



ESSO FLEET NEWS

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STRAIGHT TALK

A Message to Esso Seamen

Last week in Newark, New Jersey, the National Labor Relations Board began to put the machinery in motion for a secret ballot vote of Esso seamen. The secret vote is to decide whether you want the independent Esso Seamen's Association or the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as your collective bargaining representative, or no union.

The election will begin on August 1. It will continue until all ships (except those on long voyages) have been balloted three times. Ships trading coastwise will be voted in the port areas of Philadelphia, New York and Boston. The second balloting of each ship will be held about 40 days after the first vote is taken. The third and final balloting will take place about 40 days later. The election will take about three months. Each employee is entitled to *one* vote. Ships such as the *Esso Seattle*, *Esso Miami* and *Esso Gloucester* will be voted at a predetermined foreign port. At the request of the NLRB the balloting in foreign ports will be supervised by the local U.S. Consul. The Consul will then mail the sealed ballot boxes to the NLRB in Newark, New Jersey.

Eligible to vote are all men serving in an unlicensed capacity who were employees of the Company at any time during the period June 16 through June 30, 1965 and who are employees of the Company at the time the voting takes place. Excluded from voting are all licensed officers, Chief Stewards and unlicensed men who have served more than 30 days as an officer or Chief Steward during the years 1964 and 1965.

Men on paid leave, sick leave or leave of absence will be allowed to vote during such leave provided they come aboard a ship in port during the time the NLRB agent is on board

taking votes on that ship. Otherwise, they will have to wait until reassigned to a ship and run on the ship next time.

5 ELECTIONS SINCE 1939

Perhaps a brief summary of the background of labor relations in the fleet might be helpful at this time.

Since 1939, following an NMU strike, there have been five NLRB elections. The first of these votes, in 1940, failed to produce a majority and a "run off" election, ending in 1941, ousted the NMU in favor of an independent union. Again in 1942, the NMU petitioned for an NLRB vote. That vote, won by the independent union, was challenged by NMU. Finally, after three years of legal wrangling, a new election ordered by the NLRB. The independent union won a 2 to 1 victory. Next, in 1959, after the independent was rejected by an alleged "peek-a-boo" ballot, the Seafarers' Union of North America, AFL-CIO, was turned down in a drive to take over the Esso fleet. Again, Esso seamen voted 2 to 1 against an outside hiring hall union.

WHY THE TEAMSTERS?

Having seen that the nation's largest maritime union has been rejected repeatedly by the Esso fleet, it may seem strange to you that the same fleet is now the target of the Teamsters' Union. This gives rise to many interesting questions.

The Hoffa organization is not a seamen's union. It does not bargain for a single unlicensed man anywhere in the off-shore shipping industry. It never has. Why then, could the Teamsters' Union want to try for the bargaining rights of a fleet of seafaring men?

One can only speculate as follows:

1. The Teamsters know that a strike at the Bayway Refinery can only work if the ships are included. This was made very clear in the 101-day strike last winter.
2. Are the Teamsters "organizing" for someone else? Isn't it significant that no major maritime union made any effort to appear on the ballot in the coming election?

THE ENEMY WITHIN

Now that Esso seamen are being asked to decide whether they want to give the Teamsters the right to bargain for them, it is time to check the record of this organization. How much

do we know about the leadership, the methods and the recent history of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, James R. Hoffa, President?

To get the full inside story, one would need to read the complete report of the Senate Committee headed by U. S. Senator John L. McClellan of Arkansas, published by the U. S. Government Printing Office. However, a condensed version entitled *THE ENEMY WITHIN* covers the investigation quite thoroughly.

It is not a pretty story. It is a tale of crime and violence. An unbelievable account of fraud and larceny, muscle and terror. It is the story of how a powerful group of racketeers, hoodlums and gangsters have used the disguise of trade unionism to line their own pockets and to prey on the working men and women.

THE ENEMY WITHIN was written by Robert F. Kenne when he was Chief Counsel for the McClellan Committee. It is not an anti-union book. It is not an attack on organized labor. It is a shocking exposure of those who have betrayed the cause of honest trade unions. It is an indictment of the dishonest men who have used the trade union movement and the rank and file of union members for their own dishonest personal gain.

Happily, all unions are not corrupt. All union leaders are not crooks or gangsters. The sordid record of the Teamsters' Union is a source of shame and remorse to honest, dedicated trade union men everywhere. This is why the Teamsters' Union was kicked out of the AFL-CIO.

Unfortunately, the union that is trying to get into the Esso fleet happens to be the one that has done the most to produce the story, *THE ENEMY WITHIN*. That is why it is important that you read this book. You have a right to know as much as you can about any union that has asked you for your vote, your loyalty and your money.

A copy of *THE ENEMY WITHIN* has been sent to you for your consideration. Read it... or just read a small part of it. Then decide if this is the kind of union you want in the Esso fleet.

26 YEARS OF LABOR PEACE

For twenty-six years Esso marine management and Esso seamen have enjoyed a mutually satisfactory relationship. It

has been a period free of strikes and work stoppages. Not a single day's wages has been lost due to strikes or a single day of ship operation interrupted. In our industry, with its constant labor turmoil and strike-happy unions, ours is an enviable record. It is a record that both management and seamen can point to with satisfaction.

Our history of efficient and strike-free operation is one of the reasons why our Company continues to use tanker transportation rather than switch to pipelines as many of our competitors have.

As this is written, a large segment of the U. S. merchant fleet is strike bound. The ships have been idle for many weeks. Many hundreds of seamen, both licensed and unlicensed, are on the beach with no immediate hope of an early return to work. Our ships are operating, as they have during the countless other times since 1939 when, for one reason or another, most of the other U. S. fleets have been strike bound. Surely, this ability on the part of management and employees in our fleet to settle differences and disputes without radical or drastic action bespeaks a sound and wholesome relationship. It does not suggest that there is need for a sweeping change. There does not appear to be any good reason to switch allegiance to an outside shore workers' union.

To be sure, there will always be differences of opinion between management and employees. There will always be grievances, areas of dissatisfaction, even a failure to reach mutually satisfactory accord on issues at the bargaining table. This is the way of things. At the same time there has never been, and there is not now, an issue that cannot be resolved by the same give and take approach that has marked our progress to date.

What has been said in these pages may afford some food for thought in the days ahead. As to the election, how you vote is up to you. Just be sure to carefully weigh all the facts before you decide how to cast your ballot.

