

D: I'm talking to Phil Rees, a longshoreman at the Port of Tacoma, for our community history project. We'll start out with telling us where you were born, and a little about your family.

P: Well, I was born in Ellensburg, my dad was going to college and grew up here in Tacoma and have I've been in this area since I was one or two years old----went to college down in Portland for a year and up in Seattle at the UW for a year and spent two years down at Evergreen----studied artificial intelligence.

D: That was at Evergreen?

P: Yeah, at Evergreen. Studied artificial intelligence computer programming.

D: Now your dad went to college?

P: For maybe two quarters, I think he was studying chemistry or something like that.

D: And then what, he became a B-Man?

P: Actually I think he came home to be a casual. My dad just missed being a B-Man when he was----- He was like 6 days too young to be a B-Man because the cutoff date was like 6 days after his birthday or before his birthday or whatever. And he would have been a B-man then, except for the cutoff. And so he spent probably another 3 to 5 years or, I don't know how many years as a casual. And he worked as a mechanic down in Fife while he was casual to make some money to live on.

D: Now, you have other relatives at the port, don't you?

P: Yeah, my grandpa was the first Rees on the waterfront, I think he started back in '55 probably, maybe '52, and he'd been down there a few years then I think my dad was the first of his kids on the waterfront then Wayne came along and Dale was the last one on.

D: So your dad's older than Wayne?

P: No, my dad's the youngest.

D: That's what I thought.

P: Wayne was a chef originally and Dale was working down at the----used to be the Piggly-Wiggly in Fife in the produce department of the grocery store. My grandpa twisted both of their arms and said you should go work with the longshoremen

D: How did your grandpa get started?

P: He was----My grandpa was an electrician and he had wired houses for quite a few longshoremen.

D: Oh yeah?

P: And he----Some of the people he had worked for said hey, we've got a bunch of extra work down here, come on and make some money, so he said what the heck. And, I think he was getting tired of being an electrician, he was tired of people not paying their bills on time and it was a headache doing all the paperwork and-----

D: That's probably how a lot of people get started, they go down and work a couple of job and like it and----

P: Yeah.

D: He started, what, in '52 or something like that.

P: '52 or '55.

D: That's about the time they joined the ILWU I think, they were ILA for a long time.

P: Wouldn't be surprised your right.

D: '34 is, I think, when the ILWU started, and Tacoma was about the last holdout

P: Yeah.

D: I think it was about twenty years later that they joined.

P: Yeah, I think Tacoma was the last holdout.

D: Yeah it was Tacoma and a couple of other small ports like Aberdeen and Port Angeles or something like that.

P: Yeah, my grandpa tells me that after he---When he became a B-Man worked dropped off to just like next to nothing. And he tells me that he worked that whole summer after he made the B-Bench he worked a total of three days.

D: I guess we don't have it so bad.

P: Yeah, I guess not.

D: So, what , did he go back and do electrician jobs on the side, probably?

P: Yeah.

D: And he retired when, been over 10 years hasn't it?

P: He retired in '81. He retired in July of '81 and I worked my first shift with your brother actually, December of '81

D: So----OK, did you ever work with your grandpa then?

P: Never did.

D: What did he usually do; what kind of jobs?

P: He was a supervisor the last several years of his career down at Pierce County Terminal. Pier 4, I think he worked with Ike at Pier 4, and then he finished up down at Pier 2 before they, no not---- Pier 1, Pier 2? Pier 1? I don't know. Before they tore it down.

D: Where was Pier 1?

P: You know where the chassis storage for Maersk is? Right there. You remember that old shack down there, dark green with all the broken out windows?

D: Right.

P: Well that was his shack. As a matter-of-fact, I went in there one day, I think it's gone now I'm not sure.

D: Yeah, I think just recently (they tore it down).

P: But I went in there one day just a year ago and that thing had been sitting vacant for 10-15 years probably and they still had payroll stubs and receipts or whatever sitting around in the office just strewn here and there which was pretty interesting.

D: So, where'd you go to High School?

P: Wilson.

D: And then from there your first college was what?

P: Reed College in Portland.

D: Okay, and then UW and then Evergreen right?

P: Yeah.

D: So when you were done with school did you think about doing anything else? Because you started when you were in college on the waterfront (didn't you?)

P: Yeah, I worked my way through college on the casual list and it was a real good job for a college student. But after I got out, I actually interviewed for a position as an actuary at an insurance company, basically doing statistics. Then, I thought about other jobs and I said nine to five is not for me. I couldn't see myself stuck, the rest of my life, behind a desk in a nine to five job.

(Talked about a friend's job offer)

D: Yeah, nine to five isn't for everyone. Do you work a few days a week now?

P: Yeah, as few as possible. For three or four years I worked every shift I could. That was when the work was good. I was getting between, minimum three, lots of times six even seven shifts a week and just saved my money.

D: Would have been nice if work would have kept up like that. 1989 was the best year.

P: It wasn't so much that the work died, it was that they added too many more people. You'd still have the opportunity to work at least three, minimum three shifts a week if they hadn't put so many people on.

D: Right, I think when I started there were, maybe, 80 guys or something like that.

P: There were 89 guys, I think there were probably about 85 to 90 guys left after they took the last B-Bench and for probably 2-3 years you could make a halfway decent living down there and then maybe it was for about a year and a half work picked up and then it got really busy. Then they bumped the list up to about 135 people and we were getting 4 to 7 shifts a week. Then they just added people like crazy.

D: I know for a while it seemed like every week there was another 10-15 guys and it swamped the list.

P: I could see about 150 people, but beyond that was just way too many.

D: Yeah, I'll be curious to see what happens when they do take in 30-40 guys, if they're going to add more people to the casual list to replace them.

P: They'd be idiots to.

D: I think they probably will though.

P: I think they'd like to.

D: Did you see the names on that list of people on the waiting list?

P: They're all relatives I'll bet. The problem is they do that and they could really open themselves up for some problems because I don't think they're doing everything above board. And I think there are ways to prevent them from adding people.

D: Well there'd be a lot of pissed off casuals if they did.

P: Real pissed off. And they'd have a darn good right to be.

D: It's already hard enough to make a living.

P: Well, when you figure my income over a 3 year period dropped from \$35,000.00 a year to \$21,000.00 a year just because they added more people. I don't see anything fair about that.

D: Not to mention the fact that there'll be 30-40 guys ahead of you taking jobs now. I'm sure that's going to weed the list down. All the people that have other options, a lot of them are going to take those options.

P: I think it'll probably take 2 to 6 months, maybe 2 to 4 months. The first 2 months people will hang around and see what it looks like. After 2 months they will pretty much be making decisions on whether they're gonna stay or whether they're gonna leave. I'd bet probably about 20% would leave. I can't see any more than that going.

D: Well some people are happy with just a couple of days a week anyway and there's an awful lot of them.

P: Plus, the other question is, where are most of these people going to go to make that kind of money-----.

D: They make more in 2 to 3 days a week, even if they're only getting 2 days a week, they're making more than most any other jobs they could do.

P: I don't think they'll be getting 2 days a week. I think they'll probably be getting about 3 shifts a month. Maybe four shifts a month, five in a good month.

D: Yeah, it'll be hard to say.

P: Yeah, it is hard to say.

D: You've got KIA (a Korean car company) coming and that's gonna add some work. That starts in May.

P: KIA? Where's it gonna be?

D: At Pierce County, cars.

P: Oh Cars? How many cars?

D: It's gonna nearly double the car imports eventually.

P: Oh, that's right. That must be a Korean company or something.

D: Yeah, it'll definitely be slow for a while until they get something going on the Blair (waterway) ; new customers in there.

P: Evergreen<sup>1</sup> is supposed to be adding more ships as soon as they can fix the cranes. They need to extend one crane, or something, at Pier 4.

D: Yeah, that one that was in Tuesday was huge, 2500 moves.<sup>2</sup> It worked five shifts. That's what we need.

P: That's the type of ships they plan to be bringing in as soon as they can. I think the container facility will handle that kind of volume.

D: What we've got there now?

P: I think just the land they're using there will handle that kind of volume. They might have to steal some from Maersk (a container shipping company at Pier 3), I don't know.

D: They're just about as maxed out as they can get right now.

P: At Maersk?

D: At Evergreen. They could squeeze some in here and there.

P: Yeah, what they'd have to do is make more full use of the area across the rail yard.

D: Yeah, that's not always full over there. That's the kind of yard they like. A little bit of dock space and deep. They don't have to pay as much rent.<sup>3</sup>

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<sup>1</sup> A container ship company at Pier 4

<sup>2</sup> Loading or unloading a container is counted as one move.

<sup>3</sup> It's cheaper to have a small amount of dock frontage with a yard that reaches farther inland, than the other way around.

P: Yeah, Maersk is just the opposite and Sea-Land has a huge, huge yard. They could make so much better use of that space.

D: They could get more space by block stowing their empties. They could get twice as much room in there.

P: Yeah, they probably don't because they probably think it's cheaper to leave them on chassis. They've got the land. They don't need as much as they've got. They keep adding more and more to it.

D: Yeah, they'll probably start paving that addition here pretty soon. They've got it pretty level.

P: It wouldn't surprise me.

D: So do you think there's any advantage to having family down there?

P: I probably wouldn't be down there if I didn't have family down there. I've always maintained that it's the biggest family business in Tacoma.

D: Yeah, I think you're right.

P: It's not all family anymore, but it used to be.

D: But, personally, over the years have you noticed any advantages?

P: Not really.

D: Not like it used to be.

P: No. No. Actually, if you've got family members that aren't too well liked it could be a disadvantage.

D: I remember, wasn't (John) Usserac a dispatcher at one time.

P: I believe he was.

D: I just remember Doug (Larson) would never get a job because something between him and Wayne (Rees). (Wayne was Doug's sponsor.)

P: Wayne used to be a dispatcher.

D: Oh yea?

P: I wish he'd do it again. I wish Wayne would be a Port Commissioner. I think Wayne's one of the sharpest people when it comes to understanding the Port now. Wayne's a sharp guy.

D: Yeah, he's pretty involved. I don't get to talk to him that much but he's kind of in the middle of everything, more than I realized.

P: He knows everything that goes on on the longshore end and since Sandy works for the Port, he knows most of what's going on in the Port Administration. I mean he knows the Port and I think he'd be a darn good Port Commissioner. I think he's probably one of the few people out there that could really fill Bob Earley's shoes.<sup>1</sup>

D: Early, he wasn't a longshoreman was he?

P: No, I think Early started as a fishing boat operator, or his dad owned a fishing boat company or something. And seems to me I read someplace he started working down, I mean he became a Port Commissioner in like '62 or '63 and was a Commissioner the whole time until he died last year.

D: Too bad Phil Lelli didn't make it last time. He'd have been a good one to have in there.<sup>2</sup>

P: My grandpa says that when it came to knowing the shipping companies, and how the shipping companies ran, he said there was no one who could hold a candle to Phil Lelli. Phil Lelli worked for Jones for years and years so he dealt with the shippers every time a new ship came in.

D: So he worked for the Stevedores?

P: Yeah, for Jones-Stevedoring.

D: Before he was a longshoreman?

P: No, when he was a longshoreman.

D: At the gear locker, is that what you're talking about?<sup>3</sup>

P: Right, at the gear locker. And, my grandpa says that someone took him under their wing when he was fairly young and taught him everything that they knew and he worked that gear locker for, who knows, maybe 30 years. And, he understood where the

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<sup>1</sup> Bob Earley was a Port of Tacoma commissioner.

<sup>2</sup> Phil Lelli was appointed to the board in 1992 and served through November of 1993 when he lost position #5 to Mike Fletcher.

<sup>3</sup> Each stevedore company has a gear locker that stores everything from ropes and chains to small forklifts.



shipping companies made their money and you get a different perspective about shipping when you're stuck in an office and all you know is that the ship comes in and goes out and stuff goes on and off as opposed to Lelli where he talks to the people and he understands why they're bringing stuff through. Why they need this gear and why don't you buy land on the dock instead of just rent land. So----

D: That's the kind of person we need in there that knows all the ends of it you know, from the longshore perspective and the business perspective.

P: Who knows, maybe one of these years I'll talk Wayne into running. There were some real big names that applied for the Port Commission job: Karen Vialle; not Stortini, I think Stan Naccarato might, no.

D: Yeah, I don't remember, it was just about a year ago.

P: Who used to be the Pierce County Executive? Whoever used to be P.C. Executive applied for the position so, I mean, there were some big names.

D: And it's not like the position pays at all, a few thousand a year.

P: The reason that position is so significant is the redevelopment in Tacoma of City Waterway. I think the Port Commission is going to have something to say with what's done there. And I think the reason that Vialle and the other people who applied for that position wanted it was because they could get their hands into the redevelopment of Tacoma.

D: Get their names on some projects.

P: Get their names on projects, plus I think I was told you could darn near make a living off it now. Seems to me it used to be \$12,000.00 a year. Maybe that's what it is, maybe it's \$12,000.00 a year.

D: Oh, I didn't think it was that much.

P: It's either \$8,000.00 or \$12,000.00 a year. And I'm pretty sure it's \$12,000.00 So, it's really not bad money. You take a person who's making \$40,000.00 a year, add \$12,000.00 and all the sudden they're making \$52,000.00 and that ain't too bad of an income for a couple of meetings a month and getting to fly to Tokyo once in a while. Wouldn't be bad at all.

D: How long were Wayne, and Dale and your Dad casuals?

P: I think Dale advanced faster than anyone. I think from the time he became a casual to the time he became a foreman was less than four years.

D: He was the youngest foreman, I know that.

P: Yeah, you get places in life by drinking with the other foremen. Wayne, I would guess, maybe 2 or 3 years tops, as a casual. And my Dad, I don't know, maybe 7 or 8 years. My Dad started working as a longshoreman before he turned 16. I think he lied about his age and went to work for 6 months before he was supposed to.

D: It's funny to listen to the A-men now talk about when they were casuals. You don't know how long most of those guys were casuals you know; a very short period. Put them in our shoes and they'd have a little different view on things. So what would you say are the most significant differences between being a casual and an A-Man, a registered man.

P: Benefits, would be nice. The ability to select your job would be real nice.

D: Do you get stuck with whatever job---

P: Used to be that way for the most part, but since I've been driving strad over 75% of my hours are strad hours.<sup>1</sup> So, they treat their strad drivers pretty good down there and they know they have to, which is the only reason that being a casual for the last five years hasn't been that bad. If I had to worry about lashing Tote<sup>2</sup> on a Friday night, I'd make a lot less money in a year.

D: Yeah, it gets kind of old sometimes driving strad, but I like it for the most part.

P: It's nice and dry and warm.

D: Actually, I'd do it steady if I could if I could just do it once a day and not have to double out.<sup>3</sup>

P: The other thing that'd be really nice about being an A-Man is you could tell someone to go to hell.

D: Yeah, you don't have that privilege as a casual. Course you can.

P: But if you take advantage of it, it's not real good. But it would be real nice. Tell them they're full of shit. Lots of times they are.

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<sup>1</sup> A strad (straddle carrier) is a container handling machine that can drive over a truck to remove a container from the chassis. Depending on the model, they are capable of stacking containers two or three high.

<sup>2</sup> Totem Ocean Trailer Express. Trailers are driven onto the ship and secured (lashed) to the deck with heavy chains and binders.

<sup>3</sup> To double out refers to working two consecutive shifts without time off in between.

D: I think there's lots of times when casuals need to speak their piece but don't because they're afraid of the repercussions when, in reality, there's not much they can do. Unless you work with Dave Faker, he's never afraid. What're they gonna do?

P: Yeah, there's so many Fakers down there. Shoot, just the Faker vote alone you could vote whoever came down on them out of the union.

D: There's about nine of them.

P: Nine, shoot, sixteen.

D: Sixteen?

P: Not Casuals, there's about six casuals.

D: There's four casuals,

P: Is that all?

D: Dave, Don, Brad and Greg.<sup>1</sup>

P: Yeah, I guess so, but I think there were like sixteen including the casuals. That's over 3% of the total work force, or maybe not quite that. But still, that's a lot.

D: That's a good example of the family involvement down there.

P: Except for perhaps the Johnsons, definitely the most prolific family. And probably even more so than the Johnsons. There's a lot of big families down there: the Millers; not so much anymore. Who else? There's quite a few Browns. Bob Brown and his brothers and their kids.

D: Chris Brown, I've never met his dad.

P: He's the one that works down at Tote.

D: At Tote?

P: I believe he's a maintenance man at Tote on the day side. Or maybe a supervisor or checker, I don't know. I'm pretty sure he's a maintenance man at Tote. Nice guy. He's got a great big mustache like this. You may have met him and not realized it. There's no doubt it would be nice to be an A-Man.

D: I wonder, if this time around, when they take guys in if they'll keep them B-Men for the full five years.<sup>2</sup>

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<sup>1</sup> Dave and Don Faker are brothers and their cousins Brad and Greg Faker are brothers.

P: I'll be surprised if they don't. Just the way they work down there.

D: If they're smart, after 3 or 4 years they should start taking one here and one there.

P: What they should do is go by attrition. After a year, say leave them B-Men for a year, and every time someone retires, take a B-Man and turn them in an A-Man.

D: Yeah they don't want 40 guys dumped on them all at once on that yellow line every day.<sup>1</sup>

P: I think there's been 60-80 guys, seems to me I was told over 60 people had retired since the last contract.

D: Oh, I don't doubt that. There's been about 30 in the last year. I think the regular longshoreman is under 400 now, 395. And then about 60 or 80 clerks, so there's still at least 450 or 460, but that's down from 600 after the last bench.

P: That's a big drop. That is a big drop.

D: Yeah, attrition, if they just replaced them that way that would work great.

P: There's getting to be, my dad always said there weren't any old guys, but I think there's getting to be quite a few people in the 55 to 65 range now.

(end of Tape 1 side A)

(between sides I mentioned a report I read from the Pacific Maritime Association)

D: That report I saw had a breakdown of every age group; what percentage of the total were in each. I didn't really look over it.

P: That would have been an interesting one to see.

D: I'll bring it by. It's probably about a 30 page report. It's got a lot of information that I wasn't aware of.

P: Just on Tacoma?

D: The whole West Coast. Geared toward informing an outsider how the waterfront works, the contracts, pay scales. It's got the last 90 years of what the straight time wage was every year.

P: What is the average wage increase do you think?

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<sup>2</sup> The contract stipulates that after five years as a B-man, you must be advanced to A status

<sup>1</sup> The yellow line at the hiring hall is where longshoremen line up to get their job.

D: Seems to me it was, you know, 1 or 2% was average and there was a big jump somewhere in the early 70s if I recall.

P: There were a lot of big jumps in the 70s, and 80s. Until about, my guess is, 88 or so. From when I started until '88 they had big pay increases every contract. Yeah the last one was almost nothing. Yeah, it was almost nothing. Like nothing for 2 years, then the 3rd year like 20 cents an hour. But the place they made up for it: they doubled the skill pay.<sup>1</sup> So if you were making \$8.00 extra a day driving hustler, you'd make \$16.00 more a day. That's why the skill pay really makes a big difference now.

D: When I was at the PMA, I got a print out of all my hours at every job and like 25% of my total hours are strad hours, and hustler<sup>2</sup> is another significant portion. I don't know, at least half the hours have to be skill which is fine with me.

P: Yeah for a long time I did a lot of checking.<sup>3</sup>

D: Did you like checking?

P: Not really. You gotta stand around, bored.

D: And out in the weather.

P: The worst part is, you've gotta put up with so much crap.

D: Right, everything is always your fault if something goes wrong.

P: No, not that so much. I just don't like being around a lot of the people. When you're driving a machine that's got a cab and you can turn the radio down if you don't want to listen to people, that's much different.

D: Right, that's what I like about driving strad, you just do your own thing and five o'clock comes and you leave.

P: Yeah, I've talked to a lot of people that work primarily nights, people who work--people who are retirement age or maybe some of them have retired, that worked nights most of their careers, and they said the reason they worked nights was because there wasn't so much bull-shit, they said during the day everyone is running around like chickens with their heads cut off and the foremen have all got their nose in other peoples business and there's just all kinds of stuff going on, but at night they said, pretty much everyone sticks to themselves, minds their own business and does what they have to do.

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<sup>1</sup> Skill Pay-some jobs, such as operating a crane or a strad, are paid at a slightly higher rate.

<sup>2</sup> A hustler is a semi truck used in the container yards.

<sup>3</sup> Checker-another name for clerk. Checkers are responsible for keeping a record of every move that goes on or comes off a ship.

D: Yeah, look at the difference at Sea-Land<sup>1</sup> working night and day----.it's like "night and day" you don't see hide nor hair of (Ronny) Losska<sup>2</sup> unless he needs to be there, which is good, everyone knows what they're supposed to do and ----.

P: As opposed to (Terry) Casperson<sup>3</sup> who's out there almost anytime he can get out of the office, following people around,

D: Of course I think a lot of that has to do with----the offices are open and Terry is there and the people upstairs-----

P: That could have something to do with it, but I don't think that's all.

D: No, not all of it----.yeah, I don't know, the foreman make the big bucks, but I don't know if I would want the hassle.

P: I think that being a foreman----I don't know. I wouldn't mind being a foreman, I would enjoy the jobs. I would really like to be foreman on lumber type ships or ships where you've got to stow stuff, because it's a real challenging sort of work, you've got to be moving, you've got to be on top of things, you've got to be thinking ahead. I've done some stowing myself on ships where the foreman's off doing something else and he says take charge and they---- most of the foremen would gladly have me run the show. Lots of times, don't tell anyone, but, I did better than the foreman did.

D: Yeah, that's not surprising, I mean, a lot of the time the foreman are foreman because of who they are not what they are.

P: Yeah, being a foreman on containers would be boring. Being on lots of things would be boring, but I think I would enjoy being a foreman on that type of a break bulk.<sup>4</sup>

D: I think I'd like Ike's job.<sup>5</sup>

P: That would be great.

D: Just because you're always----You're got to be on your feet thinking, coordinating, figuring things out. It would be a good job, that's probably why he was the highest paid guy on the waterfront.

P: Is he?

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<sup>1</sup> Sea-Land- a container shipping company at Tacoma Terminals.

<sup>2</sup> The night foreman at Sea-Land

<sup>3</sup> The day foreman at Sea-Land

<sup>4</sup> Break-bulk refer to cargo that is not containerized.

<sup>5</sup> Ike Morrow is the day foreman at the North Intermodal Yard.

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D: I think so.

P: I think he gets like 13 hours a day.

D: Yeah.

P: He puts in a lot of hours too, he stays till six most nights and gets there at six in the morning, I think.

D: I know the house men get there at seven so he's probably already there.

P: Yeah, he's on top of things. He might get paid fifteen hours some days, wouldn't surprise me a bit he gets paid 15 hours some days.

D: Yeah, well then there's all the days that----.Saturdays when he gets there on the hoot owl<sup>1</sup> and-----lots of overtime.

P: That overtime's where its at.

D: Yeah that's the thing. You work forty hours, you know you work five days during the week, all days and its just a regular job----a plumber can make that kind of money.

P: Personally, I don't like working for overtime wages.

D: You don't like working night or just----

P: I mean for straight time wages! I mean you get working that overtime and you get spoiled, its like half a job working straight time.

D: If I ever get in (the union) and I can pick and choose when I work I'll probably still work days, but maybe some weekends,

P: Not me, I'd work one day a week just to say I work days

D: Yeah, I'm curious, when they took the last bench<sup>2</sup> in they had to work something like----

P: 20 percent.

D: 20 to 30 percent days. I wonder if they'll force that on us.

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<sup>1</sup> The hoot-owl is the shift from 3am-8am.

<sup>2</sup> To take a bench means to take casuals in to the union as B-men. The term probably comes from the fact that there are benches at the hall that are designated for B-men to sit on during the A-men's dispatch.

P: They probably will and one of the reasons they'll do that is because of the way the night jobs are dispatched. Because if you're a night worker you can go in at four o'clock pick as a B-Man. So the guys that want to double out on nights that are A-men, that come in and work the day side then come back on the night side, they can't get their jobs.

D: Right, I never thought of that.

P: That's why they make guys work days.

D: So there will be more jobs left at the five o'clock pick. I always wondered why they had the four o'clock pick. Why not just do it all at five o'clock

P: Probably to give some people the advantage.

(phone call)

P: So, where were we?

D: Oh, I don't know. Where does Craig fall on that list<sup>1</sup>, do you have any idea?

P: As of a year ago I believe he was number 100.

D: I figured he'd be up higher than that. Of course he doesn't work all that much, does he?

P: He was going to college for quite a while.

D: He was still going after I-----.

P: He graduated from high school in 86 and then he went through three years of college and, so that puts him at 89 and when he got out of college, he still wouldn't work hardly. He'd work enough to pay whatever little bills he had and that was it. And most of the good work opportunity was gone by 89 or 90. I think 89 was the last good year down there.

D: That was a real good year. I think I had 1700 hours that year. 1750, and I wasn't at full scale yet.<sup>2</sup> I would have made a lot more if I was at full scale, that was a big jump.

P: I think I hit full scale in 1990, which means I hit my five thousand hours in 1990.

D: That's about when I did.

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<sup>1</sup> The seniority list.

<sup>2</sup> New casuals start at a reduced wage. Each 1000 hours of experience gives them a raise. At 5000 hours you reach full scale.



P: Hit full scale?

D: Yeah.

P: Maybe it was 89.

D: I know I was full scale right when I went to Colorado.

P: I didn't realize you'd been down there that long.

D: Since '86.

P: You were on the college list then.?

D: Yeah.

P: You must have been working quite a bit on the college list.

D: In the first summer I didn't, I had like 160 hours the first summer, I was working maybe once a week.

P: '86?

D: Yeah. '87 was a little better. '88 and '89 I got a lot of hours.

P: Were you in college then?

D: '88----.March of '88, or April. April of '88 was when I started full time.

P: How long were you in Colorado?

D: Four months.

P: Oh, that's not long. I thought it was longer than that.

D: And it was real slow then too. I remember talking to people-----The Fakers came down to ski and told me how slow it was at home. So, I didn't miss out on a whole lot of hours then. Turned out to be an extended vacation.

P: So, what's next up?

D: Well----. Overall, how are casuals treated by the union?

P: Like dirt!!!! Always have been and as far as I know, always will be. The only thing that saves casuals is that most of the jobs aren't as bad as they used to be.

D: Yeah, if work was like it was twenty years ago, half those people wouldn't be there, myself included.

P: Myself included! No way----

D: Phil Lelli came in to our class, I think the second Saturday, and talked for a good hour or so. He talked our ears off, he was full of stories. He became a B-Man in the mid 50s I think and then, I don't know, he was a B-Man for a short time, but he said when he applied for that bench there were 27 out of 35 guys that made it. Only 35 applied, people just didn't want the job then, as much. It was hard work.

P: It was hard work, it was good money too!

D: Yeah, it's always been good money; always will be.

P: Let's hope so.

D: Who knows where it's going to go.

P: I could probably be making a lot better money elsewhere.

D: Than you are right now, or----.

P: Than I could be making as an A-Man. I've got a lot of skills and talents that I could be putting to use other places if I didn't mind the nine to five.

D: There are a lot of places you can make a hundred thousand bucks in a year, but you've got to spend a lot of time on the job too.

P: I could start my own company, but then your running a company----

D: You can't just sleep in when you want and take off when you want.

P: Well you can, but----

D: Not as much.

P: Yeah, but you definitely can't if someone else is paying your bills, I mean paying your wages and I would not want to be in circumstances like that. That's why I bought real-estate and tried to develop another income there.

D: What do you do most now on the docks? You drive strad a lot don't you?

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P: I drive strad----.for the last two years if there wasn't a strad job there for me, I lots of times wouldn't even go in.

D: That's a nice option.

P: I drive strad, I get an occasional hustler job if I have to, I even had an extra man at Evergreen the other day which is unusual---- Very seldom ever get checking jobs----.I don't know, I just drive strad for the most part.

D: You probably don't lash Tote anymore.

P: No!!

D: When's the last time you figure you did that?

P: I lashed it once last year. Once a year is one time too many!

D: It's one of the last hard jobs down there, really.

P: Lashing loggers<sup>1</sup> is a lot of work. And actually lashing that Evergreen (ship) was a lot of work.

D: Yeah, it can be. I threw sacks up in Seattle here a few weeks ago, or right before Christmas actually.

P: I enjoyed that.

D: These were the 110- pounders.

P: I know, I used to enjoy throwing sacks.

D: It's definitely a lot harder than driving equipment. Have you read Ron Magden's books on the waterfront.

P: I have.

D: The Working Waterfront and The Working Longshoreman.

P: I don't know if I read it or skimmed it.

D: It talks about the different jobs they had to do, like loading wheat they used to lift sacks up to 300 pounds. They, more likely than not, two manned those but----it talked about how they wouldn't where shoes down in the hold, they'd just go barefoot because they would just plop the sacks right in the hold, you know, and so they'd go unload the

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<sup>1</sup> Lashing a log ship involves securing the logs that are on deck with cables and chains.

slings, throw them over their shoulders and walk across the sacks and go throw it in the corner.

They said they worked three days a week, but that was all they could handle, just because it was so physical, and then you would go sleep for a day and a half after a shift like that.

P: My dad, when he started, as a longshoreman, he's got a lot of stories to tell about what he used to do. When he was on the high school list they would bring in flour and he would throw sacks of flour and they would put them on a hand truck and load it up five or six high and run it across the warehouse and then unload it someplace else----.I'm not sure just how they did it but he was sixteen years old and he was throwing hundred pound sacks and he was throwing them by himself, he wasn't two manning them. My dad was a big boy, a real big boy, he was six three, a hundred and ninety five pounds probably at that age. A good hundred and eighty-five anyway, and strong as an ox at the time. He used to work with Larry Hartman, and I can't remember who he used to work with but those were his partners. They'd go down and unload rail cars of meat and they'd, I don't know how many they'd do, but they'd be out of there in no time because they were just fast. They wouldn't two man hundred pound sacks of wheat, they'd one man them. That's a lot of weight----and they were doing that day in and day out. They didn't take days off like you said, they'd work five, six, seven days a week.

D: That would get you in shape if nothing else, if you didn't ruin your back first.

P: Yeah, and those guys that were doing that then, they were fit.

D: Today, the only thing that keeps you active is Tote or lashing a logger----

P: Or going to your athletic club. It's much different now.

D: My back takes more of a beating driving strad than doing any kind of physical job.

P: Some people will think I'm crazy, but I think that actually if you were going to compare today to 15-20 years ago and take a look at which jobs were hardest on the body, I think you would find that the jobs today are harder on the body than the ones back then because what you are doing is you're sitting in a piece of equipment for eight hours, doing nothing, basically. The muscles in your back don't get a chance to move so they get locked into position. The muscles consequently fill up with toxins and they don't have the chance to function like they are supposed to. The heart doesn't get the exercise it needs. Your circulation system doesn't get the exercise it needs and you know there's nothing wrong with good hard work; your body's made for it. Your body's made to do a lot, so I've found that for a long time when all I was doing was driving hustler----.Shoot, those stupid hustlers, the seats in them are garbage and then you drive across the bumpy roads at forty miles an hour and your just bouncing like crazy. And I get out of one of those machines today down at Sea-Land after Eight hours and my back is stiff for three days. Now, if I were to go throw sacks of peas or wheat or whatever----I'd be sore, but I wouldn't be stiff.

D: Right, your muscles would be sore just because you haven't done it in a while.

P: Yeah, but you do it for three or four days in a row and you wouldn't have any problem.

D: The last time I threw sacks was in Seattle, here a few weeks ago, the fifty five pounders. I was the tenth man, so I was the clean-up man. There was three three man gangs and Brad (Faker) was with two guys from Aberdeen in one car and the other two cars were all A-men from here. (Mike) Hartman, and I don't know who the others were. I walked in to clean up this one can and they were between bucket and these guys were just flat on their back just, you know, huffing and puffing, (saying)"I haven't done this in fifteen years, my God!!!" It was funny. It was still a good day, everyone was out of there by noon.

P: Here's an interesting little anecdote, the days that I first threw peas, I was with your brother, I was a senior in high school, it was December 23, 1981, and I weighed 115 pounds. I was five-foot-five and the sacks I was throwing with your brother weighed 100 pounds and that was my first day ever on the job down there. I worked the full eight hour, got out of there at a quarter to five, and by the end----.(end of tape 1)

## Tape 2

D: So----you were sore, and your fingers were sore and you were beat?

P: Yeah, so then my dad wakes me up the next morning and I have to go off to work the next day. Well, the next day I was working with one of (first name ?) Depaul's kids. Depaul used to be president down there for a long time.

D: Tony?

P: No, his old man, I don't know, he's dead now. But he had this kid that had been on and off unemployment most of his life I think, isn't good for a darn thing, he weighed about two hundred and sixty pounds and it was all fat. Actually that's probably conservative, he probably weighed more like three hundred. All fat, and----.so I'm throwing sacks with this guy and I'm doing all the work and that doesn't say much, we didn't get much done that day. By the end of that second day I was just beat. I didn't ever want to go down to that stupid longshore hall again in my life. Then the next day was Christmas, so my grandma gets me a popcorn popper. Well naturally, before I open the box with the popcorn popper she got a bag of popcorn for the thing. Well, she hands me the thing, and it's all wrapped up and what do I think, PEAS!!!!!!!!!!!!And I didn't want anything to do with peas.

D: Probably thought someone was playing a joke on you.

P: I thought someone was playing a joke on me, oh I was furious. I didn't want anything to do with those. Then the next time I worked was with Dave Faker, we were throwing meat down at Pier 2 and----.

D: Was that the cold storage area.

P: At the cold storage area. Signal<sup>1</sup> helped us finish that day. By that time I weighed maybe 120 pounds and these boxes of meat were 60 pound boxes of meat, all frozen together. And, shoot, I just wasn't big enough to be doing that.

D: So Signal got in and helped you?

P: Yeah.

D: He had to be in his fifties then.

P: He was probably early fifties.

D: He's 68 or something like that now.

P: Is that how old he is? When he retires I'm going to have to give him an apple pie because I went home that day and he asked what I had for lunch and I said something----.and a piece of apple pie and he said "Well, you owe me a piece of apple pie."

D: Yeah, he's a really good guy.

P: He's a great guy, I like him. Yeah, Dave Faker, I kind of laugh, Dave Faker had a T-shirt on that day that said "How can you soar with eagles when you work with turkeys." That was appropriate, because I sure wasn't carrying my end of the deal that day.

D: Three days of throwing sacks or meat----.you never get that any more.

P: No. This was about April of eighty two----but still.

D: I think the worst I've ever done was three days in a row of boom or something like that.

P: I was up----.About three years ago maybe four years ago, I was upstairs and just that morning I was thinking, talking and commenting to someone, "I haven't seen sacks of peas in about five year and that very morning they had peas come in and we threw peas in to the rail car and----"

D: At CFS or, what?

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<sup>1</sup> Signal White, an A-man.

P: At Pier 7, and we threw peas that day and it sure made me think twice about opening my mouth again.

D: No kidding, knock on wood.

P: Knock on wood is right.

D: I heard just recently someone had peas down there, I think little Emery was talking about it, him and Ginnis threw peas all day.

P: There's nothing all that----(that bad about throwing sacks.)

D: You don't hear of it any more, and I wonder why all of a sudden out of the blue here comes a car full of peas, that kind of weird. They've got them all the time up in Seattle, not peas but I don't know what's in there, some kind of----.

P: Some kind of a grain or----

D: Yeah, they're sending it over to Africa, it says USAID right on the sack, NOT FOR RESALE, and all of this.

P: Well you know why it comes through in rail cars don't you?

D: Because it comes from the midwest?

P: It's cheaper. It depends on where it going. In other words if they are taking it to Africa its going in a bulk cargo ship. It's not going in containers because they don't have the facilities to unload it.

D: Well, we were stuffing containers with it.

P: Oh, you were.

D: There at Pier 5, so it was probably going on APL<sup>1</sup> or one of those.

P: That sounds unusual.

D: Yeah, I don't know why they wouldn't just put it in a container.(from the beginning.)

P: Right off the bat. Unless maybe the way the rail system, rail rates were set up it was that much cheaper to run rails than containers.

D: They probably had a spur right there where they put it in the sacks.

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<sup>1</sup> American President Line.

P: Could be, the other possibility is that they just had a hard time, maybe all the containers were in use or something and they just didn't have enough extras.

D: Up there at Pier 5 they have them in regularly.

P: Really? Must of just had something to do with the economies of scale. Must be cheaper to do it that way. I'm just glad I don't have to do it all of the time.

D: 55-pounders, that's not a bad job at all. You do you four cans and you're out of there. Brad and his partners were done at 11:30.

P: You wouldn't see jobs like that today. It would be A-men that would take'em.

D: Yeah, our A-men up there had their choice of second-up on fruit or taking that and being out early, so it wasn't to bad.

P: I'd regret it about 11:00.

D: Yeah, Mike Hartman had his back brace on and one of the guys comes up and says "how you doing Mike, want me to drive home, you going to make it?"

P: Ten years ago he wouldn't have had any problem.

D: Thoama, that's the other guy, it was Hartman, (John) Thoama, and (Mike) Henderson in one gang.

P: Thoama, shoot that guy is like a solid block of steel.

D: Yeah, but unless you do something all the time----.

P: I think Thoama, I'm not sure, I know (Ed) McGrath used to throw meat all the time until they finally got rid of the meat and it went over to where ever it is now, at cold storage.

D: I think I only threw meat about three times.

D: I think I threw it three or four or five, well shoot, I probably threw it a dozen times. Never enjoyed it once. But, I think Thoama and McGrath were meat partners and they would be out of there everyday at 11:00. Five vans and you're out. They'd throw five vans by elevenish.

D: Yeah, that's not bad.

P: No! Go home and ----shoot, the arms on those guys are that big around.



D: Old time longshoremen.

P: Their arms are as big as most people's legs.

D: I think your average person on the street, their stereotype of a longshoreman is Bill Fischer.<sup>1</sup>

P: And it used to be. If you ever wanted to tell stories, talk about them drinking on the waterfront.

D: I'll bet.

P: My dad says that it used to be they'd take a fifth or a half gallon of whatever they took down into the hold and when they opened the bottle they threw the bottle cap away. They passed it around the hold, and when it came to you, you drank. You didn't pass it to someone else, you took a drink. You had no choice in the matter but to take a drink. And, they always finished the bottle off. My grandpa tells a story about Frenchie Bicheray, and old Frenchie, he watched Frenchie on a ship once. Someone took a fifth of whiskey, cracked the cap, took a sip, just a small sip, handed the bottle to Frenchie. Frenchie took that bottle, lifted it, drained it in one drink.

D: That would kill me.

P: And handed the bottle back to the guy and apparently there was a Dutch crewman, it was a Dutch ship, and there was a Dutch crewman standing around and he just shook his head. He couldn't believe what he saw. But, there were longshoremen that could drink like that, and that's a lot of booze.

(Skip next section)

D: Eventually you'll make it into the union, one day or another. Do you see yourself retiring as a longshoreman?

P: It is possible, it would not be my primary source of income. I can't----.

D: You don't want to be one of these guys that works six or seven shifts a week?

P: Heck no, I'll never work more than three shifts a week once I'm an A-Man. Unless something drastic changes like I get married and my wife doesn't want to work and I fell like an idiot and want to support her. I think it would be foolish to work more than three days a week down there, personally. I shouldn't say foolish, but for me it would be foolish, it's just not my life.

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<sup>1</sup> A casual in Tacoma.

D: Right, I think I'd be real comfortable with about four days a week, get a weekend and a night in there and a couple of days and make a real good living.

P: You know, so many people down there, so many longshoremen work five, six, seven days a week. They have their big boats, they have their expensive cars, they have their expensive houses. They've got a wife and kids and their wives want all this money and they make 60 To 90 thousand a year, going like crazy, then after five to seven years their wife has had enough of them not being around, they get divorced. Their wife takes the majority of what they have and they're left with next to nothing and now they're working six or seven days a week. Except two or three of them are going for their wife and maybe more. Maybe three or four shifts are going to their wife, and so, you don't get ahead.

D: Another thing that I want to avoid, you know they work five, six, seven shifts a week, get this big house with a big mortgage and car payment and then work slows down and they have to go drive hustler and throw sacks. (They have to) drive to Seattle, just to get their six shifts.

P: Yeah, I agree. One thing that longshoring has taught me is to never----to always plan conservatively in your money. Because you never know when work will dry up, so you might be working five days a week but you don't plan your finances as though you're working----you're going to be working---

D: Budget for three days a week.

P: You budget for three, maybe two and a half and you budget low and it will sure save you problems in the long run. Plus, you don't have to work the five days a week then. You don't have the pressure of feeling like you have to work five days a week, and most people can live just as happily on three days a week as they could on five.

D: Five days, you just get a little bigger car and a little bigger house and----

P: That's what it is and most people that are doing that aren't happy anyway.

D: I think a lot of it down there is competition----."How many hours did he get, how much money did you make last year, who's the high man?"

P: Yeah, you ever talk to Al Allen? Do you know who he is?

D: Al Allen or Alcock?

P: Al Allen, he's a supervisor down at K-Line<sup>1</sup>, at the gate. He used to be---He came up from San Francisco and he knew Bridges<sup>2</sup> and Eric Hoffer and he knew all those

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<sup>1</sup> A container ship company at Pier 7.

<sup>2</sup> Harry Bridges--the founder of the ILWU.

guys down in San Francisco. When it comes down to understanding unions, he's probably the sharpest you'll find in Tacoma. He's a darn sharp man, but no one listens to him, naturally. Anyway, he's a supervisor. He say he works four day a week, Monday through Thursday, he says he makes 50 to 60 thousand a year. He says "If I can't live happily on 60 thousand dollars a year, I've got problems." (He) lives in a nice house up in Browns Point, probably worth two and a half or two and a quarter or so-----

(end of tape 2a)

D: I was working in Seattle and Robby Deyoung<sup>1</sup> was up there and he was talking to Rob Martin<sup>2</sup> and I was just standing there and he said "God I just don't have any spare money these days," and I said, "Look if you don't have any spare money, you're doing something wrong."

P: Which one's Rob the A-Man or the casual?

D: The A-Man.

P: The A-Man. He's got no spare money!!!!

D: Yeah, and I said "You're doing something wrong," and he said "Yeah, I've got too big a house payment and I put \$500 a month in my Ira. I just don't have any money."

P: Is that what he said?

D: It's good to put away for your retirement but-----I understand he's got a huge house, and a huge payment.

P: There's probably a very large percentage of people down there that have got house payments between 1500 and 2000 a month.

D: I don't doubt it.

P: Those people should have their heads examined as far as I'm concerned.

(skip next section)

D: Other than real-estate, what other goals do you have besides longshoring?

P: Well, I'm working on books. I've got three different books in various stages of completion. I've got one that's entitled Who Are You, which is a study of identity and how people----the impact that your identity constructs have on your life. I've got a book called Pushing and Pulling which is a study of psychological forces, forces like logical

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<sup>1</sup> An A-man in Tacoma.  
<sup>2</sup> An A-man in Tacoma.

realm as in aggression and that kind of stuff, which should be a very interesting book. I've got another book, I won't tell you the title because the title is worth a million dollars and--

D: I'll have to wait for it to hit the bookstores, eh?

P: You'll have to wait for it to hit the bookstores, right. It's a book of pop philosophy-psychology----It's just pop market stuff that would probably hit the best seller list like Everything I really Need To Know, I Learned In Kindergarten. That type of thing. I think, I haven't worked on that one in over a year and I've lost most of my enthusiasm for that one.

D: How far is it from completion?

P: I'm not even working on it right now so I don't know. That one is just on the back burner indefinitely. I may have missed the appropriateness of the timing on that one because a lot of things need to be timed just right to hit the market and have full impact. But it's hard to say. I'd like to write a novel or two or three, I've been working on a theory of emotion and someday I'll probably publish my findings on that theory. Then I've also worked on putting emotions into computer systems which is the reason----The reason I've worked as a longshoreman as long as I have and the reason I started in the first place----I wanted to go to graduate school and study emotion and specifically I wanted to cross psychology and physics and I had I had a theory of emotion that I felt was a radical advance upon of theories of emotions and other theories of psychology, actually. So when I looked at graduate schools, there was no place in the nation that I could go and study what I wanted to study, because the approach was so new and there was no place you could go learn it. So I figured, well, I can do one of two things. I can go to graduate school, study something I don't want to study, no! Or I can work as a longshoreman, do my research, basically do the equivalent of a graduate program just in the spare time I've got and hopefully be able to patent my ideas on putting emotions into computer systems. Then, start a company and be rich.

(Skip next section)

D: There's no better job for working your way through school.

P: Didn't use to be. I'd come home Friday night, get a job--- I remember spending several nights down standing on the dock against a logging ship reading Plato.

D: I read an entire book on the dock at sea-Land one night; Jonathan Livingston seagull. I don't know where I got the book, I borrowed it from someone. It's a pretty short book, but I was P.D.<sup>1</sup> that night, spotting all night, I just sat there with my nose in the book and----

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<sup>1</sup> Short for Preferred Dock. P.D. stay on the dock and don't do any work on the ships.

P: As soon as I make the local, assuming I do, or even if I become a B-man, I'm going to drive hustler at K-Line any chance I get, because that job is good for about 60 to 80 pages of reading. Now, there's not to many places you can get paid to read that much and if time is at a premium, if you need to read, to be able to read that much, it's an incredible opportunity.

D: You could take the maintenance man at Continental.<sup>1</sup>

P: No, I don't like that place.

D: I hate it.

P: I used to like it.

D: You could get a lot of reading done there.

P: I think the ticket is going to be a hustler at K-Line. A hustler at K-Line is a darn good job.

D: I see that about once or twice a year it seems like.

P: I probably don't see it that much anymore, but once you're a B-man, you walk into the lineup and say I'd like that hustler at K-Line and they'll give it to you.

D: Yeah, I'll be real curious to see, when they do take people in, if they'll still give them the selection of jobs like they deserve.

P: For the most part, I think.

D: I think, on a busy day, as long as they take a skill job they'll give them any skill job they want.

P: Yeah, they won't give them sweet jobs if they---You know what I mean.

D: Right. Of course, if it's obvious that they're going to fill all the jobs anyway, if a guy wants an extra-man<sup>2</sup>, I'm sure they'll give it to them. They better, after waiting ten years to get in, they better have a little bit of benefits there.

P: It wouldn't surprise me if I take an occasional checking job if I have to work extra to make up my hours. I kind of like that checking job at the Sea-Land gate.<sup>3</sup>

D: The domestic gate or the----

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<sup>1</sup> Continental Grain-the grain towers on Shuester Way.

<sup>2</sup> Extra-man is a job tittle that covers a broad range of duties.

<sup>3</sup> Gate checkers track container traffic, at the trucker's gates, in the container yards.

P: Or the international, I don't like the domestic gate, I don't think they even have a checker at the domestic, do they?

D: Actually, I don't know.

P: They've got the international and the intermodal.

D: I've never done the intermodal.

P: Yeah, I've done both, I like either of them.

D: You know, to get on the checker's list eventually, you have to have a lot of checking hours, don't you?

P: I don't think so.

D: That doesn't have anything to do with it?

P: I don't think so. Matt Michael's<sup>1</sup> just made it on the checkers list and he hadn't checked in maybe fifteen years, if he ever had.

D: That would be a good job, a good list to get on.

P: The supervisors list, checkers?

D: That's what Wayne is on isn't it?

P: Yeah, has been for years. Pays pretty good.

D: He just went over to Pier 7 recently.

P: That's what I hear, did he take Marzano's<sup>2</sup> job, or what. Or is it at 7b?

D: He's out at the container yard at pier 7 there between the domes there, must be in that little shack there under the belts. I don't know.

P: I doubt it.

D: He's not in the warehouse there. I don't think, but he said he's in the container yard. I don't know if it's temporary or what. They just asked him to go over there for a while.

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<sup>1</sup> An A-man.

<sup>2</sup> Dick Marzano is the president of Local 23. He is the supervisor at the Pier 7 warehouse.

P: That's funny, that's probably better than what he had.

D: Yeah, how many containers come in there?

P: Wow, that's got to be a great job! That's got to be every bit as good as the last one he had. I'll tell you, he's had some good jobs. Jobs to die for.

D: Yeah, I wonder if we'll have it as good, when we're A-men and we're forty or fifty years old, as the guys now do. Or, if things are going to get better as far as the jobs, or---

P: Well-----.

D: I'm just wondering where longshoring in Tacoma, in general, is going?

P: The question is, what can you do to further mechanize things. I don't think that there is that much more that you can do.

D: No, not really.

P: You can cut manning a little bit by using five bomb carts<sup>1</sup> instead of one----

D: Five bomb carts behind one truck?

P: Yeah, which is what they intended to do at APL. You can----.They'll probably continue to use the lashers on the container ships.

D: Some of the newer ships they're building are going to be all under deck.

P: Right, all below deck.

D: But you're still going to have extra-men to----

P: To un-dog (unlock) the hatches is about it. So you'll cut some jobs there, but there are certain industries where you reach a certain level of efficiency and you can't exceed it. I'm not saying that we're necessarily at that point, but considering the technology, it's very likely that we are.

D: Pretty close, yeah.

P: One thing that's a significant factor is the width of the cans that they will use in the shipping. If they were to go with sixteen foot wide cans instead of eight foot wide cans then things could change, but the way things are running now the strads are all built to handle eight foot wide cans, the trains will only handle eight foot wide cans.

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<sup>1</sup> A bomb cart is a type of container chassis that is only used for moving cans on the docks.

D: You still have to get them over the road.

P: Trucks, you've got to get them over the road. Eight foot wide limit, so you could go longer, they've got forty foot, forty-five foot----

D: They've got fifty-three foot now too.

P: Fifty-threes, well the cranes aren't----

D: They aren't real common, but I read somewhere that they're coming out with fifty-threes but I don't know of a ship that will handle them, except on deck.

P: The ships would handle them on deck, maybe, but the cranes couldn't get them off. There's not a crane on the waterfront that can take more than a forty-eight foot can.

D: Between the legs you mean?

P: Between the legs. The reason is that on the hatches on the ships, they want to keep the leg distances short as possible so they can work----

D: Adjacent hatches.

P: Right. So, I can't envision that much of a----They were talking for a while about automating the supervising and the checking.

D: Yeah, they've got those transponders they can put in cans where supposedly you can read them up to forty miles an hour going by with your scanner. It will tell you the number and what's inside and everything.

P: Right, so that is----.As far as I can tell, that is one of the few places that they can increase, I mean change the way the shipping is done. I can see the next thirty to fifty years of longshoring being basically the same. Now here's something that people don't think about. How do you improve on log exports or imports. You can't.

D: They tried putting them in container for a while.

P: They tried putting them in cans, but it's too expensive. You take a look, long term, at the way things are done and we in our society have this illusion that you can get away from nature. You can do everything inside. You can get rid of all the dirty jobs. You can make all the jobs nice and easy. However, you're always going to be outside on logs. You're not going to get away from the grease, you're going to continue----I mean sure, maybe you could go with a clam to pick up the logs instead of the slings,<sup>1</sup> or some sort of a hook system or whatever. They don't use it, they use the slings. There's got to be a reason for that. It's the most efficient way they've found. If you went back to the

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<sup>1</sup> Logs are loaded using cable slings that are wrapped around each end of a bundle.



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time of Rome, I would suspect that you would find the same basic type stuff; people standing out in the cold, doing work, loading ships and unloading ships. The type of work hasn't changed all that significantly as far as the conditions you're under. The amount of work that you personally have to do has changed. But, you know, the container ships-----  
---Sure they go to the container ships that have got nothing on deck, everything's below deck. That's fine, they can do that, but, as far as longshoring goes, what kind of difference is it going to make?

D: A couple of extra-men.

P: A couple of extra-men. A few jobs. So what you're going to have is equipment operators. You're going to have a few people to do the mundane stuff. You're going to have a few clerks, you're going to have a few foremen/supervisors, and basically that's where you're at right now, that's what you've got. You've got an occasional break-bulk ship. I suspect you'll always have some of that. I just can't see-----.

D: There's always going to be something that won't fit in a can.

P: Yeah, and something that's not cost effective to put in a can. So, the possible change---And here's another thing people don't think about. Or most people don't think about. There are certain types of industries where it's cheaper to have a labor force that is dispatched. I mean if you're a shipping company you're not going to hire someone full time forty hours a week if you only need them there two days out of the week. What that means is, the way the industry is set up, it is more cost effective for the shipping companies to hire out of a dispatch hall than it is to have permanent employees.

D: Yeah, even if they have to pay them premium wages.

P: Even if they have to pay them premium wages. So the only the only threat to the union, and here's what I'm thinking. The thing that is most likely to change longshoring in the future--- Considering that mechanization has about reached its limit, it won't have a huge, significant impact. The thing that will change longshoring is more regular shipping routes, which you already see fairly regular shipping routes. Most of the ships that call now are on a weekly schedule which when you think about it that's a pretty significant advance in shipping. Because, I don't know how long it's been that they have been able to do that but I don't think its been more than ten years that they've been able to run on a regular schedule. Maybe some of the bigger shipping lines have been able to, I don't know. But, running on a regular schedule makes a difference in your manning. The other thing that could make a difference would be general labor conditions and labor laws. It wouldn't be forces from within the industry. It would be forces from without the industry. Say for some, who knows what reason, that unions became illegal or something. It's that type of ----legislation on the state or federal level that could cause some changes. Maybe if the employers were to find some way around the unions, that could make a difference.

D: I'll be curious to what happens on the land that the Indians got in the settlement. How are they're going to develop that. Conceivably they could put in a dock there and hire who ever they want. (They could) get a shipping line in there.<sup>1</sup>

P: Perhaps, I don't know.

D: Because they are a sovereign nation and they could do what they want. That would only be one dock there, but still.

P: There's a lot of docks in Tacoma that don't use longshoremen.

D: Yeah, but they're not typically unloading cargo.

P: The scrap dock doesn't use longshoreman, they hire longshoremen.

D: Right, but they don't do the jobs.

P: But they don't do the jobs.

D: That's a pretty good racket.

P: Yeah, there are other docks, I suspect, that don't hire longshoremen, but it's not for big international type cargoes. Its more for local stuff or small scale ships. It's not the big ships, it's small barges.

D: I heard about a guy in New Jersey, on a private dock there, he kicked the longshore union out and refused to hire longshore and started hiring teamsters.

P: What happened?

D: He got away with it. It was a private dock though. The thing is, down at the port everything is port owned and as long as we maintain good relationships there, that'll help.

P: That's why I say the factor that is most likely to change the shape of longshoring is legislation. Another thing that's going to make a big difference is what they call the M and R, maintenance and repair. Because the maintenance and repair will require that you have more educated and skilled longshoremen. Better educated, better skilled.

D: They won't be as replaceable then.

P: They won't be a replaceable then and they won't be as interchangeable. There's a lot of guys very interested in the maintenance and repair.

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<sup>1</sup> Part of the recent land settlement with the Puyallup Indian tribe included a piece of land on the Blair Waterway.

D: A lot of them are going to school right now for it.

P: I think that that will be very good for the industry because it will add diversity. Who knows maybe the longshoremen become so efficient on the maintenance and repair that they get maintenance and repair jobs not even related to the ships, maybe their----- who knows.

D: Could be.

P: Who knows, maybe you get some trucking line that can bring their trucks in to get them fixed. Who knows.

D: Where was it the guy came up from, California, to talk about the M and R. San Francisco or-----

P: Los angles probably.

D: They've got a lot of M and R jobs there.

P: Yeah, and the contract says that they are ours but they just haven't gone about getting them and enforcing it.

D: That's what we need to do, start looking for every spot where we can find a job, rather than giving our jobs up.