

SEAFARERS LOG



Official Organ of the Seafarers International Union of North America

VOL. IX.

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Get Consular Statement, If Denied Leave

From time to time beefs arise because of difficulties encountered by crews in getting shore liberty in foreign ports. Confusion can be eliminated if the following instructions are followed by crews confronted with this situation.

If at any time you are at anchor in a foreign port and the company agent sends a letter to the ship stating that there is to be no shore liberty during the time the vessel is at anchor, the Delegates should immediately upon docking do these things:

1. Go to the immigration authorities, or the customs officials, and get a written statement to the effect that no shore liberty is allowed while the ship is at anchor because the laws of the country so specify. If there is an American consular official in the particular port, this information should be obtained from him.

2. If, however, no such law or ordinance exists, then a written statement saying that no orders were issued dropping shore liberty while at anchor, should be obtained from one of the parties mentioned above.

These statements should be brought back to the port of pay-off so they may be used in straightening out the beef, if the crew has one.

By getting this ruling—or the fact that there is no such ruling—in black and white these beefs will be eliminated.

Lakes Elections

The Seafarers International Union remained in the forefront of Great Lakes activity this week with the Union figuring prominently in four collective bargaining elections currently being conducted in as many companies.

Balloting among unlicensed personnel on the 13 Hanna ships got under way Nov. 19, with all who were on the payroll as of Oct. 26 being eligible to vote. Crews of the Wilson vessels began voting on Nov. 21.

In the election among personnel of the Kinsman outfit, only one vessel—the E. C. Collins—remains to be voted. Ballots have already been cast on the company's four other ships.

Voting on Shenango ships continues, with the last one of the three ships still to be polled.

Isthmian Contract

The Isthmian contract, which members of the SIU have been awaiting for a long time, has finally been signed, and appears in full in this issue, starting on page 5. Due to the fact that the contract takes up so much space, certain outstanding features of the LOG are necessarily being omitted.

Next week these features which include "Cut And Run," "Here's What I Think," "The Bulletin Board" and additional pages of letters to the Editor, will be back with us.

Isthmian, Last Of The Big Open-Shop Companies, Signs Full SIU Agreement

NEW YORK, November 24— Isthmian, the company backed by the full wealth of the United States Steel Company, the company that observers said couldn't be organized, the last of the big open-shop operators in the U.S., yesterday signed a contract with the Seafarers International Union. This culminates a drive that started more than two years ago, and which was marked by stalling on the part of the company, and on the part of the National Maritime Union. The contract will be placed before the membership at the next regular Branch meetings.

RESTING AFTER PICKETING



The Seafarers International Union, more than ever before, is receiving greater prominence in the nation's public and labor press for its outstanding role in the general labor picture. One of the prime reasons for these ever-increasing tributes is the SIU's militant solidarity displayed on all labor fronts where the Union has branch halls, as this picture of inter-union solidarity attests.

Above are some of the 63 SIU-SUP members who went quickly to the assistance of striking waiters and waitresses in Philadelphia (see story on page 3). In the center is Philly Agent Bill Higgs, and around him are gathered James Mowery, William J. Smith, Ross Perkins, Jr., John A. Rennie, A. Marino, William Cieszcuk, J. F. Lanuhan, S. Boyce, Roland Reustle, C. G. Foley, James D. Bergeria, Angelo Romero, John Kelly, Philip Navitsks, John Chiorra, Claude Pereere, Everett Froncxak, C. E. Johnson, Edward Tresnick, A. Balchus, Willie White, A. Henderson, H. C. Lark, Grady W. Briggs, W. Wolf, Steve Vergeiu, and A. Engeldu.

Although working from opposite angles, both the company and the NMU pulled every trick in the book to prevent the unlicensed Isthmian seamen from being represented by the Union of their choice—the SIU.

Even after winning a National Labor Relations Board election by an overwhelming vote, the SIU was stymied by false objections raised by the NMU. But on June 12 the Union was certified by the NLRB, and one phase of the battle was over.

Even so, the company had not used every weapon in its store. There followed more delays, and Isthmian tried desperately to force proceedings past August 22, at which time the newly-passed Taft-Hartley law would have taken effect.

The company adamantly refused to agree to the Union Hiring Hall and Rotary Shipping, and pinned its hopes on government interference under the terms of the "slave labor" law.

The Union set a deadline of 2:30 PM, August 12, by which time the company was to signify whether or not it would agree to the principle of Union Hiring and Rotary Shipping.

The company first asked for an extension, and when this was

(Continued on Page 3)

Jobless Seamen Can Apply For Unemployed Pay

By JOSEPH VOLPIAN

Special Services Representative

In view of the lull in shipping activity in all ports, Seafarers are strongly urged to file for the unemployment benefits to which merchant seamen are now entitled.

Any man who worked aboard a vessel in 1946 and who is now unemployed is eligible to apply for unemployment insurance, according to the New York State Department of Labor.

Seafarers wishing to receive

benefits should go to the nearest SIU Hall immediately after their ship pays off and register for a job. Following this, they should then go to any unemployment insurance office to file for the benefits, bringing with them:

1. The shipping registration card issued at the Union hiring hall.
2. His seaman's certificate of identification.
3. All discharge certificates for the year 1946.

Application must be made at any local unemployment nsur-

ance office in the United States.

In New York City, Seafarers can file at State Labor Department office at 277 Canal Street. Full details can also be obtained at any of the offices.

Checks should begin to arrive about three weeks after application for the benefits has been filed.

Time will be saved if applicants will follow closely the procedure outlined above and, in this case, time means money.

Reports coming in from all ports indicate that the drop in

shipping activity is nationwide, and that in face of this situation many Seafarers already have applied for their unemployment insurance benefits in order to partially tide them over the period of idleness.

Many men have still not availed themselves of these benefits, however. With no definite signs of an immediate spurt in shipping apparent, prompt filing on their part will be a means of insuring themselves against a stretch on the beach without funds.

SEAFARERS LOG

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J. P. SHULER - - - - Secretary-Treasurer

Editorial Board

J. P. SHULER PAUL HALL
 JOE ALGINA

Entered as second class matter June 15, 1945, at the Post Office in New York, N. Y., under the Act of August 24, 1912.

George K. Novick, Editor



Signed, Sealed, Delivered

More than two years ago a small but determined group of men met to map plans for one of the biggest organizational drives ever undertaken along the waterfront of the United States. They considered every angle—the strength of the company to be organized, its anti-union record, the amount of money and energy necessary to do the job—and then they came to the membership of the Seafarers International Union with a recommendation that the Union undertake an organizational drive in the fleet of the Isthmian Steamship Company.

Taking on Isthmian was like a medium sized man taking on a giant. Isthmian, on one side, wholly owned by the largest corporation in the world, the United States Steel Company, and the SIU on the other side, a union of some sixty-thousand unlicensed seamen. Some neutral observers, although they admired the spirit of the membership, thought the results would be tragic for the Union.

It was a tough job. It meant plenty of sweating, plenty of hardship, and plenty of set-backs. It meant getting the best hold possible and then holding on for dear life. It meant fighting the company's anti-labor pressure with one hand and the treachery of the National Maritime Union, CIO, with the other. Ask some SIU old-timers how they feel about the victory in the Isthmian fleet, and they will frankly tell you that it is a miracle.

What caused this so-called "miracle"? Certainly not the expenditure of great sums of money. The company spent a fortune to stymie the SIU, and the NMU spent three times as much as the Union and only came out with a small percentage of the total votes cast.

More than money went into the campaign. It took the loyalty and strenuous efforts of hundreds of volunteer organizers to crack the last large open-shop operator on the waterfront. Hundreds of men sailed Isthmian, without the guarantees of good wages and decent conditions already obtained on contracted ships, to carry the SIU message to the unlicensed seamen of the Isthmian fleet.

That message, and the reputation which the Union had built up through years of fighting for seamen's rights, did the trick. From the beginning of the drive, the trend was to the SIU. When the votes were finally counted, the SIU had an overwhelming majority, but even so the NMU stalled proceedings by bringing up phony charges.

When these maneuverings were successfully overcome, the company stepped in with more stalling, and it took a nine-day strike to make Isthmian see the light.

And now the contract with the Isthmian Steamship Company is signed, sealed, and delivered. At long last the unlicensed Isthmian seamen have the representation they want—the representation of the Seafarers International Union, AFL.



Men Now In The Marine Hospitals

These are the Union Brothers currently in the marine hospitals, as reported by the Port Agents. These Brothers find time hanging heavily on their hands. Do what you can to cheer them up by writing to them.

STATEN ISLAND HOSPITAL

- M. PARASCHIEV
- W. E. STORVIS
- C. O. UNDERWOOD
- G. ROGERS
- J. McNEELY
- G. BISCHOFF
- J. V. KELLY
- T. MUSCOVAGE
- R. WOODWARD
- F. WALLACE
- F. BECKER
- H. McDILDA
- E. T. BROWN
- G. CARLSON
- F. NERING
- W. VAUGHN
- E. B. HAYES
- W. B. CHANDLER
- N. HUFF
- R. EGAN
- G. J. MILLER
- G. RODRIQUEZ
- W. BARRETT
- E. CARAVONA

FORT STANTON HOSPITAL

- JOHN P. WILLIAMSON
- R. B. WRIGHT
- CLIFFORD MIDDLETON
- ARCHIE McGUIGAN

- R. S. LUFLIN
- JULIUS SUPINSKI
- M. D. PENRY

SAN FRANCISCO HOSPITAL

- J. KRESSEN
- J. HODO
- P. J. MILLER
- DANIEL SEQAL
- J. SPURON

NEW ORLEANS HOSPITAL

- O. S. SHAHAN
- W. K. WUNG
- J. J. O'NEILL
- G. CURL
- A. S. CONTI
- C. T. WHITE
- R. L. McGREW
- F. R. DE VASHER
- I. E. MATHERNE
- M. LIUZZA
- G. A. WILLIAMS
- G. HARDEMAN
- L. A. HOLMES
- W. C. COLLEY
- J. E. SILKOWSKI
- R. E. TRULY
- L. CLARKE
- C. C. RAYFUSE
- J. E. PENCON

- A. J. LE JEUNE
- MARJORY "LINDA" EVANS
- J. B. GEISSLER
- E. E. DAVIS
- E. M. LOOPER
- E. G. WALKER
- J. DENNIS
- L. GROVER
- C. MASON
- J. E. MAGUIRE
- A. A. SAMPSON
- R. BUNCH

MOBILE HOSPITAL

- W. J. SULLIVAN
- E. L. MYERS
- W. C. JEFFERIES
- J. C. RAMBO
- W. C. CARDANA
- M. W. BUSBY
- R. V. GRANT
- W. D. JOHNS
- C. W. BARNE

BRIGHTON MARINE HOSP.

- A BONTE
- R. LORD
- G. MEANEY
- M. DEAN
- J. MURPHY
- J. BARRON
- H. SCHWARZ
- J. O'BYRNE
- J. McKEAN (SUP)
- E. HUDSON
- E. DELLAMANO
- J. LEWIS
- T. BOGUS
- J. SILKOWSKI (SUP)
- J. ANDERSON

GALVESTON HOSPITAL

- WM. BARGONE
- DAN GRAVES
- A. MCALPIN
- W. CARVANN
- W. VORRELL
- P. A. WHITE
- F. W. GRANT
- W. E. ROWAN
- J. HARRIS

NO CHOW TODAY



"To the Editor: The shoreside officials in charge of the Isthmian Drive—Bull Sheppard, Cal Tanner, Lindsey Williams and myself—wish to thank Curly Rentz and Morris Weisberger. The tremendous efforts they gave to the Isthmian work, in our opinion, were determining factors in this victory. (signed) Paul Hall."

Philly Seafarers On Picketlines Help AFL Waiters To Win Beef

By BILL HIGGS

PHILADELPHIA — They call this town the City of Brotherly Love, and if they mean union Brothers, they've really got something.

On November 19, Mr. Davis of the Waiters and Waitresses Union, AFL, called our Hall and asked if we could give him a hand. He said he had a beef and was short of pickets, but if the SIU could help out, the strike could be won in short order.

One hour later we had sixty-three SIU volunteers on the line, covering the two entrances to the restaurant. You can bet your sweet life that the restaurant didn't do any business from then on.

The strike was won, and the strikers made sure to tell us that without our help, they wouldn't have had the chance of a snowball in hell.

Shipping has picked up a little here, but it's still nothing to shout about. Prospects for the future look good, and when business picks up to the extent we hope, we'll tell the good news in the pages of the LOG.

As we said last week, we're trying to get some Waterman ships to pay off here on the inter-coastal run. It's still in the talking stage, but if it goes through

Increased Bookings Bring Many Changes In Alcoa Cruises

Due to an increasing demand for bookings aboard Caribbean cruise ships, Alcoa Steamship Company will make revisions in the length and itineraries of its voyages.

Beginning in January, the New Orleans operations of the Alcoa Corsair and Clipper will be changed from the present 24-day cruises to two separate itineraries of 17 days each.

The Clipper will stop at Ciudad Trujillo, a new stop-off, in addition to three Venezuelan ports and Curacao. The Corsair will hit Curacao, three Venezuelan ports, Jamaica and Trinidad.

The Cavalier, operating out of New York will continue its 17-day cruises through the West Indies to Trinidad, but will, in addition to regular stops, alternate between St. Kitts and St. Lucia on one trip and Antigua and Dominica on the other.

it will increase the amount of activity in this port.

The Hall is pretty shipshape, and if shipping was a little better I would extend a cordial invitation to all to come down here for a visit. As it is now, however, those wanting fun can probably have it in other places, and those wanting to ship will do better in other ports.

Norfolk Is Slow, But Forecast Is Early Upturn

By RAY WHITE

NORFOLK—The affairs of the branch are in good shape, but shipping for non-rated men is still slow.

You can tell that the holidays are not far off because, even though shipping is below par at the moment, the Hall seems two thirds empty. Shipping will improve, however, all signs indicate.

Naturally everyone is trying to pick THE ship that will be back before Christmas, but at this late date it's a 50-50 chance, probably worse, that nobody will make it.

That means that some of the boys will have to be content with a turkey leg if they are at sea, but if they are across and in a good port—well—it doesn't necessarily have to be a turkey leg, does it?

The Norfolk Hall isn't able to assist very much in the tanker drive as none of these ships hit this port.

However, since the Isthmian negotiations commenced we have had two Isthmians in transit. Both were visited by a Patrolman and everything aboard was in fair shape. Of course, in the very near future the Brothers who sail Isthmian will have a full contract to work under.

A couple of the ships that have been on the coal run pretty steadily out of here were diverted to New York.

Nevertheless, there still are a number of vessels plying these coal runs, and what is more you can get to most any country you want, since these runs include France, Italy, Belgium, Holland and England.

Isthmian, Last Of The Big Open - Shop Companies, Signs Full SIU Agreement

(Continued from Page 1)

granted, later rejected the Union's demand.

All this was just one more proof that the company had no intention of granting the Union's request, and so that same evening the pin was pulled, and the Isthmian strike was on. It wasn't until nine days later that Isthmian ships were free to sail in and out of U.S. ports.

The company entered into the action confident that the SIU could not hold out against the economic might of the largest shipping company in the world, backed by the wealth of the world's largest corporation, the United States Steel Corporation.

Another factor that influenced the company's thinking was that the government might take action if the strike went past the Taft-Hartley law deadline.

Prospects of such interference went down the drain when the Union changed its tactics, and instead of demanding the Union Hiring Hall and Rotary Shipping, wages and better working conditions instead much higher demands was unlawful, even under the terms of the new law.

While Isthmian ships were being tied up, the fleets of other companies were allowed to operate normally, thereby putting the pressure on one company only. Contributions from the SIU membership also insured that the action could go on indefinitely without the Union treasury.

RESULT CLEAR

It was then that the company saw the handwriting on the wall, and made every effort to come to an agreement. By the time the interim agreement was signed, thirty-one Isthmian ships were tied up, and other ships were to be struck wherever and whenever they hit port within the continental limits of the United States.

Since then the Negotiating Committee for the Union, and negotiators for the company have met regularly. All questions have been ironed out, and the result is a contract which doesn't differ much from the standard working rules in SIU agreements in force on other fleets.

On some points, such as wages, the new agreement betters the ones in force now, and on the whole the Union has come up with a contract that lays the foundation for even more gains in the future.

And so Isthmian Steamship Company, the company that everybody except the SIU said couldn't be beaten, now has bowed to the economic might and the solid militancy of the Seafarers International Union.

The Union Negotiating Committee consisted of J. P. Shuler, Secretary-Treasurer; Paul Hall, H'Quarters Representative; Joe Algina, New York Port Acting Agent; General Organizer Lindsey Williams; and Robert Matthews, Headquarters Representative.



MORRIS WEISBERGER



WM. CURLY RENTZ

"To the Editor: Please mention in the LOG that the men in charge of the Isthmian Drive, Bull Sheppard, Cal Tanner and myself, particularly wish to thank Morris Weisberger and Curly Rentz who did more than any other individuals to make Isthmian SIU. (Signed) Lindsey Williams"

Add Signs: Seamen's Institute Runs Crimp Hall In Port Miami

MIAMI—For the past few days this place has had all the noise and activity of Grand Central Station. The Yarmouth and Florida were both in port at the same time, calling for men, and both ships sailed within two hours of each other.

During this hectic period we shipped aboard the Florida two Engine men, one in the Deck and sixty-three in the Stewards Department. We won't ship that many men again until the Florida hits drydock next year.

While the entire crew from the Yarmouth was up here giving the place the once-over, Curt Starke, well-known Seafarer, dropped in to give us the news that he is taking his papers out of moth balls and will take a ship as soon as the circus moves to winter quarters next week.

Shipping in general down here isn't too bad, but somehow the word must have gotten around that shipping was very good.

Quite a few tripcards and permitmen have been flowing into this city, but for all the jobs which come up we have bookmen enough to handle them.

Just in case you have been thinking of heading for this tourist haven, change your plans. We have enough men on the shipping list here to handle all the jobs which arise.

After a few days of scouting the local shipping enterprises, I find that there are three car-ferries operating out of West Palm Beach to Havana. They are flying the Honduran Flag with American seamen as crews.

These guys are working for damned poor wages and the upshot is that the ships are owned by an American. What some guys will do for a few extra bucks!

This guy probably thinks he is a good American because he

has found a way to clean up at the expense of the seamen.

He is not the only one. There are dozens of foreign flag ships



operating out of this port, most of them in the banana fleet.

At the moment there is talk of operating ferries out of Fort Lauderdale—but so far this is only a rumor. If it reaches the definite stage, we will be on hand.

As has been reported before, the Seamen's Institute here is operating a shipping list. Of course, this doesn't affect us but there are quite a few men who are registered with them.

This outfit tried to put the Tom Watson Law on us (Florida anti-closed shop law), and force the ships touching Miami to put men on where there were vacancies.

We have beaten this and they aren't trying to put men on our ships, but it is getting dangerous with a hundred or so seamen here trying to grab anything that comes in.

One of the guys from the Institute even came over on a social call to offer us the use of his shipping list should we need men.

We gave him the straight dope on crimp halls and he hasn't paid us another visit—I really can't understand why. Maybe we offended him.

Port Boston Takes A Turn For The Better; Future For Shipping Looks Brighter, Too

By JOHN MOGAN

BOSTON—There is nothing so old as yesterday's news, they say, and in this vein it might be said that there is nothing so out-of-date as last week's article in the LOG.

Our article last week deplored the lack of shipping in the port—by the time the LOG arrived here all kinds of ships were calling for replacements. Not that it was so good that any shortage of men developed; but it was good enough to take care of all the bookmen who desired a job, plus a good many permitmen.

Business, however, was only fair, as many of the jobs were called in from coastwise tankers and ships in transit. The Liberty tanker, SS John P. Altgelt, and the SS Fort Erie, both hit Portland and called for replacements.

The SS Empire Wandell (Atwacoal), crewing up for her maiden voyage under an SIU contract, called from Providence for men. This particular ship will make her first voyage coastwise—to the Gulf and back to Philly.

Another new SIU ship, the SS Ponce (Ponce Cement Co.), arrived with a load of sugar and paid off here. This is a trim little ship, with a good Union crew, and she paid off clean.

TIME FOR REPAIRS

The SS Bienville also paid off here. She was a clean payoff also, with only a couple of OT beefs in the Deck Dept. which were settled at the payoff.

The gang was unwilling to sign on until the domestic water tanks were relined, so the ship proceeded to Philly and New York on coastwise articles. The ship will be in the latter port for a couple or three days—time enough to take care of the repairs.

We still get all the Isthmians coming in foreign for a 12 to 24 hour stay. The SS Legion

Victory was out since last June, and naturally the gang was very much interested in and enthusiastic about developments concerning the Isthmian company since their departure from the States.

They will pay off in New York some time next week, and all hands enjoy the knowledge that a Union Patrolman will be there to represent them.

Brother Davis, one of the three bookmembers aboard, will be of great assistance to the boarding Patrolman, as his reports are quite comprehensive.

OUTLOOK BRIGHT

The outlook for the immediate future of the Port is bright. Four T-2's are due to arrive in this area before November 25, two of which are coming in from rather long trips.

In the next few days, also, a couple of West Coast ships are coming in from Germany for a payoff and immediate sign-on for a return trip.

Apparently, then, the seasonal slump in shipping has come to an end, and from now until after the holidays the job situation should hold pretty good.

Some of the boys threw in quite a bit for the SEAFARERS LOG (You'll find their

names on the "Honor Roll" list) and brother M. Kurkemelis donated five bucks for making the holidays a little brighter for the brothers in the Marine Hospitals. In the Brighton Marine Hospital

at the moment are a goodly number of SIU men. I hope the boys consult these hospital lists on page two when reading the LOG, and drop a few lines occasionally to those whom they know.

Brother George Meaney has just undergone a serious operation and will be up there for some time recuperating.

WRITE TO THEM

Most of the other boys listed will be in until Thanksgiving and some through the Christmas holidays; hence friends and shipmates do not have to worry about their letters not reaching them okay.

So much for this week. Let us hope that the present trend in shipping continues good and that next week's report will have good news for the local membership on the beach—and eager to grab a ship.



names on the "Honor Roll" list) and brother M. Kurkemelis donated five bucks for making the holidays a little brighter for the brothers in the Marine Hospitals. In the Brighton Marine Hospital

TANKERMEN WHO WANT SIU



These four men, crewmembers of the Cities Service tanker SS Council Grove, expressed themselves in favor of the SIU as their collective bargaining agent in the election currently being held on the company's vessels. From left to right: Richard Randall, Oiler; Fred Eastwood, Oiler; Don Oman, AB, and Tom Scanlon, Oiler.

The Council Grove was polled in Philadelphia on Nov. 5, with about 75 per cent of the crew going SIU, according to estimates of the men pictured her.

New York Shipping Continues To Hold Firm; Jobs For Rated Men Still In Fair Supply

By JOE ALGINA

NEW YORK—Shipping in the Port of New York continues to hum along at a fair clip—nothing like it was a month or two ago, but still at a pace good enough to provide jobs for bookmen on the beach.

Most rated bookmen here can still get out without much trouble; with permitmen, it's a different story. They have to wait a little longer, especially if they are without a rating.

Eastern Steamship Line's Evangeline has laid up and will stay in lay-up for a number of weeks. When she hit her pier this week, the Mate, instead of putting the regular men on gangway watch to work, tried to choose whom he pleased for the jobs.

This guy thought he was still living in the good old days, but he found out differently when the three men entitled to the jobs were sent back to the ship.

MAKING A CHANGE

In the coastwise trade, we have learned that Waterman is taking its Victory ships out of service and substituting Liberties instead. This, of course, cuts down on the number of jobs available in these runs.

This seems to be quite a paradox, in light of the President's request for the building of fast freight ships. All of the Victories laid up are fast ships, yet the Maritime Commission comes up with this scheme. I guess I'll never learn the way the Bureaucrats do their reasoning.

Lately, on some of the ships, the Patrolmen have been running into a lot of overtime beefs, most of which are legitimate, but now and then they find where some character has leaned a little heavy on the pencil when making up his overtime claim.

Padding the overtime sheets is not a pleasant charge to level against a Seafarer, but it has happened on occasion.

It usually means a lot of explaining for the guilty guy and a big headache for the Patrolman. It really makes his job of clearing a payoff a difficult task.

Any man losing out on a legitimate claim because of something like this should know in which direction to vent his wrath.

CHARGE PROCEDURE

Speaking of wrath, men who make charges against another Seafarer should know what the exact procedure is for pressing the charge.

When charges are made against a man aboard ship (this applies to bookmen only), a special meeting should be held at which a copy of the charges is given the accused.

The accused man, and those pressing the charges, must appear before the trial committee in the port of payoff. Lately, many accusers have not appeared at the trial to press their charges.

Naturally, this causes the committee a lot of trouble and the accused man is done an injustice when his accuser does not appear to prove the case.

The SIU Constitution has a provision for the fining of men who prefer charges against a fel-

low member and do not appear for the trial.

Up to now the committees have been hesitant to use this provision, but they may find it necessary if this continues.



One last word before I sign off for the week:

Now that shipping has become a little tight, it is a good idea to come ashore and register for unemployment pay immediately. The chances are that you will catch a ship before you make your first draw, but if you don't the \$21 a week makes waiting for a ship a little easier.

Jacksonville Prospects Brighter — But Don't Go There For Jobs

By JIMMY HANNERS

JACKSONVILLE—Shipping in this port has been slow with only one ship paying off and taking on a new crew in recent days. There were a number of beefs on the above-mentioned vessel, but they were settled swiftly and satisfactorily at the payoff.

What of the future, you ask? Well, the job prospect looks better than it has for the past few weeks. Nevertheless, we would not advise all you job-hunters to rush down here.

CITIES SERVICE

We have two Cities Service tankers in port, but it has been pretty hard to get aboard. In addition, I have had trouble getting men to apply for jobs on these as yet incompletely organized ships.

As you all know, we are or-

ganizing and even voting these ships. I think all good Seafarers should be willing to go for these jobs in order to help stabilize conditions for the future. How about it, Brother Seafarers?

As yet we have not cast any ballots here in Jacksonville in the A&G elections. The reason for this is that there simply have not been enough full bookmen around to get a committee together, but we expect to have some in the near future.

There are very few oldtimers around the port. However, there are some who have been registered for quite a while with hopes for jobs in the next few weeks. Some are getting low on cash, but are hanging on taking odd jobs when they can find them.

That is about all there is from this neck of the woods for this week.

Except to point out that the tourist season is going full blast. The dog tracks are open and the tourists are taking over.



Seafarers In Mobile Testing Unemployed Insurance For Seamen

By CAL TANNER

MOBILE—After three weeks in which shipping slowed to a trickle, things finally got going here. Last week we crewed up four or five ships and we have enough scheduled for next week to assure a steady stream of jobs for the period.

However, don't be in any hurry to come down here. You won't ship out right away, let me tell you now, since we have enough men on the beach at the present time to take care of the next ten ships all right.

With shipping as slow as it has been all month in Mobile, it will take a little time to ship out our present list.

WANT COMPENSATION

Because of the recent slow-up, some of the men are making a test case of the unemployment

compensation allowance for seamen. We should know the score in a few days if the whole business doesn't get too snarled up in red tape.

The way things are lined up, it takes at least three weeks on the beach before you are supposed to receive your first compensation check—provided you served on a WSA ship since 1946.

The new sign we ordered arrived and has been hung up on the Dauphin Street side of the Hall building so that no Union member will have any trouble finding where the Hall is located in the Port of Mobile.

In case you are looking for the sign you will be able to spot it okay—it's an almost exact reproduction of the SIU button.

A G R E E M E N T

—Between—

Seafarers International Union of N.A.

—And—

Isthmian Steamship Company

AGREEMENT, made this 21st day of August, 1947, by and between ISTHMIAN STEAMSHIP COMPANY (hereinafter referred to as "Company"), and SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA, affiliated with the American Federation of Labor, (hereinafter referred to as "Union"), on behalf of the Unlicensed Personnel employed on the American Flag seagoing vessels manned by the Company,

WITNESSETH:

The Company, being satisfied that the Union represents a majority of its Unlicensed Personnel, hereby recognizes the Union as the exclusive representative of all the Unlicensed Personnel employed on the American Flag seagoing vessels manned by it for the purposes of collective bargaining.

NOW, THEREFORE, it is agreed as follows:

**ARTICLE I
EMPLOYMENT**

Section 1. To assure qualified employees and maximum harmonious relations between members of crews, the Company agrees that when vacancies occur necessitating the employment of Unlicensed Personnel, to give preference of employment to members of the Union in good standing when the Union has available and is able to supply unlicensed seamen who are, in the opinion of the Company, qualified to fill such vacancies.

Section 2. The Union agrees to furnish the Company with capable, competent, and physically fit persons who are so qualified to fill the vacancies.

Section 3. If members of the Union in good standing of the ratings needed, and of such qualifications, cannot join the vessel in ample time to prevent a delay in her scheduled departure, then members of the Union in good standing shall be deemed not available, and the Company will then hire members of the Unlicensed Personnel without any regard to Union affiliation.

Section 4. The Union agrees that the Company shall have the right to reject any applicant for employment who the Company considers unsatisfactory or unsuitable for the vacancy; provided, however, that if the Union considers such rejection discriminatory, it shall be dealt with under the grievance procedure and the Union agrees that such rejection shall not cause any vessel to be delayed in her scheduled departure.

Section 5. Unlicensed Personnel when applying for employment shall submit to the physical examination prescribed by the Company, and shall submit from time to time thereafter to such physical examination as may be required by the Company. Failure to pass such physical examination shall be sufficient cause to prevent employment or to cause termination of employment; provided, that if the Union feels that the Company doctor has unfairly discriminated against a member of the Union, it shall be dealt with as a grievance; and, provided further, that the Union will not interfere with or delay the dispatch of any vessel on her scheduled departure from any port because of such grievance.

Section 6. Nothing contained in this Agreement shall be construed to prevent the discharge of any member of the Unlicensed Personnel who, in the opinion of the Company, is not satisfactory; provided, however, that if the Union feels that any such discharge is discriminatory, it shall be dealt with as a grievance; and, provided further, that the Union will not interfere with or delay the dispatch of any vessel on her scheduled departure from any port because of such discharge.

Section 7. The term "Unlicensed Personnel," as used in this Agreement, shall not include super cargoes, doctors, female employees, cadets, pursers, concessionaires, barbers, musicians, and livestock tenders.

Section 8. The Company agrees not to discriminate against any member of the Unlicensed Personnel for legitimate Union activities.

**ARTICLE II
SETTLEMENT OF DISPUTES**

Section 1. All grievances, disputes, or "beefs" shall be settled as soon as possible on the vessel upon the completion of each voyage.

Section 2. If a satisfactory settlement is not reached on the vessel, the matter shall, at the request of either

party, be referred to a Port Committee which shall have authority to settle the controversy. The Port Committee shall meet in New York City or such other place as may be mutually agreed upon, and shall consist of not more than three representatives from the Union and not more than three representatives from the Company; provided, however, that the Company and the Union shall have an equal number of representatives on any Port Committee.

Section 3. Any matter referred to the Port Committee shall be in writing and any decision or award of the Port Committee shall be in writing.

Section 4. It is mutually agreed that any dispute regarding the interpretation or application of any clause or provision of this Agreement shall be dealt with only between representatives of the Company and the Union duly appointed for such purpose.

Section 5. In the event the Port Committee is unable to reach a satisfactory settlement, or agreement is not reached between the Union and the Company, the matter may by written notice, registered mail, be referred to an arbitrator within one week after the Port Committee or representatives of the Company and the Union are unable to reach a satisfactory settlement.

Section 6. If the Company and the Union cannot mutually agree on the selection of an arbitrator within one week, then application shall be made for the appointment of an arbitrator to a Judge of the U.S. District Court in a Federal District where the Port Committee or representatives of the Company and the Union met to settle the controversy. All questions submitted to arbitration shall be in writing and the decision of the arbitrator shall be in writing and shall be final and binding on all parties and persons concerned. The Company and the Union shall share equally the expenses of the arbitrator and all other agreed upon expenses.

**ARTICLE III
SECURITY OF EMPLOYMENT AND OPERATIONS**

Since this Agreement adequately provides for an orderly settlement of any and all grievances and disputes, it is mutually agreed that during the life of this Agreement and during any period of negotiations for its renewal there shall be no lock-outs, strikes, or any other work stoppage or refusal to sign on or off Shipping Articles for any cause, including an attempt to force Agreement to any demands.

**ARTICLE IV
PASSES**

Section 1. The Company agrees to issue passes to representatives of the Union mutually agreed upon for the purpose of contacting its members aboard vessels covered by this Agreement in home ports and ports of call in Continental United States where the Union has a recognized office and in Honolulu, T.H.; in consideration of which the Union hereby agrees to hold the Company harmless from any claim, loss, damage, or liability, for loss of life or injury occurring to, or caused by, a representative of the Union while such representative is on the property of or while on board a vessel owned or bareboat chartered or controlled by the Company.

Section 2. The Union agrees that its representatives shall not at any time interfere with the Company's employees while at work.

**ARTICLE V
MONETARY MATTERS**

Section 1. The wage scale for the Unlicensed Personnel shall be as follows:

Rating	Monthly Rate of Pay
Boatswain	\$228.17**
Boatswain's Mate—Day Work	214.25
Boatswain's Mate—Watch	200.34
Carpenter	228.17*
Storekeeper	219.82
AB Maintenance	208.69
Quartermaster	191.99**
Able Seamen	191.99**
Watchman	191.99
Ordinary Seaman	166.95

*When the Carpenter is required to furnish his own tools, he shall be paid \$7.50 per month in addition to his basic wage per month.

**Additional Wage raises shown under Deck Department Working Rules.

Engine Department

Rating	Monthly Rate of Pay
Chief Electrician	\$327.78
Assist. Electrician	253.21
Unlicensed Jr. Engineer—	
Day Work	255.99
Unlicensed Jr. Engineer—Watch	228.17
Plumber-Machinist	263.78
Deck Engineer	228.17
Chief Refrigerating Engineer	299.95
First Refrigerating Engineer	264.34
Second Refrigerating Engineer	243.19
Engine Storekeeper	219.82
Engine Utility	228.17
Evaporator-Maintenance	211.47
Oiler—Diesel	217.32
Oiler—Steam	197.56
Watertender	197.56
Fireman-Watertender	197.56
Fireman	186.43
Wiper	194.78

Stewards Department

Rating	Monthly Rate of Pay
Steward	\$244.86*
Chief Cook	228.17
Night Cook and Baker	228.17
Second Cook	205.91*
Third Cook	194.78
Messman	166.95
Utilityman	166.95

*Additional wage raises shown under Stewards Department Working Rules.

Section 2. The overtime rate for the Unlicensed Personnel receiving \$210.00 or less per month shall be \$1.06 per hour, and for those rates receiving more than \$210.00 per month, the overtime rate shall be \$1.32½ per hour.

Section 3. When meals are not furnished, members of the Unlicensed Personnel shall receive an allowance of \$1.05 per meal.

Section 4. When members of the Unlicensed Personnel are required to sleep ashore they shall be allowed \$3.00 per night for lodging.

**ARTICLE VI
VACATIONS AND HOLIDAYS**

Section 1. When a member of the Unlicensed Personnel has completed one year of continuous service on the vessels of the Company, he shall be entitled to receive a vacation of seven (7) consecutive days with full pay, and in each subsequent year of continuous service on the vessels of the Company, he shall be entitled to receive a vacation of fourteen (14) consecutive days with full pay. Vacations shall be cumulative to the extent mutually agreed upon and shall be allowed at such times as may be convenient to the operating necessities of the Company. No cash allowance in lieu of vacations shall be made. If after six (6) months of continuous service the Company terminates the employment of a member of the Unlicensed Personnel through no fault of his, he shall be entitled to such vacation as has been accrued on the basis of 1/12 of the annual period per month. If employment is terminated for any reason within six (6) months of continuous service on vessels of the Company, no vacation shall be allowed. Continuous service shall not be deemed broken by leave of absence on account of illness, accident, vacations, lay-off for lack of work, or leaves of absence granted in writing, provided, however, that no vacation shall accrue during such periods of absence.

Section 2. The following days shall be recognized as holidays:

New Year's Day	Labor Day
Lincoln's Birthday	Armistice Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

ARTICLE VII WORK IN PORT AND AT SEA

Section 1. Overtime shall be paid for all work performed by Unlicensed Personnel in port or at sea on any of the nine (9) holidays specified in this Agreement; provided, however, that in the case of holidays at sea falling on Sunday the following Monday shall not be deemed a holiday and no double overtime shall be paid on holidays falling on Sunday.

Section 2. The work week in port shall be forty (40) hours per week. It is understood for the purpose of this paragraph all work performed in port on Saturdays, Sundays and recognized holidays shall be paid for at the overtime rate.

Section 3. At sea the hours of work shall be forty-eight (48) hours per week for men standing watches. It is understood that for the purpose of this paragraph Sunday at sea shall be considered the overtime day, that is to say, all work performed on Sunday at sea shall be paid for at the overtime rate.

Section 4. Engine and Deck Daymen At Sea. The work for the unlicensed Deck and Engine personnel who do not stand watches shall be forty-four (44) hours per week (8 a.m. to 5 p.m. weekdays and 8 a.m. to 12 noon Saturdays).

ARTICLE VIII SAFE WORKING CONDITIONS

The Company shall furnish safe gear and working equipment.

ARTICLE IX TERMS

Section 1. It is specifically understood and agreed that the Company and Union will continue negotiations upon two (2) days' notice in writing by one party or the other regarding general rules and working rules for each of the three departments and that the working rules and working conditions now prescribed by the Company which are not contained in this Agreement shall remain in force until an agreement is reached. When a full agreement is reached regarding general rules and departmental working rules it shall be incorporated in writing in one document with this Agreement which shall then be the complete agreement between the parties.

Section 2. This Agreement shall take effect on the date first above written and shall remain in full force and effect for a period of one year thereafter and shall automatically renew itself from year to year thereafter unless either party gives the other written notice by registered mail sixty (60) days in advance of any expiration date of intention to change, modify, or terminate the collective bargaining agreement between the parties.

In accordance with Article IX, Section 1, of the agreement dated August 21, 1947, collective bargaining negotiations have been continued and the following shall be added to and deemed a part of said agreement effective on each vessel, except as otherwise provided, within three (3) days after receipt in the United States by the Master of each such vessel of a copy of this agreement, regardless of whether such vessel is on foreign or domestic articles or harbor payroll; provided, however, on inbound vessels on foreign articles this agreement shall become effective on the termination of such foreign articles.

ARTICLE X GENERAL RULES

Section 1. Wage Scale Re-opening. Application by either the Company or the Union to open negotiations for changes in the wage scale at any time after May 31, 1948, shall not be deemed cause for termination of this Agreement or any provision thereof. Application to open negotiations for change in the wage scale shall be made in writing thirty (30) days prior to the effective date of such proposed change and negotiations shall be started not more than ten (10) days from the day such written notice is received by the other party. Failing agreement on such issue all provisions of this Agreement shall remain in effect as provided in Article IX, Section 2.

Section 2. Management of Vessel. The management of the Vessel and the direction of the crew are vested exclusively in the Company and the Union agrees not to attempt to abridge these rights.

Section 3. Authority of Master and Obedience of Crew. Nothing in this Agreement is intended to, and shall not be construed to, limit in any way the authority of the Master or other officers, or lessen the obedience of any member of the crew to any lawful order.

Section 4. Ship's Delegate. (a) One man in each department on each vessel shall act as delegate for his department. Such delegates are privileged to present to their superior officers, on behalf of the members in their department, facts and opinions concerning any working conditions specified in this Agreement where-in adjustment is thought proper.

(b) Any matter so presented which is not satisfactorily adjusted on the vessel shall be held in abeyance until the vessel's arrival in the port of New York or other port in Continental United States, where

the Company and the Union have designated officials for the adjustment of grievances as provided for in Article II.

Section 5. Emergency Duties and Drills. (a) 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, shall be performed at any time and such work shall not be considered overtime.

(b) Whenever practicable, lifeboat and other emergency drills shall be held on weekdays between the hours of 8 A.M. and 4:30 P.M., Mondays through Fridays, and on Saturdays between the hours of 8 A.M. and 12 Noon. Preparation for drills, such as stretching fire hose and hoisting and swinging out boats, shall not be done prior to signal for such drills, and after drill is over all hands shall secure boat and gear. In no event shall overtime be paid for work performed with such drills.

Section 6. Securing Vessel for Sea. (a) All vessels manned by the Company must be safely secured for the voyage before leaving the harbor limits, as designated and defined pursuant to the Pilot Rules.

(b) In the event a vessel leaving the dock in the daytime is not safely secured en route to and before reaching the harbor limits, it shall not leave the harbor limits but shall proceed to a safe anchorage and be secured before leaving such anchorage.

(c) When a vessel sailing after dark is not secured before leaving the dock, it shall proceed to a safe anchorage to secure and be secured before leaving such anchorage. When lights can be maintained on the after deck, gear and hatches may be secured on this deck en route to anchorage.

Section 7. Sailing Board Time. (a) The sailing time shall be posted at the gangway on arrival when the vessel's scheduled stay in port is twelve (12) hours or less. When the scheduled stay exceeds twelve (12) hours the sailing time shall be posted eight (8) hours prior to the scheduled sailing, if before midnight. If scheduled to sail between midnight and 8 A.M., sailing time shall be posted not later than 5 P.M.

(b) All members of the unlicensed personnel shall be aboard the vessel and ready for sea one (1) hour before the scheduled sailing time. In the event the Company obtains a replacement because a member of the crew who is a Union member is not on board the vessel and ready for sea at least one (1) hour before the scheduled sailing time and such member of the crew reports for duty after the replacement accepts the job, the original crew member shall pay such replacement two (2) days' pay and if he does not have the necessary money he may obtain from the Master the money as a "draw."

(c) If the vessel's departure is delayed due to the loading or discharging of cargo, the new time of departure shall immediately be posted on the board and if such delay exceeds two (2) hours the watch off duty may be dismissed and shall receive two (2) hours' overtime for such reporting.

(d) The overtime prescribed above shall not apply when sailing is delayed on account of weather, such as rain, fog, or other conditions beyond the vessel's control.

(e) In the event, after cargo is aboard or discharged and ship is ready to proceed, the full complement of unlicensed personnel is not on board, no overtime shall be paid.

Section 8. Medical Relief. Full medical attention as required by law shall be given to all unlicensed personnel.

Section 9. Return to Port of Signing Articles in Case Vessel is Sold, Lost, etc. (a) In the event a vessel of the Company is sold, interned, lost or laid up the crew shall be given transportation back to the port of signing articles with subsistence, room and wages, as per Section 10 of this Article. When room and subsistence are not furnished aboard the vessel, room and meal allowance will be paid as prescribed in Article V, Sections 3 and 4, until crew is furnished repatriation by train, plane or vessel.

(b) In the event a vessel of the Company is lost, the crew shall be recompensed for the loss of clothing not to exceed \$300 and be repatriated to the port of signing articles with subsistence, room, and wages as per Section 10 of this Article.

Section 10. Traveling. Members of the unlicensed personnel, when transported by the Company during the course of their employment, shall be provided with first-class transportation by rail, and with subsistence at the rate of \$4.25 per day in addition to their regular monthly wages. When travel at night is involved, a lower berth, if available, shall be provided or the cash equivalent thereof. When traveling by vessel is involved, men shall be provided with second-class transportation or the cash equivalent thereof.

Section 11. War Zone. In case any vessel of the Company traverses waters adjacent to or in the proximity of a declared or undeclared war or state of hostilities, it is hereby agreed that a petition on the part of the Union for the opening of negotiations for added remuneration, bonuses, and insurance, shall in no way be deemed cause for the termination of this agreement.

Section 12. Customary Duties. (a) Members of each

department shall perform the necessary and customary duties of their department.

(b) Each member of all departments shall perform the recognized and customary duties of his particular rating.

Section 13. Specified Duties. No overtime shall be paid for any duties specified in this Agreement as routine duties for any particular rating of the unlicensed personnel which are performed during regular hours of duty. Subject to Article XIII, Section 2, if routine duties require more than eight (8) hours of work in one day, overtime shall be paid for all hours worked in excess of eight (8) in one day.

Section 14. Port Time. For the purpose of applying port overtime provisions of this Agreement, "port time" or the words "in port" shall be defined to mean the following:

(a) Commencement of Port Time:

(1) From the time a vessel is properly secured to a dock, buoy, or dolphins, or moored or anchored for the purpose of: Loading and/or discharging cargo, ballast, passengers or mail; undergoing repairs, taking on fuel, water or stores; fumigation; lay-up, awaiting orders or berth. However, a vessel taking on fresh fruits, vegetables, milk, etc., while transiting canals shall not be considered to be in port.

(2) Port overtime provisions shall not apply to vessels:

- (a) entering a port and anchoring for the sole purpose of avoiding inclement weather,
- (b) mooring or anchoring for sole purpose of awaiting transit of canals such as the Panama and Suez Canals,
- (c) mooring or anchoring for sole purpose of landing sick or injured persons, and
- (d) while lying outside harbor limits awaiting berth, pilot, or tide.

(3) Port time shall not commence until the vessel has shifted from quarantine anchorage to a berth or other anchorage for the purpose as provided for in sub-section 1 of this Section.

(4) Vessels lying at the same anchorage after obtaining quarantine clearance shall be considered awaiting berth and port overtime provisions shall apply except in cases where vessel cannot move due to weather conditions.

(B) Termination of Port Time: Port Time shall terminate when the first ahead or astern bell is rung and the vessel leaves:

- (1) The dock to proceed directly to sea, or
- (2) Anchorage to proceed directly to sea.

Section 15. Shifting Ship. After the vessel arrives in port as outlined in Section 14 of this Article, any subsequent move in inland waters, bays, rivers, and sounds shall be regarded as shifting ship and overtime shall be paid for men on duty while such moves are performed on Saturdays, Sundays and Holidays and after 5 P.M. until 8 A.M. week-days with the following exceptions:

- Port Alfred to Montreal or vice versa.
- Port Alfred to Quebec or vice versa.
- Montreal to Quebec or vice versa.
- All moves from American ports to British Columbia ports or vice versa.
- Norfolk to Baltimore or vice versa.
- Montevideo to Buenos Aires to Rosario or points above or vice versa.
- Boston to New York or vice versa.

Section 16. Standby Work in Port. (a) When men are hired by the Company for standby work in port by the day and board and lodging are not furnished to them on the ship they shall be paid at the rate of \$1.54 per hour. Their regular hours of work shall be from 8 A.M. to 12 Noon and from 1 P.M. to 5 P.M. Monday through Friday. Any work performed by them outside their regular hours of work shall be paid for at the rate of \$2.30 per hour. Men hired to perform standby work shall perform any work that shall be assigned to them by their superior officer, and they shall not be subject to any working rules set forth in this agreement unless they are required to keep steam in the boilers or oil winches. When standby work in any particular department is to be performed, an effort shall be made to obtain men with ratings in such department if they are available and are competent to perform such work.

(b) Any man so hired for standby work who reports when ordered shall be guaranteed not less than four (4) hours work and shall be paid in accordance with the rates of pay outlined in this Section.

Section 17. Longshore Work by Crew. (a) In those ports where there are no longshoremen available, members of the crew may be required to do longshore work or drive winches for the purpose of handling cargo. For such work performed the men on duty shall be paid \$1.59 per hour in addition to their regular monthly wages and \$2.39 per hour for the men off duty.

(b) After 5 P.M. and before 8 A.M. and on Saturdays, Sundays or Holidays, the rate shall be \$3.18 per hour for all hands so engaged.

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

Section 18. Division of Wages of Absent Members.

(a) When members of the unlicensed personnel are required to do extra work because the vessel sailed without the full complement as required by vessel's certificate, under circumstances where the law permits such sailing, the wages of the absent members shall be divided among the men who perform their work, but no overtime shall be included in such payments.

(b) At sea, when a day man is switched to sea watches for the purpose of replacing a man who is injured or sick, he shall receive the rate of pay of the man he replaces if higher than his own, from the time he first stands such sea watches and in addition he shall receive overtime for watches stood on the first Saturday afternoon of standing sea watches.

(c) When men standing sea watches are promoted for the purpose of replacing men who are injured or sick they shall receive the differential in pay only.

(d) Subject to Article XIII, Section 2, members of the unlicensed personnel shall not be required to work more than eight (8) hours in any one day without the payment of overtime.

Section 19. Penalty Rate. Except as otherwise provided in this Agreement, the rate for work specified in this Agreement as penalty work shall be \$1.15 per hour for men on duty and \$1.70 per hour for men off duty.

Section 20. Working Ballast. (a) Whenever members of the crew may be required to discharge ballast out of holds or handle or discharge ballast on deck, they shall be paid at the penalty rate.

(b) Day men shall be considered as on duty between the hours of 8 A.M. and 12 Noon and 1 P.M. and 5 P.M. After 5 P.M. and before 8 A.M., day men shall be considered as off duty. If watches are broken, the entire crew shall be considered day men. Sand ballast shall be washed off decks with hose during regular working hours without the payment of overtime or penalty rate.

Section 21. Cleaning Holds. When members of the unlicensed personnel are required to clean holds where penalty cargoes as specified in Section 47 of this Article, coal, coke, cement or lead ore in concentrated form, have been carried, they shall be paid at the penalty rate.

Section 22. Authorization of Penalty and Overtime Work. No work specified in this Agreement as penalty or overtime work shall be performed unless authorized by the head of the particular department and, subject to Article II, shall not be paid unless approved by the Master and Company.

Section 23. Checking Overtime. After authorized overtime has been worked, the senior officer of the 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. Officers and men shall keep a record of all disputed overtime. No claim for overtime shall be valid unless such claim is presented to the head of the department within seventy-two (72) hours after completion of the work. When work has been performed and an overtime claim is disputed, the head of the department shall acknowledge in writing that the work was performed.

Section 24. 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 (½) hour periods and fractional part of such period shall count as one-half (½) hour.

Section 25. Commencement of Overtime. Overtime shall commence at the time any employee 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.

Section 26. Continuous Overtime. When working overtime and crew is "knocked-off" for two (2) hours or less, the overtime shall be paid straight through. Time allowed for meals shall not be considered as overtime whenever an unbroken hour is allowed.

Section 27. Payment of Overtime. All money admittedly due for crew overtime shall be paid at the signing off. In the event payment of overtime is unreasonably delayed by the Company beyond twenty-four (24) hours after signing off articles, additional compensation shall be paid at the rate of \$10.00 a day for each calendar day or fraction thereof aforesaid payment of overtime wages is delayed. This shall not include disputed overtime being settled between the Union representatives and the Company.

Section 28. Rest Period. (a) When ship is under port working rules and sea watches have not been set and members of the unlicensed deck or engine personnel off duty are required to work overtime between midnight and 8 A.M., they shall be entitled to one (1) hour of rest for each hour so worked, such rest periods to start at 8 A.M. the same day except when man starts work at or after 6 A.M. in which case the period of rest shall be any time during the same working day. Such rest periods shall be in addition to cash overtime allowed for such work. If such rest period is not

given, men shall be entitled to overtime at the regular overtime rate in lieu thereof. This shall not apply when sea watches are set the same day before the rest period is completed.

(b) On days of arrival, if members of the unlicensed deck or engine personnel off duty are required to perform work between midnight and 8 A.M., they shall be entitled to one (1) hour of rest for each hour worked, such rest periods to start not later than two hours after the vessel is properly secured and, if such period of rest is not completed at 5 P.M. of the same day, overtime shall be allowed for the uncompleted portion of such rest period.

Section 29. Work performed by other than Members of the Unlicensed Personnel. (a) If passengers, prisoners of war, staff officers or any member of the crew other than the unlicensed personnel perform work that is the routine work of the unlicensed personnel, the unlicensed personnel who would be ordinarily required to perform such work shall be compensated by dividing among them overtime for the time such work was performed; provided, however, this sub-section shall not apply when a ship's officer temporarily relieves a member of the unlicensed personnel for matters of convenience.

(b) If cadets or workaways are assigned or permitted to perform work for which members of the unlicensed personnel are normally paid overtime, members of the unlicensed personnel who would have normally performed such work shall be compensated by dividing among them overtime for the time cadets or workaways perform such work.

Section 30. Carrying of Cadets, etc., in Lieu of Crew. No cadets, workaways, or passengers shall be carried in lieu of the crew.

Section 31. Launch Service. (a) When a vessel is anchored or tied up to a buoy for eight (8) or more consecutive hours and port time is in effect, each member of the unlicensed personnel while off duty shall be allowed one (1) round trip to shore every twenty-four (24) hours, the transportation being at the Company's expense.

(b) In any port where the Company or the Master is unable or fails to furnish the allowed launch service, members of the unlicensed personnel are at liberty to make their own arrangements for transportation to and from the vessel, and the Company agrees to give the owner of the boat up to \$2.00 per man carried per round trip, or to reimburse each member of the unlicensed personnel who arranges for his own transportation and goes ashore the allowed \$2.00 per round trip provided the man returns before the vessel leaves the anchorage or mooring and within his off-duty period.

Section 32. Meal Hours—Relieving for Meals. The meal hours for the unlicensed personnel 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.

(a) These hours may be varied but such variation shall not exceed one (1) hour either way.

(b) At sea the 4 to 8 watch shall relieve itself for supper.

(c) On sailing day when watches are set at 12 Noon the 12 to 4 watch will be "knocked-off" at 11 A.M. in order to eat at 11:30 A.M. so as to be ready to go on watch at 12 Noon.

(d) When members of the crew are called to work overtime before breakfast and the work continues after 7:30 A.M. and if breakfast is not served by 8 A.M., overtime shall continue until breakfast is served. A full hour shall be allowed for breakfast.

(e) When the vessel is in port and port time is in effect one (1) unbroken hour shall be allowed for dinner and supper, and if any member of the unlicensed personnel is not given one such unbroken hour, he shall receive one (1) hour's overtime in lieu thereof. This penalty hour shall be in addition to the overtime actually worked during the meal hour.

(f) Whether at sea or in port if men on day work or men off duty are working overtime, they shall be allowed one (1) unbroken meal hour.

(g) If one (1) unbroken meal hour is not given when members of the unlicensed personnel are entitled to same, the men involved shall receive one (1) hour's overtime in lieu thereof. This penalty hour shall be in addition to the overtime actually worked during the meal hour which would normally be one (1) unbroken hour.

Section 33. Fresh Provisions. An adequate supply of fruit juices, fruit, fresh milk, and vegetables shall be provided for the unlicensed personnel during the voyage when available. Shore bread shall be furnished at all U.S. ports when available.

Section 34. Extra Lunches. (a) If the crew works as late as 9 P.M., coffee and night lunch shall be provided. If work continues after 9 P.M., fifteen (15) minutes shall be allowed for the coffee and night lunch, which time shall be included as overtime.

(b) If crew starts work at or before 9 P.M. and works continuous overtime until midnight, the men shall be provided with a hot lunch at midnight. If the work continues after midnight one (1) unbroken hour shall be allowed for such hot lunch. If this un-

broken hour is not allowed the men involved shall receive one (1) hour's overtime in lieu thereof, which shall be in addition to the actual overtime worked during the hot lunch hour.

(c) If crew is broken out at 10 P.M. or thereafter and works continuously for three (3) hours, a hot lunch shall be provided at the expiration of the three (3) hours if the work is to be continued. Otherwise, a night lunch shall be provided. An unbroken hour shall be allowed for the hot lunch and if such unbroken hour is not allowed the men involved shall receive one (1) hour's overtime in lieu thereof, which shall be in addition to the actual overtime worked during the hot lunch hour.

(d) If crew works as late as 3 A.M., coffee and night lunch shall be provided and if work continues after 3 A.M., fifteen (15) minutes shall be allowed for the coffee and night lunch, which time shall be included as overtime.

(e) If crew works as late as 6 A.M., coffee shall be provided and if work continues after 6 A.M., fifteen (15) minutes shall be allowed for coffee, which time shall be included as overtime.

Section 35. Coffee Time. (a) All hands shall be allowed fifteen (15) minutes for coffee at 10 A.M. and 3 P.M. or at a convenient time near these hours.

(b) When crew is called to work overtime, coffee shall be made by the watch or watchman and be ready at the time of calling, and allowed during the fifteen (15) minute period of readiness provided for in Section 25.

Section 36. Crew Equipment. (a) The following items shall be supplied the unlicensed personnel employed on board the vessels of the Company:

- (1) A suitable number of blankets.
- (2) Bedding consisting of two white sheets, one spread, one white pillow slip, which shall be changed weekly except that in the tropics pillow slips shall be changed twice weekly.
- (3) One face towel and one bath towel which shall be changed twice weekly.
- (4) One cake of standard face soap such as Lux, Lifebuoy, or Palmolive, with each towel change.
- (5) One package of matches each two weeks to be furnished by each department head to members of his department.
- (6) Suitable mattresses and pillows shall be furnished but hair, straw, or excelsior shall not be suitable.
- (7) All dishes provided for the use of the unlicensed personnel shall be of crockery unless otherwise agreed upon.
- (8) One cake of laundry soap, one cake of lava soap, and washing powder weekly to be furnished by each department head to members of his department.
- (9) Sanitubes shall be available for the unlicensed personnel at all times.
- (10) Cots shall be supplied to the crew while in the tropics, except on the new type passenger vessels.

(b) Any member willfully damaging or destroying crew equipment shall be held accountable for same. When linen is not issued, men shall receive \$2.00 each week for washing their own linen. Crew shall turn in soiled linen before receiving new issue of linen.

Section 37. Messroom. Each vessel shall be furnished with a messroom for the accommodation of the crew, such messroom or messrooms to be in each case so constructed as to afford sufficient sitting room, and to be situated so as to afford full protection from the weather and from heat and odors arising from the vessel's engine room, fireroom, hold and toilet.

Section 38. Electric Refrigerator. An electric refrigerator shall be furnished for the use of unlicensed crew on each vessel. The location of this refrigerator shall be as may be determined by the Company. Should the refrigerator break down or go out of commission it is understood and agreed that the Company will not be expected to make repairs until the vessel arrives in a port where the manufacturer has a service representative available.

Section 39. Crew's Quarters. (a) All quarters assigned for the use of the unlicensed personnel are to be kept free from vermin insofar as possible. This is to be accomplished through the use of extermination facilities provided by the Company.

(b) Room allowance as provided in Article V, Section 4, shall be allowed when vessel is in port and:

- (1) Heat is not furnished in cold weather.
- (2) Hot water is not available in crew's washrooms for a period of twelve (12) or more consecutive hours, except while ship is in mild climate.
- (3) The crew's quarters have been painted and paint is not absolutely dry and other suitable quarters are not furnished aboard.
- (4) Vessel is on dry dock overnight and men sleep ashore.
- (5) Linen is not issued upon man's request prior to 6 P.M. on the day the seaman joins the vessel.
- (6) Vessel is being fumigated and not cleared before 9 P.M.
- (7) Men standing midnight to 8 A.M. watch on the same day the vessel is fumigated shall be entitled to a room allowance regardless of when vessel is cleared.

Section 40. 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 ventilation shall be provided.

Section 41. Washrooms. Adequate washrooms and lavatories shall be made available for the unlicensed personnel of each department; washrooms to be equipped with a sufficient number of shower-baths which shall be adequately equipped with hot and cold fresh water.

Section 42. 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.

Section 43. Jury Toilets. When and wherever necessary for sanitary reasons, jury toilets shall be rigged on the poop deck.

Section 44. Money Draws in Foreign Ports. Monies tendered for draws in foreign ports shall be in U.S. Currency when available through normal Company channels, or equivalent in local currency at official rate of exchange.

Section 45. Family Diversion. Members of the same family shall not serve on the same vessel at the same time.

Section 46. Explosives. (a) On vessels carrying explosives in amounts of 50 tons (of 2240 pounds) or over as permitted by law, the Company agrees to pay each crew member of the unlicensed personnel, in addition to their regular monthly wages, ten percent (10%) per month of such wages from the time the loading of such cargo is started until such cargo is discharged. Members of the unlicensed personnel shall not be required to work explosives.

(b) For the purpose of this Agreement explosives shall consist of the following items:

Black Powder	Poison Gases
Blasting Caps	T.N.T.
Detonating Caps	Loaded shells of
Dynamite	one pound or over,
Loaded Bombs	but not small arms
Nitro-Glycerine	ammunition.

Section 47. Penalty Cargoes. (a) On any outward voyage or homeward voyage that a vessel carries a penalty cargo in an amount in excess of the amount set opposite the respective penalty cargoes, each member of the unlicensed personnel shall be paid \$10.00 per voyage in addition to his regular monthly wage.

(b) For the purpose of this Agreement the following are penalty cargoes:

In Bulk	
Bones	1000 tons of 2240 pounds
Carbonblack	1000 " " " "
Caustic Soda	1000 " " " "
Creosoted Lumber	1000 " " " "
Green Hides	1000 " " " "
Lampblack	1000 " " " "
Soda Ash	1000 " " " "
In any Manner	
Bone Meal	1000 tons of 2240 pounds
Chloride of Lime	1000 " " " "
Copra	3000 " " " "
Cyanide	1000 " " " "
Gasoline	1000 " " " "
Greave Cakes	1000 " " " "
Saltcake	1000 " " " "
Sulphur	3000 " " " "
Super Phosphate	3000 " " " "

Section 48. Stores and Slop Chest. In the event a vessel is ordered to proceed on a foreign voyage without stores or slop chest in accordance with the standard practice of the Company, or if the routine repairs as contained in the repair list submitted to the Chief Mate by the incoming crew, which have been approved by the Company to be completed before the commencement of the next voyage, have not been completed, any member of the unlicensed personnel shall be privileged to sign clear of the ship's articles "at his own request" provided he notifies the Master and the Union of his desire to pay off the vessel before one (1) hour after the sailing time is posted on the vessel as provided for in Section 7 of this Article.

Section 49. Calendar Day. For the purpose of this agreement a "day" shall be calculated from midnight to midnight ship's time.

ARTICLE XI DECK DEPARTMENT

Section 1. Wages of Boatswain and Able Seaman. Supplementing Article V, Section 1, and effective November 25, 1947, the wages of Boatswain shall be \$245.00 per month and the wages of Able Seaman shall be \$197.56 per month.

Section 2. Carpenter's Tools. A carpenter shall be paid \$7.50 per month for tools only when the Company or Master orders him to furnish his own tools and not when he takes it upon himself to furnish tools.

Section 3. Relieving Helmsman. No Mate shall relieve the helmsman except in an emergency.

Section 4. Setting Watches. Sea watches shall be set not later than noon on day of departure. When the vessel sails before noon, sea watches shall be set when all lines are on board and the vessel is clear of the dock or when the anchor is aweigh.

Section 5. Breaking Watches. (a) In all ports sea watches shall be broken when the vessel is safely secured to the dock, except in those ports where stay of vessel is not scheduled to exceed twenty-four (24) hours, in which case sea watches shall be maintained; provided, however, that on Saturdays, Sundays and Holidays only those men who actually stand watch shall be paid overtime.

(b) On day of arrival any part of a sea watch from midnight to 8 a.m. shall constitute a complete watch, but this shall not apply to men required to stand gangway watch. When arrival occurs on a Sunday or a Holiday, overtime shall only be paid for hours actually worked on sea watches.

Section 6. Work in Port. (a) In ports where sea watches are broken the hours of labor, subject to Article X, Section 32, shall be from 8 a.m. to 12 Noon, and 1 p.m. to 5 p.m., Monday through Friday. Any work outside of these hours and all work on Saturdays, Sundays and Holidays shall be paid for at the regular overtime rate for the respective ratings.

(b) In all ports when sea watches are broken a gangway watch shall be maintained at all times. A sailor may be assigned to maintain this watch and eight (8) hours shall constitute his watch. No overtime shall be paid for these watches on week-days between the hours of 5 p.m. and 8 a.m. Overtime shall be paid for these watches from midnight Friday to midnight Sunday and on Holidays. On week-ends the Boatswain shall be allowed to stand the gangway watch in turn, the same as the sailors, but the Boatswain shall not be made to stand all weekend overtime watches.

Section 7. Gangway Watches. It shall be the routine duty of the gangway watches to turn on and off all deck light switches and anchor lights, put up and take down flags, raise or lower gangway, tend gangway lights, and man ropes. Overtime shall be paid when the gangway watches are required to care for cargo lights.

Section 8. Men Standing Sea Watches. (a) Men standing sea watches shall be paid overtime for Sunday and Holiday watches and for all work in excess of eight (8) hours between midnight and midnight each day.

(b) No work, except for the safe navigation of the vessel, is to be done after 5 p.m. and before 8 a.m. and on Saturday afternoons without the payment of overtime, unless otherwise provided for herein.

(c) Routine duties for men standing sea watches on Sundays and Holidays shall include all work incident to the safe navigation of the vessel, docking or undocking, cleaning quarters and sanitary work. Overtime shall be paid for all work other than routine duties.

(d) If a man standing sea watch on Sunday or a Holiday is required to do longshore work, tank cleaning, or handling of explosives during his watch, he shall be paid the rate as specified in this Agreement for that type of work in lieu of the regular overtime rate.

Section 9. Sanitary Work. Sanitary work shall be done between 6 a.m. and 8 a.m. without the payment of overtime. Sanitary work on week-days shall mean cleaning the wheel-house, chart-room and windows and mopping out wheel-house. Sanitary work on Sundays or Holidays shall mean sweeping out the wheel-house.

Section 10. Division of Watches. (a) Sailors while at sea shall be divided into three (3) watches which shall be kept on duty successively for the performance of ordinary work incident to the sailing and maintenance of the vessel.

(b) Not less than three (3) seamen shall constitute a complete sea watch at all times. When any of these three ratings are missing, wages equivalent to the wages of the rating who is missing from the watch shall be divided equally among the other members who are making up the remainder of the watch.

(c) When the watch off duty is called out to work, they shall be paid overtime for work performed while off duty, except for work provided for in Article X, Section 5.

Section 11. Day Workers. (a) The following ratings shall be classified as day workers:

Boatswain	Storekeeper
Carpenter	A.B.—Maintenance

(b) Subject to Article X, Section 32, the working hours at sea for day workers shall be from 8 a.m. to 12 Noon and 1 p.m. to 5 p.m., Mondays through Fridays, and 8 a.m. to 12 Noon, Saturdays. Any work performed by a day worker outside these hours shall be paid for at the regular overtime rate except for work provided for in Article X, Section 4.

(c) Subject to Article X, Section 32, the working hours in port for day workers shall be from 8 a.m. to 12 Noon and 1 p.m. to 5 p.m., Mondays through Fridays. Any work outside these hours and on Saturdays, Sundays and Holidays shall be paid for at the regular overtime rate.

Section 12. Work in Cargo Holds. The unlicensed personnel shall not be required to work in holds into

which cargo is being loaded or discharged. Men working on or watching cargo are not included in this clause.

Section 13. Cleaning Quarters. (a) One ordinary seaman on duty shall be assigned to clean the quarters and toilets of the unlicensed personnel of the Deck Department. Two (2) hours shall be allowed for this work between the hours of 8 a.m. and 12 Noon daily.

(b) The unlicensed personnel of the Deck Department shall keep their respective living quarters clean and tidy at all times.

Section 14. Securing Cargo. (a) If deck cargo is not properly secured before leaving the cargo berth and members of the unlicensed personnel are required to secure such cargo, they shall be paid at the penalty rate.

(b) Tightening up cargo lashings and relashing of cargo which has come adrift or loose shall not constitute overtime or penalty work.

Section 15. Using Paint Spray Guns. When members of the unlicensed personnel are required to use paint spray guns, they shall be provided with masks. When they are required to use paint spray guns in outside work the watch on duty shall be paid 25c per hour for such work performed in addition to their regular pay and the watch off duty shall be paid 25c per hour for such work performed in addition to their overtime pay. When they are required to use paint spray guns in confined spaces, they shall be paid at the penalty rate.

Section 16. Cleaning Bilges and Deck. (a) When members of the Deck Department are required to clean bilges or rose boxes wherein the residue of grain or organic fertilizer is present, or bilges that have been flooded with fuel oil, they shall be paid at the penalty rate for such work performed.

(b) When members of the unlicensed personnel are required to enter bilges that have contained animal, vegetable, petroleum oil, or creosotes including bunkers or molasses, for the purpose of cleaning or making repairs therein, they shall be paid at the rate of \$1.59 per hour.

Section 17. Cleaning Tanks. (a) When members of the Deck Department are required to enter in tank in which water is regularly carried for the purpose of cleaning or making repairs therein they shall be paid at the penalty rate for such work performed.

(b) When members of the Deck Department are required to enter tanks that have contained animal, vegetable, petroleum oil, or creosotes including bunkers or molasses, including use of Butterworth System for the purpose of cleaning or making repairs therein they shall be paid at the rate of \$1.59 per hour for such work performed. If such work is performed between the hours of 5 p.m. and 8 a.m., on Saturday, Sunday or Holidays they shall be paid at the rate of \$3.18 per hour for such work performed. In addition, \$5.00 shall be allowed for damage to personal gear, for each cleaning or repair job, regardless of the time it takes to perform such work.

Section 18. Removing Soot from Smoke Stack. When members of the Deck Department are required to remove accumulated soot inside the smoke-stack they shall be paid at the penalty rate for such work performed.

Section 19. Laying Dunnage for Cargo. When members of the Deck Department are required to actually lay dunnage in preparation for cargo they shall be paid at the penalty rate for such work performed. This does not mean the handling of dunnage in order to clean holds or stacking dunnage or removing dunnage from holds. When required to install grain fittings or otherwise prepare holds for grain cargo, except as outlined above, they shall be paid at the penalty rate for such work performed.

Section 20. Tending Livestock. When livestock is carried, members of the Deck Department shall be paid at the penalty rate for such work performed when required to feed, clean up and otherwise tend such livestock.

Section 21. Division of Overtime. Overtime shall be divided as equally as reasonable among the members of the deck crew.

Section 22. Call Back for Shifting Ship. When vessel is in port and watches are broken and men are called back to work after 6 p.m. and before 8 a.m., or on Saturdays, Sundays or Holidays, for the purpose of shifting ship in inland waters, a minimum of two (2) hours overtime shall be paid for such call back.

Section 23. Work Over Sides. In all ports it shall be routine duty for members of the Deck Department to chip, sougee, scale, prime and paint the vessel over the sides.

Section 24. Additional Work. Whenever members of the Deck Department are required either at sea or in port to chip, sougee, scale, prime or paint the galley, pantry, messroom, saloon or living quarters, lavatories, washrooms and fore-castle which are not used by the unlicensed Deck Department, or enclosed passageways exclusive of passageways on the main deck, they shall be paid for such work at the regular overtime rate and no overtime shall be paid for such work in any other areas except as otherwise provided in this agreement.

Section 25. Going Ashore to Take Lines. Any sailors put on the dock to handle lines when docking or un-

docking shall be paid \$1.00 for such work. This is to be in addition to overtime if they are working on overtime when sent ashore to handle lines. After the vessel is properly moored, and members of the Deck Department are required to put out additional lines or single up line during regular hours, they shall receive no overtime for such work.

Section 26. Docking and Undocking. (a) Docking or undocking, breaking out or stowing away mooring lines between 8 a.m. and 5 p.m., Monday through Friday, and 8 a.m. to 12 Noon on Saturdays shall be routine work for the watch on duty.

(b) After 5 p.m. and before 8 a.m., and on Saturday afternoons, the watch on duty shall receive overtime for docking or undocking or breaking out or stowing away mooring lines. All available men will be used for this work.

Section 27. Handling Hatches. (a) When sailors are used in place of longshoremen to remove hatches, strong backs, and tank tops for the purpose of loading or unloading cargo, or to cover up hatches when cargo is in the vessel, such work shall be considered longshore work and paid for as provided for in Article X, Section 17.

(b) No overtime shall be paid to day men and the watch on duty between the hours of 8 a.m. and 5 p.m. for covering up hatches when no cargo is in the vessel or for taking off hatches for any purpose other than actual cargo operations; provided, however, that if the longshoremen have contracts to do this work this Section shall not be interpreted to conflict therewith.

Section 28. Handling Mail or Baggage. The handling of mail or baggage by members of the Deck Department shall be considered longshore work and paid for at the rate provided for in Article X, Section 17.

Section 29. Cleaning Steering Engine. When members of the Deck Department are required to clean steering engine or steering engine bed, they shall be paid overtime while such work is being performed. However, it shall be the routine duty of the Deck Department to clean and paint steering engine-room and grease the tiller chains during their regular working hours.

Section 30. Ship's Stores. (a) It shall be the routine duty for members of the Deck Department to handle deck stores both on the dock and on the ship during their regular working hours.

(b) Members of the Deck Department shall receive overtime when required to handle stores of the Steward's Department or engine room stores, both on the dock and aboard the vessel.

(c) Daily provisions and port stores shall be brought aboard the vessel by members of the Deck Department without the payment of overtime.

(d) The ship's officers shall determine the number of sailors to be used in handling ship's stores.

(e) The Company reserves the right to use shore gangs to handle ship's stores.

Section 31. Topping or Lowering Booms. (a) When hatches are to be rigged or unrigged at least the two watches off duty and the day men are to be used in topping or lowering booms.

(b) When the watch on duty is required to stretch guys, top lifts and generally make ready cargo gear for topping booms, clear the deck and secure guys when booms are lowered and properly secured, no overtime shall be paid for this work during straight time hours.

Section 32. Boatswain or Carpenter Standing Watch.

(a) If the Boatswain or Carpenter are required to stand watch due to shortage of men and such watch is stood between the hours of 5 p.m. and 8 a.m. or 12 Noon Saturday and 8 a.m. Monday or on Holidays, they shall be paid for at the regular overtime rate; provided, however, they perform their regular duties as Boatswain or Carpenter. In such cases there shall be no division of wages.

(b) A.B.—Maintenance, when required to replace any unlicensed member of the Deck Department who is sick or missing, shall not receive overtime except on the first Saturday afternoon of standing sea watch. When standing such sea watch the A.B.—Maintenance man shall be classified as a watch stander.

Section 33. Carpenter's Work. (a) It is a routine duty for carpenters to paint, chip and clean the windlass, sound bilges, fresh water, and ballast tanks where sounding pipes are located outside engine or fire room spaces, shore up cargo, seal rose boxes for carriage of grain cargo and do other customary carpenter's work aboard the vessel.

(b) It is a routine duty at all times for the carpenters to stand by the windlass when mooring or unmooring or anchoring.

(c) When no carpenter is carried the Boatswain shall stand by the windlass and shall take soundings; however, during the Boatswain's regular working hours, an AB seaman may be required to relieve the bos'n at the windlass.

(d) When soundings are taken after 5 p.m. and before 8 a.m., and on Saturday afternoons, Sundays and Holidays, overtime shall be paid while such work is performed.

(e) Only members of the unlicensed deck personnel shall be required to take soundings in the absence

of the Boatswain and Carpenter, except in an emergency.

(f) When the watch on duty are required to do carpenter work they shall be paid at the rate of \$1.06 per hour for such work and members of the watch off duty shall be paid at the rate of \$1.59 per hour. Driving wedges, chipping, painting, or cleaning windlass shall not be considered carpenter work on vessels which do not carry a carpenter. However, when a carpenter is carried members of the Deck Department shall not receive overtime when required to assist the Carpenter.

Section 34. Dumping Garbage. Members of the Deck Department shall be paid at their regular overtime rate when required to handle garbage by hand or shovel which has accumulated in port.

Section 35. Chain Locker. A.B. seamen only shall be sent into the chain locker to stow chain. In the event the chain locker is located lower than one deck below the windlass, a suitable signaling system shall be installed which shall consist of two-way bell or buzzer or voice tube. This Section shall apply only when men are sent into the chain locker for the purpose of stowing chain.

ARTICLE XII ENGINE DEPARTMENT

Section 1. Arrivals and Departures on Saturdays. Upon vessel's arrival in port as defined in Article X, Section 14, overtime shall begin when "finished with engines" bell is rung. Upon vessel's departure for sea, overtime shall cease when first "ahead" or "astern" bell is rung.

Section 2. Setting Watches. (a) Sea watches shall be set not later than noon on day of departure except when vessels sail before noon, in which event sea watches shall be set at the discretion of the Master, but not later than one (1) hour before scheduled departure.

(b) Sea watches for men standing "donkey watches" shall be set at midnight prior to schedule sailing time.

Section 3. Breaking Watches. (a) When a vessel is in port as defined in Article X, Section 14, and is scheduled to remain in port twenty-four (24) hours or longer, sea watches shall be broken when "finished with engines" bell is rung.

(b) When scheduled stay of vessel is less than twenty-four (24) hours, sea watches shall be maintained.

(c) Sea watches for men who are to stand "donkey watches" shall be broken at midnight on day of arrival where stay of vessel is to exceed twenty-four (24) hours.

(d) On day of arrival any part of the sea watch from midnight until 8 a.m. shall constitute a complete watch but this shall not apply to men who are to stand "donkey watch." When such arrival occurs on Sundays or Holidays, overtime shall be paid only for hours actually worked on sea watches or "donkey watch."

Section 4. Using Paint Spray Guns. When members of the Engine Department are required to use paint spray guns they shall be provided with masks. When using paint spray guns in confined spaces they shall be paid at the penalty rate for such work performed.

Section 5. Tank Cleaning. (a) When members of the Engine Department are required to enter any tank in which water is regularly carried for the purpose of cleaning or making repairs therein, they shall be paid for such work at the penalty rate.

(b) When members of the Engine Department are required to enter tanks or bilges that have contained animal, vegetable, petroleum oil or creosotes, including bunkers or molasses, for the purpose of cleaning or making repairs therein, they shall be paid for such work at the rate of \$1.59 per hour for such work performed. If such work is performed between the hours of 5 p.m. and 8 a.m., or on Saturdays, Sundays or Holidays, they shall be paid at the rate of \$3.18 per hour for such work performed. In addition, \$5.00 shall be allowed for damage to personal gear, for each cleaning or repair job, regardless of the time it takes to perform such work.

Section 6. Work Out of Engine Spaces. The Deck Engineer, Engine Utility, Unlicensed Junior Engineers, Electrician, Wipers and Machinists shall not be paid overtime when required to work outside the engine spaces. All other members of the Engine Department shall be paid overtime when required to work outside the engine spaces, which shall consist of fire-room, engine room and ice machine room. For the purpose of routine watch duties, the engine spaces shall consist of fireroom, engine room, ice machine room, steering engine room and shaft alley.

Section 7. Supper Relief. (a) At sea the 4:00 to 8:00 watch shall relieve itself for supper and no overtime shall be paid.

(b) In port the man detailed to oil winches shall relieve the fireroom watch for supper when cargo is being worked as part of his routine duties. When two or more men are standing fireroom and/or engine room donkey watches together, they shall relieve each other as directed.

Section 8. Work on Sundays or Holidays at Sea.

(a) It shall be routine duties for men standing regu-

lar watches at sea on Sundays and Holidays to perform all work incident to the safe navigation of the vessel, docking or undocking, and cleaning quarters, and overtime shall be paid for work other than such routine duties.

(b) If a man standing sea watches on Sunday or Holidays is required to do longshore work, tank cleaning or handle explosives during his watch, he shall be paid the rate as specified in this Agreement for that type work in lieu of the regular overtime rate.

Section 9. Equalization of Overtime. Overtime for men of the same ratings shall be equalized as nearly as possible; day men are not to be considered as having the same rating at watch standers.

Section 10. Refrigerating Engineers. (a) When one (1) Refrigerating Engineer is carried, he shall be classified as a day worker and his hours of work shall be as set forth in Article XI, Section 10 (b), of this Agreement and he shall work under the direction of the Chief Engineer or Licensed Engineer in charge.

(b) It shall be routine duty for the Refrigerating Engineer to supervise the stowing of refrigerator cargo, maintain and operate all refrigerator and air-conditioning machinery, auxiliaries and equipment, including overhauling and repair work when necessary in connection with the upkeep and maintenance of the same, keeping the refrigerating plant and spaces in a safe and sanitary condition, including keeping the spaces around the ice machines and their auxiliaries clean of oil, water and refuse, and take temperature of refrigerating machinery, fan rooms and boxes.

(c) When required to paint, sougee, chip, scale, shine bright work or do cleaning work other than as set forth in this section, he shall be paid overtime for such work performed.

(d) When no refrigerator cargo is on board the vessel and the refrigerating plant has been shut down and secured, the Refrigerating Engineer at the discretion of the Chief Engineer may be assigned to day work in the engine room in accordance with the working rules for Junior Engineers on day work.

(e) The Refrigerating Engineer shall not be required to pull or shift ice without the payment of overtime.

Section 11. Electricians. (a) The Chief Electrician shall be responsible to and take orders from the Chief Engineer, or, in the absence of the Chief Engineer, the Senior Engineer aboard; all Assistant Electricians to be responsible to the Chief Electrician. In the absence of the Chief Electrician, the Assistant Electricians to take orders from the Senior Engineer Officer aboard. In the case of Watch Electricians, Assistant Electricians to be responsible to the Senior Watch Engineer.

(b) When required to do work other than electrical work, or when required to work on steam or diesel end of any machinery, they shall be paid for such work at the regular overtime rate.

(c) When cargo is being worked with electrical winches after 5 p.m. and before 8 a.m., or on Saturdays, Sundays and Holidays, overtime shall be paid to the Electricians on duty and they shall be required to do any work necessary to keep electrical cargo handling machinery in operation.

(d) When Electricians are required to install any new or additional heavy equipment, they shall be paid for such work at the regular overtime rate. This shall not apply, however, to removals or replacements or repairs to worn out equipment.

(e) It shall be part of the routine duties of Electricians to do any and all running or breakdown repairs to electrical equipment.

(f) On vessels where less than three (3) Electricians are carried, the Electricians shall be classified as day workers at sea and in port.

(g) Where three (3) Electricians are carried, they shall be put on regular sea watches at sea for four (4) hours on and eight (8) hours off for the performance of their duties. In port, the Electricians shall be classified as day workers.

(h) Electricians will not be required to reline brakes on electric winches, anchor windlasses or capstans, which work is part of the routine duties of the Unlicensed Junior Engineers.

(i) It shall be the responsibility of the Chief Electrician to keep inventory of all supplies and equipment on hand, and subject to the approval of the Chief Engineer he shall make requests for all needed electrical supplies and tools. Taking voyage inventories shall be confined to straight time hours of the Chief Electrician.

(j) Refusal to do electrical work which would subject an Electrician to electrocution will not be considered refusal of duty.

Section 12. Unlicensed Junior Engineers. (a) On vessels carrying three (3) Unlicensed Junior Engineers, they shall be classified as watch standers and shall while at sea be put on regular sea watches of four (4) hours on and eight (8) hours off for the performance of their duties. In port, the Unlicensed Junior Engineers may be put on day work and classified as day workers. If required to stand "donkey watch" in a port and cargo is being worked, no overtime will be paid to the Unlicensed Junior Engineers if a Fireman-Watertender is on watch.

(b) **Duties At Sea.** They shall assist in the operation

of the plant as directed by the Watch Engineer. Their routine duties shall consist of all maintenance and repair work in the engine room, fireroom, machine shop, storerooms in or adjacent to the engine room, shaft alley and ice machine room, as directed by the Watch Engineers, between the hours of 8 a.m. and 5 p.m., Mondays through Friday, and between the hours of 8 a.m. and 12 Noon on Saturdays. On Sundays and Holidays they shall receive the overtime rate for all work performed. They shall receive overtime when required to do general cleaning, painting, cleaning paint, polishing work, wire brushing, chipping or scaling. On vessels with small refrigeration plants which carry less than three (3) Refrigeration Engineers, the Junior Engineer on watch shall not be paid overtime for taking temperatures between the hours of 5 p.m. and 8 a.m.

(c) **Duties in Port.** Subject to Article X, Section 32, their hours of work shall be between 8 a.m. and 12 Noon and 1 p.m. and 5 p.m., Mondays through Fridays. Their maintenance and repair work shall be confined to the engine department work, provided, however, if required to do work when an Electrician is on board, which has been herein specified as Electrician work, they shall be paid at the overtime rate for such work performed. If required to replace another member of the unlicensed personnel, they shall be governed by the working rules covering the rating which they replace. It shall be routine duty for Junior Engineers to assist in taking on Engine Department stores, including fuel and water.

(d) **Wages.** They shall be paid at the rate of \$228.17 per month on vessels where three (3) Unlicensed Junior Engineers are carried, and at the rate of \$255.99 per month on those vessels where less than three (3) Unlicensed Junior Engineers are carried and they shall be classified as day workers.

Section 13. Deck Engineers. (a) It shall be the routine duty of the Deck Engineers to oil and maintain winches and do maintenance and repair work to deck machinery and deck piping, and mechanical repairs in deck housings, and when no Electrician is carried, to care for lights, fuses and overhaul electric fans. They shall be paid overtime for repairing drains in the galley, toilets and washrooms.

(b) The Deck Engineer shall not be required to do any cleaning or repair work in the engine room, fireroom, or shaft alley without the payment of overtime.

(c) The Deck Engineer shall not be required to do any additional work while oiling deck machinery while cargo is being worked except for running or breakdown repairs.

(d) On days of arrival and departure it shall be the routine duty of the Deck Engineers to oil and maintain winches until midnight. An oiler or Engine Utility shall be assigned to these duties on all other days after 5 p.m. and before 8 a.m., provided, however, the Oiler or Engine Utility when assigned to oil winches from 5 p.m. until midnight shall be allowed between 4 p.m. and 5 p.m. for supper.

(e) It shall be the routine duty of the Deck Engineers to turn steam on and off deck machinery and to warm up same when deck machinery is needed to handle ship's lines, work cargo, etc.

(f) In freezing weather in port if deck machinery is being turned over to keep from freezing, the Deck Engineer, or other competent member of the unlicensed personnel, shall stand by on overtime hours to turn over winches or capstans.

(g) The Deck Engineers shall be paid overtime when required to do any general painting, cleaning paint, wirebrushing, chipping, scaling or polishing work.

Section 14. Utility Men. (a) Utility Men shall be classified as day workers and have the same working hours as other day workers.

(b) Utility Men shall be required to have endorsements on their certificates as Oilers, Watertenders and Firemen.

(c) Their routine duties are to assist the Engineers, Electricians, etc., in all Engine Department work.

(d) When required to replace any watch stander in the Engine Department who is sick, injured or missing, they shall be paid overtime for the first Saturday afternoon of standing sea watches. When standing such sea watches, the Engine Utility shall be classified as a watch stander.

(e) All work classified as overtime for Wipers during their regular working hours, with the exception of repair work, shall also be classed as overtime for the Utility Men when performing the same type of work.

Section 15. Oilers on Sea Watches—Steam. (a) Oilers shall perform routine duties, oil main engines (if reciprocating), watch temperatures and oil circulation (if turbine), oil auxiliaries, steering engine, ice machine, clean lube oil strainers and lube oil purifier, pump bilges and tend water where gauges and checks are in the engine room and no watertenders are carried.

(b) Oilers shall leave their stations in a safe, clean and sanitary condition for their relief, but this does not include cleaning or station work.

(c) On vessels with small cargo refrigeration plants, Oilers shall oil plant as part of their routine duties, but shall not be required to take temperatures when Junior Engineers are carried. On vessels carrying

Watch Freezers, Oilers when required to handle refrigeration plant shall be paid overtime for such work.

(d) Starting and blowing down evaporator equipment shall not be part of the Oilers' routine duties on vessels that carry Junior Engineers, but shall be part of their routine duties when no Junior Engineers are carried.

(e) When such equipment is placed in operation, it shall be the routine duty of Oilers to check the equipment at regular intervals, make necessary adjustments to insure proper and even flow of condensate and salt water, oil and tend any pump or pumps operated in connection with such equipment.

(f) When Oilers are required to start or blow down evaporator equipment, they shall be allowed one (1) hour for each operation at the regular overtime rate only on vessels that carry Junior Engineers.

(g) When ordered or required to do any painting, cleaning of paint, wirebrushing, chipping, scaling or polishing work, they shall be paid at the overtime rate for such work.

Section 16. Oilers on Day Work—Steam. It shall be the routine duties for the Oilers to assist the Engineers in maintenance and repair work in the engine room, machine shop, shaft alley, and storeroom when located in or adjacent to the engine room. Whenever the Oiler is required to clean boilers, paint, clean paint, do polishing work, wirebrushing, chipping or scaling, he shall be paid overtime for such work.

Section 17. Working Cargo. (a) During such time as cargo is being worked with the vessel's winches between the hours of 5 p.m. and 8 a.m., and on Saturdays, Sundays and Holidays, the Fireman-Watertender or Fire-tube Fireman on watch shall be paid at the overtime rate.

(b) When cranes or other shore equipment is employed exclusively in the handling of cargo and if ship's gear and deck machinery is not being used, no overtime shall be paid to man on watch except on Saturdays, Sundays and Holidays.

(c) When cranes or other shore equipment is employed in the handling of cargo and ship's gear and deck machinery is used to trim cargo, rig conveyors, etc., the Fireman-Watertender or Fire-tube Fireman on watch will receive overtime while the vessel's steam furnishes the power for such operations after 5 p.m. and before 8 a.m.

Section 18. Combination Fireman-Watertender. Subject to Section 25 of this Article (a) it shall be routine duties for the Fireman-Watertender to watch and tend water, clean burners, strainers, drip pans, punch carbon, keep steam, watch fuel oil pressure and temperatures, and oil fuel oil pumps located in the fireroom; (b) on all watches he shall clean up excess oil occasioned by changing burners and strainers and shall leave the fireroom in a safe and sanitary condition when relieved as part of his routine duties; (c) except as when otherwise provided, Firemen-Watertenders shall receive overtime when required to do any painting, cleaning paint, wire-brushing, chipping, scaling or polishing work; (d) when on "donkey watch," Firemen-Watertenders shall be required to keep steam, tend auxiliaries, and take care of entire plant as part of their routine duties, and shall not be paid overtime except as provided for in Section 17 of this Article; (e) if the vessel arrives in port after 5 p.m. and before midnight, the Fireman-Watertender shall continue on sea watch until midnight, and if, in addition to maintaining steam, he is required to tend auxiliaries and water and ice machine, he shall be paid overtime for such additional work at the regular overtime rate until midnight; provided, however, that no overtime shall be paid to the Fireman-Watertender when the Oilers remain on sea watches until midnight on day of arrival.

Section 19. Firemen on Sea Watches—Fire-tube Jobs. (a) Firemen shall perform their routine duties, clean burners, clean strainers, clean drip pans, punch carbon, keep steam, watch fuel oil pressure and temperatures.

(b) On all watches they shall clean up oil occasioned by changing burners and strainers, and shall leave the fireroom at the end of their watch in a safe and sanitary condition without the payment of overtime.

(c) Firemen shall receive overtime when required to do any painting, cleaning paint, wirebrushing, chipping, scaling or polishing work.

(d) If the vessel arrives in port after 5 p.m. and before midnight, the Firemen shall continue on sea watches until midnight; and if, in addition to maintaining steam, he is required to tend auxiliaries and water and ice machines, he shall be paid for such additional work at the regular overtime rate until midnight; provided, however, no overtime shall be paid to Firemen when Oilers remain on sea watches until midnight on day of arrival.

Section 20. Firemen on "donkey watches"—Fire-tube Jobs. (a) It shall be routine duties for the Firemen to keep burners, strainers, and drip pans clean on all watches. They shall also clean up excess oil occasioned by changing burners and strainers as part of their routine duties without the payment of overtime, and shall not leave this work for their relief to do. It shall also be part of their routine work to keep steam for the auxiliaries and safety of the vessel,

and take care of the entire plant; provided, however, they shall not be required to do any boiler work.

(b) Firemen shall be paid overtime when required to do any painting, cleaning paint, wirebrushing, chipping, scaling, or polishing work.

Section 21. When Plant Is Shut Down In Port. When the entire plant is shut down, the Fireman-Watertender or Fire-tube Fireman may be placed on day work, and it shall be his routine duties to do repair and maintenance work on all boiler mounts and boiler auxiliaries.

Section 22. Wipers' Duties. (a) Wipers shall be classified as day workers.

(b) It shall be routine duties for the Wipers to do general cleaning, including oil spills on deck, painting, cleaning paint, wirebrushing, chipping, scaling, sougeeing, polishing work in the Engine Department, and to take on all stores, including standing by on water and fuel oil lines, and to clean up oil spills.

(c) At sea, Wipers shall not be required to paint, chip, sougee, or shine bright work in fireroom sidley, but shall do this work in port.

(d) It shall be routine duties of the Wiper to paint unlicensed Engine Department crew quarters, including toilets, washrooms, and forecastles, for which no overtime shall be paid.

(e) One (1) Wiper shall be assigned daily to clean quarters and toilets of the Unlicensed personnel of the Engine Department. Two (2) hours shall be allowed for this work between the hours of 8 a.m. and 12 noon; and he shall be allowed two (2) hours overtime for doing this work on Sundays and Holidays. The unlicensed personnel of the Engine Department shall keep their respective living quarters clean and tidy at all times.

(f) Wipers shall be paid overtime for cleaning the firesides and steam drums of boilers, but they shall not be paid overtime when required to wash out steam drums with hose.

(g) Wipers shall be paid overtime when required to clean tank tops or bilges by hand or when required to paint in bilges; but shall not be paid overtime when required to clean bilge strainers or to clean away sticks or rags or to clean tank tops or bilges with hose.

(h) It shall be part of the routine duties of the Wiper to assist Engineers in blowing tubes or putting XZIT and similar preparations and boiler compounds in the boiler.

(i) It shall also be part of the Wiper's routine duties to assist in repair work but when assigned to a repair job by himself he shall be paid at the overtime rate. Dismantling equipment in connection with cleaning, such as grease extractors, bilge strainers and evaporators, etc., shall not be considered as being assigned to a repair job by himself.

(j) It shall also be routine duties for the Wiper to pump galley fuel tank during straight time hours.

(k) While vessel is transiting the Panama or Suez Canals, one (1) Wiper shall be assigned to trim ventilators to insure breeze for men below, regardless of whether it is outside of their regular working hours or not. He shall be paid overtime for this work when it is outside his regular working hours.

Section 23. Hours of Work for Day Workers. (a) Subject to Article X, Section 32, the working hours in port for day workers shall be from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m., Mondays through Fridays. Any work outside these hours or Saturdays, Sundays, and Holidays, shall be paid for at the applicable overtime rate, except as provided for in Article X, Section 5.

(b) Subject to Article X, Section 32, working hours at sea for day workers shall be from 8 a.m. to 12 noon and 1 p.m. to 5 p.m., Mondays through Fridays, and 8 a.m. to 12 noon on Saturday. Any work performed outside these hours or on Saturdays, Sundays or Holidays to be paid for at the applicable overtime rate, except as provided for in Article X, Section 5.

Section 24. New Equipment Not Carried At Present. In the event the Company secures a type vessel different from those now operated and covered by this Agreement, or if the Company should install new or different equipment than that presently in use and covered by this Agreement, the Company and Union shall meet to consider working rules to cover such vessels or equipment.

Section 25. Fireroom—Engine Room Boundaries. On vessels having no bulkheads separating engine room and fireroom, a line shall be deemed drawn at the end of boilers next to the engine room for the purpose of defining engine room and fireroom boundaries. This imaginary line shall not exclude the Firemen, Firemen-Watertenders and Oilers from performing any work as part of their routine duties, as outlined in their respective working rules.

ARTICLE XIII

STEWARDS DEPARTMENT

Section 1. Wages of Chief Steward and Second Cook and Baker. Supplementing Article V, Section 1, and effective November 25, 1947, the wages of the Chief Steward shall be \$250.00 per month and the wages of the Second Cook and Baker shall be \$218.70 per month.

Section 2. Routine Duties. (a) The regular routine

work shall be performed within the scheduled working hours of eight (8) hours in a spread of twelve (12) hours as specified by the Chief Steward and it shall be the duty of the Stewards Department to organize their work so that it is accomplished within their eight (8) hours per day; the hours to be posted by the Chief Steward prior to the time the vessel leaves the port in which shipping articles are opened. It shall be the routine duty of the Stewards Department to prepare and serve the meals, clean and maintain the quarters of the licensed personnel, including Radio Officers, Pursers, and passengers, all dining rooms, salons, messrooms, washrooms, galley and pantry. Unless otherwise specified in this Agreement, no overtime shall be paid for the performance of any of the above routine work.

(b) It shall be the routine duty for the Stewards, Utilitymen and Messmen to work in storerooms, linen lockers counting and bagging linen, toilets, and Stewards Department passageways, and do general cleaning within their regular work day as directed by the Steward.

Section 3. Number of Hours. Subject to Section 2 of this Article, no member of the Stewards Department shall be required to work more than eight (8) hours in any day without payment of overtime.

Section 4. Handling Stores. Members of the Stewards Department shall not be required to carry any stores or linen to or from the dock. When voyage stores or linen are delivered on board the vessel and members of the Stewards Department are required to place same in their respective places they shall be paid overtime for such work. The Steward shall supervise the placing of stores and linen during regular working hours without the payment of overtime; however, port orders and daily provisions shall be stored by Messmen or Utilitymen when placed on board without the payment of overtime, provided such work is completed within their eight (8) hour working day as specified by the Chief Steward.

Section 5. Serving Meals Outside of Messroom. When any member of the Stewards Department is required to serve anyone outside of their respective messroom, he shall be paid at the regular overtime rate for the time required, except meals may be served on the bridge to the Master and/or Pilot without the payment of overtime whenever it is necessary for the Master and/or Pilot to be on the bridge for the safety of the vessel. The Master's quarters shall not be considered the bridge. This section shall not be construed to apply to passengers or licensed or unlicensed personnel served outside their respective messrooms during regular working hours on account of illness or injury.

Section 6. Late Meals. When members of the Stewards Department are required to serve late meals due to the failure of officers eating within the prescribed time, the members of the Stewards Department actually required to stand by to prepare and serve the late meals shall be paid the regular overtime rate.

Section 7. Shifting Meals. Subject to Article X, Section 32, when all of the unlicensed personnel are unable to eat within the regular prescribed time, all members of the Stewards Department required to stand by to prepare and serve the meals shall be paid at the regular overtime rate for the time the meal is extended.

Section 8. Meals in Port. (a) When meals are prepared and/or served in port to other than regular members of the crew, passengers and/or Pilot, 35c per meal in lieu of overtime shall be paid. This sum is to be divided among the members of the Stewards Department actually engaged in preparing and serving such meals.

(b) No extra meals are to be served without the authority of the Master or officer-in-charge of the vessel.

Section 9. Carriage of Passengers. When passengers are carried, \$1.06 per passenger per day shall be paid and divided among members of the Stewards Department who perform the work or, at the Company's option, one (1) Utilityman for every one (1) to six (6) inclusive passengers, shall be added to the complement of the Stewards Department.

Section 10. Extra Persons Sleeping Aboard. When two (2) or more persons other than regular crew members or passengers sleep aboard, the member of the Stewards Department who takes care of the room shall be paid \$1.06 per day per person. This does not apply when a ship carries the required complement to accommodate passengers and the number of extra persons aboard do not exceed the full complement of passengers allowed.

Section 11. Cleaning Meat and Chill Boxes. When members of the Stewards Department are assigned by the Steward to clean the gratings and defrost and/or wash down the meat or chill boxes, they shall be paid at the regular overtime rate for the work performed; provided, however, no overtime shall be paid for keeping the meat or chill boxes neat and orderly.

Section 12. Shore Bread. (a) When shore bread is not available in any Continental United States port, the Second Cook and Baker shall be paid three (3) hours' overtime for each batch of bread he bakes.

(b) When a new baker is employed, he shall be required to bake a batch of bread during regular working hours without the payment of overtime.

Section 13. Oil Stoves. Members of the Stewards Department shall not be required to pump oil for the galley range.

Section 14. Chipping, Scaling and Painting. Except as provided in Section 28(e) of this Article, (a) members of the Stewards Department shall not be required to chip, scale, or paint; (b) when members of the Stewards Department are required to sougee, overtime shall be paid for the actual hours worked. Spotting up, such as wiping up fingerprints, grease spots, etc., shall not be considered sougeeing.

Section 15. Hot Lunches at Night. Members of the Stewards Department actually engaged in serving a hot lunch at night as provided for in Article X, Section 34, shall be allowed three (3) hours' overtime for preparing and serving same.

Section 16. Shifting Ship. When a vessel is making a shift as provided for in Article X, Section 15, it shall be considered "in port" and overtime shall be paid for all work performed by members of the Stewards Department on Saturdays, Sundays and Holidays.

Section 17. Working Due to Absent Members. (a) When a vessel sails without a full complement or because of illness or injury the full complement is therefore reduced, the wages of the missing or disabled men shall be divided among the members of the Stewards Department who perform their work until the shortage is eliminated, but no overtime shall be included in such wages.

(b) In port there shall be no division of wages because of shortage of members of the Stewards Department but when the full complement of the Stewards Department is not on the payroll, overtime shall be paid when members of the Stewards Department are required to work more than eight (8) hours in one day because of such shortage.

Section 18. Minimum Overtime. When any member of the Stewards Department is called out to work between the hours of 7:30 p.m. and 5:30 a.m., a minimum of two (2) hours' overtime shall be paid.

Section 19. Full Complement. Except when a skeleton crew is aboard, a full complement of the Stewards Department shall be maintained.

Section 20. Galley Gear. The Company shall furnish all tools for the galley, including knives for the Cook.

Section 21. Aprons and Uniforms. White caps, aprons and coats worn by the Stewards Department shall be furnished and laundered by the Company and white trousers worn by the galley force shall be laundered by the Company.

Section 22. Entering Engine Room or Fireroom. Except as may be required by Article X, Section 5, no member of the Stewards Department shall be required to enter the Engine room or Fireroom.

Section 23. Sundays and Holidays at Sea. All members of the Stewards Department shall receive overtime for all work performed at sea on Sundays and Holidays.

Section 24. Handling Food. No member of the Stewards Department who is required to handle food shall be required to clean toilets or bathrooms.

Section 25. Receiving Stores. It shall be part of the routine duty of the Steward to go on dock to check stores or linen, during his regular working hours.

Section 26. Dumping Garbage. No member of the Stewards Department shall be required to go on the dock for the purpose of dumping garbage.

Section 27. Passengers' Baggage. Members of the Stewards Department, exclusive of galley force, assigned to take care of passengers shall handle passengers' hand baggage within their regular working hours without payment of overtime.

Section 28. Day Work. (a) When the vessel is not feeding the members of the Stewards Department shall be classified as day workers.

(b) When any member of the Stewards Department is on day work, his routine duty shall include work in the storerooms, refrigeration and chill rooms, subject to Section 11 of this Article, linen lockers, toilets, passenger and officers quarters, salons, messrooms, galley, Stewards Department passageways, handling stores and linen placed aboard the vessel and general cleaning.

(c) When members of the Stewards Department are on day work they shall be allowed fifteen (15) minutes for coffee at 10 a.m. and 3 p.m., or at a convenient time near these hours.

(d) When the Stewards Department is on day work one (1) full hour shall be allowed for lunch and subject to Article X, Section 32, it shall be from 12 noon until 1 p.m. This hour may be varied but such variation shall not exceed one (1) hour either way. If one (1) unbroken hour is not given, the men involved shall receive one (1) hour's overtime in lieu thereof.

(e) Extra members of the Stewards Department who are carried to take care of passengers may be assigned to day work when passengers leave the vessel. In this case such members shall work as directed by the Chief Steward. In addition to the work outlined in subsection (b) of this Section, such members may be required to sougee, chip, scale and paint in passenger and Stewards Department quarters, including toilets, washrooms and alleyways during their regular hours of work without the payment of overtime.

Section 29. Prohibited Work. If any member of the Stewards Department is required to perform any work which has been specifically prohibited in this Article, he shall be paid overtime for the time required to perform such work.

ISTHMIAN STEAMSHIP COMPANY

By M. A. WELLS

President

SEAFARERS INTERNATIONAL
UNION OF NORTH AMERICA, AFL

By J. P. SHULER

By ROBERT MATTHEWS

By JOE ALGINA

By LINDSEY WILLIAMS

By PAUL HALL



Report Of The SIU Negotiating Committee On The Newly Signed Isthmian Agreement

Your Negotiating Committee, acting on instructions from the membership, under the terms of the Interim Agreement, (previously negotiated and signed August 21, 1947) between Isthmian Steamship Company and the Seafarers International Union of North America, has met with the company's Negotiating Committee for the purpose of finishing this contract. These meetings have ranged over the past nine weeks and have been for the purpose of reaching a full agreement offering our membership protection in all three Departments, as well as under the General Rules.

Your committee has reached such an agreement and submits herewith a report covering same.

In reading this report, your committee urges that the membership also have handy at the same time a full copy of this newly negotiated contract for reference and comparison.

For the sake of clarity, this committee's report will be brief and will deal with each section as negotiated—General Rules, Deck, Engine, and Stewards Departments.

General Rules

The General Rules, as negotiated by your committee, are, in most cases, in line with those contained in the standard SIU contract. The committee will try and point out those points, however, which do differ materially from the regular SIU conditions.

The Wage Scale Reopening Clause in this new contract is identical with that carried in all SIU contracts with the exception that the effective date for reopening the wage scale is May 31, 1948. On and after that date, we may, as in our other SIU contracts, open the question of wages at any time.

As pointed out later on in various departmental reports, we have increased the rate of penalty to be paid to our membership from the present SIU rate of \$1.06 per hour for men on watch and \$1.59 per hour for men off watch to a newly established scale of \$1.15 and \$1.70 respectively.

The question of transportation which is covered under the General Rules of the regular SIU contract is not dealt with at all in the Isthmian contract. So as to avoid further delay of the final signing of this full contract, the committee will deal with transportation separate from this contract. Announcement of such settlement will be made to the membership later.

The major difference in the Isthmian Contract General Rules and those contained in SIU contracts is that of Penalty Cargoes. The Union has agreed that with the exception of Coal, Coke and Cement, all penalty items as provided in other SIU contracts shall be contained in the Isthmian contract. It is to be pointed out, however, that in any event, cleaning of holds where these three items are carried, as

well as all other penalty cargoes, such work shall be paid for at the penalty rate.

Your committee also agreed that the rate for carrying penalty cargo shall be \$10 per voyage inward and/or outward bound. The committee also agreed to raise the amounts from 1,000 to 3,000 tons for the following penalty items: Copra, Sulphur and Super Phosphates.

Thus, while the penalty clauses are not on a par with previous SIU general contracts, they are still without exception on the same level with other maritime unions, and in some instances, better.

The various other points as contained in this contract under the heading of General Rules contain the same conditions and established rates as carried in the SIU General Contract.

Deck Department

AB WAGES—Your Committee was able to eliminate the inequities between the wages paid to ABs in comparison with the wages of Oilers, Firemen, and Wipers. This has been achieved by raising AB's wages to \$197.56 per month, effective November 25, 1947. This now puts AB's wages on a par with those paid to Oilers and FWTs, and puts the AB's basic wage above that paid to Wipers.

BOSUN'S WAGES—In the SIU general contract, the Bosun has been allowed to work the equal overtime as the highest man in his Department. This is to be done, providing the Bosun at no time refuses overtime work. To prevent beefs as to whether or not the Bosun may have refused this work, and at the same time to protect the earning capacity of the Bosun, this provision has been dropped, and instead the basic pay of the Bosun has been raised to \$245.00 per month, effective November 25, 1947. This is \$17.00 over the present SIU scale and represents an all time high for Bosun's wages in dry cargo vessels of the type which are in the Isthmian fleet.

CARPENTER'S WORK—The earning capacities of men doing Carpenter's work have been increased since this work will be paid for under the Isthmian contract at the rate of \$1.06 per hour on watch and \$1.59 per hour off watch. This is an advance over standard SIU contracts which call for \$1.00 per hour for the watch on deck, and \$1.50 for the watch below.

WORKING RULES—Under this new contract, the basic working rules of standard SIU contracts have been retained. In some cases, other than the basic wage increases, the earning capacities of the men in the Deck Department have been increased also. Under the terms of this agreement, penalty work will be paid at the rate of \$1.15 per hour on watch, and \$1.70 per hour off watch, as compared with standard rates of \$1.06 and \$1.59.

To give a few more highlights of this section, when topping or lowering booms, the operator will be required to call the two watches below, as well

as all the day workers. This will constitute a new practice for the Isthmian fleet, where up till now, only the minimum of men have been used for these jobs.

Your Committee accepted the West Coast rates for outside spray gun painting of \$0.25 per hour. We were able, however, to force the inside spray gun painting rate to \$1.15 per hour on watch, and \$1.70 per hour off watch, which as previously pointed out, is an increase over the present SIU scale.

In the past Isthmian Mates and Skippers were allowed to work on Deck doing sailors' work as they pleased, without the payment of overtime to the Deck crew. That is now over, and when any Deck Officers do sailors' work, overtime will be paid to the Deck Gang.

Engine Department

WORKING RULES—The basic working rules and conditions of the Engine Department in the SIU general contract have been included in this new agreement. For instance, Oilers on day work will now be confined to repair and maintenance work in the Engine Room, shaft alley, and machine shop. Any qualified Engine Room rating will be paid overtime when required to paint, soogie, or chip at any time. The 8 to 12 watch will be paid overtime whenever required to relieve the 4 to 8 watch for supper.

To support the Union's position that the Oiler is to be confined strictly to mechanical work, the Union has agreed that where Junior Engineers are not carried, Oilers may be required to start and stop the evaporator as part of their routine work. Inasmuch as the big majority of Isthmian ships now carry, and will continue to carry, Jr. Engineers, the number of ships affected totals approximately six.

To further support the Union's position that no qualified man in the Engine Department should be forced to paint and soogie, which up to the negotiation of this contract, has been customary Isthmian practice, the Union has agreed that while on regular day work Wipers may be required to paint unlicensed Engine Department foc'sles and showers as part of their routine duties. This is a standard practice in contracts of other maritime unions.

The Deck Engineer's duties are confined to deck machinery and mechanical repairs around the deck housing. They shall be paid overtime whenever required to repair plumbing facilities, such as galley drains, wash basins, and toilets.

The new working rules of the Fireman-Watertender are exactly as contained in standard SIU contracts.

The working rules governing the Reefer Engineer, the Jr. Engineers, the Electricians, Engine Utilities, etc., are much the same as contained in the SIU general contract.

The ratings of Plumber-Machinist and Evaporator Maintenance were not negotiated for in

the working rules, inasmuch as this operator does not carry these ratings. A provision is made, however, in the Engine Department working rules that in the event of addition of new type vessels or equipment negotiations will start immediately to cover those points as raised.

Stewards Department

CHIEF STEWARD & 2nd COOK & BAKER'S WAGES—The Union was successful in negotiating a wage scale of \$250.00 per month for Chief Stewards and \$218.70 for 2nd Cook and Baker. These new rates of wages are now the highest paid by any company on freight ships, regardless of the Union to whom they are contracted.

In addition, putting a 3rd Cook on Victory and all C-type vessels was agreed to. Up to this point, this is a rating that the company has not carried.

In contrast to present SIU Stewards Department agreements, a Second Cook and Baker will be carried instead of the Night Cook and Baker. The wage scale as negotiated for the 2nd Cook and Baker on these vessels will now be \$13.70 over and above that of any other Union in the industry for the same rating.

EXTRA MEALS—The Union has negotiated a figure of 35c to be paid for all extra meals served, whether a man eats in the saloon, messroom or on hatch. The committee feels that considering the fact that Isthmian vessels are in the Far East trade, with the full majority of all extra meals being served to natives eating on hatches, this will mean an increase in earning capacity over the present SIU contracted companies in the same type of trade. The SIU general contract calls for 50c for inside meals and 2 hours' overtime for the first six meals served other than inside feeding.

This newly negotiated figure of 35c across the board is 5c higher than what is paid other maritime unions.

EXTRA MEN CARRIED FOR PASSENGERS—Your committee has negotiated for two extra men in the Stewards Department to be carried for each 12 passengers carried in the vessel. This is a gain over our present SIU contract which calls for only one man.

In forcing this issue of carrying an additional man, the Union has agreed that once passengers are discharged, the men carried for the purpose of servicing these passengers may then be put on day work. They may then be required, once passengers are discharged from vessel, to soogie and paint passengers' quarters. These extra men added when passengers are carried are the only members of the Stewards Department under this contract who may be required to do such work.

The other parts of the contract, such as Routine Duties, Overtime for Cleaning Meat and Chill Boxes, Minimum Overtime, etc., are identical with the standard SIU agreement and its conditions therein.

Conclusion

In conclusion, this committee wishes to point out that while this contract in the few instances as noted in this Committee's report, is not on a par with the SIU General Agreement, it is, in all cases, equal to and in most cases, better than any contract held by any other maritime union.

The working rules contained in this contract will make a vast difference, both in the work performed and the amount of money paid to all SIU members riding Isthmian vessels.

The Isthmian Steamship Company has been tough to crack. Throughout the organizing drive and all through the negotiations period, these people have been very difficult to deal with. They continually maintained, throughout the life of the negotiations, that they should be able to ship, without regard to Union affiliation, any of their so-called "loyal employees."

The Union's Negotiating Committee held firm on this point and it is now thoroughly agreed and understood that every replacement in the unlicensed personnel going on board Isthmian vessels shall be hired through the Union Hall. This means that for the first time in this company's entire history, it has signed a contract with a Union and will now ship all its unlicensed personnel through the facilities of the Rotary Shipping System and the Union Hiring Hall.

No Union is better than its membership and no ship is better than its crew. For this reason, this Committee points out that to make Isthmian ships Union ships in every sense, Union men, when they take these jobs, must go on board and perform their work in a Union-like and efficient manner.

A Negotiating Committee can have no greater asset in securing better wages and maintaining conditions than to have crews on board who know their jobs. For that reason, if we are to increase the wages and gains already made in this outfit, all men going into Isthmian vessels must see to it that the ship is operating in SIU style in every manner.

In addition to doing all your work properly, make absolutely certain that every man shipped to your vessel, regardless of rating, was secured from and shipped through the SIU Hall.

This Committee takes this opportunity to thank the many SIU men composing the Isthmian crews for the manner in which they conducted themselves aboard vessels during the course of negotiations. Their performance was at all times first-rate and was in no small way contributory to obtaining this contract.

Your Negotiating Committee recommends to the membership of the SIU that this contract be ratified in its entirety.

J. P. Shuler
Robert A. Matthews
Joe Algina
Lindsey J. Williams
Paul Hall



SHIPS' MINUTES AND NEWS

Ex-Seafarer Writing Story Of SIU Men, Ships In War; Asks Brothers To Help Him

John Bunker, former Seafarer and member of the LOG staff, and now shipping news reporter for the Christian Science Monitor, is engaged in writing the story of the role of SIU ships in World War II. He feels that many Seafarers are, like himself, interested in having the story told.

To accomplish this, Brother Bunker says "it would be most helpful if I could hear from SIU men who know the subject first hand. They could write to me care of the LOG.

"There are four episodes of the war," Brother Bunker says, "in which I am especially interested." These he describes as follows:

1. I would like to hear from any men who made long voyages in the ships' boats, such as the survivors of the James Denver, Star of Scotland, Prusa, Robin Moor or other ships. I'd like to have them write me as much about these experiences as they can.

2. The "road to Russia in 1941-42 and 43." If there are any SIU men who sailed in the famous "Fourth of July" convoy of 1942, I'd sure like to hear from them, with all the incidents they can tell me of that trip. Any survivors of the Troubadour or Iron Clad?

3. The early period of the war when the ships sailed ALONE is important, too. How about the City of Alma, Bienville, Coast Farmer and others. Write plenty, boys—the more the better.

4. The Malta convoys. Only a few ships made it, but some SIU lads may have been among them and I'd like to have their stories of the trip.

As Brother Bunker points out, the heroic story of Seafarers and their ships during the most chaotic period of the war would make "a really great yarn." Brother Bunker wants to tell that yarn to the public. Seafarers who can help him will be making an important contribution toward that objective.

All information of the kind requested by Bunker should be sent to the Seafarers Log, 51 Beaver St., New York 4, N. Y. How about doing it now?

2 Rotterdam Spots Have Log

From now on Seafarers who find themselves in Rotterdam will have no trouble keeping up to the minute on all Union matters because the LOG will be available at two places in the big Dutch port.

Whenever they want to find out what's going on, all they have to do is drop in at the Dutch transport workers' union, the Centrale Bond van Transportarbeiders, at 78 Westzeedijk, or at the Pacific Bar, at 23 Sumatraweg, Katendrecht.

The transport workers have had the LOG on file for some time, but apparently Seafarers have not known they could see it there. In a letter to the LOG, J. Buquet, secretary of the union, writes as follows:

VALUABLE STUFF

"Since a few months ago we received a number of copies of your weekly paper for distribution on your ships.

"We hate to see this valuable material go to waste and that is exactly what's happening.

"We are quite willing to help you in your efforts to ensure that your members get their Un-

ion paper whilst in the port of Rotterdam, but our patrolmen don't all speak English and they don't know how to find out if they are dealing with NMU or SIU ships.

"If you could mention in your paper that the LOG can be obtained in our office we believe that after a short period of time the copies you send us will be used for the purpose they are intended."

Yours fraternally,

J. Buquet,

Secretary

ASK CASEY

The LOG is being sent to the Pacific Bar in response to a plea from Brother Kaj E. Hansen, who writes:

"As far as I know there is no place in Rotterdam where the LOG can be had. The place I mention here is visited by many Seafarers and 'Casey,' the owner, is an ex-seaman himself.

"He asked me if I could have the LOG mailed to him for distribution. I promised him to write the LOG asking you to have him put on your mailing list."

Made Knots



Johnny Wunderlich, Ship's Delegate aboard the SS Alexander Clay which lost her propeller 20 miles off southeast coast of Italy. Deck men rigged sails and brought ship safely into Brindisi. Wunderlich's story appears on this page.

Crewmen Mourn Passing Of The SS Stones River

It's just too bad they sold the SS Stones River, Pacific Tankers, to the British. She was a fine ship, according to the Crewmembers who came back Stateside in a body by plane after turning the T-2 over to her new owners in London. They collected a 30-day bonus when they



paid off too which didn't do any harm to their happy memories.

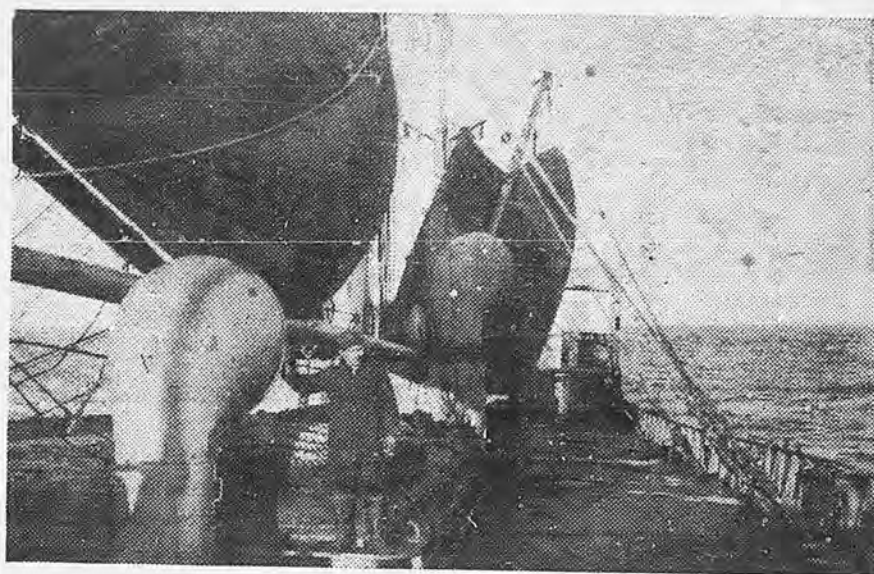
Of course all oldtimers know that any ship is a good ship if it has a good Crew, which is the kind of Crew the Stones River boasted on its last run.

Outstanding was the non-beef Stewards Department. Brother Pappadakis, the Chief Cook, dished out a steady stream of good grub. He also dished out a lot of gaff to go with it, a point which will be well understood by the oldtimers who have sailed with that old stump jumper. In addition, the Steward himself was always around at meal time to see that everyone was satisfied.

The mess hall and pantry were kept spotless by the Night Watch and there was always plenty of fresh coffee day or night.

Moreover, the Bosun was a jolly good fellow who seemed always to be able to keep everybody happy. Although he was about the size and build of a young bull, the girls back in Port Arthur always said he did a mean jitterbug.

'Hoist Mainsail, Lads,' Cries Skipper — And Clay Makes Brindisi



Her sails rigged, the windjammer SS Clay heads for Brindisi, minus her screw. Man on deck is Marcel Rialland, AB.

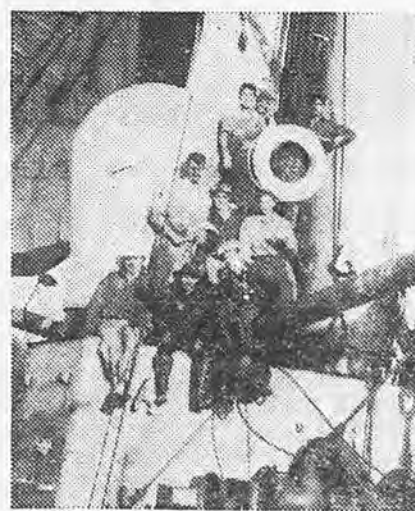
By JOHANNES F. WUNDERLICH, JR.

(Editor's note: Here is Johnny Wunderlich's account of a little adventure in the Adriatic Sea. This is the kind of thing we like to receive. When you have an interesting or amusing experience, put it on paper and send it in. Just jot down the true poop, we'll straighten out the punctuation.)

BRINDISI, Italy—We were steaming down the east coast of Italy in the SS Alexander S. Clay, South Atlantic, bound for home after discharging our cargo of coal in the port of Trieste at the Ilva Iron Works.

Everyone was busy cleaning up the decks which were littered with coal and other refuse after our stay in Trieste. Mother Nature had provided a moderate gale which was making this old tub of a Liberty roll lazy-like in a deep swell off the coast.

At 1400 hours I was aft using the hose on the stubborn coal which refused to be washed



Elated over their success as sailing men, Deck Gang of the Clay smile pretty for lensman Rialland.

overboard. Suddenly I heard a light explosion under water which sounded like one of the depth charges used in the war.

My first thoughts were of a mine, so I ran swiftly forward as I presumed we must be hit around the bow. But she was not taking water anywhere.

Somebody shouted something about the boilers, and, since the ship was losing speed rapidly,

I thought so too. Finally somebody looked over the stern and where the screw should have been there was nothing but space.

The Skipper had the solution, however. We were only about 20 miles from Brindisi, and he decided that we would attempt to sail in since there was more than enough wind.

The entire crew turned to, and not long thereafter the first sail went aloft on the No. 2 starboard boom and was shortly followed by another on the port boom. The Clay again got under way, and as she picked up steerage she fell out of the wind, running free and heading for the lighthouse which could be seen faintly dead ahead.

As she took on a habit of falling off too fast, we hoisted a third sail on No. 1 starboard boom.

Many humorous episodes could be observed while we were rigging the sails. Slim, the Fireman, due to his height, was, of course, top man on the gantline. Shorty, his colleague, seemed always to be trying to reach another few feet but continually fell short.

CHEWING'S SAFER

The Pantryman had to take a sniff of snuff just when the sail was half away and way up and, whuff, he got nearly the whole contents of his snuff box right in his face.

All told, we had a good time exhibiting a very fair example of seamanship which was, I think, up to SIU standards all the way. At any rate, we arrived safely in Brindisi, sailing smartly in to shore where we dropped anchor and feeling satisfied with a job well done.

THE MEMBERSHIP SPEAKS



SIU CREWMEMBERS ON ALCOA CAVALIER



The three Stewards Department Delegates from left to right: Johnny Giordano, P. J. McCann and Tony Suarez.



Shown here from left to right are Chief Steward Joe Miller, Stewardess Hilda and Second Steward Johnny Gillette, who got into picture between duties on the passenger cruise ship. Both photos were submitted by Brother Suarez.

Get Your Story In The LOG

Some mighty interesting stories of shipboard meetings, sea rescues and just plain every day goings-on have been coming in from SIU members out at sea. But the LOG would like to hear from more of the fellows, because there's more going on that's just as interesting and beneficial to the membership that we don't hear about.

All it takes is for one or more of the crew to put it down on paper and send it to the Seafarers Log, 51 Beaver St., New York 4, N. Y. We don't care if it isn't fancy, just jot down the facts and we'll set them up in your story. If you have any pictures, so much the better—send them along.

Education Is Called An Important Weapon In Fight Against Shipowners' Propaganda

To the Editor:

Back in the days before unions the average sailor was considered trash. Some people were of the opinion that only men with shady pasts and hard hit financially would consider going down to sea for a living.

Later, when educated, honest and hard-working men who had united themselves in trade unions, undertook the task of bettering the wages and living conditions, harmony and stability reigned throughout the shipping industry the world over.

Today in the public's eye seamen are seen as better behaved, educated and industrious. Their reputation as a group has improved considerably but there are still some who class them as below the average citizen.

Biggest reason for this is the shipowners' public relations propaganda which tries to keep seamen painted as irresponsible in order to justify their attempts to fight improved conditions won by union action.

Another reason is that we have allowed a few performers to give our unions a black eye.

Since the war, especially, there has been a tremendous upward trend among the stable, hard-working men of our Union in educating the weak sisters to the fact that life is far better and more profitable by living clean-cut instead of drinking up all of their dough and letting themselves get run down at the heels.

Within our ranks now we have guys with talent: artists, musi-

First-Rate SIU Crew Shows Mate Life Can Be Beautiful

To the Editor:

The crew of the Angelina, formerly the Ben F. Dixon, can claim great therapeutic powers. We saved a man, a Mate at that, from a sure trip to a padded suite.

Thanks to the efforts of a solid Seafarer crew during the past voyages, Chief Mate Engleman can be reported out of danger and well on the road to stability.

We are sorry to say that a previous trip on the Ben F. Dixon with the Chief was a very unhappy one. The poor fellow had become very tired of sailing with irresponsible and disre-

spectful sailors so he took steps to give the impression that the whip was to be his-only means of gaining results.

Naturally we rebelled against such an attitude and the crew formed a solid front of opposition. Every beef we raised was legitimate and at the end of the voyage we proved to be triumphant.

A CHANGED MAN

A second trip to France under the same Chief, using his same tactics, showed a definite strain. He was beginning to come out



of his hard shell. Before the trip ended he came around completely.

A good crew respects its Mates and makes the Mates respect them in return. Every sailor has his duty to perform and every duty is a good sailor's responsibility.

We proved to Chief Engleman that everyone of us was more than willing to cooperate with him in any way to reach harmony aboard the Angelina.

At the present time the Mate is a different man. A smile has replaced the smirk and all hands find it easy sailing. We give our whole-hearted thanks to Chief Engleman for his cooperation and we know the future crews under his supervision will be able to work without any interference with the principles and policies of the SIU.

A good crew showed this Mate that men aboard ship can live in harmony. Perhaps if a bum crew had been sent to this ship the Mate might have been hauled away in a straight jacket. Anyway, he's over the hump and all is serene on the Angelina.

Julio Evans

Wants LOG Sent Home For Folks To Read

To the Editor:

Would you please send me issues of the LOG to my home address, 97 Tillman St., Memphis, Tenn., so that I may keep up with the news and also for my folks to read it. For we all enjoy seeing it.

Here is a small donation which might help to keep it going—

Benny W. Eaves

(Editor's note: The Brother has the right idea. Have the LOG sent to your family, too.)

Log-A-Rhythms

Next Trip Will Be Different

Dedicated to Seafarer Jerry Palmer

By DON BROWN

Here I am, on a ship once more.

Outward bound to a foreign shore,
It was two weeks today my ship came in,
When I packed my gear—said "never agin."

It was my last trip I believe I said,
Mumbling to myself on the foc'sle head,
To hell with this life, it's not for me,
I want to live ashore—not on the sea.

So I went ashore, found myself a room,
Not seeing, of course, the coming gloom,
Now said I, "A nice dinner and a show,
"Tonight that's for me, that's where I'll go."

On the way I stopped for a short one, or two,
And before I knew it the evening was through;
Well, tomorrow, I said—tomorrow, I'll go
And have that dinner and take in that show.

Tomorrow came early—at 3 in the afternoon,
My head was big—the size of a balloon,
I went down to the bar to rustle a beer,
And there I met the "nice little dear."

She was cute and blonde and eyes so blue
"Tween drinks she'd look over, say "I like you,"
So I suggested we have dinner and a show

"Swell," said she! "Let's have another before we go."

We were having another about a quarter to two
Me drinking one to her usual two,
Suddenly, good night, says she, walking gracefully away,

"Shall we do it again, another day?"

And so it went on, from day to day,
With my payoff rapidly fading away.

JUST ONE MORE DRINK!



Always just leaving to go to a show,
But having another before I'd go.

Then I began thinking this is not for me
This life of the city—I crave the sea,
I think I will make just one trip more,
And raise a little money before I live ashore.

Paul Parsons

Marcus Hook Shipping Still Slow But Longshore Jobs Help Out

By BLACKIE CARDULLO

MARCUS HOOK—Shipping at this port continues at a very slow pace, but there is still quite a number of ships entering Marcus Hook in transit.

One thing that has saved us has been the amount of longshore jobs turning up. In fact, during the past month the Longshoremen's union has called for more men than the shipowners have, and the longshore men has really been a help to men on the beach.

With men on the beach creating an unemployment problem, Brothers Labrosse, Barron and myself have taken some very definite steps to find out just what form of compensation idle sailors could collect.

In this connection, the Chester branch of the U.S. Employment Service has been very cooperative and in a week or so a bona-fide seaman on the Marcus Hook beach can expect to receive benefits of a helpful sort.

Our new Union Hall is just about completed and I must say



we are very proud of it. We have a complete strike set-up. Moreover, we have a television set of the latest and most modern

SIU HALLS

- BALTIMORE14 North Gay St. Calvert 4539
- BOSTON 276 State St. Bowdoin 4455
- BUFFALO10 Exchange St. Cleveland 7391
- CHICAGO24 W. Superior Ave. Superior 5175
- CLEVELAND1014 E. St. Clair Ave. Main 0147
- DETROIT1038 Third St. Cadillac 6857
- DULUTH531 W. Michigan St. Melrose 4110
- GALVESTON 308 1/2—23rd St. Phone 2-8448
- HONOLULU16 Merchant St. Phone 58777
- JACKSONVILLE920 Main St. Phone 5-5919
- MARCUS HOOK811 Market St. Chester 5-3110
- MOBILE1 South Lawrence St. Phone 2-1754
- MONTREAL1440 Bleury St.
- MIAMI10 NW 11th St.
- NEW ORLEANS339 Chartres St. Magnolia 6112-6113
- NEW YORK51 Beaver St. Hanover 2-2784
- NORFOLK 127-129 Bank St. Phone 4-1083
- PHILADELPHIA9 South 7th St. Lombard 3-7651
- PORTLAND111 W. Burnside St. Beacon 4336
- RICHMOND, Calif.257 5th St. Phone 2599
- SAN FRANCISCO105 Market St. Douglas 25475
- SAN JUAN, P.R.252 Ponce de Leon San Juan 2-5996
- SAVANNAH220 East Bay St. Phone 8-1728
- SEATTLE86 Seneca St. Main 0290
- TAMPA1809-1811 N. Franklin St. Phone M-1323
- TOLEDO615 Summit St. Garfield 2112
- WILMINGTON440 Avalon Blvd. Terminal 4-3131
- VICTORIA, B.C.602 Boughton St. Garden 8331
- VANCOUVER 205 Abbott St. Pacific 7824

type installed and in working order.

In fact, there is one minor drawback to having the television set: It's the only one in town, and we have quite a job on our hands keeping some of the local people out. The thing sure has attracted a lot of attention.

WORRIED BY SCALES

What keeps me worried is that the Government's policy of practically giving away ships continues at a mad pace. Over a thousand ships have been sold since V-J day, and 50,000 American seamen have been beached as a result.

What's more, the minute one of these ships is peddled it's put back on the same old run to compete with an American ship. Steel is scarce, so if we think we don't need the ships why don't we scrap them to make new steel.

That steel would be pretty handy in the next world conflict which, judged by the saber rattling that's going on, must be right around the corner.

In fact, I personally will wager up to 50 cents that many of the very ships we are selling will be used against us one day. Would anybody care to take this bet?

Before you take me up, remember the iron scrap we sold to the Japanese before the sneak attack on Pearl Harbor. Maybe the bureaucrats in Washington don't remember, but seamen do.

We see where some famous columnist is offering a sable coat for the best definition of a communist. Here goes my own try: A communist is one who believes against anything that is on top and also against anything that is down.

Shipowners Still Looking Back

Indicative of the shipowners' determination to drag seamen back to the days of blue linen and long watches was a relatively unpublicized occurrence in Washington last week.

Appearing before the House Labor Committee, which is holding hearings on minimum wage and hour legislation, Frank J. Taylor, president of the American Merchant Marine Institute, mouthpiece organization for the shipowners, pleaded against inclusion of seamen in the benefits of the wage-hour law.

Taylor declared that a 56-hour week is essential to the proper manning and safe navigation of American vessels.

Nobody was reported as pointing out that under the present 48 hour week at sea American ships are as competently manned and navigated as safely as they were at any time before.

Branch Meetings

The next regular membership meetings will be held Wednesday evening, Dec. 3 at 7 p.m. in all Ports. With the exception of New York, all Branches hold their meetings in their own Halls.

New York meetings are held in Webster Hall, 119 East 11 St., between 3rd and 4th Avenues.

All Brothers must be present on time.

NOTICE!

Will men who were crewmembers on the MV Black Rock in June 1944, please communicate with Joseph Koslusky, at U.S. Marine Hospital, Ellis Island, New York.

Will the man who was issued Great Lakes receipt No. 15355 at the New York Hall, please call at the 6th floor, 51 Beaver Street, New York City so that your name can be entered on receipt and your dues properly recorded.

PERSONALS

JAMES MCGHEE

Your family has moved and request you to write them at 1015 East Chestnut Street, Springfield, Missouri.

WILLIAM J. SHIELDS

Contact your attorney relative to your claim against the Abner Nash.

JENNING J. LONG

Your baggage from the George Walton is being held for you at the Baltimore Hall.

PETE CHANDLER

Jacksonville, Fla.

Formerly of the SS Benjamin Bourn. Get in touch with Sonny Wall, P.O. Box 2564, Custom House Station, New Orleans, La., concerning money due you.

MARVIN CARYLE DODDS

Please get in touch with your mother, Mrs. Alma Dodds, R.F.D. No. 1, Dryden, Mich.

BORJE G. ALMEN

Communicate with Mrs. Shirley Wessel, Seamen's Church Institute, 25 South St., New York City.

GORDON L. GASKINS

You are requested to write to Eddie L. Grimmer, 814 Summit St., Lawton, Oklahoma.

ROBERT VARNON

Get in touch with John Popovich, care of New York Hall, 51 Beaver Street, New York, N.Y.

JOSEPH P. BALLARD

Write to W. M. Ballard, 1258 Park Avenue, Birmingham, Ala.

GEORGE MITCHELL

Your sister requests that you contact her. The address is: Mrs. Mary Leonard, 56 East Bellevue Place, Chicago, Ill.

CYRUS CHARLES McCLELLAN

Your mother urgently requests that you get in touch with her at 809 Forest Ave., Frankfort, Mich.



Port Galveston Has Slow Week; Prospects For Future Are Dim

By KEITH ALSOP

GALVESTON—Another week of slow shipping in this port has passed with no prospects of it picking up in the near future.

The shipping machinery has been geared down considerably, but we are not without hope of a few good ships hitting port sometime.

In anticipation of this we are gazing fondly at the horizon, but so far no luck.

Waterman has just passed along the word that they will load about ten grain ships here in December, but that is a long way away. Right now we have about 300 men on the beach who will be able to handle those jobs when they come up.

In the general area of Galveston, three ships came in for payoffs. The utton Gwinnett, South Atlantic, at Port Arthur; the Del Santos, Mississippi, in Houston, and the Scotts Bluff, Pacific Tanker, in Baytown.

OVERTIME BEEFS

They were all contacted immediately and the payoffs handled in SIU style. There was quite a bit of disputed overtime on the Gwinnett, such as the Bosun and Deck Maintenance doing carpenter work in lower holds, and the Wipers working in lower holds cleaning fuel oil out of lines and putting manhole plates on deep tanks.

Both of these items were cleared up with the men collecting their overtime.

Aboard the Del Santos the beefs, too, pertained to overtime. The Fireman-Watertender had been watching the auxiliaries in the Engine Room after sea watches had been set. For this he claimed overtime and collect-

ed after a short confab with the Skipper.

One not so legitimate was the claim of the Steward who wanted overtime for supervising a messman who was painting the bulkheads. He told the Skipper and the other officers that if this was paid he had gained something and if not he was out nothing.

This is a rotten way to chisel overtime. Such things as this cause Patrolmen a lot of trouble in handling good beefs.

Another overtime beef came up, which I'll mention just in case the situation ever comes up on your ship. One of the Messmen claimed overtime for feeding a baby passenger during regular working hours.

NURSEMAID BLUES

Part of his claim was good, as several times he had fed the youngster after hours for which he collected sixteen hours. Maybe he should conduct classes in folding diapers. On these passenger ships it may come in handy.

The big thing here, aside from the poor shipping, is the opening of the hunting season. Already two members have bagged three deer, so there are venison steaks for all who delight in that delicacy.

For those with other tastes, we have a good stock of rabbits and other wildgame.

For a couple of weeks we will have enough meat on hand to beat the high prices at the butchers.

This wild meat is supposed to bring out the savage in man, so just to play safe we are taking it in small doses.

San Juan Shipping Slows Down As Brothers Homestead For Xmas

By SAL COLLS

SAN JUAN — Even though shipping has been very slow this past month, we have been kind of busy with the elections. Many of the Brothers have come to the Hall to vote, and before the end of the month we expect to have used all the ballots we have on hand, and shall be calling for more.

Business has slowed down in San Juan, since most of the ships coming from New York have their books all paid up.

On the other side, the beachcombers report that the people they see in the town are having a tough time making a buck. Consequently, most of the beachcombers are showing up at the Hall to ship out, as we are fast approaching Christmas.

However, the fellows on the ships stay on to get up a little dough to have for the holidays. I have covered all the ships in port, and the first thing I hear from the boys is that as Christmas is pretty near they are going to stay on.

Most of these men are natives of the Island so you see how the Island shipping situation is. Moreover, it's no use thinking about shoregang jobs as by this time you all should know they have slowed down too.

We haven't had many beefs to worry us this week. However, there was one on the Monarch of the Seas that we settled right

away. These Waterman outfits are the best we get to go aboard.

Soon as we hit the messroom there are three Delegates either with lists of the members of all departments or with the books all lined up for checking.

The policy carried out by these Waterman crews should serve as an example to crews of other lines, since it makes things easier both for the boarding official and the crew.

I myself have had instances when I have been aboard a Waterman ship a bare 20 minutes to finish up everything including the squaring of beefs. That must be close to the record. But what of the Bull Line ships?

Can't the crews on the Bull ships do the same? We have always understood that on these ships there were a lot of militant Union men, men who knew the score, men who have been in the SIU since it first started.

Yet they don't seem to know that a little bit of cooperation on their part would help everybody no end.

Personally, I've noticed that most of the ships we had on this run are being sold or sent to the junkpile. This stuff has cut out a lot of shipping.

I worry about this, especially when I see a lot of new members coming over by plane from the mainland to swell the shipping list to 90 men on the beach.

Union Solidarity, At Point Of Production



Above, Seafarers gather in the Baltimore Hall, ready to go out on the picketlines to assist their Brothers in the CIO Shipyard Workers Union. From the beginning of the action, until it came to an end 136 days later, white-capped SIU-SUP men could be found on Shipyard Workers' picketlines, not only in Baltimore, but in other cities also.

"The scabs shall not pass," is the motto of the SIU-SUP pickets, upper right, as they sealed off an entrance to one of the Bethlehem Steel Shipyards in Baltimore.

Another picketline around another gate found white-capped Seafarers lending moral and physical aid to the CIO Shipmen. It was cooperation such as this, middle right, which won the beef.

In the picture at the right, Jack Giller, SIU picket captain, is shown shaking hands with a Shipyard Workers' official. Bethlehem Steel didn't realize that trade union solidarity would extend far enough to have AFL Seamen on the same picket lines with CIO Shipmen.



After the announcement that the strike had been settled, jubilant CIO Shipyard Workers joined AFL Seafarers in a celebration. Here's the start of the festivities, with the Shipmen thanking the Seamen for the aid they gave. In the center of the picture is Baltimore Agent William (Curly) Rentz. To his right are Red Gibbs, Al Stansbury, and Jack Giller, SIU men who had jobs of responsibility during the picketing. Bethlehem Steel versus the Seafarers and the CIO Shipyard Workers, and Bethlehem lost. Maybe they've learned their lesson this time.