

SEATRRAIN AGREEMENT SIGNED

AMERICAN RANGE LINES SIGNS NEW AGREEMENT

New Contract to Be Submitted to Members For Approval or Revision

COLLIER PROVISION INCLUDED

New York, April 6—Negotiations on the terms of a new agreement between the Seafarers' International Union and the American Range Lines were brought to a successful conclusion last week. The agreement was signed on March 31st, but will not be binding until ratified by the membership. It will be read to all Branch meetings next Monday night, and the membership will then take action on it.

Included in the new agreement is a provision for the payment of collier wages when any of the company's vessels are employed in the coal trade.

The agreement also includes, of course, an air-tight closed shop and hiring through the hall clause, and the vicious preferential clause is conspicuous by its absence. Overtime is very definitely taken care of, and there can be no misunderstanding regarding the provisions for it.

One stumbling block presented itself in the penalty cargo clause, when the company would agree to nothing more than straight overtime for cleaning holds in which such cargo had been carried. The membership is advised to take some action regarding this clause (Section 7, General Rules), and demand that it read the same as

the Waterman agreement. In other words, straight overtime must be paid to the watch on deck, and overtime and a half for the watch below when they are called upon to perform such work.

Another misunderstanding occurred in Section 23 of the Deck Department Working Rules, regarding the handling of ship's stores. As the clause now reads, overtime would be paid only for such work performed in excess of one hour in any one port. The membership is advised to ask that this section be amended to read that when stores are handled, and one hour or more is consumed in going so, overtime shall be allowed from the time stores are first handled.

However, the agreement, as a whole, is an exceedingly workable document, and is a vast improvement over the previous contract with this company. It can most certainly be regarded as a definite step forward, and one more victory for the Seafarers' International Union.

As the entire agreement is printed in its entirety elsewhere in these columns, we will not go into any further detail regarding it, and will allow it to speak for itself.

SAN JUAN FINK HALL HOPES TO BENEFIT SEAMEN

Puerto Rico Agent Blasts Commission's Program of Regimentation and States Need for Hospital

San Juan, P.R., March 19—The local Federal Maritime Commission's office, located at the Customs House, addressed itself to American ships, owners, captains and agents, suggesting that they "select their crews" through that center, in accordance with instructions from Washington.

Up to date, seamen's unions claim that all selections for unlicensed personnel should be through the Union Halls.

On account of the first article we have published about this move, it was revealed that more than fifty seamen have called to register at said office, standing by, when the ship operators notify the said department of job vacancies on their ships.

The following is a copy of a letter written to, and published in "El Imparcial," one of the local papers:

Letter to Paper

The Director,
"El Imparcial"

La Marina, San Juan, P.R.
My Dear Director:

Permit me to beg you to publish the following note as coming from an organized worker. Knowing the various moves of the "Boss" type, and preparations through their agencies and instruments to subjugate their workers, and to regiment them, I claim it my sacred duty, as one of them who has experienced the numerous difficulties that exist in the Labor field; and also as a representative of Labor organizations, to inform the seafaring labor element, longshoremen, and the pub-

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ACTION TAKEN BY GREYLOCK CREW

Demand Payment of Overtime and Back Up Demands

ROBIN LINE PAYS

New York, April 4—The SS Greylock of the Robin Line arrived in port on Wednesday, March 29, after a three and a half month voyage to South African ports, and was met by Patrolmen Serrano and Scotto.

Immediately upon contacting the crew, it was discovered that plenty of overtime was due the boys for work performed in outlying ports on Saturday afternoons, Sundays and holidays. Naturally, the boys wanted payment for this overtime, and they didn't mean maybe!

No Agreement

Although the SIU does not, as yet, have an agreement with the Robin Line, nevertheless the entire crew were members of our organization, and had all been shipped from our halls. In the past, the Robin Line has been in the habit of paying overtime only for such work performed in the home port, and have been chiseling the seamen to a fare the well.

Well, this time, it didn't work out that way. The entire crew of the Greylock decided that they would refuse to pay off the vessel until all hands were paid their overtime.

After considerable hemming and hawing on the part of the company officials, combined with the interjection of several very pertinent facts by Patrolmen Serrano and Scotto, the company finally agreed to pay the overtime. However, before doing so, they complained volubly, and declared that they had never paid such overtime in the past—whereupon they were told that it is high time that they start doing so.

Crew Gives Backing

Let it be understood that it took no little persuasion on the parts of the patrolmen and the combined backing of the three departments of the crew to make the company see that they would have to come across.

It wasn't a matter of a paltry few hours of overtime, but amounted, in some cases, to as high as 115 and 120 hours.

In a telephone conversation with the Agent, one of the company officials complained that they had no agreement with us as yet, and didn't see why they should be forced to pay this overtime, when they had never done so in the past. He also complained about the refusal of the crew to pay off. He was told that when an agreement is completed between this organization and the Robin Line there will be a clause calling for the payment of overtime for work performed on Saturday after-

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DIRECT ACTION BY MEMBERS FORCES COMPANY TO SIGN

Increase in Pay and Improvement in Working Conditions Among Gains

FULL SUPPORT GIVEN BY I.L.A.

New York, April 5—A strike of one week's duration on the vessels of the Seatrain Lines, Inc., was today brought to a successful conclusion when the membership voted to return to work, after being granted all conditions asked for, and a wage increase of \$7.50 per man for the unlicensed personnel. This agreement, as it stands, is without a doubt the best agreement on the Atlantic or Gulf coasts.

The action was started in New Orleans on March 28, when the Seatrain New Orleans and Havana were in that port. A special meeting was called to discuss the situation, and decide upon a line of action.

After considerable discussion on the refusal of the company to agree to certain conditions and an increase in wages, it was decided that sufficient time had been allowed them to sign on the dotted line, and that they had been allowed to stall around long enough.

Vote to Strike

The proposed agreement was read to the assembled membership, who vigorously voiced their disapproval of it, because of the fact that no increase in wages had been included, and certain conditions had been omitted. It was then moved, seconded and carried to tie up the two ships in New Orleans at 11:00 o'clock the following morning.

New York was advised of the action taken by the New Orleans meeting, and the following day, the crew of the Seatrain New York, which was docked in Hoboken, left the ship. The crew of this ship had already been signed on, and, in order to protect themselves, they all declared that they were quitting, and were not refusing to turn to.

I.L.A. Gives Full Support

The following day, March 30, a special meeting was called in New York, and the membership unanimously went on record as endorsing the actions of the Seatrain crews, and to give them one hundred percent support.

Picket lines were established in New Orleans, and the Longshoremen guaranteed their support. Due to the fact that no picketing is allowed in Hoboken, men were dispatched over there only to keep watch on the Seatrain New York, and report to the Hall if anyone went aboard here. Joseph P. Ryan, I.L.A. President, and Captain Bill Bradley of the I.L.A. Marine Division, were contacted, and both guaranteed their unqualified support to the SIU. Let it be said, right here and now that, without the aid of these two men and their associates we would never have won out. As a matter of fact, it was through their support that we were enabled to effectively tie these ships up.

New Orleans had already been advised to immediately forward to New York the wage increase and additional conditions de-

manded by the crews of the ships in New Orleans, and on the following morning, a wire containing their demands was received.

Company Notified

The Company was advised of the action taken by the members, and were informed that the ships would not sail until they met with our demands. They immediately stated their unwillingness to do so. The crew of the New York was, however, paid off by mutual consent, without any further ado.

In the meantime, the licensed engineers had walked off the two ships in New Orleans, and when the engineers on the New York were advised of this action, they also left the ship. The company was then informed that the engineers wished to open negotiations with them.

Attempt to Move Ship

In the meanwhile, here in New York, the company was making every effort to get their ship moved from her berth to drydock. They called towboats to move her, and the towboatmen stated that they would not handle her unless SIU men were on board to handle the lines. The company then contacted the Union and asked for nine men for the purpose of handling lines, and move the ship to drydock. Needless to say, they didn't get the men!

Further information from New Orleans state that the mates had also walked off the two ships down there; but, at this writing, the mates are still aboard the Seatrain New York.

Negotiations Resumed

Negotiations had, in the meanwhile, been resumed with the company, and after several meetings in which they had agreed to all conditions, they finally agreed to give a five dollar increase in wages. New Orleans was immediately advised of the status of affairs, and the crews of the Seatrain declared that they would not accept less than a seven dollar and fifty increase for all hands in the unlicensed personnel. The company was then informed that we would not take less than this increase, and finally, on April 4, they agreed to grant it.

Officers Take Action

However, in the meantime, the

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Published by the
**Seafarers' International Union
of North America**

Affiliated with the American Federation of Labor

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ADDRESS ALL CORRESPONDENCE CONCERNING THIS
PUBLICATION TO:

"THE SEAFARERS' LOG"

P. O. Box 522, Church St. Annex, New York, N. Y.

NOTICE

All members, both ashore and at sea, are invited to contribute to the columns of "Log."

Articles pertaining to the general policy of the Seafarers' International Union, or suggestions for the good and welfare of the membership at large will be welcomed.

We will not print any personal attacks on individuals, unless the individuals are attacking the Union as a whole, with the intention of disorganization of the seamen, or of lowering wage and living standards aboard ships.

All communications must be **Fact and not Hearsay**. Articles which may cause the "Log" to become entangled in legal difficulties must be accompanied by an affidavit, witnessed by reliable persons, and with the seal of a Notary attached.

All articles must be in not later than **Wednesday**. If they are received later they will not be published until the following issue.

Baltimore Highlights

Baltimore, April 3—Shipping has been moderately good out of this port, with 62 SIU members shipping out during the week. However, members in other ports, with the exception of A.B.'s, are cautioned about coming to this port as they have been doing in large numbers recently. On the "Black Gang" list we are having an average of two men registering, to every man shipping out.

Overtime beefs are still numerous, but are decreasing steadily. Friend shipowner is slowly beginning to realize that he can't get away with it, and he might as well pay the men what is coming to them and be done with it! On vessels not under agreement to the organization, the paying of overtime is based on West Coast working rules, and although this seems to be a bitter dose for some of the steamship companies to swallow, they're swallowing it, and liking it, these days!

Last week's Port Council meeting was well attended, with the Railroad Brotherhood being solidly represented. Preliminary organization of the Council now being completed, next week's meeting will elect officers, and work out a definite policy for the guidance of member organizations.

Quite a few of the ships' delegates contacted recently have been

asking why the telephone numbers of the branches are not printed in the LOG. It seems that these boys often have something to call the Hall about, but always have to hunt up the telephone number. The number here is Calvert 4539.

For want of something better to do, we visited the SS American Seaman, flagship of the "Fink" Navy the other day, and after a tour through her clean, spacious quarters, comfortable mess-rooms, and almost elaborate recreation halls, we came away sadly aware that, as usual, the "big-boys" had pulled another boner. Evidently, someone has been telling the Admirals that to train a man for the Merchant Marine you have to teach him how to tie a knot, steer, launch boats, etc., but you and I know that's not what they ought to be taught. Most anyone with average intelligence can pick up the rudiments of navigation and ship handling without having a million dollar ship built to learn it on. To fit a man for life on the average vessel of the Merchant Marine you have to teach him how to live in cramped, foul aired, steel-decked, lice-ridden quarters; teach him how to stomach the cheapest grade of food obtainable; food that stinks, and turns the stomach into a mass of ulcers; teach him to eat that food in a dim, narrow hole beneath the steering engine where the temperature hovers around the hundreds, and the cockroaches congregate in swarms; teach him that when he becomes a seaman, his acquaintance with milk and fresh fruit is over; teach him to sweat and freeze, and maybe die for a few miserable dollars a month; teach him that when he goes to get his money at the end of the trip he will have to fight like hell to get it; teach him that he is a bum and a punk, and doesn't rate the treatment of a dog. **TEACH THAT "ROOKIE" THOSE THINGS, ADMIRAL, AND YOU'LL HAVE DONE A GOOD JOB OF FITTING HIM FOR LIFE, AS A MERCHANT SEAMAN!**

MIGHT WE SUGGEST TO THE MARITIME COMMISSION THAT WHILE THEY ARE IN THE TEACHING BUSINESS IT MIGHT BE A GOOD IDEA TO ENROLL A CLASS OF SHIPOWNERS AND TEACH THEM WHAT THE LIVING QUARTERS OF A SHIP SHOULD BE LIKE.

But, on second thought, that's asking too much. After all, Admirals are human beings, too, and they probably don't want to go on WPA any more than we do, and, of course, if the shipowner ever gets around to giving a seaman a decent break, then the Maritime Commission wouldn't have to train finks, and if there were no finks to train, then what would become of the Admiral's job, and the SS American Seamen?

NOTICE

Membership books for the following men are being held in the New York Headquarters office:

M. Thompson—Atl. No. 109
M. Weiner—Atl. No. 4
R. W. Wallace—Atl. No. 865
C. P. Nielson—Atl. No. 4563
Luis Sierra—Atl. No. 3564
E. C. Vega—Atl. No. 4034
R. Gautier—Atl. No. 4035
W. W. Forbes—Atl. No. 3502

Will these men kindly call at Headquarters for their books, or give instruction as to where they wish them sent?

SIU: Engine No. 90

COMMISSION FURTHERS PLAN TO REGIMENT ALL SEAMEN!

SS "American Scabherder" Scheduled to Start "Un-American" Cruise

AMERICAN SEAMEN COMPETENT

(The following article accompanied a clipping from a newspaper, forwarded to us from Baltimore, showing a picture of the SS American Seaman,—the Maritime Commission's ship to be used for the sole purpose of training finks!)

BEHOLD, BROTHERS!—THE SS "AMERICAN SCABHERDER!"

According to reports, she is due to begin her "UN-AMERICAN ACTIVITIES" (Page the Dies Committee!) on or about April 15, 1939.

She is the first section of the ring the Shipowners' Maritime Commission is forging around us, under the thin disguise of a training program! **WE MUST NOT WAIT UNTIL THAT RING IS SOLIDLY SET!** At all costs, prevent any duplication of conditions under which the German, Japanese, French and Italian seamen exist today! They are nothing more than slaves, and are taxed, to boot, for being slaves!

INSINUATE INCOMPETENCY

In spite of the apparent, and seemingly benevolent attitude, not to say democratic bearing, the Maritime Commission is worse than the old Shipping Board of yesteryear. At least, when the latter took a slam at us, it was done out in the open; but, not so its successor! **WE ARE BEING LITERALLY LULLED TO SLEEP WITH HONEYED WORDS, SO THAT THEY CAN STAB US IN THE BACK!** to cover its errors in judgment, and commitments to the shipowners, in their accounting to the people of the United States, it endeavors in a subtle way to **PLACE THE BLAME ON THE SEAMEN BY INDIRECTLY ACCUSING HIM OF INCOMPETENCE.** THE TRAINING SHIP PROGRAM IS THEIR MEANS TOWARDS THAT END!

WHY BLAME SEAMEN?

WHY BLAME THE SEAMEN, ADMIRAL? IF A LITTLE MORE THOROUGH INVESTIGATION OF THE MAIL CONTACTS DISHED OUT TO THE SHIPOWNERS ASSOCIATION IN 1928, BY THE SHIPPING BOARD AND THE POSTMASTER GENERAL WERE UNDERTAKEN, YOU MIGHT BE SHOCKED! MAYBE YOU ALREADY ARE, BUT WON'T ADMIT IT! THE AMERICAN PUBLIC WOULD THEN SEE MATTERS IN THEIR TRUE LIGHT. IT WOULD BE DIFFICULT FOR THE SHIPOWNERS TO DENY THAT THEY DIDN'T POOL AND POCKET THAT MONEY, INSEAD OF USING IT TO MAKE MUCH NEEDED REPAIRS AND IMPROVEMENTS, AND RENOVATE THE QUARTERS OF THE CREWS SO THAT THEY WOULD BE FIT FOR HUMAN BEINGS TO LIVE IN,—

NOT ANIMALS! THE OLD DOLLAR LINE IS AN OUTSTANDING EXAMPLE.

It cannot be denied that many ships were sent to sea in an unseaworthy condition, although they had been passed on by shipowner appointed inspectors, and the American Bureau of Shipping, which, after all, is run by and for the shipowners.

OUTSTANDING EXAMPLES

The MORRO CASTLE, a veritable firetrap, was built and permitted to sail with foreigners, instead of competent American seamen. We all know what happened to her, and perhaps why! The insurance companies may also have the same idea, for all we know.

BUT THE INSPECTORS HAD THE NERVE TO STATE THAT WE WERE INCOMPETENT, INSTEAD OF PUTTING THE BLAME WHERE IT BELONGED,—SQUARELY ON THEIR OWN SHOULDERS!

And the HOOVER, mysteriously off its course, supposedly dodging Japanese mines, hit the rocks in the Far East! WHY? Officers and passengers stated that the crew was disorderly, but Admiral Emory S. Land, in a statement issued to the press on January 26, regarding this very accident, had this to say:

HOOVER CREW EFFICIENT

"When one of the largest liners ran aground and was wrecked in the Orient last year, newspapers carried stories of acts approaching mutiny among the crew. They told of conduct for which, had it been true, the men might well have been shot. **BUT WHAT WAS THE TRUTH? THE MARITIME COMMISSION NATURALLY WANTED TO KNOW. WE FOUND THAT ON THAT SHIP UNDER MOST TRYING CIRCUMSTANCES, THE CREW BEHAVED TO THE BEST TRADITIONS OF THE SEA. AND AS CORROBORATING EVIDENCE OF THAT, IT SHOULD BE EMPHASIZED THAT NOT A SINGLE PASSENGER SUBJECTED TO THE PERIL OF THAT WRECK SUFFERED CASUALTY ALTHOUGH THE SHIP HERSELF WAS LOST.**

"AND I WANT TO QUOTE TO YOU FROM A REPORT MADE BY AN OBSERVER PRESENT AT THE SCENE AND TRAINED IN MARITIME MATTERS.

"HIS WRITTEN REPORT STATED: 'THE CREW DID SPLENDID WORK IN LANDING ALL PASSENGERS WITHOUT ONE CASUALTY AND UNDER ADVERSE CONDITIONS OF WEATHER.'"

DOES THAT SOUND LIKE THE CREW OF THE HOOVER WAS INCOMPETENT?

But we haven't yet found out just why the Hoover came to be in uncharted water,—aside from that flimsy excuse given by the captain.

WELL, BROTHERS,—WHAT ARE WE GOING TO DO ABOUT IT? IT IS HIGH TIME WE SIT UP AND TAKE NOTICE BEFORE WE ARE BEHIND THE EIGHT-BALL FOR GOOD!

SEATRAN LINES AGREEMENT

AGREEMENT made this fifth day of April, 1939, by and between SEATRAN LINES, INC., hereinafter referred to as EMPLOYER, and the SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA, affiliated with the American Federation of Labor, hereinafter referred to as UNION, as agent for and on behalf of and for the benefit of the UNLICENSED PERSONNEL employed on the vessels manned by the Employer.

WITNESSETH:

WHEREAS a majority of the Unlicensed Personnel have designated the Union as their collective bargaining agent, NOW, THEREFORE, it is agreed as follows:

SECTION 1. Union Recognition. The Employer recognizes the Union as the representative of all its Unlicensed Personnel for the purposes of collective bargaining.

SECTION 2. Employment. The Employer agrees to secure all its Unlicensed Personnel through the Union. The Union agrees to furnish promptly competent and capable men, who hold the required Governmental certificates for the position for which the men are furnished. The Employer may reject any man who is not physically fit or satisfactory.

SECTION 3. Emergency Employment. The Union agrees that, in the event Union men are not furnished with sufficient promptness to avoid delay in any scheduled sailing, the Employer is at liberty to hire men without regard to Union affiliation. Any non-Union man so hired may not continue his employment beyond one round voyage unless he has in the meantime become a member of the Union.

SECTION 4. Discrimination. The Employer agrees not to discriminate against any man for legitimate Union activity, but such activity shall not interfere with any regular duties.

SECTION 5. Passes. The Employer agrees to give passes, subject to the terms and conditions written on such passes, to authorize representatives of the Union to board its vessels for the purpose of conferring with its members any time the members request their presence aboard. The Union agrees that its representatives shall not at any time interfere with the performance of the duties of any of the Employer's employees.

SECTION 6. Ship's Delegates. The Employer agrees to recognize one man in each department on each vessel to act as delegate for such department. Such delegates are privileged to present to their superior offices, on behalf of the members in their department, facts and opinion concerning any matter wherein adjustment or improvement is thought proper.

SECTION 7. Arbitration. A Port Committee shall be established at the Port of New York, which shall consist of six members, three to be appointed by the Union and three by the Employer, whose duties shall be to investigate and settle all grievances and disputes which may arise during the term of this Agreement. The Port Committee shall meet within twenty-four hours after notice of a dispute is received in writing.

In the event the Port Committee fails to agree on any matter, it shall be referred to a Referee, whose decision shall be rendered in writing and shall be final and binding.

The Referee shall be appointed by the unanimous vote of the Port Committee. If the Port Committee is unable to agree unanimously upon a Referee within three days, Sundays and Holidays ex-

cluded, the Senior District Judge of the Federal Bench in the Southern District of New York shall be requested to appoint a Referee. The Union and the Employer shall each have two challenges, which must be exercised within twenty-four hours after the selection of such Referee. Otherwise, the Referee shall be accepted by all parties concerned. The expenses of the Referee shall be borne equally by the Union and the Employer.

SECTION 8. Strikes. During the life of this Agreement and during any period of arbitration as provided for in Section 7 hereof, or during any period of negotiation for its renewal, there shall be no strikes or stoppages of work by the Unlicensed Personnel. A violation of this provision shall render this Agreement null and void at the option of the Employer.

SECTION 9. Lockouts. During the life of this Agreement and during any period of arbitration as provided for in Section 7 hereof, or during any period of negotiation for its renewal, there shall be no lockouts of the Unlicensed Personnel, provided, however, that this provision shall not prevent the orderly termination by the employer of the employment of any or all of the Unlicensed Personnel on any vessel as and in the manner provided by the Shipping Articles nor shall it prevent the discharge of any member of its Unlicensed Personnel for cause. A violation of this provision shall render this Agreement null and void at the option of the Union.

SECTION 10. War Zones. In case any vessel of the Employer traverses water adjacent to or in the proximity of a declared or undeclared War or state of hostility, it is hereby agreed that, subject to the provisions of Section 8 hereof, a petition on the part of the Union for the opening of negotiations for added remuneration, bonuses, and/or insurance shall in no way be deemed cause for the termination of this Agreement.

SECTION 11. Ship's Gear. The Employer shall furnish safe gear and working equipment and safe working conditions on shipboard in any harbor or roadstead.

SECTION 12. Division of Wages of Absent Members. When members of the Unlicensed Personnel are required to do extra work because the vessel sailed without the full complement required by the vessel's certificate under circumstances where the law permits such sailing, the wages of the absent members shall be divided among the men who performed their work, but no overtime shall be included in such payments.

SECTION 13. Travelling. Members of the Union when transported by the Employer during the course of their employment shall be provided with transportation by rail and with subsistence at the rate of \$3.00 per day in addition to their regular monthly wage. When travel at night is involved, a berth must be provided. When required to travel by water, Second or Tourist passage shall be provided.

SECTION 14. Crew Furnishings. The Employer shall furnish the following items for the Unlicensed Personnel: (1) Sanitary mattresses and pillows; (2) dishes of crockery ware; (3) sufficient soap and safety matches to be issued weekly; (4) two clean blankets; (5) two white sheets, one white pillow slip, one white bed spread, one bath towel, one face towel. The Employer shall issue said clean sheets, pillow slip and bed spread once each week and said clean towels twice each week upon

surrender of the soiled previous issue at the time set for exchange.

SECTION 15. Quarters. All quarters assigned for the use of the Unlicensed Personnel are to be kept free of vermin. This is to be accomplished through the use of exterminating facilities provided by the Employer to the Unlicensed Personnel. The Unlicensed Personnel shall keep their quarters clean and orderly at all times in port and at sea.

SECTION 16. Messrooms. Each vessel shall be furnished with a messroom or messrooms for the accommodation of the Unlicensed Personnel, such messrooms to be in each case so constructed as to afford sitting room for all when it is practicable and available to do so and to be so situated as to afford full protection from the weather and from heat and odors arising from the vessel's engine room, fire room or hold.

SECTION 17. Ventilation. All quarters assigned to the Unlicensed Personnel and all messrooms provided for their use shall be adequately screened and ventilated and a sufficient number of fans to secure such ventilation shall be provided.

SECTION 18. Lockers. A sufficient number of lockers shall be provided so that each member of the Unlicensed Personnel shall have one locker of full length whenever space permits, with a sufficient space to stow a reasonable amount of gear and personal effects.

SECTION 19. Washrooms. Adequate washrooms and lavatories shall be made available to the Unlicensed Personnel of each division, washrooms to be equipped with a sufficient number of shower baths, which shall be adequately equipped with hot and cold fresh water.

SECTION 20. Room and Meal Allowance. When meals are not provided aboard a vessel, the Employer shall allow members of the Unlicensed Personnel 60 cents per meal. When men are required to sleep ashore, \$2.00 per night shall be allowed for lodging.

SECTION 21. Meal Hours. The meal hours for the Unlicensed Personnel shall be as follows: Breakfast—7.30 A.M. to 8.15 A.M. Dinner—11.30 A.M. to 12.30 P.M. Supper—5.00 P.M. to 6.00 P.M.

These meal hours may be varied in connection with docking or undocking, but no variation shall exceed more than one hour before nor more than one hour after the times specified.

SECTION 22. Coffee Time. Fifteen minutes shall be allowed for coffee at 10 A.M. and at 3 P.M. or at a convenient time near these hours.

SECTION 23. Holidays. The Employer agrees to recognize the following days as holidays: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day. In addition, the Employer shall respect the choice of each individual member of the Unlicensed Personnel of either Lincoln's Birthday or Mardi Gras as a legal holiday. When any of the foregoing holidays falls on Sunday, the following Monday shall be observed as such holiday as customary.

SECTION 24. Duties. Members of all departments shall perform all duties pertaining to their particular rating, and, except in cases of emergency, the members of one department shall not be required to perform the duties of any other department.

SECTION 25. Overtime Pay. (a) When overtime work is performed, it shall be compensated for at the rate of 70 cents per hour. (b)

When actual overtime work is less than one hour, payment for one hour shall be allowed. When overtime work exceeds one hour, payment will be allowed by half hour periods. (c) Overtime starts when men are called if they report for work within fifteen minutes. If they do not report within fifteen minutes, overtime is to start from the time of reporting for duty until they are released, including time of standing by.

SECTION 26. Overtime Work. (a) Overtime work shall be calculated in accordance with departmental working rules.

(b) In the event overtime work has been performed, the department delegate shall, as soon as practicable, check the amount thereof with the senior officer of the department and in the event of a disagreement the matter shall be adjusted between the Union and the Employer in the home port.

(c) No overtime work shall be performed without the express authority of the master, or, in his absence, of the senior departmental officer.

(d) No member of the deck or engine department shall be required while at sea to work more than eight hours in one day, reckoned from midnight to midnight.

(e) All voluntary work in excess of eight hours in one day shall be compensated for at the regular overtime rate, except as may be hereinafter provided in the departmental working rules.

(f) On days that a vessel arrives in port, the time stood while on watch shall count in computing eight hours work.

SECTION 27. Payment of Overtime. All payments of cash for overtime shall be made within twenty-four hours from the completion of the voyage.

SECTION 28. Overtime Option. Whenever overtime has accrued to any member of the Unlicensed Personnel, he may, at his option, request time off at the rate of one and one-half hours for every overtime hour worked, and if his request is not granted by the Employer the regular overtime payment shall be made.

SECTION 29. Watches. The Unlicensed Personnel in the deck and engine departments shall, while at sea, be divided into three watches which shall be kept on duty successively for the performance of ordinary work incident to the sailing and management of the vessel.

SECTION 30. Sea Watches in Port. When a vessel is scheduled to remain in port for less than twelve consecutive hours, the sea routine as to watches shall be broken.

SECTION 31. Breaking Sea Watches. When a vessel is scheduled to remain in port for more than twelve consecutive hours, sea watches shall be broken as provided for in the departmental working rules.

SECTION 32. Setting of Watches. Sea watches shall be set not later than noon of the day the vessel leaves for sea from the port from which the vessel is cleared.

SECTION 33. Delayed Sailing. When a vessel is scheduled to depart for sea on Saturday afternoons, Sundays or holidays, but sailing is delayed on account of weather conditions after scheduled sailing time, the first twelve hours of such delay shall be overtime for the men on watch until vessel leaves the dock or sea watches are discontinued. However, no overtime shall be allowed after midnight on Sundays or Holidays.

SECTION 34. Sailing Time. All members of the Unlicensed Per-

sonnel shall be aboard the vessel in a sober condition and ready for sea at least one hour before the scheduled sailing time, which time shall be posted near the gangway at least twelve hours before the vessel is scheduled to sail. In the event any member of the Unlicensed Personnel fails to comply with this provision, the Employer shall call the Union and the Union shall furnish a replacement. If the original member reports after the Employer has called for a replacement, the man sent by the Union as such replacement shall receive one day's pay, which day's pay shall be paid by the member who was late in reporting for duty in a sober condition.

SECTION 35. Unauthorized Absence. When watches are broken, the men on day work shall when required be ready to commence working at 8 A.M. on weekdays. In the event any man is absent without authority at the time of turning to, he shall be subject to dismissal or forfeiture of two days' pay, as allowed by law.

SECTION 36. Transportation Allowance. The Employer agrees to reimburse each member of the Unlicensed Personnel the sum of One Dollar (\$1.00) per round trip, not to exceed two round trips each voyage, for actual transportation between vessel at Belle Chasse, La., and Algiers Ferry, and return to Belle Chasse.

SECTION 37. Vacations. For each year of continuous service under Shipping Articles each member of the Unlicensed Personnel shall receive a vacation of fourteen consecutive days, with full sea pay. The vacation pay shall be in proportion to the monthly wages earned by the man during the preceding twelve months. No cash allowance in lieu of vacation shall be made, but vacations may be cumulative to the extent mutually agreed upon by the Employer and the man involved. Vacations shall be granted at such time as may be convenient to the operation necessities of the Employer.

Continuous service shall not be deemed broken by leaves of absence on account of accident, vacations with pay, illness of his immediate family, illness, except from the employee's own vice, or lay-up of the vessel, provided that in case of lay-up the employee does not seek or obtain employment on vessels other than these covered by this Agreement, provided, however, that in computing continuous service only such time as an employee is on a vessel's Articles or on a port payroll shall count in calculating earned vacations.

SECTION 38. Continuous Employment. Any member of the Unlicensed Personnel may promptly return to his position after absence from either accident, vacations with pay, illness of his immediate family, illness, except from his own vice or lay-up of the vessel, provided that in the case of a lay-up the employee does not seek or obtain employment on vessels other than those covered by this Agreement.

SECTION 39. Master's Authority. Nothing in this Agreement shall be construed so as to in any way limit either the authority of the Master or other Officer or the obedience of the seamen when in the judgment of the Master or other Officer the whole or any part of the crew are needed for the performance of work necessary for the safety of the vessel, her passengers, crew and cargo, or for the saving of life aboard other vessels in jeopardy, or from

(Continued on Page Four)

(Continued from Page Three) requiring at any time the whole or any part of the crew to participate in the performance of fire, life-boat or other drill.

SECTION 40. Drills and Emergencies. Any and all work necessary for the safety of the vessel, her passengers, crew or cargo, or for the saving of other vessels in jeopardy, or lives therein, or in the performance of fire, life-boat or other drills and inspections or examinations required by law or Governmental regulations, shall be performed without the payment of overtime, regardless of anything contained in this Agreement; provided, however, it shall not be a general practice to hold emergency drills on Saturday afternoons, Sundays and Holidays.

SECTION 41. Dispute on Emergencies. In the event there is a question as to whether or not an emergency existed, all members of the crew must perform any work required and upon the vessel's arrival in the Port of New York or New Orleans, the dispute shall be referred to the Port Committee for settlement.

SECTION 42. Wages. The following monthly wage shall be computed and paid at the following rates in accordance with the rules for compensation of seamen's wages by Shipping Commissioners issued by the Secretary of Commerce through the Bureau of Marine Inspection and Navigation:

DECK DEPARTMENT

Boatswain	\$92.50
Able Seaman	80.00
Ordinary Seaman	62.50
Quartermaster	82.50
Deck Carman	85.00

ENGINE DEPARTMENT

Water Tender	\$90.00
Oiler	90.00
Fireman	80.00
Utility Man (if carried)	90.00
Wiper (if carried)	67.50
Deck Engineer	122.50
Electrician	112.50

STEWARDS DEPARTMENT

Chief Steward	\$142.50
Chief Cook	117.50
Second Cook and Baker	97.50
Messman	67.50

SECTION 43A. It is specifically understood and agreed that when the Union negotiates a wage and working condition agreement with any shipowner operator in competition with the Employer efforts will be made by the Union to have wages and working conditions identical to those agreed to by the Employer.

SECTION 43. Layup. If the scheduled layup of the vessel does not exceed fourteen days either the full crew is to be kept on pay during period of layup or if the crew is paid off and daymen are hired for standby work they must be hired through the Hall at \$6.40 per day per man. It is understood that members of the crew shall be given preference in such standby work.

SECTION 44. Transportation. The Employer agrees that when a man who has signed ship's articles is discharged, except from his own vice, or for cause, or when relieving a man under Section 37, he shall be returned to the port of engagement by rail transportation as provided in Section 13, if his employment does not exceed thirty days.

SECTION 45. Toilets. All toilets to be kept clean on company's time.

DECK DEPARTMENT WORKING RULES

SECTION 1. Only Able Seamen shall be sent into chain lockers to stow chains.

SECTION 2. When men are required to clean tanks which have been used for transporting liquid cargo, they shall receive as extra compensation \$1.00 per hour for performing such work.

SECTION 3. When a vessel is scheduled to remain in port for

more than twelve consecutive hours, watches shall be broken when vessel is properly secured at the dock and gangway is lowered.

SECTION 4. In port, when watches are broken:

(a) All gangway watches shall be stood without the payment of overtime except on Saturday afternoons, Sundays and Holidays, when the regular overtime rate shall be paid. Men, while standing gangway watch, shall attend to mooring lines at all times.

(b) All hands, except men on gangway watches, shall be required to work between the hours of 8 A.M. and 5 P.M. from Mondays to Fridays, inclusive, and from 8 A.M. to 12 noon on Saturdays, without the payment of overtime. All manual work by those not on gangway watch, after 5 P.M. and before 8 A.M. and on Saturday afternoons, Sundays and Holidays, shall be paid for at the regular overtime rate.

(c) Work in connection with loading or discharging cargo shall not be considered overtime unless performed after 5 P.M. and before 8 A.M., and on Saturday afternoons, Sundays and Holidays.

(d) Between the hours of 8 A.M. and 5 P.M. any work incident to the upkeep and maintenance of the vessel, including chipping, scaling or painting, may be required without the payment of overtime.

SECTION 5. In port, when watches are not broken, the sea routine shall prevail.

SECTION 6. At sea, for those standing regular watches:

(a) All work incident to the safe navigation of the vessel shall be performed at all times without the payment of overtime.

(b) Sanitary work, such as cleaning pilot house, washing down around bridge deck, around officers' quarters forward, shall be done between 6 A.M. and 8 A.M. by the watch-on-deck without the payment of overtime.

(c) All work NOT incident to the safe navigation of the vessel, with the exception of sanitary work, performed by the men of the watch-on-deck between the hours of 5 P.M. and 8 A.M. and on Saturday afternoons, Sundays and Holidays, shall be paid for at the regular overtime rate. Men of the watch shall not receive overtime for any work performed between 8 A.M. and 5 P.M., except as otherwise provided.

(d) When men on the watch-below are called out to work, they shall be paid overtime for the work performed during their watch-below.

SECTION 7. At sea, for those in the maintenance department, the hours of labor for day workers shall be between 8 A.M. and 5 P.M. Mondays to Fridays, inclusive, and from 8 A.M. to 12 Noon on Saturdays, and all work outside these hours shall be paid for at the regular overtime rate.

SECTION 8. The three watches shall be called for mooring and unmooring, but the watch-on-deck shall not be paid overtime for such work except on Saturday afternoons, Sundays and Holidays.

SECTION 9. The day a vessel arrives at a port from sea shall be considered the day of arrival, and subsequent moves occurring in inland waters, bays, rivers and sounds, shall be considered as moving vessel.

SECTION 10. When vessels arrive in port on Saturday afternoons, Sundays or Holidays, overtime shall commence when vessel is properly secured and the gangways are down except as otherwise provided.

SECTION 11. When the vessel departs for sea on Saturday afternoons, Sundays or Holidays, overtime shall cease for the men on watch when first "ahead" or "astern" signal is rung.

SECTION 12. In Havana when

watches are not broken and cargo is being worked an A. B. (acting Quartermaster), an ordinary seaman and a deckman shall be on deck at all times.

SECTION 13. Securing and dropping of anchor must be done by the Bosun.

ENGINE DEPARTMENT WORKING RULES

SECTION 1. The Deck Engineer and Electrician shall not be required to chip paint, sougee or do or any wiper's work in the engine room at any time.

SECTION 2. Liquid cargo shall be loaded or discharged during regular working hours without overtime payments. Overtime shall be paid for such work outside the regular working hours.

SECTION 3. Work in connection with loading or discharging cargo in excess of 8 hours shall be compensated for at the regular overtime rate. The Deck Engineer or Electrician shall be required to look after the deck machinery.

SECTION 4. In port, when watches are broken:

(a) The Unlicensed Personnel shall maintain a regular donkey watch between the hours of 5 P.M. and 8 A.M. for the purpose of keeping steam for the auxiliaries, and for the safety of the vessel, without payment of overtime.

(b) Any work incident to the upkeep and maintenance of the vessel, including chipping, scaling or painting, may be required.

(c) All hands, except those on donkey watches, shall be required to work between the hours of 8 A.M. and 5 P.M. from Mondays to Fridays, inclusive, and from 8 A.M. to 12 Noon on Saturdays without the payment of overtime. All manual work by those not on donkey watches after 5 P.M. and before 8 A.M. and on Saturday afternoons, Sunday and Holidays, shall be paid for at the regular overtime rate.

(d) When watches are broken and cargo is being worked, after 5 P.M. and before 8 A.M. the donkey watch maintaining steam shall be paid at the overtime rates for the time actually put in.

(e) When cargo is being worked, men on donkey watches shall look after the entire plant and they shall not receive overtime, except on Saturday afternoons, Sundays and Holidays.

SECTION 5. At sea, for those standing watches:

(a) All work in the Engine Department incident to the safe navigation of the vessel shall be performed at all times without the payment of overtime.

(b) Voluntary work performed in excess of 8 hours from midnight to midnight shall be paid for at the overtime rate.

(c) Unnecessary work shall not be required from 6 P.M. to 6 A.M. and on Saturday afternoons, Sundays and Holidays, without the payment of overtime. If a dispute arises as to whether or not any particular work is necessary, the work shall be performed without a question and the matter referred to the Port Committee.

(d) All hands when standing sea watches shall perform any work which is part of their sea duty, but scaling, painting, cleaning paint, polishing brass or bright work or cleaning bilges shall not be done between the hours of 6 P.M. and 6 A.M., without the payment of overtime.

(e) Tubes may be blown at any time without the payment of overtime.

SECTION 6. In port, when sea watches are not broken, the sea routine shall prevail.

SECTION 7. At sea, for those not standing watch:

(a) The hours of labor for day workers shall be between 8 A.M.

and 5 P.M. from Mondays to Fridays, inclusive, and from 8 A.M. to 12 Noon on Saturdays. All work outside of these hours shall be paid for at the regular overtime rate.

SECTION 8. When vessel arrives in port on Saturday afternoons, Sundays or Holidays, overtime shall commence when the signal "finished with engines" has been received in the engine room.

SECTION 9. When a vessel departs for sea on Saturday afternoons, Sundays or Holidays, overtime shall cease when first "ahead" or "astern" signal is rung.

SECTION 10. Water tenders shall perform all duties pertaining to that rating, but at no time shall they be required to do station work.

SECTION 11. Oilers on turbine vessels, while standing sea watches, shall perform all duties pertaining to that rating, and their assigned station work. They shall not, however, be required to clean bilges, blow tubes, clean boilers, scale or remove handhold plates, wash boilers, or tank tops. When the vessel is undergoing periodical inspections, oilers shall assist licensed engineers in performance of any duties to complete such inspection. On reciprocating engine vessels, oilers shall perform all duties pertaining to that rating on such type of vessel, such as oiling the main engines and auxiliaries, tending water, blowing tubes with patent soot blowers.

SECTION 12. Firemen shall, while standing sea watches, perform all duties pertaining to their rating, but they shall not be required to go above the first grating, beneath the floor plates, under or back of the boilers. They shall at all times keep their stations clean and in proper order, and between the hours of 6 P.M. and 8 A.M. they shall not be required to sougee, chip, scrape or paint.

SECTION 13. Wipers shall be day workers and shall perform such duties at sea as the engineer shall lay out for them, including keeping the toilets of the Unlicensed Personnel of the engine department clean.

SECTION 14. Utility men shall be day workers and shall perform such duties as may be assigned them by the engineer. If utility men replace on the Ships Articles another man, such utility man shall receive the wages of the position occupied, but this shall not cause a reduction in the wages of such utility man.

SECTION 15. All men on watch shall keep their respective stations clean and in order at all times and shall have their stations clean and in order before being relieved.

SECTION 16. When watches are not broken, the water tender, oiler, and fireman shall be kept on watch while cargo is being worked.

STEWARDS DEPARTMENT WORKING RULES

Section 1. No member of the Stewards Department shall be required to enter either the engine room or fire room or go upon the bridge for the purpose of serving meals or coffee, provided, however, that whenever the Master or a Pilot is required to remain on the bridge meals or coffee shall be served on the bridge by members of the stewards department without the payment of overtime.

SECTION 2. The working day at sea and in port shall not exceed 8 hours in a spread of 12 hours, provided, however, no overtime at sea or in port shall be authorized, approved or paid for, for the performance of the regular daily routine duties pertaining

to the department, such as preparing and serving regular meals, cleaning of quarters, galley, pantries, messrooms, dry store rooms, and linen lockers. When directed by the Chief Steward, meat box and chill room shall be cleaned, for which work a total of 3 hours overtime shall be allowed.

SECTION 3. In port:

(a) All work performed in excess of 8 hours, other than regular routine duties as provided for in Section 2, shall be compensated for at the regular overtime rate.

(b) All work performed on Saturday afternoons, Sundays or Holidays shall be compensated for at the overtime rate for the actual hours worked, provided, however, only the minimum number of men required to perform the work will be required to stay on board.

(c) Members of the stewards department shall stow stores without the payment of overtime, but shall not be required to carry such stores aboard the vessel.

(d) When for the convenience of the Employer extra meals above a total of three are served, a flat rate of 35 cents shall be paid by the Employer, the money to be divided equally among the members of the stewards department actually engaged in preparing and serving the said meals.

SECTION 4. At sea:

(a) All work performed in excess of 8 hours, other than routine duties as provided for in Section 2, shall be compensated for at the regular overtime rate.

(b) Routine work as provided for in Section 2, shall be performed without the payment of overtime, regardless of the time taken to perform such work.

SECTION 5. No member of the stewards department shall be required to chip or scrape paint and whenever required to do any painting, they shall be paid the regular overtime rate for actual hours worked.

SECTION 6. The Chief Steward shall go on the deck to check and receive stores between 8 A.M. and 5 P.M. without the payment of overtime.

SECTION 7. Whenever passengers are carried, the stewards department shall receive for the entire voyage \$5.00 from the Employer for each passenger carried, the money to be divided equally among the members of the stewards department actually engaged in servicing such passengers, but no overtime shall be allowed because of the presence of passengers aboard.

This Agreement shall take effect from the 14th day of February 1939 and shall remain in force for one year and shall continue in force from year to year thereafter until and unless either the Employer or the Union gives written notice to the other at least thirty days prior to any expiration date.

Seatrains Lines, Inc.
By Joseph Hodgson

Attest:
C. de Vese
Seafarers International Union of North America, as Agent for and on behalf of and for the benefit of the Unlicensed Personnel employed on the vessels manned by the Employer.

By Matthew Dushane
Arthur A. Kelcey
William McKay

Clarification to SECTION 37. If a man has been employed for more than one consecutive year, vacation shall be prorated after six additional months continuous employment if he leaves his employment.

Seatrains Lines, Inc.
By Joseph Hodgson
Seafarers International Union
By Matthew Dushane
Arthur A. Kelcey
William McKay

American Range Line Agreement

THIS AGREEMENT is entered into this 31st day of March 1939 by and between the SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA, affiliated with the American Federation of Labor, hereinafter referred to as the UNION, and the AMERICAN RANGE LINES, INC., hereinafter referred to as the COMPANY, and remains in effect until March 31, 1940. Provided, however, that this agreement shall be considered as renewed from year to year thereafter by the respective parties hereto unless either party hereto shall give written notice to the other of its desire to amend or terminate same. Provided further, that if the Union enters into any agreement with any other owner or operator of vessels engaged in a trade or trades similar to those in which the vessels operated by the COMPANY are engaged, and such agreement contains any terms and provisions substantially different from the terms and provisions of this agreement, this agreement shall, at the option of the COMPANY, be amended to conform to the terms and provisions of such other agreement. Any notice of amendment or termination shall be given at least thirty (30) days prior to the expiration date. If such notice shall not be given, this agreement shall be deemed to be renewed for the succeeding year.

WITNESSETH

1. The Union warrants and represents that it is an affiliate of the American Federation of Labor and that the unlicensed personnel have designated it as their collective bargaining agent and the Company, on the basis of said warranty and representation, agrees to recognize the Union as the representative, for the purposes of collective bargaining, of the unlicensed personnel of the vessels operated by the Company.

2. The Company agrees that only members of the Union shall be employed in all unlicensed personnel ratings, on their vessels.

3. The Union agrees to furnish capable, competent and physically fit employees and in the event that Union men are not furnished with sufficient promptness to avoid delay in any scheduled sailing the Company is at liberty to hire men without regard to Union affiliation. The Union agrees any man so hired may continue employment with the Company provided he is satisfactory to the Union.

The Company also agrees to secure its unlicensed personnel through the offices of the Union, when available, and with the understanding that the Company reserves the right to select personnel for the following position: Chief Steward. But, employees of this rating must, in any event, be cleared through the offices of the Union.

4. The Company agrees not to discriminate against any person for legitimate union activity.

5. The Company shall have the right to reject personnel considered unsuitable or physically unfit, with the understanding that if the Union considers the cause of the rejection unjust, the Company agrees to endeavor to reach a satisfactory settlement with the parties involved, namely: the Executive Officer of the Department involved; the Business Agent, and the member or members in question. If an amicable settlement cannot be reached by this method, the matter is to be immediately referred to the Port Committee, as proscribed in Section 6 of this agreement, for final settlement.

6. The Port Committee shall

consist of three (3) representatives from the Union and three (3) representatives from the Company, who shall meet in the port of New York. In the event that the Port Committee cannot agree, they shall have the power to appoint a seventh party as referee, whose decision shall be final and binding. If the Committee cannot agree upon a seventh party, then the Director of Conciliation of the Department of Labor shall be requested to appoint an impartial referee, whose decision shall be final and binding.

GENERAL RULES

1. There shall be no strikes, lockouts or stoppage of work during the life of this agreement.

2. Members of all departments shall perform the customary duties of that department. Each member shall perform only recognized and customary duties of his particular rating. Any work necessary for the safety of the vessel, passengers, crew or cargo, or for the saving of other vessels in jeopardy, and the lives thereon, when in port, or at sea, at anchor, or otherwise; or in the performance of fire, lifeboat and other drills, shall be performed at any time, and such work shall not be considered as overtime. When Lifeboat or other drills are held on Saturday afternoons, Sundays or holidays, preparation for such drills, such as hoisting or swinging boats out, shall not be done prior to signal for such drills, and after drill is over, all hands shall stand by until boats and gear are properly secured, without payment of overtime. It shall not be made a general practice to hold emergency drills on Saturday afternoons, Sundays or holidays, exclusively.

3. This agreement is binding with respect to ships chartered by the Company. (If charterer furnishes crew.)

4. The Company shall furnish safe gear and working equipment and safe working conditions, when in any harbor, roadstead or port.

5. Representatives of the Union shall be allowed on board at any time, but shall not interfere with men at work unless said men are properly relieved. (The Relief receiving no extra compensation.)

6. **Securing Vessel for Sea:** All vessels of the Company must be properly and safely secured before leaving the harbor for an off shore voyage. Harbor limits shall include passage from dock or anchorage to harbor limit or breakwater.

7. **Penalty Cargoes:** When members of the Unlicensed personnel are required to clean holds in which penalty cargo has been carried, they shall be paid overtime at the rate of seventy cents (70c) per hour.

8. For the purpose of this Agreement, the following shall be considered penalty cargoes: In bulk or bags: Arsenic, Bones, green hides, caustic soda, soda ash, creosoted lumber, bone meal, chloride of lime, lampblack or carbon black, sulphur, manure and Kainite, superphosphate and coal.

(a) On vessels carrying explosives in fifty ton lots or over, as permitted by law, the Company agrees to pay the members of the unlicensed personnel, in addition to their regular monthly wages, ten percent of said wages per month while such cargo is on board the vessel. Such cargo time to start from time first sling load is aboard until last sling load goes over ship's side.

(b) When members of the unlicensed personnel are required to work explosives, they shall be paid for such work, in addition to their

regular monthly wages, at the rate of \$2.50 per hour.

(c) In case any vessel of the Company traverses water adjacent to, or in the proximity of a declared or undeclared war or state of hostility, it is hereby agreed that a petition on the part of the Union for the opening of negotiations for added remuneration, bonuses, and/or insurance, shall in no way be deemed cause for the termination of this agreement.

9. Members who are in good standing with the Union may remain continuously in employment on the same vessel, provided the employers and the members desire such employment to continue.

10. **Port Time:** Port time shall commence when a vessel has been moored to a dock, and sea watches are broken.

11. **Overtime Rate:** The overtime rate of pay for all unlicensed personnel in the Deck, Engine and Stewards Departments shall be seventy cents (70c) per hour.

12. **Commencement of Overtime:** Overtime shall commence at the time any employees shall be called to report for work outside of his regular schedule, provided such member reports for duty within fifteen (15) minutes. Otherwise overtime shall commence at the actual time such employee reports for duty, and such overtime shall continue until the employee is released.

13. **Computation of Overtime:** When overtime worked is less than one (1) hour, overtime for one (1) full hour shall be paid. When overtime worked exceeds one (1) hour, the overtime work performed shall be paid for in one-half hour periods, and fractional part of such period shall count as one-half (1/2) hour.

14. **Checking Overtime:** After overtime has been worked, the senior officer of each department on board will present to each employee who has worked overtime, a slip stating hours of overtime, and nature of work performed. An overtime book will be kept to conform with individual slips, for settlement of overtime.

15. **Payment of Overtime:** All money due crew for overtime work shall be paid at the time of signing off, or in any event, not more than twenty-four (24) hours after the completion of the voyage.

16. It is understood and agreed by all parties to this agreement, that overtime shall be paid for at the rate of seventy cents (70c) an hour in the Deck, Engine and Stewards Departments.

17. **Holidays:** The Company agrees to recognize the following as holidays: (1) New Year's Day; (2) Lincoln's Birthday; (3) Washington's Birthday; (4) Memorial Day; (5) Independence Day; (6) Labor Day; (7) Armistice Day; (8) Thanksgiving Day; (9) Christmas Day.

Saturday afternoons, Sundays and all holidays while at sea shall be considered holidays for the unlicensed personnel not on watch. Men on watch shall perform only the routine duties necessary to the safe navigation of the vessel on these days. No chipping paint, sougeeing or painting, or any other such work shall be performed on these days, unless overtime is paid for such work performed.

In the event that any of the above named holidays fall on a Sunday, the Monday following shall be observed as such holiday.

18. **Crew Equipment:** The following items shall be supplied to the unlicensed personnel employed on board the vessels of the Company: (1) A suitable number of clean blankets; (2) bedding and

white linen, which shall be changed weekly; (3) face and bath towels, which shall be changed twice weekly, and soap and safety matches, to be issued weekly.

Suitable mattresses and pillows shall be supplied, but excelsior or straw shall be considered unsuitable.

All dishes provided for the use of the unlicensed personnel shall be of crockery.

19. **Traveling:** Members of the Union when transported by the Company during the course of their employment, or due to ship being laid up, sold or shipwrecked, shall be provided with first class transportation by rail, and with subsistence at the rate of Three Dollars (\$3.00) per day, in addition to their regular monthly wages. When traveling at night is involved, a berth must be provided.

20. **Messroom:** Each vessel shall be furnished with a messroom, or messrooms for the accommodation of the crew. Such messrooms to be in each case so constructed as to afford sitting room for all when it is practicable and available to do so, and to be so situated as to afford full protection from the weather and from heat and odor arising from the vessel's engine room, fireroom and hold.

21. **Ventilation:** All quarters assigned to the unlicensed personnel and all messrooms provided for their use shall be adequately screened and ventilated, and a sufficient number of fans to secure such ventilation shall be provided.

22. **Lockers:** A sufficient number of lockers shall be provided so that each employee shall have one locker of full length, wherever space permits, with sufficient space to stow a reasonable amount of gear and personal effects.

23. **Washrooms:** Adequate washrooms and lavatories shall be made available for the unlicensed personnel of each division; washrooms to be equipped with a sufficient number of shower baths which shall be adequately equipped with hot and cold fresh water whenever practicable.

24. **Cleanliness of Quarters:** All quarters assigned for the use of unlicensed personnel are to be fumigated and kept free from vermin in so far as possible. This is to be accomplished through the exterminating facilities provided by the Company.

25. **Longshore Work by Crew:** In those out ports where there are no longshoremen available, members of the crew may be required to drive winches for the purpose of handling cargo, or may be required to handle cargo. For such work performed, they shall be paid, in addition to their regular monthly wages, One Dollar (\$1.00) per hour for the watch on deck, and One Dollar and Fifty Cents (\$1.50) per hour for the watch below.

(a) After 12:00 Noon on Saturday, or at any time on Sundays or holidays, the rate shall be One Dollar and Fifty Cents (\$1.50) per hour.

(b) After 5:00 P.M. on Saturday, Sundays or holidays, and before 8:00 A.M., the rate for doing longshore work (driving winches or handling cargo) shall be double time, or Three Dollars (\$3.00) per hour.

(c) In out Ports: No watches shall be broken if ship remains in port less than twelve (12) hours.

(d) This section shall not be so construed as to be applicable to any work where longshoremen are not available due to labor trouble.

26. **Division of Wages of Absent Members:** When members of the

unlicensed personnel are required to do extra work because the vessel sailed without the full complement required by vessel's certificate, under circumstances where the law permits such sailing, the wages of the absent seamen shall be divided among the seamen who perform his work, but no overtime shall be included in such wages.

27. **Discharging Ballast:** Whenever members of the crew may be required to discharge ballast out of holds, or handle or discharge ballast on deck, the watch on deck shall receive straight overtime for such work at the rate of seventy (70c) per hour. Watch below shall receive time and a half for such work, or One Dollar and Five Cents (\$1.05) per hour. Day men shall receive straight overtime at the rate of seventy cents (70c) per hour between the hours of 8:00 A.M. and 12:00 Noon, and 1:00 P.M. and 5:00 P.M. After 5:00 P.M. and before 8:00 A.M. day men shall receive time and a half overtime, or One Dollar and Five Cents (\$1.05) per hour. If watches are broken, day men's scale applies to the entire crew.

28. Special working rules, governing each department—Deck, Engine and Stewards—as provided herein, are valid parts of this agreement.

29. Copies of this agreement shall be furnished to the Master and Chief Engineer of each vessel by the Company. The Chief Steward, and the unlicensed personnel shall be supplied copies of the agreement by the Union.

30. **Room and Meal Allowance:** When board is not furnished, unlicensed members of the crew shall receive sixty cents (60c) per meal. When men are required to sleep ashore, Two Dollars (\$2.00) shall be allowed for room.

31. **Meal Hours:** The meal hours for the unlicensed personnel employed in the Deck and Engine Departments shall be as follows:
Breakfast . . . 7:30 A.M. to 8:30 A.M.
Dinner . . . 11:30 A.M. to 12:30 P.M.
Supper . . . 5:00 P.M. to 6:00 P.M.
Men must report for breakfast not later than 8:15 A.M.

These hours may be varied, but such variation shall not exceed one hour either way, provided that one unbroken hour for meals shall be allowed.

32. In the event a ship of the Company is sold, lost or laid up, the crew shall be repatriated to the port of signing Articles, with subsistence, room allowance and wages as provided in Section 19 of the General Rules of this agreement.

33. The unlicensed personnel shall be required to take care of and preserve all Company property. Deliberate breakage or malicious misuse, damage or destruction of any Company property will not be tolerated and the offending member or members of the unlicensed personnel shall pay the Company for repairs or replacements as found necessary.

Each member of the unlicensed personnel shall be personally responsible for blankets and linens and towels furnished him and shall sign a receipt for same when joining ship.

In order for any member of the crew to be furnished with clean blankets, sheets, pillowcases and towels, each must bring his soiled equivalents to the Steward to be exchanged for a clean supply. Any articles missing shall be replaced by the Steward at the member's expense.

(Continued on Page Six)

(Continued from Page Five)

DECK DEPARTMENT WAGES

The classification and minimum rates of wages of the Deck Department shall be as follows:

Boatswain (When carried) \$85.00 per month
Carpenter (When carried) \$85.00 per month

A. B. Seamen \$72.50 per month

Ordinary Seamen \$55.00 per month

Quartermaster (When signed on as Q.M.) \$77.50 per month

WORKING RULES

1. When men are hired by the day, in port, and men are not eating or sleeping aboard ship, the wages for such stand-by work shall be Six Dollars and Forty Cents (\$6.40) per day, between the hours of 8:00 A.M. and 12:00 Noon, and 1:00 P.M. and 5:00 P.M. Any other work performed outside these hours, or on Saturday afternoons, Sundays or holidays, shall be paid for at the rate of time and a half, or One Dollar and Twenty Cents (\$1.20) per hour.

(a) Any man shipped for the above stand-by work shall receive not less than one-half (1/2) day's pay, (\$3.20) and such work not to exceed four (4) hours, at the rate of Three Dollars and Twenty Cents (\$3.20) for that period.

(b) Men hired for the above work must be hired for a half day or a full day. No fractional parts of a day will be allowed. If hired for only one-half day, Company is to pay carefare from Union Hall and return.

2. The Ship's Carpenter shall furnish his own tools, and shall be paid Seven Dollars and Fifty Cents (\$7.50) monthly, in addition to his regular wages.

3. In all ports, watches shall be broken alongside the deck. Watches shall be broken in all ports where stay of vessel will exceed twenty-four (24) hours, and may be broken, at the discretion of the Master, when the stay in port exceeds twelve (12) hours, but is less than twenty-four (24) hours.

(a) In port the hours of labor shall be eight (8) hours between 8:00 A.M. and 5:00 P.M., and all work performed in port after 5:00 P.M. and before 8:00 A.M. shall be at the overtime rate. Sailors shall not be required to care for cargo lights unless paid overtime.

(b) In port sailors may be required to stand gangway watches between the hours of 5:00 P.M. and 8:00 A.M. without payment of overtime. (Except on Saturday afternoons, Sundays and holidays.)

(c) In port all work on Saturday afternoons, Sundays and holidays shall be paid for at the regular overtime rate.

4. On days of departure all watches shall be set at not later than 12:00 Noon, or as of the nearest watch period to the scheduled sailing hour at the discretion of the Master.

5. Unnecessary work performed at sea after 5:00 P.M. and before 8:00 A.M. and on Saturday afternoons, Sundays or holidays, shall be paid for at the regular overtime rate. On Saturday afternoons, Sundays or holidays, at sea, the crew shall be required to do the customary work for the safe navigation of the vessel. If the watch on deck on Saturday afternoons, Sundays or holidays are required to wash down, they shall be paid overtime for such work performed. Station work to be performed between 6:00 A.M. and 8:00 A.M.

(a) Station work to consist of washing down amidships only, and cleaning windows in wheel house and pilot house; also cleaning inside wheelhouse and pilot house.

(b) No painting, sougeeing, chipping paint, or shining brass to be done between 6:00 A.M. and 8:00 A.M.

66. Members of the Deck Department shall be required to chip, scale or paint over side in all ports. In home port, when Company employs a shore gang for the purpose of performing this work, this practice shall not be interfered with.

7. Able Seamen only shall be sent into the chain locker to stow chains.

8. Men called to work overtime shall be allowed fifteen (15) minutes to put themselves in readiness. Time to start at the time of calling then, if not ready to turn to, time shall start when they report, and shall continue until they are dismissed.

9. No man shall be required to work under unsafe conditions at any time.

10. When working overtime, and crew is knocked off for two (2) hours or less, overtime shall be paid straight through.

(a) When watch below is called out to work, they shall be paid overtime for work performed during their watch below.

11. Docking and Undocking: When men off watch are called upon to assist in the docking and undocking, they shall be paid for such work at the regular overtime rate.

(a) Three watches to be used for docking and undocking vessels.

12. Ordinary Seamen shall be required to keep the toilets of the unlicensed personnel of the Deck Department clean at all times, and such work to be performed on the Company's time.

13. Topping or Lowering Booms: Where all hatches are to be opened or closed simultaneously, all hands available are to be used.

(a) The watch on deck may stretch guys, topping lifts, and generally make ready cargo gear for topping booms.

(b) When booms are lowered and properly secured, the watch on deck may clear the deck and secure the guys.

14. When members of the deck department are required to remove or put on hatch leaves, or strong-backs, in preparation for loading or discharging cargo, the watch on deck shall be paid at the regular overtime rate, and the watch below shall be paid at the rate of overtime and one-half.

14-a. If strong-backs and/or hatch leaves are put on incorrectly by the stevedores, the members of the deck department will correctly set the strong-backs and correctly straighten the hatch leaves for the purpose of stretching out tarpaulins and battening down same without payment of overtime.

15. When members of the deck department are required to clean bilges, or clear rose-boxes wherein fuel oil or the residue of decomposed cargo is present, the watch on deck shall be paid at the regular overtime rate, and the watch below shall be paid at the rate of overtime and one-half.

16. On days of arrival and departure, day reckoned from midnight to midnight, work performed in excess of eight (8) hours including regular watches, shall be paid for at the regular overtime rate, prescribed for the particular class of work at which the men are engaged.

17. When the members of the crew are required to clean, including use of the Butterworth system, tanks that have contained animal, vegetable or petroleum oils, including bunkers, or molasses, the watch on deck shall be paid One Dollar (\$1.00) per hour, and the watch below shall be paid One Dollar and Fifty Cents (\$1.50) per hour. When watches are broken and such tank clean-

ing is required between the hours of 8:00 A.M. and 5:00 P.M., One Dollar (\$1.00) per hour shall be paid, and between the hours of 5:00 P.M. and 8:00 A.M. One Dollar and Fifty Cents (\$1.50) per hour shall be paid.

18. Sailors standing gangways watches on Saturday afternoons, Sundays or holidays shall be paid overtime for such watches.

19. The Sailors shall, while at sea, be divided into three (3) watches, which shall be kept on duty successively for the performance of ordinary work incident to the sailing and managing of the vessel.

20. All hands to be on board, in a sober condition, one (1) hour before sailing.

21. If crew works overtime all night, men shall be provided with a lunch at midnight—one (1) hour to be allowed for such meal if work continues. (Lunch referred to in this section, to be provided at midnight, must be a "hot lunch.")

If the crew works at late as 9:00 P.M., coffee and lunch shall be served. (Fifteen (15) minutes shall be allowed, and be included in overtime if work continues.

If crew works as late as 3:00 A.M., coffee and lunch shall be served. (Fifteen (15) minutes shall be allowed, and be included in overtime if work continues.

When crew is called to work overtime, coffee shall be made and be ready at time of calling by the watch on deck or gangway watchman, and allowed during fifteen (15) minutes readiness period.

22. All hands shall be allowed fifteen (15) minutes for coffee at 10:00 A.M. and at 3:00 P.M., or at a convenient time near those hours.

23. Handling Ship's Stores: Sailors shall handle all stores to on deck without payment of overtime for a period of one hour in any one port; for any time over one hour, overtime to be paid at the regular rate.

24. When a ship is anchored or made fast to a buoy or buoys, in a safe anchorage in any river, harbor, bay or sound, any member or members of the deck department who are required to stand watch, shall be paid overtime at the regular rate for standing such watch on Saturday afternoons, Sundays or holidays. This clause does not apply in case of fog or ships seeking shelter.

25. When members of the unlicensed personnel of the deck department are required to stand by, after having been called to work overtime, they shall be paid overtime for the time of standing by, at the regular overtime rate.

ENGINE DEPARTMENT WAGES

The classification and minimum rates of wages in the Engine Department shall be as follows:

Oilers \$82.50
Watertenders 82.50
Firemen 72.50
Combination Firemen-
Watertenders 82.50
Storekeeper 82.50
Wipers 60.00

All unlicensed ratings in the Engine Department, not specified above, such as electricians, ice-men, machinists, plumbers, pump-men, etc., shall receive an adjustment of their pay so that existing differentials will be preserved.

WORKING RULES

1. The overtime rate will be seventy cents (70c) per hour.

2. In port, the hours of labor shall be eight hours, between 8:00 A.M. and 5:00 P.M., and all work performed in port after 5:00 P.M. and before 8:00 A.M. shall be paid for at the regular overtime rate.

3. In port, the unlicensed personnel of the Engine Department shall maintain a regular donkey watch between the hours of 5:00

P.M. and 8:00 A.M. for the purpose of keeping steam for the auxiliaries, winches and the safety of the ship.

(a) When cargo is being worked with ship's winches on donkey watch after 5:00 P.M. and before 8:00 A.M., an oiler will be required to turn to for the purpose of oiling auxiliaries, winches and deck machinery, and the fireman and oiler shall be paid overtime for the time actually put in.

(b) When cargo is not being worked with ship's winches, men on donkey watches will look after entire plant, and shall not receive overtime except on Saturday afternoons, Sundays and holidays.

(c) On vessels that carry Deck Engineers, and while cargo is being worked and sea watches are maintained, the deck engineer shall be required to look after the deck machinery.

If sea watches are maintained while cargo is being worked, for a period exceeding twenty-four (24) hours, the deck engineer shall be relieved by an oiler off watch, who shall be paid at the regular overtime rate.

(d) In port, all work on Saturday afternoon, Sundays and holidays shall be paid at the overtime rate.

4. On days of departure, all sea watches shall be set at not later than 12:00 Noon (or as of the nearest watch period to the scheduled sailing hour at the discretion of the Chief Engineer.

5. When firemen, watertenders, oilers, wipers or any other unlicensed members of the engine department are standing sea watches, they shall do any work which is part of their recognized sea duty.

6. No scaling, painting, cleaning paint, polishing brass or bright work, overhauling work, sponging, or blowing tubes, and scaling or cleaning of bilges, shall be done between the hours of 5:00 P.M. and 8:00 A.M.

7. Where actual overtime worked is less than one (1) hour, payment for one (1) hour will be allowed. When overtime worked exceeds one (1) hour, payment will be allowed for actual time worked, but not less than half-hour periods.

8. Firemen, oilers, watertenders and other watch members shall, while at sea, be divided into three (3) watches, which shall be kept on duty successively, for the performance of work incident to the navigation of the vessel.

9. Vessels arriving in port on Saturday afternoons, Sundays or holidays: Overtime shall begin when Finished with Engine bell is rung. Vessels departing for sea on Saturday afternoons, Sundays or holidays: Overtime shall be paid up until the Ahead or Astern bell is rung.

10. Wipers shall keep the quarters and lavatories of the unlicensed personnel of the engine department clean at all times. Such work to be performed on the Company's time.

11. In port (and day men at sea) fifteen (15) minute periods shall be allowed for coffee at 10:00 A.M. and at 3:00 P.M. or at a convenient time near these hours.

12. While at sea, the four to eight watch shall relieve itself for supper. While in port, firemen or watertenders shall be relieved for supper, when cargo is being worked, by the deck engineer or oiler who is looking after deck machinery.

13. Oilers, while at sea, shall do their routine duties, such as oiling main engines and auxiliaries, and shall not be required to chip, scale paint, sougee or shine brass. In case of reciprocating engines, oilers shall not be required to clean any stations, but shall be required to keep in front of main engine and first grating clean of oil before leaving watch.

14. Oilers shall not, while at sea, be required to assist in cleaning boilers, such as blowing tubes, scaling, removing hand-hole plates, washing bilges and tank tops.

15. Watertenders, if carried, while at sea, shall do their regular routine duties of the watch.

16. Watertenders, if carried, at no time shall be required to do any station work.

17. The firemen, while at sea, shall be required to do their regular sea watches (firing), and they shall not be required to go above the first grating, beneath the floor plates, under the boilers or in back of the boilers.

18. The firemen on watch shall be in sight of his fires at all times, and within easy reach of the fires, except when blowing tubes; but will not be required to blow super-heater tubes at sea, unless with the assistance of the wiper.

19. The fireman, while on watch, shall be required to keep their respective stations clean, and will not be required to chip, sougee, scrape paint, or paint while on watch, between the hours of 5:00 P.M. and 8:00 A.M.

20. If crew works overtime all night, men shall be provided with a lunch at midnight—one (1) hour to be allowed for such meal if overtime continues. (Lunch referred to in this section to be provided at midnight, shall be a "hot lunch".)

If the crew works as late as 9:00 P.M., coffee and lunch shall be served. Fifteen (15) minutes shall be allowed, and shall be included in overtime if work continues.

If the crew works as late as 3:00 A.M., coffee and lunch shall be served. Fifteen minutes shall be allowed and shall be included in overtime if work continues.

When crew is called to work overtime, coffee shall be made and be ready at time of calling by the watch on deck or gangway watchman, and allowed during fifteen (15) minutes readiness period.

21. All hands to be on board, in a sober condition, one (1) hour before sailing.

STEWARDS DEPARTMENT WAGES

The classification and minimum rates of wages in the Stewards Dept. shall be as follows:

Chief Steward \$125.00
Chief Cook 110.00
Second Cook and Baker 90.00
Messmen 60.00
Utility man (if carried) 60.00

WORKING RULES

1. While at sea, the hours of labor for the Stewards Department shall be eight (8) hours in a spread of twelve (12).

2. In port, the hours of labor shall be eight (8) hours in a spread of eleven (11).

3. In port, Saturday afternoons, Sundays and holidays shall be paid for at the regular overtime rate.

4. The Stewards Department shall not be required to chip, paint, or scrape paint, unless an additional member of the Stewards Department be signed on as a day worker, in which event, his duties shall be to perform work to the exclusion of food handling, and be subject to conditions governing day workers.

5. The Stewards Department shall not be required to carry stores abroad but shall place same in storeroom.

6. At sea no polishing or shining of brass shall be done on Saturday afternoons, Sundays or holidays without the payment of overtime.

7. Members of the Stewards Department shall not be required to enter the Engine Room or Fire Room for the purpose of serving coffee or meals.

8. When working overtime, and crew is knocked off for two (2) hours or less, and then called

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HERE and THERE in the GULF

NEWS from NEW ORLEANS

NEW ORLEANS CALLS STRIKE ON SEATRAN LINES

Longshoremen Respect Picket Lines; Beef On Beatrice Settled

New Orleans, April 4—Seatrains Havana and New Orleans tied up tight to the docks here in New Orleans.

All hands off the ships except the captains and chief engineers, who are permitted to stay aboard. Morale high, and the opinion of everyone that this strike will be settled shortly. The other ship, the Seatrain New York, is tied up tight in New York. The longshoremen in both ports are respecting our picket lines.

The company tried to round up a bunch of finks last week. They made the serious mistake of rounding up some Union men also. That particular joint of the finkherders and scabs there won't be rounding up anyone for some time. Every known fink joint in this town is covered with pickets.

The M.M. & P. and the M.E.B.A. are having some difficulty opening negotiations, because they voted no union about a year ago. They have, however, signed authorization cards designating their respective Unions to represent them now.

Shipping excellent for SUP and MFO&W here. Companies have started to refuse to pay men off until replacement is available. The Point Arena will go out about

the 14th. We need some more West Coast men to fill the crew. We are short of men for the reason that three full crews have taken out laid-up ships in the last three months.

The crews on all West Coast ships hitting here are getting good conditions, such as food, etc. All they have to do is make up their minds that they want improvements, and they are almost always gained.

The Point Estero had a chiseling mate who wouldn't even discuss overtime with us. After the crew quit he changed his mind. The Captain settled the whole beef when informed of action taken by crew. The Point Salinas had a million and one beefs. All settled. Steward had to be told to get off ship before crew would agree to stay aboard. This steward was incompetent and could not hold down the job, even though he had been in the company for seven years. He told the crew before he left the coast that there was plenty of good grub. However, the crew was hungry and disgusted when ship hit here. Plenty of stores and milk went aboard, and a new deal is expected on this ship.

R. Dean

MIAMI

Miami, March 27—Miami had its ups and down this week, and quite a commotion was caused here when the Peninsular and Occidental S.S. Co. violated their contract by hiring non-Union men off the dock.

Our Constitution calls for a thirty day suspension for a member not living up to the shipping rules. Our rules call for shipping through the Hall, and not off the dock.

The whole trouble was caused by Captain Lord, who had agreed to give us a twelve hour notice in hiring the men for the SS Joseph R. Parrott, and that all men would be shipped according to our rules. At the last minute he hired a bunch off the dock, and transferred men from the SS Estrada Palmer—men who sail as wipers and ordinary seamen when there are no firemen's, oiler's or A.B.'s jobs available. These same men know the shipping rules, and deliberately violated them. We have preferred charges with the NLRB against the company. For, we could pull these men off as the ship went into the shipyard at Tampa.

Yet, on the other hand, we, as a national organization, had an open and shut case of pure violation of a contract which we hold. After talking it over with some of the men on the beach, it was decided that with this case we can prove whether the Labor Board is for Right and Justice, or for a chosen few. Either way, we win.

So we feel that for the sake of a few jobs for a three month period, (after which time the ship will lay up) we can not only benefit ourselves, but all Labor Unions at the same time. To those not on the scene, it may seem foolish, but it is not in the least. The men here are thinking not only for themselves, but for Labor as a whole.

The boys around Port Everglades have got to be shown that this is an organization for the benefit of all—not for twenty or thirty men!

J. Gunnison

HAPPENINGS in MOBILE

Mobile, March 29—Just came off the dock after visiting the SS Maiden Creek. This ship docked at 9:30 A.M., and the crew requested an ice box. At 10:30 A.M. the ice box was swung aboard the vessel. Now this seems to me to be some sort of a record. The delegate told the Port Steward, on the deck, that the crew wanted the box, and he said "At least give me time to order the dam' thing!" He got it, and the crew got the box—some speed!

The mate of this scow has been in the habit of raising gear, coming in, with just the watch on deck. From now on, all hands will do this work, so let the rest of the ships take note!

Also the deck patrolman jacked him up on his attitude towards the crew, so, in the future, the crew can be assured of civil treatment from this mate.

In San Juan, the company agent got smart, and shipped a work-away, but when the crew came in to their quarters from squaring away, and found this guy in there, they got hot, and the next morning in Ponce told the company that no workaways would be tolerated.

The crew of this ship emphatically state, that at no time, have they let go or tied up unless all hands were on deck. So let all correspondents to the LOG check up on these things before they make any statements. They further state that if there is any funny stuff pulled on this ship, it won't happen while they are aboard her.

Mobile, March 29—Shipping for the past week has been slow, but with the arrival of several of the vessels on the foreign run prospects are good for the coming two weeks. On the incoming Waterman ships, the crews have requested, and in many instances already received them, and the others are being installed as quickly as the Company can get their supply of them. The installation of Ice Boxes insures that

the night lunch can be kept in fresh and good condition.

The "HASTINGS" is in dry-dock for repairs and will be in A-1 condition when she leaves here. A house will be built aft to accommodate the 3 Oilers, 3 Watertenders and the Bos'n. The four rooms will give the Bos'n his own room and an Oiler and Watertender to each of the others, and suitable wash and toilet facilities. The old forecastles are being torn out and they will be renovated in good style to accommodate the balance of the unlicensed personnel.

The Maritime Council is swinging into shape. The Maritime Trades held a meeting on the 28th at the SIUNA Hall and elected officers for that Body. A committee was elected by them to meet with the Banana Handlers Union to try to settle the question of having Union Banana Handlers at the State docks. The Isthmian Lines are coming fast to our way of seeing things. We are able to get some good progressive members aboard these packets and believe you me, some fine progress is being made.

The PAN-ATLANTIC came in with beefs aplenty and they were all settled to our satisfaction. We had on that vessel a distinct and definite clarification that Oilers are required at all times when moving ship, and so forth. The Company had been using the Junior Engineer to do this work, but now it is the Oilers, and when overtime is to be made we who fought for the overtime will get it.

Brother Albaugh, our Dispatcher, resigned due to ill health and his duties have been taken over by the Agent and patrolmen. With economy as the prime reason. No one has been elected to replace him, and it is the opinion of the writer that this is a good step, as we need as much money in the organization as possible to take care of expenses and build up a possible reserve.

Matters are being brought into shape in regard to the standby work that is to be done on all ships coming into this port, and we see things soon to be settled in our favor.

The old, old story of I want to come back into the SIUNA is heard so often it is becoming pathetic, in many instances. The very ones that were so active in trying to turn ships over to the NMU are the ones we have coming to the office asking, "Please take us back."

And with that your correspondent will promise to do as well next week and give a bit of "off the record" as to how the boys are doing on Royal Street.

J. K. Kane, Book No. 18 Gulf

Mobile, Ala.—The Union has been very effective in settling all beefs in favor of the men concerned, and at all times due consideration has been given to the effect that action on different disputes did not conflict with our agreement and the hope that we can further the efforts of ourselves, the membership, to bring about a successful effort to further our working conditions and welfare.

It is the belief of the writer that things that do not come to the fore, and are not given the notice that they should be, are the violations on the part of some of the membership, and that

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RANGE AGREEMENT

(Continued from Page Six) again, overtime shall continue straight through.

9. No member of the Stewards Department shall be paid overtime for the routine duties of the department, subject to Section 3.

10. All hands to be on board, in a sober condition, one hour before sailing.

ADDITION TO GENERAL RULES

On ships carrying Coal in continuous voyages over a consecutive fifteen (15) day period, the following scale of wages shall be paid from the beginning of the Coal carrying:

Boatswain	\$95.00
Able Seaman	82.50
Ordinary Seaman	70.00
Oilers	92.50
Watertenders	92.50
Firemen	82.50
Wipers	70.00
Chief Steward	135.00
Chief Cook	115.00
Secnd Cook	105.00
Utility Man	65.00
Messman	65.00

The Union, immediately upon entering into any agreement with any other owner or operator of vessels engaged in a trade or trades similar to those in which the vessels operated by the Company are engaged, agrees to furnish the Company with a copy of such agreement.

IN WITNESS WHEREOF, the parties hereto have executed this agreement on the day and year first written herein.

Seafarers' International Union of North America

By Matthew Dushane
Arthur A. Kelcey

American Range Lines, Inc.

By John C. Rogers

New Orleans, March 30—The steamship Beatrice of the A. H. Bull & Co., Inc., arrived here in New Orleans last Sunday. We boarded her and contacted the ship's delegates, and inquired as to conditions, etc. We soon found out that conditions on this vessel did not come up to standard.

The crew demanded that certain changes be made. All steamlines in the washrooms to be covered, mirror in washroom, tile decks, and also water faucets.

Regarding the living quarters, new mattresses, pillows, change of white linen, bath and face towels weekly were also demanded. Also a water cooler in the crew's mess-room and quarters.

We contacted the master, who sent a telegram to the owners in New York, acquainting them with the demands of the crew. The owners wired back: "Supply mattresses and pillows to be bought in New Orleans also new mess gear and new food supply." We checked all the things as they came aboard, and found them to be up to our standard. The crew are now well satisfied.

Monday night the black gang quit on account of bum conditions, and the company failed to call the Hall for a new crew until Wednesday afternoon.

The tile decking and covering of the steamlines will be done in New York or Baltimore, as the telegram states.

It takes actions, not words, to get ships' conditions in ships, and the officials here in New Orleans are on the go at all times to better conditions aboard ships. Brother Kennedy, ship's delegate of the Beatrice, has been a great help to us in securing better conditions.

We wrote the SEAFARER'S LOG a few weeks ago that Brothers Tom Davin and Clive Aili-

son died here awhile back. Please print this in the LOG, as the members here in New Orleans want it.

Seatrains Havana and New Orleans are still tied up tight as Hell! New Orleans is for action, and plenty of it, and we have a good set here who will go to bat.

Fraternally,
L. E. Wessels,
Engine Delegate

New Orleans, April 3—Had a beef on the Point Salinas on account of the ship being hungry and no gear to work with; and the crew wanted to quit but could not get replacements here because there is no West Coast men ashore, so the Steward was talked into quitting and the company promised to get all the gear needed, so everything was O.K. and ship sailed.

Almost every W. C. ship leaving here is sailing shorthanded because there are no W. C. men to take the jobs.

The mate on the Point Salinas was also instructed to stay off deck and let the Boatswain run the gang.

Fraternally,
L. J. Bollinger, SUP 3859
Dispatcher

New Orleans, April 4—POINTS OF NECESSITY OF HOLDING REGULAR SHIPS MEETINGS.

It is the duty of every union

man to be on the job and to see that every member attends these regular meetings held on board ships and to send them in to the Seafarers' Log, as they will be glad to print them.

You know as well as I do that some of ne brothers figure that everything is alright aboard ship and it is only a waste of time; that is phoney figuring, brothers. Very phoney.

There are always beefs to be taken care of and they should be beefed out at the meetings and not in ginmills after you get a few drinks under your belt. So, please be advised that these meetings held on board ship are for your benefit. So, brothers, get together and hold your regular meetings and send them to your official organ, The Seafarers' Log, and also to the West Coast Sailor.

Brothers, the Seafarers' International Union of N. A. is doing fine work here in the Gulf.

Steady as she goes.

L. E. Wessels

EDITOR'S NOTE:—We wish to advise Brother E. Boylston, Gulf No. 16, that we received his letter, but due to the fact that it is contrary to the policy of the LOG to use its columns for any personal attacks on individuals, we cannot publish it.

Seatrain Agreement Signed

(Continued from Page One)

licensed engine off the ships had designated the First Assistant of the New York to negotiate with the company for them, and he and the other engineers off the New York had been sitting in on the negotiations. Things were apparently going along smoothly, when the company officials suddenly declared that they would not negotiate with the engineers. They were informed by our negotiators that, unless they would deal with the engineers we would not sail the ships, as the engineers had backed us up, and we were going to back them up.

New Orleans was then contacted by telephone and told of the situation. They stated that they are also backing up the engineers. Then it was arranged that the mates off the Seatrain New Orleans and Havana send someone to New York to negotiate with the company for them, and their representative arrived here in New York this morning.

Company's Final Offer

A wire was received from the Seatrain Lines stating their final word in regard to the agreement. It was read to the membership at a special meeting held at 10:00 o'clock this morning, and the assembled membership decided that, due to the fact that two of the ships were struck in New Orleans, and only one here, they would take whatever action New Orleans takes. It was then moved, seconded and carried to defer any action on the telegram until we are advised as to what action is taken by the membership in New Orleans. A verbatim copy of the wire was then sent to "Red" Dean in New Orleans.

Agreement Signed

Shortly after 3:00 P.M., a wire was received from New Orleans, stating that the membership in that port had voted to instruct the Emergency Board to sign the amended agreement, with the wage increase.

Another special meeting was immediately called, and the wire from New Orleans was read to the membership. It was then moved, seconded and carried unanimously to concur in the New Orleans telegram, and to instruct the Emergency Board to sign the agreement.

Following the meeting, the Seatrain Lines was contacted and informed of the action taken by the membership. The Board then proceeded to the company's office, and the agreement was signed.

At the time of going to press, the status of the engineers and mates had not been learned.

Company Stalled

When negotiations were first opened with the Seatrain Lines, they refused to grant many of the conditions demanded, and stalled around for quite some time. They then made the proposal that they would grant a five dollar wage increase,—but without the payment of any overtime, and that the crews would be required to work Saturday afternoons, Sundays and holidays at sea, and be given time off in port. This, the membership absolutely refused to go for. Then, as a counter proposition, the company agreed to grant all the conditions that we had demanded, with payment for all overtime, but—without any increase in wages. The membership turned down this proposal also, and demanded that a wage increase be given, and that our conditions also be complied with.

MOBILE

(Continued from Page Seven)

the members are reluctant to take action against the violators, and thereby contribute to the detriment of the good and welfare of our membership.

On the SS MAIDEN CREEK two of the messmen were paid for the day, as the ship paid off early to aid the men who were not on watch the opportunity of getting ashore. They served breakfast, and then grabbed their gear and went ashore, leaving the other two meals and coffee to be made by whosoever might. They failed to keep our part of the agreement by not doing the work they should have, and were paid to do. If a ship's officer turned us to, and then paid us only for the third or half a day we worked, Hell would be raised, and our patrolmen would be called to straighten out the beef!

Just a few days ago a man was shipped on a vessel, and left the Hall to go to work. He showed up on the job, signed on, and then failed to do anything more, or report to the Hall that he was not going to take the job, or that something had come up whereby he was unable to work, but, up to this writing, he has not even been into the Hall.

Records have been made, and records have been broken, but believe you me, here is one that should stand for quite some time. On the SS IBERVILLE, the following record was hung up by the second cook: Jan. 17, Mobile, Drunk; Feb. 11, 12, 13, failed to turn to (Drunk); Feb. 19, turned to half day; Feb. 25, 26, failed to turn to (Drunk); Feb. 27, turned to half day; Feb. 28, failed to turn to (Drunk).

The Chief Cook did the additional work that was necessary, and now says, "Why do anything? It's all over and done with." An example should be made of these performers, and make them toe the line, and if these same men are out to jeopardize the entire membership, then we must get rid of them. They are doing the things which we, as Union men, can not tolerate, aid or abet. Failure of the Chief Cook to place charges against this man is slack and weak-sister Unionism. Let us build at all times, and when this element who brings to our detriment and woe, strike them firmly and justly with the weapons that we possess,—fine or expulsion!

On the vessels that arrived during the week, no beefs were re-

ported on the following: SS HASTINGS, MAIDEN CREEK, and the IBERVILLE.

News gathered along Royal Street: Brother Albaugh is going to sea again. Let us all wish a fair voyage, calm seas and sunny weather, for after all the grief he has had, it will be quite a relief for him to "let go aft"!

Brother Hays, ex-bos'n of the Maiden Creek, has just received his "Pilot's" license, and the schooners going across the bar have kept him very busy.

Leading seaman Donohue, formerly of the SS YAKA, has arrived from the Mississippi sticks, and it seems he was bar-bound by the beer fog, but we are very happy to know that he finally managed to bring himself in in good shape.

Style Vogue: What the well dressed young men are wearing: Sky blue trousers supported by a white woven belt, white polo shirt with brown trim on the sleeves, low cut shoes, light brown in color with a moccasin toe, sox to match, the whole ensemble to be topped off with a high pressure cap. Whoops!

Now, the best way to settle any beef one may have, is to stay away from the Union Hall, and be sure to thrash everything out in the nearest bar room. This seems to be the system employed by many of the membership, instead of taking it up at the Hall. And further efforts to have it settled is to be sure to tell one of the patrolmen in some other port that the Mobile patrolman didn't do anything about it! Many acts of criticism, slaying the Mobile Agent and patrolmen have been entirely unjust and unfounded, and are merely the result of personal animosities.

Shipped during the week: 7 Deck, 3 Engine and 3 Steward.

Visited the hospital with the patrolmen, and found all hands doing nicely, and provided them with copies of the LOG and WEST COAST SAILOR.

Many of the boys on top of the shipping list are now anticipating a nice cool ocean voyage for the summer. Brother Griffith of the Steward Department has been hanging around right close to the Hall, and it is our belief that he will grab one of the next things out.

Respectfully,
E. G. Moreno, Agent
Seafarers' International Union

Houston News

Houston, March 24—Will try to give you an idea of what is going on in the port of Houston. When we first tried to open a Hall here, the NMU met the truck on which we were moving the furniture up from Galveston, and insisted that we could not open a Hall in Houston. Realizing the fact that to open a Hall at that time would probably cause open warfare on the waterfront, we decided to await a more suitable time. I wired Brother Dean in New Orleans, and he came to Houston bringing five West Coast Brothers with him, and with this support, we were able to open a Hall. The NMU saw that they couldn't stop us, so they called the landlord, and he in turn called me and said that he wanted his building returned to him, and that if we did so, he would return part of the rent. The Brothers decided that, as the rent was due within a few days, the sensible thing to do was to move.

We contacted the ILA Coastwise Local, and they agreed to let us have space in their Hall, and have been cooperating with the SIU to the fullest extent. They realize that our program is the only progressive movement in the field, where all maritime workers can get together and form a real industrial Union, and when the

phrase "An injury to one is an injury to all" is used, it will be a reality and not just a by-word.

The seamen are waking up and realizing that through a bunch of political-minded hand shakers, and their stubbornness to put over their own program, they have sacrificed the seamen through phoney agreements, and their phoney assessments so that they may be able to keep their professional stooges ashore. By these underhanded methods they were able to keep control of the Union from the top, instead of by the men who shed their blood, fought and starved on their picket lines in order to build a union. These men are now realizing that their struggle is in vain under the present set-up. Instead of progressing, it is decaying under their feet because the leeches who control it from the top do not care what happens to the seamen, as long as they gain their own selfish ends.

Now that the SIU is in the field with a real progressive program, the stooges are using all their underhanded methods to slander and attack us, but we believe that the men will respond in a different manner to what they expect, and that in a short time we will have a real industrial Union under the Seafarers' International Union of North America.

Then the phrase "An injury to one is an injury to all" will indeed be a reality and not just a few idle words.

So, ONWARD TO INDUSTRIAL FREEDOM, AND INSTEAD OF FIGHTING AMONGST OURSELVES, LET'S ALL GET TOGETHER AND FIGHT THE BOSS!

Steady as she goes!

Blackie Hobart,
Agent Pro tem.

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Seafarers' International Union

Turn in Your Fink Book
Build Your Union

With best wishes, I am
Fred Lauritano

SS GREYLOCK

(Continued from Page One)

noons, Sundays and holidays, in all ports.

The action taken by the crew of the Greylock is an outstanding example of what can be accomplished through united action. They handed their beef over to the patrolmen, and then backed them up one hundred percent.

Let's have more action of the same sort, and show all the members, both of the SIU and the NMU that we have an organization of which we may well be proud!

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San Juan Fink Hall Blast

(Continued from Page One)

lic in general, who are ultimately affected by miseries caused by poor remuneration, especially when they are regimented to a regimentation of slavery.

In your March 16 edition I had the opportunity of reading a note—of course, not so surprising (by local Federal Maritime Commission's office), offering to serve (apparently free and with love), to the poor and the pitifully employed seamen who are looking for work aboard the ships.

Questionable Benefits

It is indeed a benevolent work that is being offered the poor seamen!

Great is the work that is being offered by the Government and some of its reactionary officials, but the bait is too rancid that seamen who have been to sea, and who have had to dig \$10, \$20 or up to \$50 which they could borrow from some usurer for so much percent, to be given indirectly to the Government as a gift, or to private shipping agencies, to find themselves aboard some floating coffin—hungry and sick, due to poor living conditions given by shipowners to the men who bring them the greater part of their gold. Seamen who have accomplished, through their organizations, with the help of some humanitarians and progressive government officials, a little better pay, good working conditions, better food and accommodations aboard some American vessels, say that the bacon on your fishing hook smells bad, and so the fish will not bite!

Seamen Want Freedom

The seamen are human beings also, in that they want to be free! We refuse to be militarized—we

don't want to be kept behind steel bars on bread and water; when, as free men, we claim the things justly belonging to us because we have worked and fought for them.

We certainly appreciate the offer of the government officials; but what matters is that we had the bitter experience of the old Shipping Board, and that has taught us what you are now proposing to do about the seamen!

It is much cheaper for we seamen to pay dues to our organizations, and, at the same time, we are freer!

Yes, we would welcome with pleasure, when these government departments and agencies comply more strictly, and with devotion, to assist seamen when claiming for sums coming to them—money they have worked for, but being refused payment; and also to inspect living quarters and food that are being supplied aboard ships.

We will take care of looking for jobs!

What we really do not want is to be shanghai'd, or let anyone shanghai us with yokes on our necks!

Hospital Needed

We will much more appreciate from these government officials' great ideas, if they would solicit from the Government the means to establish a marine hospital on this island, to provide for the numerous seamen who need medical treatment and can not get into a hospital, because they can't afford to pay a private hospital's bill!

There are a total of 1,800 seamen coming in and out of Puerto Rico every month. There are 350 to 400 seafarers ashore, or a total of about 2,200 seamen on American vessels only, and 60 percent

of these are sons of this land. Yet, some of them have to spend their savings in order to secure medical services which should rightfully be theirs!

Let's All Be Fair

And as for you, Messrs. Shipowners, we desire you to know that only those who want to take your property away from you are the only ones in favor of taking your bait!

What else could Stalin like, but to own the American Navy and the Merchant Marine? Within six hours he will have Joe Curran to relieve Don Miguel Such, Paddy Whalen in Mr. Caseres' place, and Alexander in Mr. Lugo Vina's!

WE HAVE BEEN FAIR, AND ONLY DEMAND WHAT IS COMING TO US WHEN WE EARN IT!

LET US BOTH BE FAIR TO EACH OTHER!

SHIPS CAN NOT RUN WITHOUT SEAMEN; THEREFORE LET US LIVE AND LET LIVE!

Ambition, greed and avarice will teach the bosses and masters that the "gravy will cost them more than the meat".

We will continue to inform the seamen and the public in general of happenings day in and day out.

Respectfully,
E. G. Moreno, Agent
Seafarers' International Union

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With best wishes, I am
Fred Lauritano