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LOOKING AHEAD

The first round of voting in the current NLRB election in the fleet has been completed. The NLRB will vote each ship twice more, at 40-day intervals, to be sure that every eligible Esso seaman has had a chance to cast his vote. Each employee is entitled to **one** vote.

Cast Your Vote

Those who have not already voted in the first round are urged to do so at the next opportunity, if eligible.

Regardless of which union wins the election the Company will be required to recognize that union. That's the law. If a majority of Esso seamen vote "no union" then you will have no representation for at least a year. A "no union" vote would be unfortunate. It would settle nothing. It would only mean that in a year's time the Esso fleet would be up for grabs. There would likely be another NLRB election. The treadmill could go on and on.

Top Contract

The present agreement between the Esso Seamen's Association and the Company is tops in the industry. It was not bargained by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. It was not negotiated by the NMU or the SIU. It was negotiated by your own shipmates through the Esso Seamen's Association.

The overall conditions for Esso seamen, including the Company benefit plans, are second to none in the maritime industry. The paid leave was geared to the needs and wishes of Esso seamen. A job at sea and, at the same time, liberal periods of time off with pay. This

is what Esso seamen bargained for. It is what they and their families wanted and deserved. It was gained without a strike, picketing or a single day's stoppage of work.

What Are the Issues?

As the day draws near when you will be casting your vote, it is time to ask some important questions.

What is the real objective of the Teamsters' Union insofar as the Esso fleet is concerned? We all know about the 101 day strike at the Bayway Refinery last winter. Esso seamen were not involved in the strike. They had a contract and they lived up to it. The Teamsters must have seen that they needed the Esso fleet in their corner.

Next, what are the issues in the Teamster campaign? Looking ahead, what's in it for **you**, the Esso seaman?

Over the years conditions for the Esso seaman have improved greatly. Today he is most likely a man with a family. A man with youngsters in college and money in the bank. He has a good job, good ships and good shipmates. He is proud to call himself a seaman. And now the Truckmen's union comes along to free him of his chains!

Pay no attention to empty promises. There is no free lunch. A man only gets what he works for. That's the way of things and no one can change it. Not the Teamsters' Union, not the Esso Seamen's Association, not the Humble Oil & Refining Company.

Five years ago it was the Seafarers' International Union that came banging on the door. They wanted to come in and show you how

to run your lives, hiring-hall style. Esso seamen capsized the SIU in an NLRB secret ballot election. Now we see the International Brotherhood of Teamsters picking up the bar tabs. And so it goes. Next year, who knows? Maybe we'll have the Brotherhood of Railway Trainmen or the Upholsterers' International Union of America making goo-goo eyes at Esso seamen. Everybody wants to get into the act.

Now is the time for some serious thought. Your vote in the NLRB election will determine your future fortunes. Remember that the union that wins the vote will be the bargaining agent. Maybe for a long time to come.

As for the Company, we plan to stay in business and we prefer to deal with our own employees, not strangers.

What's in a Word?

In the light of current developments it may prove helpful to list a brief glossary of terms that are often used when old time trade unionists get together to talk shop.

Beef	A grievance or complaint.
Phony Beef	An illegitimate grievance or complaint. Often used for trading purposes or for propaganda. Also a grievance raised by a worker or boss who hasn't read the contract.
Goon	The athletic type — strong back, weak mind. Carries a ball bat for assistance in making his point in discussions with those he chances to meet. The goon travels with a group of other goons called a "squad". It's not that he is afraid to travel alone. It's just that the goon is a jolly fellow who enjoys the company of other goons.
Hack	A member of the club whose mainspring has run down. He often writes the speeches. He uses the same dreary old class struggle jargon that went out of style about the time of the Boston Tea Party.
Lockout	The boss gets sore, chases everybody home and padlocks the main gate.
National Office	The high command.

Paper Local A local union charter given by an International for political or other purposes.

Pie-card A professional union hack, now almost extinct. He is a paid functionary of the union local. Often the cousin, nephew or brother-in-law of the union boss. What he doesn't know about trade unionism would fill the New York Public Library. He wears tailored suits, smokes 50¢ cigars, drinks the finest whiskey and seldom misses a day at the race track. A favorite job title for this parasite is "Delegate". He is a pie-card. The union card he holds showing his identity as Delegate is also called a "Pie-card".

Pull the Pin Call a strike.

Quickie Instant strike.

Rank-and-File Where the dues come from.

Scab or Fink Strike breaker.

Rat Fink Scab who moonlights.

Sit Down Stop work but stay in the plant.

Slow Down Paint a bulkhead two strokes per hour.

Strike Clearance Good conduct ribbon.

Like a Hole in the Head How management and Esso seamen need the Teamsters.