have acted upon such a complaint? In view of this, we find it impossible to understand the Department of Labor's position in this matter.

Item 2 of the Department's letter reads as follows:

"2. Reasonable opportunity for the nomination of candidates was not given in that officer candidate eligibility requirements were waived after nominations were closed (Section 401(e))"

For our recent election of officers our membership Credentials Committee liberally interpreted the qualifications for office and our membership overwhelmingly affirmed the Committee's action. The results of such liberal interpretation was to make more of our members eligible to run for office. In fact, one of those found eligible by this liberal interpretation was Brother Rothman, who was one of the members who protested the election.

For the past several years, we have been reading and hearing about statements from Government officials who are charged with the administration of laws regulating Union affairs, that Unions should take steps to afford the greatest number of members the opportunity to run for office. Yet, in our election of officials where our Credentials Committee and membership liberally interpreted our own Constitution to make more of our members eligible to run for office, the Department of Labor, under a blanket of technicalities, challenges this action. We should also point out to the membership that none of our members who had not filed their credentials in this election, have made any protest, as to the manner in which the Credentials Committee and the membership interpreted and applied this portion of our Constitution.

Item 3 of the Department of Labor's letter reads as follows:

"The election procedures at various port polling places resulted in the denial of a secret ballot (Sections 3(k) and 401(d))"

The Department's explanation to our representatives, as to this item, was that certain voted ballots had been kept overnight at one (1) of the ports. Our Union representatives demanded proof of this charge as well as the name of the port involved which the Department's representatives were unable to furnish at that time. We were subsequently advised that the sole basis for their charge was the postmark contained on two envelopes addressed to the depository bank from the port of Norfolk and which postmark was the postmark for the day immediately after the day on which those ballots had been cast. It was pointed out to the Department that the record showed that the envelope was mailed the same day as the votes were cast and that it had been posted in a post box and apparently not picked up and stamped by the postal authorities until early the following day. The Department thereafter admitted that it had no evidence to support its charge, other than the mere postmark upon the two envelopes. It is upon such flimsy facts that the Department of Labor makes such serious charges of a "denial of a secret ballot." The Labor Department is apparently good at making accusations, but quite short in supplying the evidence in support of them.

As to Item 4 of the Department of Labor's letter, it reads as follows:

"Adequate safeguards for a fair election were not provided in the custody and control of voted ballots; and denial of the right of a candidate to have an observer at the counting of the ballots (Section 401(c))."

The Labor Department's peculiar evidence as to the failure to have adequate safeguards concerning the custody and control of voted ballots is based upon the procedure used by our Polls Committee, as called for in our Constitution, whereby at the end of the voting day the ballots in the ballot box, completely folded, were then placed by the Polls Committee into a mailing envelope and mailed to the depository. In effect, the Labor Department is indicting each and everyone of the members of our Polls Committee who as rank-and-file members participated as good Union members should in the operation and affairs of our Union without compensation. It is more amazing when this is the sole "evidence" that the Department of Labor has. In fact, they admitted to our representatives that there was no evidence that any single committeeman ever invaded the secrecy of any man's ballot by this procedure. In spite of these cold facts, the Department of Labor has the nerve to accuse our Union and its members of being derelict in failing to provide adequate safeguards for a fair election.

As to the second part of this Item 4, which refers to the denial of the right of a candidate to have an observer at the counting of the ballots, the Labor Department is referring to the protest of Brother Rothman. This item we all find impossible to believe, for as members, many of us have observed the counting of the ballots. In fact, in this election it was done in an open room, right off the main floor of our Headquarters' building, in full view of all members, many of whom for long periods of time personally observed the count. Such a charge, to our knowledge, is unbelievable. Of greater importance however, is the Labor Department's confused position. On the one hand, under Item 2 of their letter, they say that we were wrong in liberalizing the rules for nomination. Yet, strictly because of such liberalization, Brother Rothman was found qualified. The Department under their Item 2 would find him non-qualified. But on the other hand, under their Item 4 they say this "non-qualified candidate" was denied the right to have an observer. We wonder how ridiculous some people can get.

With respect to Item 5 the Department's charge is as follows:

"Members in good standing may have been denied a reasonable opportunity to cast one vote in that out of a possible 735 voting days at all port polling places, there were 198 days on which the polls were closed due to the questionable election procedures employed (Section 401(e))."

The meaning of this charge is that on some days, at some ports, there was not a quorum available to elect a Polls Committee and, therefore, no voting took place on such days. Included in this

charge is the port of Detroit, here because of the change in shipping traffic, and weather conditions, few if any of our vessels entered such port during the voting period. Furthermore, none of our membership is at that port, as witness the fact that because no members are present, there are no quorums for meetings. Most important, however, is the fact that the Department of Labor admits that no member at anytime claimed that he was unable to vote, nor has the Department of Labor shown any evidence that any member was unable to vote because of the above circumstances. We can only once again express our amazement and concern at the Department's charge, in the light of these undisputed facts, and can furthermore, only conclude that the Department of Labor is clearly intent on making a "case" in spite of the lack of evidence and the overwhelming facts to the contrary.

With respect to their last Item 6, the charge is as follows:

"At least one officer position was filled by appointment rather than election by secret ballot (Sections 3(n) and 401(d))."

However, the facts concerning this issue are as follows:

After the close of nominations and the printing of the ballot, but shortly before the beginning of the election period, Brother Leo Marsh, a candidate for Mobile Joint Patrolman, died. Nevertheless, the membership elected him to office. As provided by our Constitution, after the election was over, the membership, adopting the recommendations of the President, appointed Stanley Zeagler to fill the position. The Department of Labor took the position that the person who should have been deemed elected to office or appointed to the office to which Brother Marsh was elected, should have been the candidate who received the next highest vote. Such member, who the Department of Labor says should have been appointed, received 2,500 less votes than our deceased member, Brother Marsh. Our representatives pointed out to the Department of Labor that in political elections, where a similar situation occurs, under no circumstances does a defeated candidate get appointed to the spot of a deceased successfully elected candidate. The reason for this is obvious. The defeated candidate was rejected by the voters and under no stretch of any reasonable person's imagination should a candidate be imposed upon the voters, particularly when he has been rejected by them. This is the sort of nonsense which is being engaged in by the Department of Labor in connection with our election.

After the August 1st meeting between representatives of our Union and the Department of Labor, on the letter that has been dealt with above, additional meetings were had between our officers and counsel and representatives of the Department of Labor. Included in these meetings was one attended by our Secretary-Treasurer, Al Kerr and Vice-President, Robert Matthews and our counsel with the Solicitor of the Department of Labor, the members of his staff as well as other representatives of the Department of Labor. In addition, our President, Paul Hall, met with the Assistant Secretary of Labor, William Ussery, on this subject. As our Union representatives have advised members of our Committee, it became quite clear that the Department was intent in moving against our Union and its membership regardless of the evidence or facts submitted.

On October 15, 1969 there was served upon our Union a complaint filed by George P. Shultz, Secretary of Labor, United States Department of Labor, Plaintiff against Seafarers International Union of North America—Atlantic, Gulf, Lakes and Inland Waters District, filed in the United States District Court for the Eastern District of New York. The main content of their complaint is contained in paragraph X which reads as follows:

- a) Defendant violated section 401(c) of the Act (29 U.S.C. 481(c)) by failing to provide adequate safeguards to insure a fair election.
- b) Defendant violated section 401(e) of the Act (29 U.S.C. 481(e)) by
 - i) denying members in good standing a reasonable opportunity to nominate, vote for or otherwise support the candidates of their choice;
 - ii) denying members in good

standing the right to be candidates and to hold office by the imposition of unreasonable candidacy qualifications; and

- iii) denying members in good standing the right to vote."

In effect, the Department of Labor is seeking to set aside our recent election for officers and to run a new election under the Department of Labor's supervision. The Department also seeks the costs of their lawsuit against the Union.

The membership of this Union is aware of the past activities of the Department of Labor as applied to our Union and it appears to us based upon these facts which have been laid out above, that this is more of the same. Although not strictly within our authority, we feel compelled to recommend that our membership go on record to oppose this action of the Department of Labor to the fullest extent possible. The conduct of the Department of Labor, in the light of the facts concerning this issue compels us as trade unionists not only to vigorously fight their unwarranted conduct, but to accept their challenge and come to grips with them in a Court of law. To do less is to give up our responsibilities to our membership, our Union, and to the concepts of free trade unionism.

The action of the Department of Labor can result in serious damage to our membership and as set forth above should be most vigorously opposed. In the meantime, we should take the necessary steps to reduce any damage which may be done to our membership and our Union, and it is for that reason that we recommend many of the items for change which are contained in our proposed Constitution. We further recognize that because of the Department of Labor's action many of these constitutional changes will impose financial costs to those who as of now are not full book members of our Union. This is regrettable. However, this is all a result of the Department of Labor's activities. For it is fundamental that with complete and full rights comes equal responsibility. The Department of Labor's activities compels this application and with it the same financial obligations upon practically all persons who sail aboard our contracted vessels irrespective of the unequal economic opportunities among such group.

In connection with this proposed constitutional change, involving the above subject, it should be pointed out that the constitutional provisions with respect to membership, the payment of financial obligations and matters related thereto, is recommended to be changed. It should further be pointed out that none of the changes proposed have anything to do with your Job Rights. Your job rights are preserved within the shipping rules as part of the contract between our Union and the shipowners. The constitutional changes recommended deal only with the Union's rights.

Your Committee points out that by virtue of some of the charges made by the Department of Labor we are proposing a substantial revision in our balloting procedure. It is regrettable that the actions of the Department of Labor results in less membership participation than existed before the appearance of the Department of Labor upon this scene. For the Labor Department, in its "nit-picking," criticizes and charges the Union for what may, at the most, appear to be harmless errors of members who participated in carrying out election procedures. The consequences of the Department's action is that our Union as an aware Union must of necessity limit its exposure to lawsuits by the Department of Labor. In limiting such exposure, of necessity it limits membership participation in the elective processes and procedures of the Union. As will be noted, the recommended balloting procedures practically eliminates membership participation in election procedures. This, we must repeat, is most unfortunate. The blame, however, must be laid at the doorstep of the Department of Labor and perhaps some day our legislative bodies will recognize this and take the necessary steps to remedy this.

Your Committee also wishes to point out that because of the changes in the provisions of our Constitution dealing with membership, and so as to afford all full book members a reasonable early opportunity to exercise their democratic

elective rights, your Committee recommends that the present term of office for officers which expires at the end of 1972 be changed to end at the end of 1971, and that the election of officers for a four-year term be held in the year 1971 in the manner set forth in our recommendations on this subject.

It should be further noted that qualifications for nomination to office are being partly liberalized. This recommendation picks up part of the sentiments expressed by our membership during the last election qualification period. Because of the action of the Secretary of Labor against our Union, this liberalization has been limited to the extent recommended.

Also, contained within our recommendations are certain housekeeping and technical matters updating our Constitution in the light of the changing circumstances and interpretations of laws controlling unions. Some examples of these are contained in granting the membership the right to determine the status of pensioners; in the type of evidence of membership; in revising some of the duties and functions of our officers; in making provisions with respect to unopposed candidates; incorporating many of the provisions concerning elections not heretofore set forth in our Constitution but contained in our Officers' Reports and Recommendations as additions to voting procedures, such as provisions for absentee ballots, nomination of another member; revisions with respect to the procedures on protests concerning election of officers; provisions with respect to the maintenance of our assets; provisions with respect to amendment procedures, as well as other changes. Again, we recommend to the membership that you carefully read the proposed revised Constitution in conjunction with our existing Constitution so as to be fully informed as to any and all recommended changes and in that way be in a position to vote with full knowledge of the facts upon the proposed revised Constitution.

At this point your Committee further points out that in connection with its recommended change in the qualifications for full book membership, the same should not result to the detriment of those members who within the next two years, under the existing rules, would have enough time to become full book members. With respect to this particular group who may be so affected, it is recommended that if the new Constitution is adopted by the membership, the membership provisions of the new Constitution be so interpreted so as to preserve to that particular group mentioned above their present rights. Specifically, reference is made to those members who would have been entitled to full book membership if they had sailed at least 90 days in 1970 and 1971 under the present rules for qualification for full book membership, and it is this group which is referred to above as the special group.

As your Committee has stated before, we have also dealt with finances. It should be noted that it is recommended that the initiation fee for all new full book members shall be \$500.00 and provision is made for installment payments of the initiation fee during the period of time that the person is working up to his full book membership. As a result, the following resolution is proposed for membership vote:

"RESOLVED: Effective January 1, 1970 the initiation fee for all new full book members shall be \$500.00."

Your Committee wishes to repeat that the new initiation fee would only be applicable to new full book members for obviously a present full book member need not pay any initiation fee, having paid it previously.

In connection with the initiation fee to be paid by new full book members, it should be pointed out that under the proposed revised Constitution, monies paid by any non-full book member prior to the effective date of the amended Constitution, on account of initiation fee and assessments, not exceeding \$250.00, shall be credited to such persons payment of the new initiation fee amount.

Again in connection with the matter of finances, your Committee recommends that the membership vote on the following resolution:

"RESOLVED: Effective January 1, 1970 the calendar quarterly dues for all members shall be \$43.00, and that all present assessments shall terminate on December 31, 1969."

Under the above proposition, all assessments presently in effect would end upon the adoption of this new quarterly dues amount. It should be pointed out that those who have not paid their required assessments and are in default would have to clear up such default. However, once the arrears is paid, there would be no obligation for any past assessment.

Your Committee recommends that in connection with the ballot to be used by the membership in the vote on your Committee's recommendations, there be three separate propositions to be voted yes or no, reading as follows:

1. SHALL THIS UNION ADOPT THE PROPOSED AMENDED CONSTITUTION EFFECTIVE JANUARY 1, 1970.
YES
NO
2. EFFECTIVE JANUARY 1, 1970, THE INITIATION FEE FOR ALL

NEW FULL BOOK MEMBERS SHALL BE \$500.00.

- YES
NO

3. EFFECTIVE JANUARY 1, 1970, THE CALENDAR QUARTERLY DUES FOR ALL MEMBERS SHALL BE \$43.00, AND THAT ALL PRESENT ASSESSMENTS SHALL TERMINATE ON DECEMBER 31, 1969.

- YES
NO

If this Constitutional Committee's report and recommendations is concurred in by the membership at the special meetings called for October 22, 1969 to act on same, it is recommended that the ballot on the above three propositions be held by referendum vote over a 30-day period, by secret ballot, and that the voting shall commence at all ports on November 22, 1969 and end on December 22, 1969; between the hours of 9:00 A.M.

and 5:00 P.M. Monday through Friday, and on Saturdays between the hours of 9:00 A.M. and 12 Noon, excepting therefrom legal holidays; and that Polls Committees be elected to conduct such vote in the manner specified in Article XIII, Section 4(a) of the present Constitution; that the Union Tallying Committee, as provided in Article XXV, Section 2 of the present Constitution, be elected on December 23rd at a special meeting at Headquarters called for that purpose, and that such Union Tallying Committee make its report and notify the President as to the results of the referendum as soon as possible thereafter.

We remind all members that copies of the proposed amended Constitution together with the present Constitution will be available for you to read at all Union halls prior to and during the referendum, and we again urge that you read those copies so that you may be able to vote intelligently.

The Constitutional Committee wishes to thank the officers and members of the Union for their cooperation during our deliberations and to assure all members that we believe the proposed amended Constitution will serve the Union and the membership well.

We recommend that the proposed amended Constitution annexed hereto and made a part of this report to be effective January 1, 1970 together with the resolutions as to the change of initiation fees, dues and termination of assessments be approved by the membership and submitted to a referendum vote in the manner recommended by your Committee.

Fraternally submitted,
Daniel Dean, D-70
John Pasko, P-666
Fazil Ali, A-475
Charles Boyle, B-958
John Dolan, D-124
John Graddick, G-313

Dated: October 20, 1969

Official Ballot

SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA, ATLANTIC, GULF, LAKES
and INLAND WATERS DISTRICT, AFL-CIO

Voting Period from November 22nd, 1969 to December 22nd, 1969, both inclusive

Official Ballot

SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA, ATLANTIC, GULF, LAKES
and INLAND WATERS DISTRICT, AFL-CIO

Voting Period from November 22nd, 1969 to December 22nd, 1969, both inclusive

THIS IS A SECRET REFERENDUM VOTE, TAKEN IN ACCORDANCE WITH THE CONSTITUTION OF THIS UNION, TO DECIDE WHETHER THIS UNION SHALL ADOPT THE PROPOSED AMENDED CONSTITUTION AS RECOMMENDED BY THE CONSTITUTIONAL COMMITTEE, THE REPORT OF WHICH WAS ADOPTED ON OCTOBER 22ND, 1969 BY THE MEMBERSHIP, AFTER A VERBATIM READING OF THE PROPOSED AMENDED CONSTITUTION. IN ADDITION, COPIES THEREOF HAVE BEEN POSTED ON THE BULLETIN BOARDS OF THE PORTS AND HAVE BEEN MADE AVAILABLE IN ALL PORTS. IT IS ON THE ADOPTION OF THIS PROPOSED AMENDED CONSTITUTION AND THE MONEY ITEMS CONTAINED THEREIN THAT YOU ARE VOTING.

Instructions To Voters

1. VOTE ONLY YES OR NO.
2. VOTE ONLY BY PLACING AN "X" IN THE YES BOX OR THE NO BOX. ANY OTHER MARK WILL INVALIDATE YOUR BALLOT.
3. DO NOT USE A LEAD PENCIL. IF YOU DO, YOUR BALLOT WILL BE INVALIDATED. USE INK OR AN INDELIBLE PENCIL.

"SHALL THIS UNION ADOPT THE PROPOSED AMENDED CONSTITUTION EFFECTIVE JANUARY 1, 1970"

YES

NO

EFFECTIVE JANUARY 1, 1970, THE INITIATION FEE FOR ALL NEW FULL BOOK MEMBERS SHALL BE \$500.00

YES

NO

EFFECTIVE JANUARY 1, 1970 CALENDAR QUARTERLY DUES FOR ALL MEMBERS SHALL BE \$43.00, AND THAT ALL PRESENT ASSESSMENTS SHALL TERMINATE ON DEC. 31, 1969

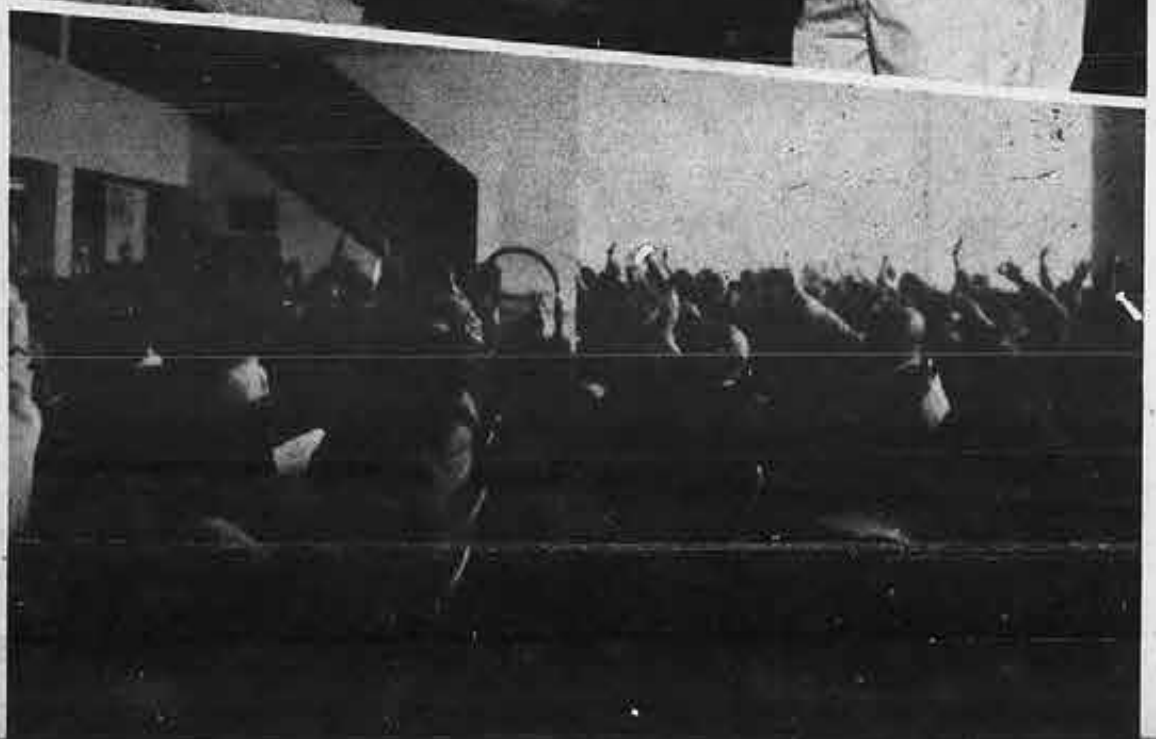
YES

NO

SEAFARERS DISCUSS AMENDMENTS TO CONSTITUTION



At membership meetings in all ports Oct. 22-23, Seafarers approved the Constitution Committee report to vote on a proposed amended constitution in a secret ballot referendum. Similar meetings and action took place aboard SIU-contracted vessels as they came into port. On this page are photos taken at various SIU halls during the reading of the committee report and the proposed constitution, and the discussion that followed.



CONSTITUTION SUPPLEMENT

This supplement contains:

1. Text of Proposed Amended Constitution*

To be Voted on Nov. 22 thru Dec. 22

Supplement Pages 2 to 8

2. Text of Present Constitution

Supplement Pages 9 to 16

***NOTE:** The Constitution Committee report notes that Articles and Sections of the proposed amended Constitution which contain changes, deletions or revisions are indicated by an asterisk (*). To allow for easier reading and clarity, any Article or Section in the proposed amended Constitution which have been changed from the present Constitution are printed on a white background. Those Sections in the proposed amended Constitution which remain the same as the language in the present Constitution are printed on a dark background. The present Constitution is also printed on a dark background. This will enable Seafarers to more easily note the areas of proposed changes.

TEXT OF PROPOSED 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
Voting Period from November 22nd, 1969 to December 22nd, 1969, both inclusive.
(Effective January 1, 1970 Upon Acceptance)

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 therewith, 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 assessments 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 no 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 this 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 seetime 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 seetime. 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 seetime, 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:

- (a) The name of the candidate.
- (b) His home address and mailing address.
- (c) His book number.
- (d) 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.
- (e) Proof of citizenship.
- (f) Proof of seetime and/or employment as required for candidates.
- (g) 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.
- (h) 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 Pardon 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 to the Secretary-Treasurer of the amount and numbers of the ballots 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 post-marked 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 disbursements 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.

(l) 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 charging 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—Atlantic, 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.*

TEXT OF PRESENT

SIU

CONSTITUTION

For SIU Atlantic, Gulf, Lakes And Inland Waters District



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 Feb. 3, 1967)

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.

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

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

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

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.

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 times stand ready to defend this Union and the principles set forth in the Constitution of the Union.

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 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. Candidates for membership shall be admitted to membership in accordance with such rules as are adopted from time to time, by a majority vote of the membership. Membership classifications shall correspond to and depend upon seniority classifications established in accordance with the standard collective bargaining agreement of this Union. In addition to meeting the other requirements duly promulgated pursuant hereto, no persons shall become a full book member unless and until he has attained the highest seniority rating set out in the said collective bargaining agreement. Only full book members shall be entitled to vote and to hold any office or elective job, except as otherwise specified herein. All 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.

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 executed 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 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 membership shall be admitted into membership without having paid an initiation fee of three hundred (\$300.00) dollars, except as otherwise provided in this Constitution.

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.

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, headquarter's 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:

- A. Delegates to the convention of the Seafarers International Union of North America.
- B. Committee members of:
 - (1) Trial Committees
 - (2) Quarterly Financial Committees
 - (3) Appeals Committees
 - (4) Strike Committees
 - (5) Credentials Committees
 - (6) Polls Committees
 - (7) Union Tallying Committees
 - (8) 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 Or-

leans, 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 July 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 other similar depository, to which the ballots are to be mailed or delivered at the close of each day's voting, 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. In the event the President shall be unable to carry out any of his duties by reason of incapacity or unavailability, the Executive Vice-President shall take over such duties during the period of such incapacity or unavailability. Upon the death, resignation, or removal from office for any reason of the President, the Executive Vice-President shall immediately assume the office, duties and responsibilities of the President until the next general election.

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 14(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 at 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. Director of Organizing and Publications.

The Director of Organizing and Publications shall be appointed and may be removed at will by the Executive Board of the Union. He shall be responsible for and supervise all publications and public relations of the Union and shall serve as co-ordinator of all organizational activities of the Union. In addition, he shall perform any and all duties assigned him or delegated to him by the Executive Board.

Section 9. Headquarters Representatives.

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

Section 10. 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 11. Patrolmen.

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

Section 12. 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 in headquarters no less than once each quarter and at such other times as the President or, in his absence, the Executive Vice-President may direct. The President shall be the chairman of all Executive Board meetings unless absent, in which case the Executive Vice-President shall assume the chairman's duties. 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 appoint one person who shall be designated Director of Organizing and Publications. 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 simultaneously to the President and Executive Vice-President, the Executive Board by majority vote shall name successors from its own membership who shall fill those vacancies until the next general election.

If the Executive Vice-President duly assumes the office of the President and dies, resigns, is removed from office, or is incapacitated for more than 30 days during the remainder of the term, the Executive Board shall elect a successor for the balance of the term from its own membership.

Section 13. 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 attend the convention for which elected and fully participate therein.

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

(d) 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 14. Committee.

(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) members in good standing to be elected as follows: One member from each of the following ports: New York, Philadelphia, Baltimore, Mobile, New Orleans, Houston and Detroit. No officer, Headquarters Representative, Port Agent or Patrolman, shall be eligible for election to this Committee. Committee members shall be elected at the regular meeting designated by the Secretary-Treasurer. In the event a regular meeting cannot be held in any port for lack of a quorum, the Agent shall call a special meeting as early as possible for the purpose of electing a member to serve on the Quarterly Financial Committee. Such committee members shall be furnished transportation to New York and back to their respective ports and they shall be furnished room and board during the period they are performing their duties in New York. Commencing on the day following their election and continuing until they have been returned to their respective ports 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.

(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.

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 sea time. 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 four (4) months of sea time, in an unlicensed capacity, aboard an American-flag merchant vessel or vessels, covered by contract with this Union, or four (4) months 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.

(f) He has at least one (1) year of seafaring aboard an American-flag merchant vessel or vessels in a rated unlicensed capacity other than an entry rating.

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:

- (a) The name of the candidate.
- (b) His home address and mailing address.
- (c) His book number.
- (d) 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.
- (e) Proof of citizenship.
- (f) Proof of seafaring and/or employment as required for candidates.
- (g) 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.
- (h) 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 crime."

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 Pardon 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.

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 full book members in attendance at the meeting, with two 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, 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 classification 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) The Secretary-Treasurer shall insure the proper and timely preparation of ballots, without partiality as to candidate 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. The listing of the ports shall follow a geographical pattern, commencing with the most northerly port on the Atlantic coast, following 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 allotted write-in space, on each ballot, sufficient to permit each member voting to write in as many names as there are offices and jobs to be voted upon. 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.

(b) 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. 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 number 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 ballots 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.

(c) Balloting shall take place in person, at port offices, and shall be secret. No signatures of any voter, or other distinguishing mark, shall appear on the ballot, except that any member may write in the name or names of any member or members, as appropriate, for any office, or the job of Headquarters Representative, Port Agent or Patrolman.

(d) Only full book members may vote. However, immediately prior thereto they must present their books to the Polls Committee of the port in which they are voting. The voter's book number shall be placed upon the roster sheet (which shall be kept in duplicate) in the space opposite the proper ballot number, and the member shall sign his name. The portion of the ballot on which the ballot number is printed shall then be removed, placed near the roster sheet, and the member shall proceed to the voting site with the ballot. An appropriate notation of the date and of the fact of voting shall be placed in the member's Union book.

(e) Each Port Agent shall be responsible for the establishment of a booth or other voting site where each member may vote in privacy.

(f) Upon completion of voting the member shall fold the ballot so that no part of the printed or written portion is visible. He shall then drop the ballot into a narrow-slotted ballot box, which shall be provided for that purpose by the Port Agent and kept locked and sealed except as hereinafter set forth.

(g) Voting 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 in 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, voting in all ports shall commence at 9:00 A.M., and continue until 5:00 P.M. except that, on Saturdays, voting shall commence at 9:00 A.M. and continue until 12 noon.

Section 4. Polls Committees.

(a) Each port shall elect, prior to the beginning of the voting on each voting day, a Polls Committee, consisting of three full book members none of whom shall be a candidate, officer or an elected or appointed job holder. For the purpose of holding a meeting for the election of a Polls Committee only, and notwithstanding the provisions of Article XXIII, Section 2, or any other provision of this Constitution, five (5) members shall constitute a quorum for each port, with the said meeting to be held between 8:00 A.M. and 9:00 A.M. with no notice thereof required. It shall be the obligation of each member wishing to serve on a Polls Committee, or to observe the election thereof, to be present during this time period. It shall be the responsibility of the Port Agent to see that the meeting for the purpose of electing the said Polls Committee is called, and that the minutes of the said meeting are sent daily to the Secretary-Treasurer. In no case shall voting take place unless a duly elected Polls Committee is functioning.

(b) The duly elected Polls Committee shall collect all unused ballots, the voting rosters, the numbered stubs of those ballots already used, the ballot box or boxes and the ballot records and files kept by the Port Agent. It shall then proceed to compare the serial numbers and amounts of stubs with the number of names and corresponding serial numbers on the roster, and then compare the serial number and amounts of ballots used with the verification list, as corrected, and ascertain whether the unused ballots, both serial numbers and amount, represent the difference between what appears on the verification list, as corrected, and the ballots used. If any discrepancies are found, a detailed report thereon shall be drawn by the Polls Committee finding such discrepancies, which report shall be in duplicate, and signed by all the members of such Polls Committee. Each member of the Committee may make what separate comments thereon he desires, provided they are signed and dated by him. A copy of this report shall be given the Port Agent, to be presented at the next regular meeting. A copy shall also be simultaneously sent to the Secretary-Treasurer, who shall cause an investigation to be made forthwith. The results of such investigation shall be reported to the membership as soon as completed, with recommendations by the Secretary-Treasurer. A majority vote of the membership shall determine what action, if any, shall be taken thereon. Notwithstanding anything to the contrary contained in this Constitution, the Executive Board shall not make any determination in these matters.

(c) The Polls Committee shall also insure that the ballot box is locked and sealed, which lock and seal shall not be opened except in the manner hereinafter set forth. The same procedure as is set forth in the preceding paragraph with regard to discrepancies shall be utilized in the event the Polls Committee has reason to believe the lock and seal have been illegally tampered with.

(d) The Polls Committee shall permit full book members only to vote. Prior thereto, it shall stamp their book with the word "voted" and the date, issue ballots to voters, insure that proper registration on the roster takes place, collect stubs, and keep them in numerical order. It shall preserve good order and decorum at the voting site and vicinity thereof. All members and others affiliated with the Union are charged with the duty of assisting the Polls Committee, when called upon, in the preservation of order and decorum.

(e) In order to maintain the secrecy and accuracy of the ballot, and to eliminate the possibility of errors or irregularities in any one day's balloting affecting all the balloting in any port, the following procedure shall be observed:

At the end of each day's voting, the Polls Committee, in the presence of any member desiring to attend, provided he observes proper decorum, shall open the ballot box or boxes, and place all of that day's ballots therein in an envelope, as required, which shall then be sealed. The members of the Polls Committee shall thereupon sign their names across the flap of the said envelope or envelopes, with their book numbers next to their signatures. The committee shall also place the date and name of the Port on the said envelope, and shall certify, on the envelope or envelopes, that the ballot box or boxes were opened publicly, that all ballots for that day only were removed, and that all of those ballots are enclosed in the envelope or envelopes dated for that day and voted in that Port. The Polls Com-

mittee shall check the rosters, and any other records they deem appropriate, to insure the foregoing. At the discretion of the Executive Board official envelopes may be prepared for the purpose of enclosing the ballots and the making of the aforesaid certification, with wording embodying the foregoing inscribed thereon, in which event these envelopes shall be used by the Polls Committee for the aforesaid purpose. Nothing contained herein shall prevent any member of a Polls Committee from adding such comments to the certificate as are appropriate, provided the comments are signed and dated by the member making them. The envelope or envelopes shall then be placed in a wrapper or envelope, which, at the discretion of the Executive Board, may be furnished for that purpose. The wrapper or envelope shall then be securely sealed and either delivered, or sent by certified or registered mail, by the said Polls Committee, to the depository named in the pre-election report adopted by the membership. The Polls Committee shall not be discharged from its duties until this mailing is accomplished and evidence of mailing or delivery is furnished the Port Agent, which evidence shall be noted and kept in the Port Agent's election records or files.

The Polls Committee shall also insure that the ballot box or boxes are locked and sealed before handing them back to the Port Agent, and shall place the key or keys to the boxes in an envelope, across the flap of which the members of the committee shall sign their names, book numbers, and the date, after sealing the envelope securely. In addition to delivering the key and ballot box or boxes as aforesaid, the Polls Committee shall deliver to the Port Agent one copy of each of the roster sheets for the day, the unused ballots, any reports called for by this Section 4, any files that they may have received, and all the stubs collected both for the day and those turned over to it. The Port Agent shall be responsible for the proper safeguarding of all the aforesaid material, shall not release any of it until duly called for, and shall insure that no one illegally tampers with the material placed in his custody. The remaining copy of each roster sheet used for the day shall be mailed by the Polls Committee to the Secretary-Treasurer, by certified or registered mail or delivered in person.

(f) Members of the Polls Committee shall serve without compensation, except that the Port Agent shall compensate each Polls Committee member with a reasonable sum for meals while serving or provide meals in lieu of cash.

Section 5. Ballot Collection, Tallying Procedure, Protests, and Special Votes.

(a) On the day the balloting in each port is to terminate, the Polls Committee elected for that day shall, in addition to their other duties hereinbefore set forth, deliver to headquarters, or mail to headquarters (by certified or registered mail), all the unused ballots, together with a certification, signed and dated by all members of the Committee that all ballots sent to the port and not used are enclosed therewith, subject to the right of each member of the Committee to make separate comments under his signature and date. The certification shall specifically identify, by serial number and amount, the unused ballots so forwarded. In the same package, but bound separately, the committee shall forward to headquarters all stubs collected during the period of voting, together with a certification, signed by all members of the committee, that all the stubs collected by the committee are enclosed therewith subject to the right of each member of the committee to make separate comments under his signature and date. The said Polls Committee members shall not be discharged from their duties until the forwarding called for hereunder is accomplished and evidence of mailing or delivery is furnished the Port Agent, which evidence shall be noted and kept in the Port Agent's election records or files.

(b) All forwarding to headquarters called for under this Section 5, shall be to the Union Tallying Committee, at the address of headquarters. In the event a Polls Committee cannot be elected or cannot act on the day the balloting in each Port is to terminate, the Port Agent shall have the duty to forward the material specifically set forth in Section 5(a) (unused ballots and stubs) to the Union Tallying Committee, which will then carry out the functions in regard thereto of the said Polls Committee. In such event, the Port Agent shall also forward all other material deemed necessary by the Union Tallying Committee to execute those functions.

All certifications called for under this Article XIII shall be deemed made according to the best knowledge and belief of those required to make such certification.

(c) 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 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 addition to its duties hereinbefore 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, verification lists, 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 be permitted access to the election records and files of all ports, which they may require to be forwarded for inspection at its discretion. 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.

The Tallying Committee is also charged with the receipt and evaluation of written protests by any member who claims an illegal denial of the right to vote. If it finds the protests invalid, it shall dismiss the protest and so inform the protesting member, by wire, on the day of dismissal. If it finds the protest valid, the committee shall order a special vote, to be had no later than within the period of its proceedings, on such terms as are practical, effective, and just, but which terms, in any event, shall include the provisions of Section 3(c) of this Article and the designation of the voting site of the port most convenient to the protesting member. Where a special vote is ordered in

accordance with this Section 5(c), these terms shall apply, notwithstanding any provision to the contrary contained in this Article. Protests may be made only in writing and must be received by the Union Tallying Committee during the period of its proceedings. The reports of this committee shall include a brief summary of each protest received, the name and book number of the protesting member, and a summary of the disposition of the said protest. The committee shall take all reasonable measures to adjust the course of its proceedings so as to enable the special vote set forth in this Section 5(c) to be completed within the time herein specified. No closing report shall be made by it unless and until the special votes referred to in this Section 5(c) shall have been duly completed and tallied.

(d) The members of the Union Tallying Committee shall proceed to the port in which headquarters is located, as soon as possible after their election but, in any event, shall arrive at that port prior to the first business day after December 31 of 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. 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. Decision as to special votes, protests, and the contents of the final 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 Union Tallying Committee, but not less than a quorum thereof, shall have the sole right and duty to obtain the ballots from the depository immediately after the termination of balloting and to insure their safe custody during the course of the committee's proceedings. The proceedings of this committee, except for the actual preparation of the closing report and dissents therefrom, if any, shall be open to any member, provided he observes decorum. In no event, shall the issuance of the hereinbefore referred to closing report of the Tallying Committee be delayed beyond the January 15th immediately subsequent to the close of voting. The Union Tallying Committee shall be discharged upon the completion of the issuance and dispatch of its reports as required in this Article. In the event a recheck and recount is ordered pursuant to Section 5(g) of 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.

(e) The report of the Committee shall be made up in sufficient copies to comply with the following requirements: two copies shall be sent by the committee to each Port Agent and the Secretary-Treasurer prior to the first regular meeting scheduled to take place subsequent to the close of the committee's proceedings or, in the event such meeting is scheduled to take place four days or less from the close of this committee's proceedings, then at least five days prior to the next regular meeting. Whichever meeting applies shall be designated, by date, in the report and shall be referred to as the "Election Report Meeting." 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. This copy shall be kept posted for a period of two months. At the Election Report Meeting, the other copy of the report shall be read verbatim.

(f) At the Election Report meeting, there shall be taken up the discrepancies, if any, referred to in Section 5(c) of this Article and the recommendations of the Tallying Committee submitted therewith. 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 the reported discrepancies affect the results of the vote for any office or job, in which event, the special vote shall be restricted thereto. A majority of the membership, at the Election Report Meeting, may order a recheck and a recount when a dissent to the closing report has been issued by three or more members of the Union Tallying Committee. Except for the contingencies provided for in this Section 5(f) the closing report shall be accepted as final.

(g) A special vote ordered pursuant to Section 5(f) must take place and be completed within seven (7) days after the Election Report Meeting, at each port where the discrepancies so acted upon took place. Subject to the foregoing, and to the limits of the vote set by the membership, as aforesaid, the Port Agents in each such port shall have the functions of the Tallying Committee as set forth in Section 5(c), insofar as that Section deals with the terms of such special vote. The Secretary-Treasurer shall make a sufficient amount of the usual balloting material immediately available to Port Agents, for the purpose of such special vote. Immediately after the close thereof, the Port Agent shall summarize the results and communicate them to the Secretary-Treasurer. The ballots, stubs, roster sheets, and unused ballots pertaining to the special vote shall be forwarded to the Secretary-Treasurer, all in the same package, but bound separately, by the most rapid means practicable, but, in any case, so as to reach the Secretary-Treasurer in time to enable him to prepare his report as required by this Section 5(g). An accounting and certification, made by the Port Agent, similar to those required of Polls Committees, shall be enclosed therewith. The Secretary-Treasurer shall then prepare a report containing a combined summary of the results, together with a schedule indicating in detail how they affect the Union Tallying Committee's results, as set forth in its closing report. The form of the latter's report shall be followed as closely as possible. Two (2) copies shall be sent to each port, one copy of which shall be posted. The other copy shall be presented at the next regular meeting after the Election Report Meeting. If a majority vote of the membership decides to accept the Secretary-Treasurer's report, the numerical results set forth in the pertinent segments of the Tallying Committee's closing report shall be deemed accepted and final without modification.

If ordered, a recheck and recount, and the report thereon by the Union Tallying Committee, shall be similarly disposed of and deemed accepted and final, by majority vote of the membership at the regular meeting following the Election Report Meeting. If such recheck and recount is ordered, the Union Tallying Committee shall be required to continue its proceedings correspondingly.

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 2, as to succession 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 XV

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.

Section 3. Delegates.

As soon as the President is advised as to the date and duly authorized number of delegates to the convention of the Seafarers International Union of North America, he shall communicate such facts to the Port Agent of each Port, together with recommendations as to generally applicable rules for the election of delegates for those delegates that may be required in addition to those provided for in Article X, Section 13. These facts and recommendations shall be announced and read at the first regular meeting thereafter. Unless changed by a majority vote of the membership during that meeting, the election rules shall apply. These rules shall not prohibit any full book member from nominating himself. The results of the election shall be communicated to each Port Agent, posted on the bulletin board, and announced at the next regular meeting of the Port. Rules of election hereunder may include provisions for automatic election of all qualified nominees, in the event the number of such nominees does not exceed the number of delegates to be elected.

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.
- 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.

(c) 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 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 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.

(l) 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;

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

Section 3. 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:

- (a) The ballot must be secret.
- (b) 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.

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 preemptory 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 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.

The contents of this Section 2 are subject to the provisions of Article XIII, Section 4(a).

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. The first election year hereunder shall be deemed to be 1960.

Section 8. The terms, "this Constitution", and "this amended Constitution," shall be deemed to have the same meaning and shall refer to the Constitution which takes the place of the one adopted by the Union in 1939, as amended up through August, 1956.

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 can be attained only by those members who

have first acquired the highest seniority rating set forth in the standard collective bargaining agreement.

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 by the President. 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 outlined in Article XIII, Section 3(b) through Section 5, except that, unless otherwise required 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 Headquarters Tallying Committee to the President that the amendment has been so approved, unless otherwise specified in the amendment. The President 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—Atlantic, 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.

tic, Gulf, Lakes and Inland Water 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.*

Rep. Tiernan Tells MTD:

Separate MARAD Best Solution To Dilution of Maritime Authority

WASHINGTON—A strong plea for the creation of a separate and independent Maritime Administration, with full responsibility and authority for all matters relating to the nation's merchant fleet, was made here last month by Representative Robert O. Tiernan (D-R.I.).

Speaking before a meeting sponsored by the 7.5-million-member AFL-CIO Maritime Trades Department, the congressman described the serious fragmentation of authority that has taken place in the field of maritime which has, in his view, contributed to the current sorry plight of the U.S.-flag merchant marine. He broke it down this way:

"The Department of Agriculture makes maritime decisions in the area of the shipment of agricultural surplus products to the needy nations of the world. The Agency for International Development makes maritime decisions that deal with our shipments of foreign aid. The Department of Defense makes maritime decisions in terms of our military sealift. The Department of State makes maritime decisions in terms of our relationships—good or poor—with other nations. The Department of the Interior makes maritime decisions with respect to oil imports. The Budget Bureau makes maritime decisions in cold, and often unrealistic, dollars-and-cents terms."

"Our most urgent need," Tiernan declared, "is for a Maritime Administration that is independently managed—that has all of the responsibility for developing our maritime resources—and that has the authority to

go along with that responsibility."

Taking note of some optimistic developments—the congressman cited the recent submission of the administration's maritime program to the Congress, as well as the spirit of optimism expressed by the MTD convention in Atlantic City—Tiernan said: "... we, in Congress, are not only optimistic, we're determined that something will be done by this Congress to get us moving on the high seas once again."

The Rhode Island lawmaker cited the fact that the nation ranks fifth in world shipping and eleventh in world shipbuilding. He attributed the decline, which he described as starting four years after the end of World War II, to the loss of independence by the Maritime Administration when it was relegated to a subordinate status in the Department of Commerce.

"Four years after the war's end," he said, "American-flag ships were carrying more than 40 percent of our commercial imports and exports—the highest level achieved by our civilian-owned and civilian-manned fleet in this decade. Today, we're down around the five percent level—ships of other nations are carrying 95 percent of our commercial cargo."

"Maritime independence continues to be a top priority item as far as I'm concerned," Tiernan concluded. "With an independent agency, we can go a long way toward correcting the mistakes of the past. Without an independent agency, no maritime program—no matter how promising it looks on paper—is going to be fully effective."

CTT Cites Transportation Problems—Including Conglomerates, Automation

WASHINGTON—The Conference of Transportation Trades has announced it will launch a continuing study to develop ways of protecting workers and the public against the harsh effects of corporate mergers.

The decision was made during a one-day meeting in Washington of the general board of the conference, which is composed of 27 AFL-CIO unions, including the SIU, with 4.5 million workers in all modes of transportation. The conference is headed by AFL-CIO Vice President C. L. Dennis, who

also is president of the Railway and Airline Clerks. SIU President Paul Hall is chairman of the Conference's maritime section.

In another action, the board adopted a far-ranging report dealing with major problems facing transportation industries and expressing the conference's views on solving them.

The resolution calling for the study of corporate mergers noted that the rising tide of business mergers has reached the stage where some 200 corporations, out of about 200,000 in the United States, "control nearly 60 percent of the country's manufacturing wealth."

This has happened, the resolution pointed out, because of the growth of "conglomerate" mergers—those that cut across industry lines with emphasis "on monopoly control of the American economic system."

The resolution noted that the conglomerates pose a particular danger to labor because "the more diverse a company's business interests, the less pressure unions are able to bring in the collective bargaining process."

Noting that in the past transportation managements have not always responded to transportation needs, the resolution warned:

"When conglomerates invade the transportation field, and when corporate decisions are handed over to financiers whose concerns are solely economic, the American people will find management even less responsive to the transportation needs of the nation.

"It would be possible, under such circumstances, to close down the transportation segment of the conglomerate solely for tax advantage or similar economic gain—and the American people will be the losers."

The report on problems facing the transportation industries covered a wide range of topics dealing with economics, labor relations and the future outlook of all domestic and international modes of transportation.

The report, "Transportation: A Time to Move Ahead," noted

that although problems "vary greatly between various modes" there are some "common threads" that run through the entire industry.

These are highlights in several areas of common concern as expressed in the report:

Safety—Occupational injuries and deaths are on the rise because managements have not voluntarily taken steps "to make the workplace safe and healthy." The conference backed legislation sought by the AFL-CIO to require federal health and safety standards.

Automation—The conference seeks to work with employers to develop "intelligent approaches" to introducing automation so that workers can retain their dignity and their purchasing power, "which is as vital to the entire economy as to the individual worker."

Pollution—It was noted that "man cannot live without air and water, yet in America today, we seem bent on squandering both."

The conference pledged its continued support of the efforts of the labor movement and others to halt the destruction of natural resources "before the spoilers destroy our environment, and in the process destroy us all."

Senator Vance Hartke (D-Ind.), speaking at a luncheon held by the board, took a firm stand against compulsory arbitration in labor management relations—particularly in the transportation industry.

Whenever the government steps in to bar strikes in an industry, Hartke declared, it becomes the "invisible partner" of management which knows it is protected "against the economic consequences of its own intransigence at the bargaining table."

Panel Advocates Wage Floor Hike For Puerto Rico

SAN JUAN—A committee composed of representatives of labor, management, and the general public have unanimously recommended that the minimum wage paid in six Puerto Rican industries be increased.

The reports of Puerto Rico Minimum Wage Industries Committees No. 87-A, and 87-B, called for increasing from \$1.35 to \$1.60, the hourly minimum wage for workers in commercial establishments included under the coverage of the 1961 Fair Labor Standards Act.

Secretary of Labor George P. Shultz appointed the committees that included two officials of the SIU. Headquarters Representative Edward X. Mooney and Friedrich Thursch, assistant to Keith Terpe, president, of the SIU of Puerto Rico, served on the panels that held public hearings before offering their recommendations.

SIU Adds 10 New Full Book Men



The latest group of Seafarers to take advantage of the SIU Seniority Upgrading Program pose happily after receiving their full books at the November membership meeting at Headquarters. In the front row are, from left: Darrell Fisher, Philip Pardovich, John Bertolino and James Todd. Back row, left to right: David Bass, Torry Kidde, Jr., Lorry Kincer, Edward Dale, Kelly Graham and James Phillips.

Nixon Announces Fleet Program

(Continued from Page 3)

ducing only a few new ships a year for use in our foreign trade."

Nixon said that "both government and industry share responsibility for the recent decline in American shipping and shipbuilding."

The President expressed the hope that his program would "introduce a new era in the maritime history of America, an era in which our shipbuilding and ship operating industries take their place once again among the vigorous, competitive industries of this nation."

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, 675 Fourth Avenue, Brooklyn, N.Y. 11232.

Nobel Peace Prize Awarded to ILO For 50-Year Role in Social Justice

OSLO, Norway—The International Labor Organization has been awarded the 1969 Nobel Peace Prize for 50 years of helping to safeguard peace through the promotion of social justice.

AFL-CIO President George Meany praised the selection as a "tribute to the foresight and vision" of Samuel Gompers, who was chairman of a commission at the 1919 Paris Peace Conference out of which came the ILO.

Meany, ILO Director-General David A. Morse and Rudolph Faupl, U.S. worker delegate to the organization, also viewed the award as a tribute to workers themselves.

The Nobel Prize Committee, announcing its decision in Oslo, Norway, after considering 45 candidates, described the ILO as an organization that has worked continuously to improve workers' social conditions, "thus contributing to safeguarding world peace."

Mrs. Aase Lionaess, chairman of the committee, said that the prize — \$75,000 plus an

insignia, a diploma and a gold medal—will be awarded to an ILO representative at Oslo University on December 10.

That day is the anniversary of the death of Alfred Nobel, the Swedish inventor. The Nobel awards were set up at his bequest.

Although the prize was originally designated to go to individuals "who shall have done the most or the best work for peace," a number of organizations have received the award in recent years. Past recipients include the International Red Cross and UNICEF—the United Nation's Children's Fund.

Mrs. Lionaess said that the committee's choice of the ILO "stresses the close relations between work, social progress and peace."

She cited the organization's activities in "reducing social barriers between people in an effort to make nations work together in peace" and its efforts to reduce unemployment and improve working conditions.

Meany pointed out that Gompers—"the father of the ILO"

—believed that "improving the conditions of workers everywhere could make an important contribution to peace and justice."

Noting that the organization was founded 50 years ago this month in Washington "with Gompers in the chair," he added: "It is an award, therefore, that has special significance to workers throughout the world."

Morse called the award to the ILO "a tribute to the common man throughout the world."

The award, he added, "will give the ILO immense encouragement to build further on the solid foundation laid by unremitting efforts to which the governments, employers and workers throughout the world have contributed in full measure."

Faupl, a Machinists' representative who has served as the U.S. worker delegate since 1958 said:

"There can be no peace without social justice—this has been the overriding conviction of the ILO since its beginning and this is the basis for its future."

A Tricky Shot



Difficult shot is attempted on the billiard table in Port O'Call at New York hall by Brother Troy Lancaster, who sails as a wiper, while Larry Drummer, an O.S., looks on with a doubtful expression. Many Seafarers enjoy the recreational facilities at SIU halls between voyages.

Labor Critical of HEW Rules To Upgrade Nursing Homes

WASHINGTON — Federal regulations recently announced by the Health, Education and Welfare Department to improve nursing home standards under Medicaid "completely fail to meet that objective," the AFL-CIO has emphasized.

Without changes, it warned, the regulations will "perpetuate inadequate health care for the most disadvantaged Americans, the needy and medically needy."

Criticism of the regulations and proposed changes was expressed by AFL-CIO Social Security Director Bertrand Seidman in a letter to Administrator Mary Switzer of HEW's Social and Rehabilitation Service.

Amendments to the Social Security Act adopted in 1967 called for regulations to upgrade nursing home standards under Medicaid. Draft regulations were released in February and specific proposals were recently published in the Federal Register.

The basic defect in the regulations, Seidman wrote, "is that they establish significantly lower standards for skilled nursing homes" under the Medicaid program for the poor than are required under the law for Medicare.

"Yet," he continued, "there is no evidence that Medicaid patients in skilled nursing homes require less intensive care than Medicare patients in extended care facilities."

The "grossly inadequate" standards would add to already high Medicaid costs, Seidman

charged, by requiring reimbursements to substandard nursing homes and "unnecessary" hospitalizations of patients unable to get skilled nursing care.

Moreover, he said, failure to require appropriate standards will remove any incentive for substandard nursing homes to raise skill levels as was intended by the 1967 amendments.

To raise nursing home qualifications to the necessary level, Seidman and the AFL-CIO urged the following changes in the proposed regulations:

- An immediate requirement that either a professional registered nurse or a licensed practical nurse be on duty at nursing homes at all times. The regulations would postpone this requirement until at least July 1, 1970.

- If there is to be a provision permitting waiver of educational requirements for licensed practical nurses, the regulations should authorize "only the state agency responsible for licensing of nurses" and not simply any "appropriate state licensing authority" to grant the waiver.

- Similarly, the authority to waive other requirements for nursing homes should be given only to the State agency responsible for licensing nursing homes.

- Provision should be made for minimum ratios of nursing and auxiliary personnel to the number of patients, with separate ratios for nurses and other personnel—a requirement clearly intended by the 1967 amendments.

DISPATCHERS REPORT Atlantic, Gulf & Inland Waters District

October 1, 1969 to October 31, 1969

DECK DEPARTMENT

Port	TOTAL REGISTERED All Groups		TOTAL SHIPPED All Groups			REGISTERED on BEACH All Groups	
	Class A	Class B	Class A	Class B	Class C	Class A	Class B
Boston	9	4	5	2	1	8	3
New York	109	123	83	48	0	214	182
Philadelphia	33	16	23	16	4	31	38
Baltimore	47	20	28	10	1	161	45
Norfolk	23	26	15	18	7	41	38
Jacksonville	31	33	23	18	7	41	29
Tampa	11	9	3	11	0	16	24
Mobile	50	27	31	23	3	81	17
New Orleans	60	58	90	43	0	110	87
Houston	61	51	37	48	6	133	112
Wilmington	34	50	44	45	13	40	9
San Francisco	110	101	78	92	24	76	23
Seattle	53	44	25	34	12	59	31
Totals	631	562	485	408	78	1011	638

ENGINE DEPARTMENT

Port	TOTAL REGISTERED All Groups		TOTAL SHIPPED All Groups			REGISTERED on BEACH All Groups	
	Class A	Class B	Class A	Class B	Class C	Class A	Class B
Boston	3	7	4	5	1	3	2
New York	83	178	54	89	5	146	195
Philadelphia	19	19	19	22	4	13	25
Baltimore	39	34	25	21	1	77	58
Norfolk	16	39	10	17	2	25	51
Jacksonville	24	41	11	28	5	22	34
Tampa	5	16	1	8	0	9	11
Mobile	40	34	20	33	0	61	44
New Orleans	42	69	56	76	3	88	72
Houston	29	64	32	43	9	79	79
Wilmington	15	45	25	34	14	15	17
San Francisco	79	121	67	85	21	51	29
Seattle	17	37	14	33	16	29	11
Totals	411	704	338	494	81	767	628

STEWARD DEPARTMENT

Port	TOTAL REGISTERED All Groups		TOTAL SHIPPED All Groups			REGISTERED on BEACH All Groups	
	Class A	Class B	Class A	Class B	Class C	Class A	Class B
Boston	4	3	3	2	3	2	3
New York	87	74	29	45	4	152	70
Philadelphia	16	14	19	15	3	16	15
Baltimore	43	16	25	9	4	103	32
Norfolk	13	20	10	22	10	23	22
Jacksonville	13	15	9	13	10	17	25
Tampa	8	6	10	3	0	8	10
Mobile	25	23	20	16	4	50	30
New Orleans	68	46	67	48	2	104	46
Houston	27	38	33	34	16	88	39
Wilmington	33	37	26	17	13	15	15
San Francisco	65	76	59	58	28	58	26
Seattle	28	28	21	17	7	50	22
Totals	430	396	331	299	104	686	355

SIU WELFARE, PENSION & VACATION PLANS

Cash Benefits Paid

Report Period: September 1 - September 30, 1969

	Number of Benefits	Amount Paid
SEAFARERS' WELFARE PLAN		
Scholarship	8	\$ 1,749.00
Hospital Benefits	2,154	52,296.86
Death Benefits	16	41,569.76
Medicare Benefits	95	382.00
Maternity Benefits	27	5,400.00
Medical Examination Program	1,057	31,718.35
Dependent Benefits (Average \$464.53)	1,966	91,325.66
Optical Benefits	626	8,556.74
Meal Book Benefits	61	614.83
Out-Patients Benefits	4,841	37,756.00
SUMMARY OF WELFARE BENEFITS PAID	10,851	271,369.20
SEAFARERS' PENSION PLAN-BENEFITS PAID	1,421	328,501.81
SEAFARERS' VACATION PLAN-BENEFITS PAID (Average \$395.93)	1,878	743,564.82
TOTAL WELFARE, PENSION & VACATION BENEFITS PAID THIS PERIOD	14,150	\$1,343,435.83

PERSONALS

Steve A. Stafford, Jr.

Please contact Union Headquarters in Brooklyn immediately concerning your draft status.



Paul C. Stubblefield

Your mother, Mrs. Emma A. Campbell, asks that you contact her as soon as possible at 922 Ludlow Avenue, Cincinnati, Ohio 45220.



Earl McGee

Please contact Bernard Rolnick at 299 Broadway, Room 905, New York, New York. The telephone number is (212) WO-2-3905.



George Bruno

Please contact Mr. J. M. Fenton at Penn Shipping Company,

Inc., at 405 Park Avenue, New York, N.Y. 10022, as soon as possible in connection with a salvage claim award due you.



Walter Lungren

Please contact Anargyros Dokeris at 1936 Benedict Avenue, Bronx, New York 10462. Telephone: TA-8-2211.



William C. Besselièvre

Your son, William, asks that you please contact him at the following address: c/o Statford, 433 Prospect Avenue, Staten Island, New York 10301. He is very anxious to hear from you.



Andrew Oreo

Your wife, Minerva, asks that you get in touch with her as soon as possible on an urgent matter. Her address is 61-63 Varet Street, Apt. 15, Brooklyn, N. Y. 11206. The telephone number is (212) 782-0359.



John O. Glenn

Your mother, Mrs. Carolina O. Glenn, asks that you contact her as soon as possible at Hotel Inter-Continental, H. K. Dept. Makati, Rizal, Philippines.



Louis E. Raymond

Please contact your wife, Yvonne, as soon as possible at 2673 Radnor Avenue, Long Beach, California 90815.

Joe Meyercheck

Andy H. Reasko would like to hear from you, what ship you are sailing on and where you are. Reasko can be reached aboard the S.S. Beauregard, c/o Sea-Land Service, A.P.O. 96312, San Francisco, Calif.



William Brack

Please contact SIU headquarters at 675 Fourth Avenue, Brooklyn 11232 as soon as possible. The telephone number is (212) 499-6600.



Joseph Rioux

Please get in touch with James Eichenberg at 337 No. 41 Street, Camden, New Jersey, about an income tax check he is holding for you. His telephone number is 964-2571.



Richard D. Tapman

Your wife asks that you contact her as soon as possible at 2000 Ramblewood Road, Baltimore, Maryland 21214.



B. James Ricketts

Please contact your brother, G. H. Ricketts, at 1150 Bushwick Avenue, Brooklyn, New York 11233.



William A. Villagran

Please contact the Department of the Army, Office of the Adjutant General, U.S. Army Administration Center, St. Louis, Missouri.

SIU ARRIVALS

Craig Mock, born September 15, 1969, to Seafarer and Mrs. Theodore J. Mock, Brooklyn, N. Y.



Charles Pryor, born September 29, 1969, to Seafarer and Mrs. Charles T. Pryor, Dauphin Island, Ala.



Wesley Keenum, born July 28, 1969, to Seafarer and Mrs. Bobby E. Keenum, Mill Valley, Calif.



Kosbayne Lial, born October 8, 1969, to Seafarer and Mrs. Candido C. Lial, Houston, Texas.



Karen Sue Preston, born October 6, 1969, to Seafarer and Mrs. Terry W. Preston, Norfolk, Va.



Cecil McIntyre, born August 9, 1969, to Seafarer and Mrs. Cecil A. McIntyre, Jr., Chula Vista, Calif.



Melinda Bauman, born August 11, 1969, to Seafarer and Mrs. William K. Bauman, New Orleans, La.



Angela Talley, born October 14, 1969, to Seafarer and Mrs. Floyd L. Talley, Norfolk, Va.



Tannia Dongen, born July 24, 1969, to Seafarer and Mrs. Isidore C. Dongen, Brooklyn, N.Y.



Allie Armstead, born September 5, 1969, to Seafarer and Mrs. William Armstead, Jr., Marrero, La.



Neyra Castro, born May 22, 1969, to Seafarer and Mrs. Sebastian B. Castro, New Orleans, La.



Tracy Hardin, born September 9, 1969, to Seafarer and

Mrs. Sam M. Hardin, Brooklyn, N.Y.



Melanie Thompson, born August 27, 1969, to Seafarer and Mrs. Carl E. Thompson, Mobile, Ala.



Raymond LeBlanc, born July 29, 1969, to Seafarer and Mrs. Richard J. LeBlanc, Superior, Wisconsin.



Alfredo Diazdelvalle, born August 22, 1969, to Seafarer and Mrs. Alfredo Diazdelvalle, New Orleans, La.



Nicholas Kratsas, born September 17, 1969, to Seafarer and Mrs. Nick G. Kratsas, Baltimore, Md.



Sonia Moreno, born August 28, 1969, to Seafarer and Mrs. Louis A. Moreno, Houston, Texas.



Susan Buterakos, born July 22, 1969, to Seafarer and Mrs. Thomas G. Buterakos, Winchester, Va.



Alcuin and Patricia Smith, born August 26, 1969, to Seafarer and Mrs. Alcuin A. Smith, Baltimore, Md.



Christine Amora, born September 11, 1969, to Seafarer and Mrs. Felix P. Amora, San Francisco, Calif.



William Daniels, born September 22, 1969, to Seafarer and Mrs. Jammie M. Daniels, Jr., Bayville, N.J.



Wanda Garcia, born September 24, 1969, to Seafarer and Mrs. Natanael R. Garcia, Harvey, La.



Reginald Nolan, born September 2, 1969, to Seafarer and

Mrs. Reginald D. Nolan, Modesto, Calif.



Michael Lyle, born September 21, 1969, to Seafarer and Mrs. Edward E. Lyle, Gainesville, Fla.



Scott Kelly, born August 5, 1969, to Seafarer and Mrs. Lawrence B. Kelly, Stanton, Calif.

Haynsworth Name Should Be Withdrawn To the Editor:

In the October issue of the LOG I read the article on Judge Clement F. Haynsworth Jr. and where the Justice Department said he wasn't guilty of anything.

It's a good thing the AFL-CIO has its own lawyers and they really gave it to the Justice Department. These people in the Justice Department have double standards for some things and they can really stand the truth on its head and make it cry "uncle" when they want to.

It seems clear that Haynsworth has not acted as the American people have a right to expect from a jurist sitting on the bench of one of our high courts.

He was not only a stockholder, but an officer and a director of the Carolina Vend-A-Matic Corp., which had a whole lot of money at stake with Deering Milliken. At the same time his wife was the secretary of a company of which Haynsworth was a first vice president and a director—a company which was connected with Deering Milliken and used Haynsworth's law firm.

And while he was so involved with the financial affairs of the vending company which was doing busi-

ness with Deering Milliken, he was sitting as the "impartial" judge on a case between a union and Deering Milliken.

How could he possibly render a fair decision? Isn't the going rough enough for union people without having judges who are involved with the other side determining what "justice" is?

In the hearings before the Senate Judiciary Committee, Haynsworth played dumb

LETTERS To The Editor

while all his connections with companies which were involved in legal matters that came before him were brought out by various senators. Just like he has played dumb about his connections while on the Circuit Court bench.

Besides this, how could a man who has consistently made anti-labor decisions sit on the highest court of the U.S., the court which, in many of its opinions, has found him wrong in labor cases? This is, after all, the court of last resort for National Labor Relations Board decisions.

This is a bad nomination. It could lead to eventually packing the Supreme Court with anti-labor judges.

President Nixon should

withdraw the nomination. It doesn't do his reputation any good to stand by a man like that.

Edgar R. Hodias

SIU Welfare Plan Promptness Praised

To the Editor:

I wish to thank the SIU Welfare Plan for its quick efficiency. My claim, submitted September 5, 1969 for medicine purchased August 23, 1969 and August 25, 1968 was most promptly paid. In fact this was the speediest payment I have ever received.

Thank you very much for your courtesy and consideration. In this day and age kind concern is very much appreciated.

Isaac Sieger

Widow Appreciates Welfare Fund Check

To the Editor:

I wish to express my sincere gratitude and appreciation for the prompt way in which the Union handled my late husband's affairs. Thank you for his Welfare Fund check payable to me as beneficiary.

I know that he was proud to belong to his Union and had great faith in it. We have lost a wonderful man.

Dorothy Christie

INGER (Reynolds Metals), September 14—Chairman, S. Garcia; Secretary, P. L. Shauger; Ship's Delegate, S. P. Garcia; Engine Delegate, E. Lanier; Steward Delegate, G. Martinez. Some disputed OT in deck department. Vote of thanks was extended to the steward department for a job well done.

ANTINOUS (Waterman), September 9—Chairman, Melvin Moore; Secretary, James R. McPhaul; Deck Delegate, Sheppard Morris; Engine Delegate, Arthur G. Milne; Steward Delegate, Giovanni Aquinos. \$1.10 in the ship's fund. Vote of thanks was extended to the steward department for a job well done.

WALTER RICE (Reynolds), September 14—Chairman, W. Lawton; Secretary, L. J. Beale; Ship's Delegate, Paolo Pringel; Deck Delegate, Jay C. Cohen; Stewards' Delegate, Charles G. Lampman. Discussion held regarding pension plan. Some disputed OT in deck department.

DEL NORTE (Delta), August 10—Chairman, Weldon Smith; Secretary, R. E. Stough, Jr.; Ship's Delegate, John R. Johnson; Stewards' Delegate, John T. Kelly, Jr. Ship's delegate had nothing to report as ship just came out of lay-up.

BURBANK VICTORY (Burbank), August 31—Chairman, Joe Crawley; Secretary, Joe Crawley; Ship's Delegate, Joe Crawley; Deck Delegate, A. Foster; Engine Delegate, M. Clivens; Steward Delegate, Jules H. Mones. Some disputed OT in engine department.

OVERSEAS ULLA (Maritime Overseas), July 22—Chairman, James A. Thompson; Secretary, Harold P. DuCloux; Ship's Delegate, V. C. Smith; Deck Delegate, S. H. Fulford; Engine Delegate, Raymond Gorja; Steward Delegate, L. Betts, Jr. Some disputed OT in each department to be squared away by patrolman.

PENN CHALLENGER (Penn), September 14—Chairman, H. C. Hunt; Secretary, H. M. Karlson; Ship's Delegate, F. A. Kirsbaum; Deck Delegate, Sidney D. Turner; Engine Delegate, R. Gonzalez; Steward Delegate, M. Agarcia. Discussion held regarding vacation plan. Discussion on welfare, in general.

OVERSEAS ULLA (Maritime Overseas), August 11—Chairman, Vertis C. Smith; Secretary, Harold P. DuCloux; Ship's Delegate, Vertis C. Smith; Deck Delegate, Stephen H. Fulford; Engine Delegate, Raymond Gorja; Steward Delegate, L. Betts, Jr. Vote of thanks was extended to the former ship's chairman, Brother Robert Broadus, for a job well done. Disputed OT in each department.

FANWOOD (Waterman), September 21—Chairman, Earl J. Brannan; Secretary, Anthony J. Kuberski; Ship's Delegate, Earl J. Brannan; Deck Delegate, Hans S. Lee; Engine Delegate, Frederick Moore. Some disputed OT in deck department. No major beefs were reported.

OVERSEAS ULLA (Maritime Overseas), August 24—Chairman, V. C. Smith; Secretary, H. P. DuCloux; Ship's Delegate, V. C. Smith; Deck Delegate, S. H. Fulford; Engine Delegate, Raymond Gorja; Steward Delegate, L. Betts, Jr.

ALCOA VOYAGER (Alcoa), September 7—Chairman, V. W. O'Mary; Secretary, M. P. Cox; Ship's Delegate, V. W. O'Mary; Deck Delegate, F. A. Badden; Engine Delegate, E. Lane. Ship's delegate reported that everything is running smoothly.

ANTINOUS (Waterman), September 21—Chairman, Melvin Moore; Secretary, J. R. McPhaul; Deck Delegate, Sheppard Morris; Engine Delegate, Arthur G. Milne; Steward Delegate, Giovanni Aquinos. Everything is running smoothly. Vote of thanks to the steward department for a job well done.

TRENTON (Sea-Land), September 15—Chairman, Dan Butts; Secretary, Archie Davis; Ship's Delegate, Dan Butts; Deck Delegate, John A. Owen; Engine Delegate, Thomas F. Delaney; Steward Delegate, Kenneth Bowman. Some disputed OT in deck department, otherwise there are no beefs.

YELLOWSTONE (Ogden Marine), September 14—Chairman, Willie A. Slater; Secretary, Willie A. Slater, Jr.; Ship's Delegate, Jack A. Olsen; Deck Delegate, Augustus Z. Markris. Top notch crew on board. Everything is running smoothly.

OVERSEAS EXPLORER (Maritime Overseas), August 3—Chairman, Gerald McCray; Secretary, P. Morreale; Ship's Delegate, Gerald McCray. No beefs were reported by department delegates.

BEAUREGARD (Sea-Land), September 14—Chairman, R. Whitney; Secretary, A. H. Reasko; Ship's Delegate, R. Whitney; Deck Delegate, B. Hager; Engine Delegate, Alfred R. Fry; Steward Delegate, J. Kearns. \$30.00 in ship's fund. Some disputed OT in deck and engine departments. Outstanding minor beefs were taken care of by SIU Far East representative Frank Boyne. Everything is A.O.K. in steward department.

OVERSEAS SUZANNE (Maritime Overseas), September 7—Chairman, M. A. Poole; Secretary, Jose L. Ramos; Deck Delegate, James Newton; Engine Delegate, Jack D. Smith; Steward Delegate, Hazel Johnson. No beefs reported by department delegates.

DEL MUNDO (Delta), August 31—Chairman, Edgar Freimanis; Secretary, W. Purdy; Ship's Delegate, Charles M. Marion; Deck Delegate, Justin T. Wolff; Engine Delegate, C. W. Smith; Steward Delegate, Alberto Angel Yado. No beefs and no disputed OT.

MAIDEN CREEK (Gulf Puerto Rico), September 11—Chairman, George Annis; Secretary, Joseph E. Hannon; Ship's Delegate, George Annis; Deck Delegate, D. Savoy; Steward Delegate, F. R. Stecklan. Discussion held on retirement and welfare plan. Some disputed OT in deck department. Vote of thanks was extended to the steward department for a job well done.

OVERSEAS EXPLORER (Maritime Overseas), August 10—Chairman, Gerald McCray; Secretary, Peter Morreale; Ship's Delegate, Gerald McCray. Some disputed OT in deck department.

STEEL WORKER (Isthmian), September 21—Chairman, Eugene Nicholson; Secretary, Wilkuam Hand; Ship's Delegate, William D. Morris. \$130.00 in ship's fund. No beefs and no disputed OT.

KENYON VICTORY (Columbia), September 14—Chairman, R. H. Nicholson; Secretary, L. M. Morsette; Ship's Delegate, J. Kuchta; Deck Delegate, Thomas J. McGuire; Engine Delegate, Robert Brooks; Steward Delegate, Harry C. Downey. No beefs and no disputed OT. Vote of thanks to the steward department for a job well done. Vote of thanks to the chief electrician for music in messroom from loudspeakers he personally bought and hooked up to his tape recorder from his own tapes.

STEEL WORKER (Isthmian), September 21—Chairman, Eugene Nicholson; Secretary, Wilkuam Hand; Ship's Delegate, William D. Morris. \$130.00 in ship's fund. No beefs and no disputed OT.

COLUMBIA EAGLE (Columbia), September 22—Chairman, Kenneth Roberts; Secretary, Thomas Ulisse; Ship's Delegate, Kenneth Roberts; Deck Delegate, Ken Kristensen; Steward Delegate, Ernest S. Newhall. \$6.45 in ship's fund. Disputed OT in engine department. Vote of thanks to the steward department for the excellent food and service.

BEAUREGARD (Sea-Land), September 22—Chairman, R. Whitney; Secretary, A. H. Reasko; Deck Delegate, B. Hayer; Steward Delegate, J. Kearns. \$26.00 in ship's fund. No beefs and no disputed OT. Everything is running smoothly.

CITIES SERVICE NORFOLK (Cities Service), September 21—Chairman, A. Manuel; Ship's Delegate, Warren Manuel; Deck Delegate, N. Welch; Engine Delegate, L. V. Springer; Steward Delegate, A. Manuel. Vote of thanks to the ship's delegate for a job well done.

CONNECTICUT (Connecticut Transport), September 21—Chairman, J. Urzan; Secretary, L. W. Moore; Ship's Delegate, L. W. Moore; Deck Delegate, G. R. Scott; Engine Delegate, Harold Kent; Steward Delegate, Tobe Danley. Few hours disputed OT in engine department.

AMERICAN VICTORY (Hudson Waterways), September 28—Chairman, Hans J. Jacobson; Secretary, W. H. Underwood; Ship's Delegate, John Boldizar; Deck Delegate, Clarence Troy; Engine Delegate, Gerard Hollenit; Steward Delegate, Claude Bellings III. \$5.85 in ship's fund. Disputed OT in deck and engine departments.

CONNECTICUT (Connecticut Transport), September 21—Chairman, J. Urzan; Secretary, L. W. Moore; Ship's Delegate, L. W. Moore; Deck Delegate, G. R. Scott; Engine Delegate, Harold Kent; Steward Delegate, Tobe Danley. Few hours disputed OT in engine department.

PECOS (Pecos Transport), September 28—Chairman, James Boland; Secretary, Harold D. Strauss; Ship's Delegate, James Boland; Deck Delegate, Donald E. Smith; Steward Delegate, Alfred Flatts. \$27.00 in ship's fund. No beefs were reported by department delegates. Everything is running smoothly. Vote of thanks was extended to the steward department for a job well done.

IBERVILLE (Waterman), September 14—Chairman, John Cisiecki; Secretary, W. L. Kilgore. \$10.00 in ship's fund. No beefs were reported by department delegates.

PRODUCER (Marine Carriers), September 21—Chairman, Alfonso A. Armada; Secretary, William H. Rhone; Ship's Delegate, William E. Richardson; Deck Delegate, Bingio DiMento; Engine Delegate, Lyle H. Haddox; Steward Delegate, Joseph Naurocki. Some minor beefs in deck and engine department, otherwise everything in general is O.K.

YORKMAR (Calmar), September 21—Chairman, John C. Green; Secretary, Daniel W. Lippy; Ship's Delegate, Melvin Knickman; Deck Delegate, Leiston Lanerin; Engine Delegate, John O'Toole. No beefs were reported by department delegates.

COLUMBIA (U.S. Steel), September 28—Chairman, B. J. Waturski; Secretary, M. S. Sospina; Deck Delegate, Richard Hefley; Engine Delegate, R. C. Blair; Steward Delegate, A. G. Ygama. Ship's delegate reported that everything is going along fine with no beefs.

PEARY (Marine Traders), September 20—Chairman, Eligio La-soya; Secretary, V. L. Swanson; Ship's Delegate, E. LaSoya; Engine Delegate, M. W. Greco. Discussion held regarding many repairs the ship is badly in need of. Would like headquarters to look into the condition of this ship. Disputed OT in engine and steward department. \$5.00 in ship's fund.

BEAUREGARD (Sea-Land), September 29—Chairman, R. Whitney; Secretary, A. H. Reasko. \$26.00 in ship's fund. No beefs were reported by department delegates. Few hours disputed OT in engine and deck departments.

TRANSCOLORADO (Hudson Waterways), August 2—Chairman, J. Donovan; Secretary, O. Frezza. \$13.00 in ship's fund. No beefs were reported by department delegates. Everything is running smoothly. Vote of thanks to the steward department for a job well done.

TRANSCOLORADO (Hudson Waterways), August 10—Chairman, J. Donovan; Secretary, O. Frezza. Discussion held regarding new contract. Everybody is pleased with the new rate of increase. Vote of thanks was extended to the steward department for a job well done.

STEEL SURVEYOR (Isthmian), October 5—Chairman, William D. Bushong; Secretary, L. Ceperiano; Deck Delegate, Dillon Dow; Engine Delegate, T. J. Meehan; Steward Delegate, Howard Schneider. \$70.00 in ship's fund. Everything is running smoothly in all departments. Motion was made that chocolate milk be applied on all SIU ships in addition to fresh milk and butter-milk.

STEEL VOYAGER (Isthmian), September 14—Chairman, John Eddins; Secretary, Robert D. Brown. Everything is running smoothly with no beefs and no disputed OT.

MADAKET (Waterman), September 14—Chairman, Joel V. P. Bremer; Secretary, Leon J. Webb; Ship's Delegate, Edward Leasing; Deck Delegate, Harry G. Jones; Engine Delegate, M. J. Pyke. Some disputed OT in engine department.

STEEL VOYAGER (Isthmian), September 28—Chairman, John Eddins; Secretary, Robert D. Brown. Some disputed OT in engine department. Everything is running smoothly.

CANTON VICTORY (Columbia), September 21—Chairman, C. F. Just; Secretary, M. L. Leache; Ship's Delegate, Chester F. Just; Deck Delegate, M. F. Kramer; Engine Delegate, Irving Futterman; Steward Delegate, Herbert Knackles. No beefs were reported by department delegates.

SEATRAN OHIO (Seatrains), August 10—Chairman, Robert L. Anderson; Secretary, W. E. Messenger; Engine Delegate, Clinton Cleveland; Steward Delegate, Richard A. Morgan. Some disputed OT in deck departments, otherwise there were no beefs reported by department delegates.

OAKLAND (Sea-Land), September 20—Chairman, T. White; Secretary, J. Doyle; Ship's Delegate, H. J. White; Deck Delegate, H. Miller; Engine Delegate, J. Rogers; Steward Delegate, B. Burke. \$60.00 in ship's fund. No beefs were reported by department delegates.

STEEL VOYAGER (Isthmian), July 20—Chairman, John Eddins; Secretary, Robert D. Brown. Everything is running smoothly in all departments.

STEEL VOYAGER (Isthmian), July 27—Chairman, John Eddins; Secretary, Robert D. Brown. Everything is running smoothly in all departments. No beefs were reported by department delegates.

CHATHAM (Waterman), August 25—Chairman, W. S. Sharp; Secretary, Alfred Hirsch; Ship's Delegate, William S. Sharp; Deck Delegate, Vernon Hopkins; Engine Delegate, Wade H. McCall; Steward Delegate, Joe Miller. No beefs were reported by department delegates.

STEEL VOYAGER (Isthmian), September 21—Chairman, John Eddins; Secretary, Robert D. Brown. No beefs were reported by department delegates. Everything is running smoothly.

RACHEL V (Vantage), October 5—Chairman, E. Morris; Secretary, A. Q. Nall; Deck Delegate, G. H. Cohn; Engine Delegate, W. E. Nordland. No beefs were reported by department delegates.

CHATHAM (Waterman), September 21—Chairman, W. S. Sharp; Secretary, Alfred Hirsch; Ship's Delegate, William S. Sharp; Deck Delegate, Vernon Hopkins; Engine Delegate, Wade McCall; Steward Delegate, Joseph Miller. Discussion held regarding rusty water. Vote of thanks to the Union officials who have fought hard to have the vacation benefits raised to present levels.

OVERSEAS ULLA (Maritime Overseas), September 7—Chairman, V. C. Smith; Secretary, H. P. DuCloux; Ship's Delegate, V. C. Smith; Deck Delegate, S. H. Fulford; Engine Delegate, R. Gorja; Steward Delegate, L. Betts, Jr. \$10.60 in ship's fund. No beefs were reported.

STEEL VOYAGER (Isthmian Lines), September 14—Chairman, John Eddins; Secretary, Robert D. Brown. Everything is running smoothly with no beefs and no disputed OT.

BRADFORD ISLAND (Stewart Tankers), September 28—Chairman, Robert N. Falk; Secretary, C. L. Shirah; Ship's Delegate, F. Hageron; Deck Delegate, Paul Ward; Engine Delegate, R. E. Pickett; Steward Delegate, D. C. Palite. Few hours disputed OT in engine and steward departments. Vote of thanks was extended to the SIU Negotiating Committee for a job well done.

IBERVILLE (Waterman), October 12—Chairman, John Cisiecki; Secretary, W. L. Kilgore. \$10.00 in ship's fund. No beefs were reported by department delegates.

STEEL SURVEYOR (Isthmian), October 12—Chairman, William D. Bushong; Secretary, L. Ceperiano; Ship's Delegate, Dillon Dow; Engine Delegate, Thomas J. Meehan; Steward Delegate, Howard Schneider. \$70.00 in ship's fund. Everything is running smoothly.

GENEVA (U.S. Steel), October 19—Chairman, Fred Bischoff; Secretary, Frank Allen; Ship's Delegate, Fred Bischoff. \$18.40 in ship's fund. Small amount of disputed OT in engine department. Vote of thanks was extended to the steward department for the excellent food and service.

STEEL SURVEYOR (Isthmian), October 19—Chairman, W. Bushong; Secretary, L. Ceperiano; Deck Delegate, Dillon Dow; Engine Delegate, Thomas J. Meehan; Steward Delegate, Howard Schneider. Everything is running smoothly with no beefs.

TRENTON (Sea-Land), October 12—Chairman, Dan Butts; Secretary, Cristobal Dyeaus; Ship's Delegate, Dan Butts; Engine Delegate, Thomas F. Delaney; Steward Delegate, Kenneth Bowman. \$8.00 in ship's fund. Vote of thanks was extended to the steward department for a job well done.

TRENTON (Sea-Land), October 12—Chairman, Dan Butts; Secretary, Cristobal Dyeaus; Ship's Delegate, Dan Butts; Engine Delegate, Thomas F. Delaney; Steward Delegate, Kenneth Bowman. \$8.00 in ship's fund. Vote of thanks was extended to the steward department for a job well done.

BEAUREGARD (Sea-Land), October 5—Chairman, R. Whitney; Secretary, A. H. Reasko; Deck Delegate, B. Hager; Engine Delegate, A. R. Fry; Steward Delegate, J. Kearns. \$26.00 in ship's fund. No beefs. Everything is running smoothly. Vote of thanks was extended to the steward department for a job well done.

ROBIN HOOD (Moore-McCormack), October 8—Chairman, Glenn Miller; Secretary, Aussie Shrimpton. \$87.00 in ship's fund. Vote of thanks was extended to the second engineer for his donation of \$56.00 to the ship's fund. No beefs were reported by department delegates.

SEATRAN OHIO (Seatrains), August 24—Chairman, R. L. Anderson; Secretary, W. E. Messenger. No beefs were reported by department delegates. Vote of thanks was extended to the steward department for a job well done.

BUCKEYE PACIFIC (Buckeye), September 21—Chairman, Leon M. Kyser; Secretary, Wilmer E. Harper; Ship's Delegate, William Culien; Engine Delegate, M. R. Hollis; Steward Delegate, A. C. Bell, Jr. No disputed OT. Discussion held on safety of ship.

HALCYON PANTHER (Halcyon), September 7—Chairman, J. Lowrey; Secretary, Alipio Trujillo; Ship's Delegate, J. Lowrey; Deck Delegate, Ralph O. King; Engine Delegate, James C. Brazzell. Everything is running smoothly with no beefs.

CANTON VICTORY (Columbia), October 5—Chairman, C. F. Just; Secretary, M. L. Leache; Ship's Delegate, Chester F. Just; Deck Delegate, M. F. Kramer; Engine Delegate, Irving Futterman. Everything is running smoothly with no beefs.

STEEL ENGINEER (Isthmian), September 28—Chairman, J. Beyes; Secretary, A. Seda; Ship's Delegate, J. Beyes; Deck Delegate, P. McCaskey; Steward Delegate, A. G. Soto. \$10.50 in ship's fund. Everything is running smoothly. Some disputed OT in steward department. Vote of thanks to steward department for a job well done.

IBERVILLE (Waterman), October 5—Chairman, John Cisiecki; Secretary, W. L. Kilgore; Deck Delegate, Bob Mosey; Engine Delegate, Van Whitney; Steward Delegate, Stavios Petrisentes. Discussion held regarding poor mail service to ship. \$10.00 in ship's fund. Vote of thanks was extended to the steward department for a job well done.

STEEL ENGINEER (Isthmian), October 12—Chairman, J. Beyes, Jr.; Secretary, Angel Seda; Ship's Delegate, J. Beyes, Jr.; Deck Delegate, Earl P. McCaskey; Steward Delegate, A. G. Seda. Department delegates reported that everything is running smoothly. \$11.50 in ship's fund.

IBERVILLE (Waterman), October 12—Chairman, John Cisiecki; Secretary, W. L. Kilgore. \$10.00 in ship's fund. No beefs were reported by department delegates.

STEEL VOYAGER (Isthmian), October 12—Chairman, William D. Bushong; Secretary, L. Ceperiano; Ship's Delegate, Dillon Dow; Engine Delegate, Thomas J. Meehan; Steward Delegate, Howard Schneider. \$70.00 in ship's fund. Everything is running smoothly.

GENEVA (U.S. Steel), October 19—Chairman, Fred Bischoff; Secretary, Frank Allen; Ship's Delegate, Fred Bischoff. \$18.40 in ship's fund. Small amount of disputed OT in engine department. Vote of thanks was extended to the steward department for the excellent food and service.

STEEL SURVEYOR (Isthmian), October 19—Chairman, W. Bushong; Secretary, L. Ceperiano; Deck Delegate, Dillon Dow; Engine Delegate, Thomas J. Meehan; Steward Delegate, Howard Schneider. Everything is running smoothly with no beefs.

TRENTON (Sea-Land), October 12—Chairman, Dan Butts; Secretary, Cristobal Dyeaus; Ship's Delegate, Dan Butts; Engine Delegate, Thomas F. Delaney; Steward Delegate, Kenneth Bowman. \$8.00 in ship's fund. Vote of thanks was extended to the steward department for a job well done.

TRENTON (Sea-Land), October 12—Chairman, Dan Butts; Secretary, Cristobal Dyeaus; Ship's Delegate, Dan Butts; Engine Delegate, Thomas F. Delaney; Steward Delegate, Kenneth Bowman. \$8.00 in ship's fund. Vote of thanks was extended to the steward department for a job well done.

DIGEST OF SIU Ship Meetings

From the Ships at S

Aside from some disputed overtime aboard the **Steel Voyager** (Isthmian) in the deck and engine departments, **John Edkins**, the meeting chairman, reports an otherwise smooth trip. Meeting Secretary **Robert**

Brown

D. Brown writes that a radiogram was received concerning the vacation pay raise and the crew voted to accept. A recommendation was made favoring upgrading schools for cooks, electricians and supervisors. All members not on watch attended the meeting. Department delegates are: **Anthony Debelict**, deck; **Michael Lesko**, engine and **Oliver Lewis**, steward.



Ship's Delegate **William S. Sharp** spoke to the crew of the **Chatham** (Waterman) about the ship's breakdown, indicating that the captain will order pay for missing a hot meal and any cleaning done by the steward department. The meeting took place in the Indian Ocean on the way to Massawa, **Alfred Hirsch**, meeting secretary reports, with 28 members present. Chief Cook **Duke Gardner** reminded the younger Seafarers to keep their doors locked and not to trust any stranger near the living quarters. The crew sends their thanks to those union brothers who have fought so hard to have the vacation benefits raised to the present level. A complaint was received concerning the hard, rusty water coming from scuttlebutts and showers. "Our new underwear, clothes and tummies are all rusty," Sharp reports. **Vernon L. Hopkins** is deck delegate; **Wade H. McCall**, engine delegate, and **Joseph Miller**, steward delegate.

Hirsch

The food situation was the subject of complaint aboard the **Connecticut** (Connecticut Transport), Meeting Secretary **L. W. Moore** reports. The steward was requested to check the supply order, including fresh milk. The crew voted that, if another foreign trip is made, there should be at least two months' stores aboard. If any item is short, the steward will notify Ship's Delegate **Moore**. **John Urzan** chaired the meeting at which 24 members were

Urzan

present. One man, a wiper, was taken off the vessel at Subic Bay on orders of the Coast Guard. Deck Delegate was **G. R. Scott**; Engine Delegate, **Harold Keith**, and Steward Delegate, **John Dansley**.



The **Columbia Eagle** (Columbia) was in idle status for about three weeks before crewing up in San Francisco, **Thomas Ulisse**, meeting secretary, reports, and no first trippers are aboard this trip. Ship's Delegate



Long

Kenneth L. Roberts read a clarification of overtime division in the engine department. Men standing watch before 0800 and after 1700 in port will share equally. A motion made by **Horace C. Long, Jr.** and seconded by **Ernest A. Anderson** proposed retirement for men with 15 years SIU seetime at any age. It was also moved that at least 1,000 pounds of bagged ice be put aboard all SIU ships on hot climate runs; the ice machines were said to be insufficient to cope with the crew's needs. Dispute on old gunners' mess which the men want as a recreation room and the company says is only a spare room. **Ken Kristensen** is deck delegate; **Ernest S. Newhall**, steward delegate, and **George Spilooty**, engine delegate.



Crewmembers aboard the **Producer** (Marine Carriers) were provided with a rare treat—opportunity of visiting the serene, unsophisticated and unspoiled Island of **St. Helena**, Meeting Secretary **William H. Rhone** reports. An island at which very few ships call, "it is Napoleon Bonaparte's prison island," Rhone writes. "We had an opportunity to visit his final home. It is still in beautiful repair and well kept. This island is one of the few places left in the world where a shopkeeper will chase you down to give you change left in his store. The people are beautiful—an English speaking mixture of French, Portuguese, English, African, Indian and others. A wonderful place to retire." The meeting heard Ship's Delegate **William E. Richardson** explain why overtime was stopped in the deck department. According to top-side, he reported, OT will be resumed if all goes well. Money will be advanced on OT in India. **Alfonso A. Armada** chaired the meeting. Department delegates are: **Biagio Di Mento**, deck; **L. H. Haddox**,



Armada

engine; **Joseph Naurochi**, steward.

engine; **Joseph Naurochi**, steward.

A. H. Reasko, chief steward aboard the **Beauregard** (Sealand), advises stewards on all SIU ships that a milk dairy is available in the Port of Cam Ranh Bay. He reports that very good, fresh milk is available and very easy to get. Reasko, who served as meeting secretary, reports **R. Whitney**, ship's chairman, had spoken to the captain and the captain had agreed to change money for scrip—up to \$25 per man—and to go to the PX with Seafarers who wish to make purchases. The men will be permitted to come and go as they please in Qui Nhon, with no restrictions. American money will be locked up in the safe by the captain, due to Vietnam regulations. A motion was made that SIU vacations should be the same as all other unions that sail on containerships.



Whitney

All crewmembers aboard the **Canton Victory** (Columbia) were ordered by the captain to stay off deck and away from port holes as the ship moved up the Saigon River. Snipers have been shooting at almost all ships on the river, Ship's Delegate **Chester F. Just** told the meeting. Meeting Secretary **M. L. Leache** reports that all members present. A motion was made to request the company to return the salon pantryman to all victory-type ships, as one man doing the work of two works a hardship on the whole department. It was also moved that the ship's chairman check with the captain on why the crew can not have access to the ice machine and also to check on the California Holiday, when all other ships in the Bay area were paid OT. **M. F. Kramer** is deck delegate; **Irving Futterman**, engine delegate and **Herbert T. Mackles**, steward delegate.



Kramer

A bonus has been requested for the crew of the **Bradford Island** (Steuart Tankers) by Ship's Delegate **L. F. Hagmann**, as the ship was under attack at Da Nang. Secretary **Charles L. Shirah** writes that requests were also made for lodging on two occasions—once due to the



Ward

lack of hot water and when all port holes were closed during cargo loading. A telegram was received on the vacation raises and a vote of thanks to the SIU Negotiating Committee recorded for a job done. The motion was made by **Hagmann** and seconded by **Shalfens**. **Robert N. Fulk** meeting chairman as the ship headed for Capetown, with Congo as the next call. **R. Ward** was deck delegate; **R. Pickitt**, engine delegate and **C. Palite**, steward delegate.



A dramatic transfer at sea occurred from the **Transerie** (Ferson Waterway) reports Secretary **W. B. Brough**. **Ah Ali**, steward utility, who was stricken with appendicitis, transferred to the **Orson**



Rucki

where he underwent an emergency operation. Seafarer will hopefully rejoin the crew before the end of this trip. co-operation and fast action of the crew in effectuating the transfer made his successful treatment possible. **Henry J. Rucki**, newly elected ship's delegate, announced that

Global Meet Slated by I

LONDON—Worldwide meetings for the next two years by the United Nations-chartered International Maritime Organization (IMCO) here, **(Bull) Shepard** who attended from the United States.

Shepard pointed out that discussions will be held on one of the most relevant for "We're particularly interested in containerization to be held in interested in all phases of maritime."

The containerization conference will have a wide international scope and will be held with the United Nations.

If not held with the United Nations, the 14-day conference "State of the World" will be held with its specialized agencies and the Agency, together with observation and International Non-Governmental present at conferences release issued by the organization.

IMCO's membership number is 100, of which 10 are associate members.

Among the other matters under consideration is the safety of fishing vessels, marine pollution and the stowage of bulk grain in cargo.

According to a release issued by the organization, this procedure provides for the safety of ships.

The method has been developed and is being conducted by the U. S. Paratransit Bureau, the National Cargo Bureau.

The Bureau release further states that the Coast Guard will shortly apply the procedure.

Sea

replacements were flown in from New York for ailing Seafarers **George Forrest, David May, Ronald Beaton, Ralph Wilson** and **A. R. Singletary**, who got off for treatment. **T. E. Anderson** is deck delegate and **R. D. Elliott** steward delegate. The meeting was chaired by **Brother V. V. Hakkarainen**.

T. Conway, meeting secretary, reports a chow problem aboard the **Transglobe** (Hudson Waterways). Because there has been no improvement in the food coming from the galley, a motion was made by



Andersen

Arthur A. Andersen, engine delegate, and seconded by **Theodore H. Katros**, steward delegate, that only experienced cooks be hired, and, if none are available, that cooks be ordered through the Yokohama hall. **F. Van Dusen** amended the motion to require that all key ratings be shipped out of Yokohama or the States. Seafarer **Katros** was elected ship's delegate at the meeting which was chaired by **Richard Sohl**. **Antonio M. Sison** is deck delegate. The ship is on the Far East run and is expected to pay off at the Port of Naha, Okinawa.

ings on Maritime IMCO Delegates

meetings on maritime issues were set at last month's sixth meeting of the inter-governmental Maritime Consulting according to SIU Vice President Earl Sill in the sessions in London as a delegate

over the next two years, international many important maritime subjects— for the SIU being containerization. the SIU in the special conference on containerization in 1971," Shepard said, "but we're also the IMCO's work since it deals with

ference scheduled for 1971 will be of a Conference may possibly be conducted jointly

United Nations, then IMCO will invite to Members of the United Nations and the International Atomic Energy Commission from such Inter-Governmental Maritime Organizations as are normally convened by IMCO," according to a

members 69 countries, including Hong Kong member.

discussed at the meeting were the marine pollution and bulk cargoes.

approved of a new procedure for loading bulk grain

suggested by the National Cargo Bureau, a "safer" way of loading bulk grain

her advised after five years of experiments on Bulk Cargoes—spearheaded by

er stated that "it is anticipated that new instructions on how to

Alb

Francis Joseph Smith, 71: Brother Smith was a pensioner who succumbed to heart disease on September 14. He had sailed as an OS in the deck department. Seafarer Smith, who was born in Rosedale, New York, joined the Union in the Port of New York in 1960. Brother Smith and his wife, Anna, made their home in Jersey City, New Jersey.

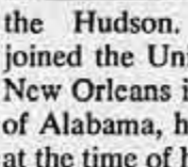
Marvin Reginald Young, Jr., 60: Brother Young died as the result of injuries received in an automobile accident in Tuskegee, Alabama on July 27. He made his home in Jacksonville, Florida, with his grandmother, Mrs. Willie Pearl Baker. Seafarer Young had joined the SIU in 1969 in the Port of Jacksonville and sailed as a messman in the steward department. His last vessel was the **Transcolumbia**. Brother Young was a native of Florida and was buried in Evergreen Cemetery, Jacksonville.

Earl Jackson Sillin, 64: Seafarer Sillin passed away on September 23 in Tampa General Hospital, Tampa, Florida from lung trouble. He was a native of Arkansas who was living in Hudson, Florida at the time of his death. Brother Sillin was an SIU pensioner who had last sailed aboard the **El Monte** in 1965. He joined the Union in Jacksonville, Florida in 1941 and sailed in the engine department as an OS. Burial was in Sunset Memory Garden, Hillsborough County, Florida. Survivors include his son, Lawrence of Ft. Pierce, Florida.

Alice Azile Cook, 49: Sister Cook died on September 11 in Paul Oliver Memorial Hospital, Frankfort, Michigan, from heart disease. She worked in the steward department as a cabin maid and her last employer was the Ann Arbor Railroad. Sister Cook joined the SIU in the Port of Frankfort in 1968. She is a native of Michigan and continued to live there with her husband, until she passed away.

Burial was in Montmorency Township Cemetery, Montmorency County, Michigan.

Conrad M. Barlar, 19: Seafarer Barlar passed away on October 1 from injuries received in a car accident in Mobile, Alabama. He had shipped in the deck department as an OS and last sailed aboard



the **Hudson**. Brother Barlar joined the Union in the Port of New Orleans in 1968. A native of Alabama, he was living there at the time of his death. Brother Barlar graduated last January 10 from the Harry Lundeberg School of Seamanship. Survivors include his mother, Laxie Mae. Burial was in Catholic Cemetery, Bayou La Batre, Alabama.

Chester H. Green, 64: Brother Green died in Seattle, Washington, on September 15 from heart disease. He was a native of Ohio and had joined the SIU in the Port of Baltimore in 1947. He shipped in the deck department as a bosun and last sailed aboard the **Overseas Evelyn**. He was living in Baltimore at the time of his death. Seafarer Green is survived by a brother, Walter.

Rufino Lara, 54: Brother Lara died from a heart disease on September 24 in Brooklyn. He was a native of Fort Mills, Philippine Islands, and made his home in Brooklyn with his wife, Amparo. Seafarer Lara joined the Union in the Port of New York in 1958. He sailed in the steward department as a utility man and messman. His last vessel was the **Malden Victory**. Brother Lara served in the armed forces from 1934 until 1947. Burial was in Long Island National Cemetery, Farmingdale, Long Island.

John Raymond Lotz, 63: Seafarer Lotz passed away on September 14 at St. Vincent's Medical Center, Richmond, New York from a heart disease. He was a native New Yorker who was living in Staten Island with his wife, Catherine, when he died. Brother Lotz was

an SIU pensioner who had last worked for the B and O Railroad in New York in 1964. He was a deckhand. Burial was in St. Mary's Cemetery, Staten Island.

John Austin Hals, 57: Seafarer Hals passed away following an accident aboard the **Elizabeth** on September 16. He was a native of Estonia and was making his home in New Orleans at the time of his death. Brother Hals joined the Union in the Port of New York in 1944 and sailed as a steward.

Alton Everett Douglas, 68: Seafarer Douglas died from an intestinal disorder on June 28 in USPHS Hospital in New Orleans. He joined the Union in the Port of New Orleans in 1955 and sailed in the deck department as an OS. He last sailed with **Dixie Carriers Company**. A native of New Orleans, he was living there with his daughter, Janice Fortner, when he passed away.

Henry Martin Motley, 60: Brother Motley died on September 20 in USPHS Hospital, Galveston, Texas, from heart disease. He was a native of North Carolina and was living in Orange, Texas, with his wife, Edith, when he died. Seafarer Motley joined the Union in Port Arthur, Texas in 1964. He served in the steward department as a cook and last worked for **Slade, Inc.** He was an Army veteran of World War II. Burial was in Forest Lawn Cemetery, Orange.

Robert Matthew Godwin, 62: Seafarer Godwin passed away from heart disease on September 14 at his home in Norfolk, Virginia. He joined the SIU in the Port of Norfolk in 1963 and sailed in the deck department as an AB. A native of North Carolina, he was living in Norfolk with his daughter, Francis G. Dameran, when he died. Brother Godwin's last vessel was the **Alcoa Explorer**. From 1929 until 1931 he served in the Coast Guard. Burial was in Forest Lawn Cemetery, Norfolk.

James C. Thompson, 42: Brother Thompson died on September 5 in USPHS Hospital, New Orleans, from lung disease. He joined the Union in Louisiana in 1951 and sailed as an AB.

His last vessel was the **Robin Kirk**. A native of Littleton, New Hampshire, Seafarer Thompson was living in Jacksonville, Florida, with his wife, Betty Jane, when he passed away. From 1944 until 1951 he served in the Navy. Burial was in Evergreen Cemetery, Jacksonville.

Edward Henry Schmidt, 66: Seafarer Schmidt died as a result of injuries received in an auto accident in Chicago on November 5, 1968. He was a native of Chicago and still lived there at the time of his death. Brother Schmidt joined the Union in Chicago in 1956 and worked in the engine department as a fireman. Survivors include his brother, Fred, of Pittsburgh, Pennsylvania. Cremation was at Oak Wood Crematory, Chicago.

William D. Gee, 57: Brother Gee, an SIU pensioner, died on October 9 at Doctor's Hospital, Jefferson County, Texas, from uremia. He joined the SIU in Port Arthur and sailed in the steward department as a cook. He last worked for **Sabine Towing Company** in 1967. Seafarer Gee was a native of New Orleans and was living in Port Arthur with his wife, Verna Mae, when he passed away. Burial was in Memory Gardens, Nederland, Texas.

Paul McPartland, 62: Brother McPartland passed away in USPHS Hospital in Staten Island, New York, on June 26. A native of Jersey City, New Jersey, he had been making his home in Parsippany, New Jersey, with his wife, Elizabeth. Seaman McPartland, who was retired on an SIU pension, joined the Union in the Port of New York and last worked as a deckhand for the

Erie Lackawanna Railroad. He served in the Navy during World War II.

Jobe Mullen, 46: Brother Mullen died of a respiratory ailment on June 2 in Pensacola, Florida. Seafarer Mullen was an OS in the deck department and last sailed aboard the **Del Para** in 1969. He joined the Union in the Port of Mobile in 1944. Brother Mullen had been sailing since 1942. A native of Pensacola, he continued to make his home there. Burial was in Union Hill Cemetery, Escambia County, Florida.

Charles A. Dorrough, 58: Brother Dorrough died at his home in Columbus, Georgia, on July 25 following a heart attack. He was a native of Georgia and lived there with his mother, Lucille. Seafarer Dorrough joined the SIU in the Port of Mobile in 1945 and sailed in the steward department as a cook. His last vessel was the **Transhuron**. Burial was in Riverdale Cemetery, Columbus.

Weaver Named To New ILO Job

GENEVA — George L-P Weaver, former Assistant Secretary of Labor for International Affairs, has begun a new assignment as special assistant to Director General David A. Morse of the International Labor Organization.

The ILO said Weaver will be based in Washington, D.C. where he will handle its relations with U.S. government agencies. He also will function as Morse's roving representative.

Weaver was appointed an Assistant Secretary of Labor by President Kennedy in 1961 and served in that post during the Johnson Administration. He remained in the Labor Department under the Nixon Administration long enough to head the U.S. government delegation to the ILO conference in June.

Weaver was executive secretary of the AFL-CIO Civil Rights Committee following the merger and later an assistant to the president of the Electrical, Radio and Machine Workers. He was worker adviser to 1957 and 1958 ILO conferences, and in 1968 was elected chairman of the ILO's governing body.

UNFAIR TO LABOR

DO NOT BUY

Seafarers and their families are urged to support a consumer boycott by trade unionists against various companies whose products are produced under non-union conditions, or which are "unfair to labor." (This listing carries the name of the AFL-CIO unions involved, and will be amended from time to time.)



Stitzel-Weller Distilleries
"Old Fitzgerald," "Old Elk"
"Cabin Still," W. L. Weller
Bourbon whiskeys
(Distillery Workers)



Kingsport Press
"World Book," "Childcraft"
(Printing Pressmen)
(Typographers, Bookbinders)
(Machinists, Stereotypers)



Genesco Shoe Mfg. Co.
Work Shoes . . .
Sentry, Cedar Chest,
Statler
Men's Shoes . . .
Jarman, Johnson &
Murphy, Crestworth,
(Boot and Shoe Workers' Union)



Boren Clay Products Co.
(United Brick and Clay Workers)



"HIS" brand men's clothes
Kaynee Boysewear, Judy Bond
blouses, Hanes Knitwear, Randa
Ties, Boss Gloves, Richman



Atlantic Products
Sports Goods
(Amalgamated Clothing Workers
of America)



Jamestown Sterling Corp.
(United Furniture Workers)

Richman Bros. and Sewell Suits,
Wing Shirts
(Amalgamated Clothing Workers
of America)



White Furniture Co.
(United Furniture Workers of
America)



Gypsum Wallboard,
American Gypsum Co.
(United Cement Lime and
Gypsum Workers International)



R. J. Reynolds Tobacco Co.
Camels, Winston, Tempo,
Brandon, Cavalier and Salem
cigarettes
(Tobacco Workers International
Union)



Comet Rice Mills Co. products
(International Union of United
Brewery, Flour, Cereal, Soft
Drinks and Distillery Workers)



Pioneer Flour Mill
(United Brewery, Flour, Cereal,
Soft Drink and Distillery Workers
Local 110, San Antonio, Texas)



All California
Table Grapes
(United Farm Workers)



Magic Chef Pan Pacific Division
(Stove, Furnace and Allied
Appliance Workers
International Union)



Fisher Price Toys
(Doll and Toy Workers)



Economy Furniture Co.
Smithtown Maple
Western Provincial
Bilt-Rite
(Upholsterers)

Public Employees' Right to Strike Upheld by Court

SAN DIEGO—A California state judge ruled that public employees have a constitutional right to strike in the absence of any law specifically prohibiting it.

The decision, if upheld by higher courts, breaks new legal ground in affirming the basic rights of city, state and county workers.

Superior Court Judge Hugo Fisher dissolved a temporary restraining order that prohibited a strike called by a State, County and Municipal Employees local representing nearly 1,000 San Diego city workers.

The city had asked for a permanent injunction, contending that all strikes by public employees were illegal.

Row, Row Your Boat No Cure for Smoking

GREAT YARMOUTH, England—Two young men here will be depending on plain old fashioned will power to give up smoking from now on.

Planning to kick the smoking habit, David Lindo, 20, and 19-year-old Peter Madgett set out to row across the North Sea, confidently leaving their cigarettes ashore. A week later, they would reach the Netherlands as healthy, happy non-smokers. Or so they thought.

After eight hours, however, they had changed their minds.

"David was terribly seasick. We regret starting," Peter confided.

Distress flares drew the attention of a passing vessel and a tow back to shore in the nick of time. David had to be taken to a hospital to recuperate.

Schedule of Membership Meetings

SIU-AGLIWD Meetings

New Orleans Dec. 16—2:30 p.m.
Mobile Dec. 17—2:30 p.m.
Wilmington Dec. 22—2:00 p.m.
San Fran. . . Dec. 24—2:00 p.m.
Seattle Dec. 26—2:00 p.m.
New York . . Dec. 8—2:30 p.m.
Philadelphia Dec. 9—2:30 p.m.
Baltimore . . Dec. 10—2:30 p.m.
Detroit Dec. 12—2:30 p.m.
Houston . . . Dec. 15—2:30 p.m.

United Industrial Workers

New Orleans Dec. 16—7:00 p.m.
Mobile Dec. 17—7:00 p.m.
New York . . Dec. 8—7:00 p.m.
Philadelphia Dec. 9—7:00 p.m.
Baltimore . . Dec. 10—7:00 p.m.
†Houston . . Dec. 15—7:00 p.m.

Great Lakes SIU Meetings

Detroit Dec. 1—2:00 p.m.
Alpena Dec. 1—7:00 p.m.
Buffalo Dec. 1—7:00 p.m.
Chicago Dec. 1—7:30 p.m.
Duluth Dec. 1—7:00 p.m.
Frankfort . . Dec. 1—7:00 p.m.

Great Lakes Tug and Dredge Section

Chicago . . . Dec. 16—7:30 p.m.
†Sault
Ste. Marie Dec. 18—7:30 p.m.
Buffalo . . . Dec. 17—7:30 p.m.
Duluth . . . Dec. 19—7:30 p.m.
Cleveland . . Dec. 19—7:30 p.m.
Toledo . . . Dec. 19—7:30 p.m.
Detroit . . . Dec. 15—7:30 p.m.
Milwaukee . Dec. 15—7:30 p.m.

SIU Inland Boatmen's Union

New Orleans Dec. 16—5:00 p.m.
Mobile . . . Dec. 17—5:00 p.m.
Philadelphia Dec. 9—5:00 p.m.
Baltimore (licensed and un-
licensed) Dec. 10—5:00 p.m.
Norfolk . . Dec. 11—5:00 p.m.
Houston . . Dec. 15—5:00 p.m.

Railway Marine Region

Philadelphia
Dec. 16—10 a.m. & 8 p.m.
Baltimore
Dec. 17—10 a.m. & 8 p.m.
*Norfolk
Dec. 18—10 a.m. & 8 p.m.
Jersey City
Dec. 15—10 a.m. & 8 p.m.

† Meeting held at Galveston wharves.
† Meeting held at Labor Temple, Sault Ste. Marie, Mich.
* Meeting held at Labor Temple, Newport News.

DIRECTORY of UNION HALLS

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

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WILMINGTON, Calif. 450 Seaside Ave. Terminal Island, Calif. (213) 832-7285
YOKOHAMA, Japan Iseya Bldg., Room 801 1-2 Kaigan-Dori-Nakaku 2014971 Ext. 281

Minnesota Labor Wants HHH Back In Senate Seat

MINNEAPOLIS — It's no secret that the Minnesota State AFL-CIO wants former Vice President Hubert Humphrey to run for the Senate seat which is being vacated by Senator Eugene McCarthy.

The State AFL-CIO is distributing buttons calling for "Humphrey in '70."

Last month the State AFL-CIO convention unanimously voted to urge Humphrey to run for the Senate. McCarthy has announced on several occasions that he will not seek re-election.

The question will come to a head next February when precinct caucuses are held throughout the state.

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 CPA audit every three months by a rank and file auditing committee elected by the membership. All Union records are available at SIU headquarters in Brooklyn.

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
17 Battery Place, Suite 1930, New York 4, N. Y.

Full copies of contracts are 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.

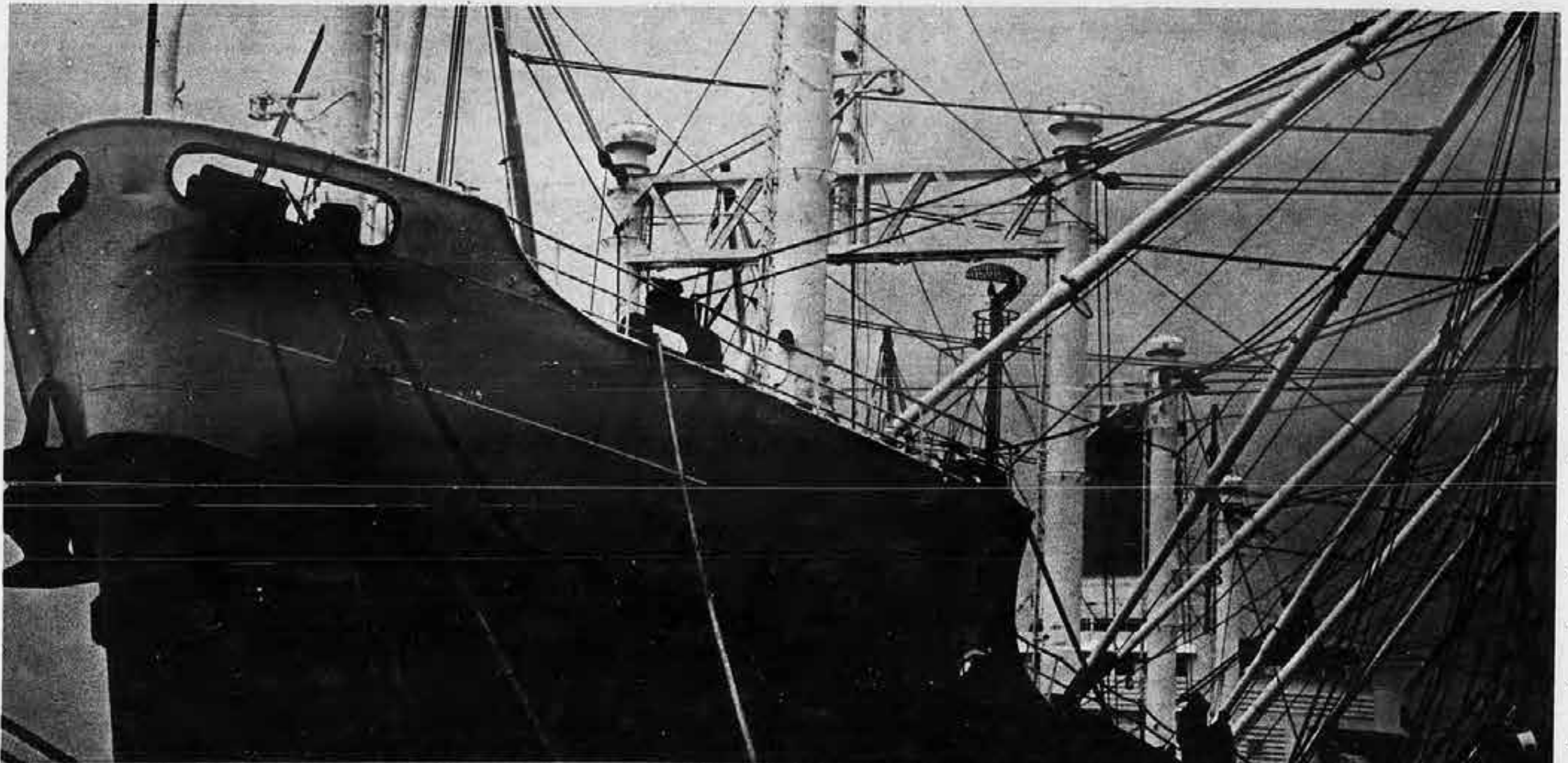
EQUAL RIGHTS. All Seafarers are guaranteed equal rights in employment and as members of the SIU. These rights are clearly set forth in the SIU constitution and in the contracts which the Union has negotiated with the employers. Consequently, no Seafarer may be discriminated against because of race, creed, 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 benefit of 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.



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Ship's Committee holds a meeting as the Steel Designer makes ready for another Vietnam run. Left to right are Vasser Szymanski, secretary; Verner Poulsen, chairman; Donald King, steward department delegate; Fro Hsing Thng, deck delegate, and Robert Goldy, engine.



Larris Proffitt, second electrician, takes time out to catch up on the news as he waits for departure on another run to Saigon. Brother Proffitt, a long-time member of the SIU, began sailing in 1927 when he was 16 years old.

Steel Designer-Vietnam Bound



Ware Newby, right, crew pantry, will have a chance to learn a lot from William Ecker, pantryman. Newby is 17 years old and making his first trip. Brother Ecker is 80.



The crew is always ready for good chow, even in port, so Third Cook Donald King, left, and Chief Cook William Brown, take great pains to prepare another hearty meal.



Leonard S. Bugajewski, AB, has been sailing with the SIU for more than 27 years and is still going strong. He reported a smooth voyage with very few problems.

THE Steel Designer was home in Erie Basin at the Port of New York briefly last month after a military sealift run to Saigon, with a stop on the West Coast. The SIU-contracted C-4 immediately began taking on a cargo of military supplies for another voyage to Vietnam.