



ESSO FLEET NEWS

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COMMON SENSE

Voting of the ships in the current NLRB secret ballot election is proceeding apace. As of August 10, ten tanker crews have been voted.

A change of signals has been called in the voting procedure for the *Esso Miami*, *Esso Gloucester* and *Esso Seattle*. At first it was agreed that these ships would be voted under the supervision of a U. S. Consul abroad. This plan proved impractical. Instead, the NLRB will now vote the three ships by mail ballot. Voting kits have already been sent out.

As the voting in the fleet proceeds the Teamsters' Union steps up its campaign of propaganda. The Teamsters try to compare your hours of work and earnings with those of the refinery workers at Bayway.

Every Esso seaman knows very well that in the maritime industry contract negotiations are based on maritime industry practices. Ship-owners and unions bargain on the basis of shipboard employment, shipboard work procedures and prevailing rates and practices as they apply to seamen. By the same token, refinery unions do not pitch their bargaining aims on maritime contracts or shipboard working conditions. One cannot compare apples with oranges. Therefore, any attempt to liken the two for propaganda purposes is only a smoke screen.

When an Esso seaman examines his wages and working conditions, he compares them not with refinery people or other shoreworkers but with other seamen.

At this time the total earnings of several ratings in the U. S. Merchant Marine line up about as shown in the table on page 3.

THE TEAMSTERS CONSTITUTION

You may recall that in our Special Issue No. 2, "The Plain Truth," we raised the question of the Teamsters' constitution. Since that time we have had the opportunity to check it. An interesting analysis of the 18th Teamsters' convention was presented in the "Monthly Labor Review" for August 1961. The "Monthly Labor Review" is published by the United States Department of Labor. Some excerpts from the article may be of interest.

"... What aroused special public interest in the Teamsters convention was the notoriety with which sundry charges, indictments, hearings, and court cases had surrounded many of its leaders over the past 5 years. There was considerable public speculation as to whether the proceedings of the convention would reveal the need for further public concern over the Teamsters affairs."

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"President Hoffa himself assumed the chairmanship of the Constitution Committee, and the first change made it easier to amend the constitution, by requiring only a simple majority rather than the previous two-thirds ..."

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"Severe inroads on local union autonomy and considerable diminution of rank-and-file influence resulted from many of the amendments ..."

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"The power of the president was increased by a number of constitutional amendments giving him certain administrative pre-

rogatives and broad appointing authority. Some of these follow:

1. He can appoint, without General Executive Board approval, an unspecified number of international or special organizers at salaries up to \$20,000 a year. He also sets the salaries of international directors of area conferences. He can designate a personal representative who acts in his behalf, with 'the right to attend meetings of any subordinate body of the international union'. He also can appoint and fix the salaries of an undesignated number of assistants to the president. Subject to approval by a majority of the board, he fills vacancies among international officers.
2. He has sole power to determine the order of business of the international convention and change it *at any time*.
3. He can order a referendum or a membership vote in locals or other subordinate bodies on any subject at any time, even though the particular group does not wish the vote.
4. He can appoint an international vice president as director of an area conference, and in such instance the director is an employee of and is paid by the international union rather than the conference. (Or he can assume the directorship himself.)
5. He can impose a trusteeship on his own determination to discipline a subordinate body for infractions of rules or in order to assure 'the performance of collective bargaining agreements . . .'
6. He can exercise almost unlimited control over State, multi-State, and area conferences. 'They shall be at all times subject to the unqualified supervision, direction, and control of the General President and they shall function under rules prescribed by the by-laws approved by the General President' who at will can change

or amend them. He also has veto power over dues and assessments established by the conference. Affiliation of each local and joint council with the conference which has geographic or *awarded* jurisdiction is compulsory.

7. He can change the time and place of nomination and election of local union officers, and 'upon a showing of good cause, by the officers and membership' allow other than the prescribed method of balloting, which is by ballot box or voting machine.

"Among other constitutional changes approved was an increase in initiation fees and dues. The former were raised to \$2.50. Monthly dues were raised to a minimum of \$5, but 'all dues, whether below, at, or above the minimum . . . shall be increased by no less than \$1 per month no later than January 1, 1962.' Per capita fees to the international were fixed at \$1, a 60-cent increase."

* * *

"For reasons not explained, the necessity for 'good moral character' was deleted from the section of the constitution outlining membership qualifications. Similarly, conviction for a crime which discredits the union or for engaging in 'what is commonly termed racketeering' no longer are specific grounds for expulsion. Moreover, at a trial of international officers, a two-thirds vote of the General Executive Board is now required to sustain charges instead of a simple majority."

* * *

"These numerous constitutional changes, when viewed as a whole, form a clearly delineated pattern which previous Teamster administrations had unsuccessfully striven for: (1) Both the status and influence of the area conference as a bargaining instrument are markedly heightened and the status and influence of the local union correspondingly lowered; (2) the authority of the president to control the administration and policies of the conference is made quite complete; . . ."

(Editor's note: Underlining and bold face type added for emphasis.)

ESA vs NMU and SIU Wages and Benefits

AB, Oiler Fireman/WT	Esso Seamen's Ass'n. (Humble Fleet)	N. M. U.	S. I. U.
Starting	\$453 per mo.	\$397.74 per mo.	\$373.84 per mo.
After 1 yr.	467		
" 2 yrs.	480		
" 3 yrs.	493		
" 5 yrs.	507		
" 10 yrs.	520		
Vacation	\$226.50 to	\$79.55	\$66.67
Earnings per month	\$260		
Approx. O.T. per month	\$100 to \$140	\$250 to \$330	\$260 to \$370
Accident Pay	26 wks full pay 26 wks 2/3 pay*	\$30 wk single \$40 wk married for 20 wks; then	\$56 per wk for 39 wks as long as in or out-patient;
Sick Pay	26 wks full pay 26 wks half pay*	\$25 single \$35 married 21st thru 52d wk; then \$70 to \$100 monthly while hospitalized	then \$21 per wk while hospitalized only
Death Benefits	Group insurance plus \$500 lump sum plus monthly payments of 1/2 a month's base pay as follows: Yrs. Service No. of Payments 1 to 2 6 2 to 3 10 3 to 4 14 4 to 5 18 5 24 plus 1 additional pay- ment for each year of service over 5.	\$3,500	\$4,000
Accidental Death	Above plus 2 yrs. pay	Above plus \$3,500	
Pension	\$297, 28 yrs. service, age 60	\$150 per mo. 20 years service any age	\$150 per mo.
Thrift Plan	3% regular plus add'l contrib.	None	None

*With 10 years of Benefit Plan service, special benefits may be payable for up to 2 years more.

In addition to Esso seamen's earnings and benefits shown in the table, they also receive a Special Supplement (part of Amendment No. 4). This provides the following annual supplements to base wages of the ratings mentioned:

Effective June 1, 1965	\$200.
Effective June 1, 1966	400.
Effective June 1, 1967	600.
and yearly thereafter	

Important features of this comparison are the differences in monthly wages, vacation-paid leave and overtime. One of

the big differences is that men in the Esso fleet have negotiated higher base wages and more paid leave instead of the national unions' stress on overtime. This choice enables Esso men to have more time at home with their families.

The national unions' emphasis on high monthly earnings attempts to offset indefinite low pay or off-pay periods on the beach waiting in the hiring hall for another job. Esso seamen have been able to negotiate on the basis of continuous service and uninterrupted pay.

Now is the time for some common sense. Some real hard thinking. Your vote in the current election will shape your course for the future. Use it wisely.

