



VOICE OF THE ILWU

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ILWU Local 142 endorses Mazie Hirono and Matt Matsunaga



by Eusebio "Bo" Lapenia Jr., Local President

As an organization, the ILWU sat on the bench in the primary election for governor. We had an "open endorsement" in that race which allows our members to vote for anyone they choose but prohibits the union and its leadership from publicly supporting any particular candidate. This meant no signholding, no house-to-house, no phone calls or mailouts to members for any candidate—no official support at all.

For the General Election, it will be completely different—the ILWU Local 142 is endorsing Mazie Hirono for Governor and our support will be considerable.

As a democratic, member-based union, the ILWU has always had an extensive grassroots network that can reach every one of our 23,000 members. Over the past 12 months, we have worked hard to revitalize this network by recruiting, educating, and activating scores of new

for 22 years, starting in 1980 when she first ran for the State House of Representatives and from 1994 when she was elected Lieutenant Governor. This is a long time and a lot happens in 22 years, but throughout this period, Mazie earned our respect and continued support, because of

families of Hawaii. From what we can see, Matt is following in his father's footsteps and shares our vision of a fair and just Hawaii where people come first.

Mazie is the only candidate for governor who has the trust, respect, and a proven ability to get business, labor, and government working together to solve problems and make Hawaii an even better place to live, work, and play. Mazie Hirono as Governor and Matt Matsunaga as Lieutenant Governor is the leadership team Hawaii needs at this time.

lege. This is "change" for the worse that will come at the expense of working people. It would tear down years of gains made in advancing workers' rights and dismantle years of expanding government services to include programs most needed and used by working families.

Lingle and her Republicans pay lip service to workers' rights, but continually propose "changes" aimed at taking away these rights and crippling the one organization through which workers defend their rights—labor unions. In their party platform,

Mazie puts people first, but she does so by working to balance the interests and needs of business, government, and workers.

union activists.

This endorsement of Mazie Hirono means that hundreds of union activists throughout our membership network will be out there holding signs, walking door-to-door, making phone calls and educating our members on the issues. Our entire organization and our energy can now be focused on reaching out to thousands of our members and their families to make sure Mazie Hirono and Matt Matsunaga win in November.

her solid and consistent record as a strong leader and advocate for the working families of Hawaii.

Mazie puts people first, but she does so by working to balance the interests and needs of business, government, and workers. This balancing act is sometimes the hardest way to lead, because it involves getting different groups to work together and getting people or businesses to accept compromises.

Matt Matsunaga is a relative newcomer to public service, but his father U.S. Representative Spark Matsunaga had a long history of dedicated service to the working

Lingle's idea of "change" and a "new beginning" is nothing more than a return to the old Hawaii and the dominance of private profit, private property, and private privilege. This is "change" for the worse that will come at the expense of working people.

Change for the worse

Linda Lingle's idea of "change" and a "new beginning" is nothing more than a return to the old Hawaii and the dominance of private profit, private property, and private privi-

the Republicans say they support the "concept" of collective bargaining, but apparently they don't support the "right" to bargain collectively—they introduced House Bill 877 to

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ADDRESS LABEL

Job security is most important issue for workers

Job security topped the list as the most important public policy issue for ILWU members, according to a survey of 122 unit leaders who attended training classes this year. The "Member to Member Survey" asked people to list the biggest concerns facing working families.

Responses ranged from the environment to crime and taxes, but "Job Security" consistently appeared as an important issue in most of the completed surveys and had the highest score of 62. "Health Care" came in a close second with a score of 60. "Wages" also scored fairly high at 37. Education and Social Security trailed in fourth and fifth place with scores of 28 and 21.

Economic uncertainty

Why do workers fear for their jobs? Where does this growing insecurity come from? A number of trends and events, including September 11, made it clear to everyone how interdependent our lives have become and how global events can change our lives in Hawaii.

The Asian monetary crisis which weakened many of our companies with Japanese roots; the collapse of Enron and the loss of billions of dollars in pension fund money; the roller coaster stock market; the increasing corporate buyouts and the resulting layoff of workers; government trade policies that threaten our sugar and pineapple industries; the loss of tourism and hotel jobs after September 11. All of these have affected our jobs and lives in Hawaii.

Concern about job security

Union members have a collective bargaining agreement which gives them far more job security than non-union workers. Unorganized workers who have no union protection are employed "at-will" which means they can be fired for any reason or no reason. For the non-union workers, there is no such thing as job security.

Yet, even a union contract can fail to protect jobs in certain situations. Most changes of ownership and management are fairly routine, where all workers continue their employment and the new owner agrees to sign on to the existing collective bargaining agreement. However, union members are particularly vulnerable during an abnormal change of ownership, where the new management refuses to recognize the union and the existing collective bargaining agreement. Employers can get around the law if they fire all the workers and hire less than half of the original workforce.

This has happened at a number of ILWU companies with the most recent case being the Hawaiian Waikiki Beach Hotel. The previous owner of the hotel went bankrupt and the property came under new management in a foreclosure sale. All employees were terminated and the new management hired only a handful of the former workers. This is the main reason the ILWU went to the State Legislature to propose a law which would require a new owner to keep the existing workforce.

Worker Retention

The Worker Retention Bill (SB 2118) pointed out that because of "growing global interdependence" the State's economy is affected by "financial distress in other geographical regions." This has caused changes, transfers of ownership, and divestitures of companies in Hawaii and sometimes the abrupt and unexpected unemployment for the employees of these companies.



The bill went on to conclude, "The public interest of the State is best served by seeking to ameliorate the financial and social problems caused by these economic dislocations and resultant unemployment. Therefore, the retention of incumbent workers furthers the State's interest in providing stable employment to its residents, uninterrupted and efficient service for its visitors, and a healthy consumer base for its businesses."

In its final form, the proposed law on Worker Retention would require a new owner to keep at least 50 percent of existing, nonsupervisory employees. The bill passed in the House of Representatives with the vote split along party lines—31 Democrats voted in favor and 18 Republicans voted against the bill (2 representatives were excused from

the vote). In the Senate, the vote was tied at 12 yes and 12 no (one senator was absent)—nine Democrats joined the three Senate Republicans to vote against the bill.

The law nearly passed—it failed by a single vote.

Political Action Important

The widespread concern about job security and the fate of the Worker Retention bill is one more example of why union members should support their union political action programs. One more vote and the Worker Retention bill would have passed. Your vote in support of union endorsed candidates can make the difference the next time.

Register to vote. Make sure every eligible member of your family is registered to vote.

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American workers pay more, get less in healthcare

Americans pay more for healthcare than the people of any other country in the world. Healthcare spending in the U.S. for the year 2001 is expected to reach \$1,542 billion or \$5,200 per person.

This is more than twice what is spent by other developed, industrial countries, with the single exception of Switzerland, which spends about \$2,800 per person. It is two times what Norway, Germany, Canada, Luxembourg, Netherlands, Denmark, Iceland, Australia, Belgium, France, Austria, Italy, Japan, or Sweden spend for their medical care.

With the most expensive healthcare system in the world, Americans should be the healthiest people on the planet. Not so. A 1999 study of 191 countries by the World Health Organization ranked the U.S. at #24 in terms of the overall quality

of health of its people and #37 in terms of the overall performance of its healthcare system. Japan had the healthiest people and France had the best performing health system—all this for about \$2,400 per person, half of what we pay in the U.S.

The average quality of health of a country was measured in terms of a disability-adjusted life expectancy. The US ranked #24—far behind Japan at #1, Australia #2, and France #3. In terms of the fairness of child survival, the U.S. ranked #32—Chile came in #1, the United Kingdom was #2, and Japan was #3. In terms of fairness of financial contribution, the U.S. ranked a poor #54. Columbia ranked #1, Luxembourg #2—Belgium, Denmark and Djibouti were tied at #3. The three best healthcare systems in terms of overall performance were—France

#1, Italy #2, and San Marino #3.

Canada outperforms U.S.

Even our closest neighbor, Canada, outperformed the United States in almost all categories. Canada ranked #30 in overall performance, while the U.S. ranked #37. Quality of its peoples' health put Canada at #12, while the U.S. was #24. Canada was #18 in terms of fairness of child survival for all income groups, while the U.S. ranked #32. The cost of Canada's health system was #10, while the U.S. was the most expensive at #1.

Many retired Americans are taking advantage of the lower cost of Canada's healthcare system by buying their prescription drugs in Canada at up to 60-80% less than what it costs in the United States. This is for the same brand name

drugs, manufactured by the same companies. In states near the Canadian border, thousands of senior citizens, who often lack drug coverage, charter buses and organize group trips to Canada to fill their prescriptions.

Canada keeps medical costs down with a publicly-financed, privately-delivered healthcare system. It is essentially a national health insurance program, which is financed by tax dollars and administered by the provincial governments. Each provincial government then negotiates with private companies to provide healthcare services to all Canadian citizens at little or no charge. As the only buyer of healthcare, the government has the bargaining power and leverage to control costs. It is also a very efficient system with far lower

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Workers are concerned about health care

Healthcare and Job security topped the list as the two most important public policy issues for ILWU members, according to a survey of 122 unit leaders who attended training classes this year. The "Member to Member Survey" asked people to list the biggest concerns facing working families.

The ILWU took on three issues dealing with healthcare costs in the 2002 Session of the Hawaii State Legislature—reducing the high cost of prescription drugs, especially for senior citizens; controlling healthcare cost by requiring insurance providers to justify rate increases; and protecting worker benefits under the existing prepaid health law.

The ILWU found strong support for these issues among the Democratic members of the Legislature.

The Republicans strongly opposed the ILWU on two of these issues—they voted against controlling healthcare costs and voted to reduce benefits to workers under the prepaid health law. Based on their principles, the Republicans should also have opposed the bill aimed at reducing the cost of prescription drugs for senior citizens because it calls for an expanded role of government. In their party platform, the Hawaii Republican Party states, "A truly competitive medical market place must be created because free market solutions are preferable to expanding the role of government." However, most Republicans found it difficult to vote against such a popular cause. Five Republicans did cast the only "no" votes on this bill.

Following their principles, 20 out of 19 House Republicans and all 3 Senate Republicans voted against health insurance regulation. In contrast, almost every Democrat in the House and Senate voted in favor of health insurance regulation with only 3 voting against.

The vote to protect worker benefits under the prepaid health law was also

sharply divided along party lines. The issue was only considered by the State House of Representatives. Only 13 of the 19 House Republicans voted on the bill, but all 13 voted to weaken the benefit to workers. In contrast, 32 Democrats voted to protect workers benefits and three "Democrats" voted against the issue—one of whom later switched parties and became a Republican.

Role of Government

These positions taken by the Republicans are based on their belief that the economy works best when private profit and private business are free from government restrictions and regulations. Thus, Republicans seek to restrict and limit the role of government in the economy.

The Republican solution to the high cost of healthcare is to have more of the same. They want to encourage more private health plan providers to enter the Hawaii market. They suggest people need to set aside more money to pay for medical and propose tax deductions for medical savings accounts.

Collective Solutions

On the other hand, the ILWU takes the position that private enterprise created this healthcare crisis in the first place and the solution lies in the

Today, we are seeing the results of a healthcare system run as a private, for-profit business. Healthcare in the US has become the most expensive in the world, where we pay more than double what any other country pays for healthcare and still rank an embarrassing #37 in overall performance.



democratic, collective power of the people—acting through their government. This is a view shared by many Democrats.

Government is needed to provide needed services and to protect the community from private companies that are controlled by a handful of owners and stockholders who seek only to maximize profits for themselves. There are also many vital services that are best provided by our government. Do we want a society where police and fire protection are provided by private companies and only available to people who pay for these services?

Healthcare, in particular, is one area where government should play a more active role. The U.S. healthcare industry is already one of the most privatized in the world. Privately owned and controlled, for-profit

companies dominate all parts of the system—they manufacture the drugs, they sell the insurance, and they deliver the care. These companies have long operated with minimal government regulation.

Today, we are seeing the results of a healthcare system run as a private, for-profit business. Healthcare in the US has become the most expensive in the world, where we pay more than double what any other country pays for healthcare and still rank an embarrassing #37 in overall performance.

The U.S. is the **only** industrial country that doesn't have basic healthcare guaranteed to all its citizens. Americans have healthcare if they can afford it—and 41 million Americans have no healthcare coverage because they can't afford it. The high cost of healthcare is driving many of our senior citizens into poverty as they are forced to pay more for their monthly medication than they pay for rent.

The bill passed by the Hawaii State Legislature to regulate health insurance rates is only a small step in the right direction.

Pay more for healthcare—continued from page 2

administrative cost and paperwork, compared to the U.S.

The United States did rank #1 in terms of responsiveness of its healthcare system. This was measured in terms of dignity, autonomy, confidentiality, prompt attention, quality of amenities, access to support networks, and choice of care provider. Canada ranked #7, which is not bad, considering the cost of Canada's system is less than half that of the U.S.

Higher taxes, too

The high cost of medical care in the U.S. impacts our society in many other ways.

Our taxes are higher—healthcare costs account for a large portion of the tax burden as county, state, and federal governments spend more for the healthcare obligation of its workers, retirees, and Medicare and Medicaid programs.

Schools suffer—governments are forced to take tax dollars away from education and other programs to pay for rapidly increasing medical costs. The 50 states now spend \$105 billion on various health insurance programs.

Our wages suffer—as medical costs increase, employers try to cut other areas, such as wages, pensions, and benefits. A small wage increase may be wiped out by paying a higher share of medical insurance premiums or higher out-of-pocket costs.

We pay more for auto and workers compensation insurance—healthcare costs accounts for a large part of the price of auto insurance and workers compensation insurance.

Our exports are put at a competitive disadvantage—the higher cost of health benefits for U.S. workers adds to the production cost of U.S. companies. It means a Canadian company paying the same wages and producing the same product as a U.S.

company can sell its products on the international market for less than the U.S. company.

Our health suffers—because of high out-of-pocket costs, as many as 20 percent of people with medical plans are not filling prescriptions, are skipping medical treatments, or are waiting until a condition becomes serious before seeing a doctor.

No health insurance—one out of seven or an estimated 41 million Americans have no health insurance at all. Many work full-time, but because of the high cost of medical, their employers don't provide health insurance.

The World Health Organization study shows us that many countries are able to provide excellent healthcare at much lower costs than the United States. Canada saves on administrative costs with the government buying health coverage from private providers. The French have their choice of private doctors and

medical bills are paid by insurance funds, jointly administered by employers and employee representatives and unions. In Sweden, health care is provided by government run hospitals and clinics.

In all of the countries that outscored the U.S., their governments play a much more active role in providing healthcare as a right guaranteed to all its citizens.

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Labor in Concert at the Waikiki Shell drew a crowd of more than 10,000 union members and families.



Keiki enjoyed games, a big bouncer, rock climbing and mini-train rides.



Shoji Okazaki, Bette Fujisaki, Mitsue Thompson, and James King of the Oahu "Pau Hana" pension club ride the ILWU trolley with Local President Eusebio "Bo" Lapenia Jr.



ILWU longshore bike riders wore their ILWU t-shirts with pride and showed off their Harleys during the Labor Day Parade on Oahu. More than 60 ILWU bikers participated in the event.

ILWU Celebra

by Joanne Kealoha, ILWU Social Services Coordinator

For Labor Day 2002, the ILWU collaborated with other unions in several activities statewide to celebrate the labor holiday.

Oahu

On Oahu, the fourth annual "Labor in Concert" was held on September 1 at Waikiki Shell, sponsored by the Hawaii State AFL-CIO. Some 25 unions participated by putting on displays featuring their unions, giving out hot dogs, soda, water, popcorn and other free food, and assisting overall in everything from parking to entertainment for the event that lasted all afternoon and evening. Admission was free.

More than 10,000 union members and their families attended the event. Kids enjoyed a mini-train ride, a bouncer, rock-climbing, and various games like the ILWU's wheel-spin. Music began at 2:30 rivaling other Waikiki Shell concerts with its line-up of 16 groups like The Mana'o Company, Ekolu, Pati, Three Plus and Cecilio & Kapono. This year, the concert was enhanced by a

big screen to allow those in the back of the Shell to better see the action on stage.

An annual crowd-pleaser was the union karaoke contest, which pitted representatives from 11 unions in a friendly contest for cash prizes. Steven Tui of Schuman Carriage represented the ILWU and took the third-place prize of \$250.

"Labor in Concert" was co-chaired by Guy Fujimura of ILWU and Lynn Kinney of Painters and Allied Trades.

Maui

Working together with the Hawaii State AFL-CIO and the Oahu committee, Maui unions were able to secure many big-name entertainers for Maui's Labor Day celebration on August 24 and drew some 3,000 union members and their families. Willie Kennison of ILWU and Alton



Former ILWU social worker Ah Quon McElrath was the Oahu Labor Day Parade Grand Marshall.



The Maui Division Labor Day celebration was well attended by local politicians and political hopefuls. (L-r) Rep. Joe Souki, Unit 2406 - Hawaiian Cement Treasurer Casey Del Dotto and wife Tina, Senate Dist. 5 candidate Roz Baker, and Business Agents Delbert DeRego, Willie Kennison and Bill Drury. Both Souki and Baker are endorsed by the ILWU.

ates Labor Day

Watanabe of HGEA co-chaired the event.

With support from community leaders like Mayor Kimo Apana, the evening offered lots of good music, good food, and good company. It was the biggest union event on Maui for some time. Dwayne Moleta of Walker Industries took first place in the karaoke contest, winning \$500. [Congresswoman Patsy Mink spoke at the concert in perhaps her last public speaking engagement.]

Hawaii

Big Island unions worked together with various community groups to celebrate Labor Day with a focus on the "Dignity of Work" as the theme for a week of activities including an employers fair, a job fair, and a Community Day at the Park on September 2. Mayor Harry Kim proclaimed Dignity of Work Week 2002. Activities emphasized the value and dignity of all work and the importance of building community.

Labor Day Parade

The Hawaii State AFL-CIO also sponsored a parade on Labor Day with more than 20 unions participat-

ing. Grand marshal for the parade was our own Ah Quon McElrath, who led the parade riding a convertible. In her speech at a rally following the parade, A.Q. urged unions to "engage the rank and file so that they understand the issues that affect their lives." She said, "We must preserve that which we have gained and move ahead with new ideas in light of the massive changes in our political economy."

The ILWU contingent in the parade included a trolley filled with pensioners, a walking unit handing out ILWU fans, and a unit of more than 60 ILWU members riding their motorcycles and wearing black ILWU t-shirts. Organized by Mike Hansen of McCabe, the ILWU bike unit was clearly one of the most impressive in the parade.

Labor pride

Labor Day 2002 was a day of rest for most union members, but also a day to have fun with families and to show pride in being UNION. As demonstrated by the cooperation among all unions, labor solidarity is alive and well in Hawaii.



(Above) Maui Division Political Action Committee (PAC) Chair Donna Domingo and former Division Director John Arisumi with retirees who volunteered to work at the water, soda and voter registration booths. (Below) Local Secretary-Treasurer Guy Fujimura (r) with Joan Manke, Congresswoman Patsy Mink, and John Mink at the Maui Labor Day event.



Kauai retirees enjoy annual picnic

LIHUE—Each year, Kauai pensioners look forward to a day of fun and camaraderie at the annual Kauai Division Pensioner Picnic. This year was no exception as 250 pensioners filled the patio of the ILWU building on Kauai. Kauai Pensioner Council president, Alfred Castillo, was pleased with the turnout.

This being an election year, the picnic brought out many ILWU-endorsed candidates to speak to the crowd, including Ron Kouchi, JoAnn Yukimura, Gary Hooser, Mina Morita and others. Pensioners appreciated hearing from all the candidates and are more likely than most to turn out and vote.

But politics wasn't the primary agenda for the pensioners. They came to the picnic for fun and fellowship—and there was plenty

of fun for everyone with guessing games, lawn games, bingo, and door prizes. Seventy 20-pound bags of rice were given out and prized as treasures by the pensioners, many of whom declined help carrying their rice at the end of the day. Mostly, though, pensioners appreciated the chance to meet up with their friends, talk story, play music, and enjoy the company of others.

Kauai Division staff all pitched in to make the event a success. Kauai Women's Committee members also volunteered to run the games. Mahalo to Pam Green, Jonarene Troutman, Diana Lopez, Doreen Kua, and Leinani Malina. Pensioner club advisors like Stanley Dotario, Ernie Domingo, and Robert Ritch also helped out throughout the day.



(Above) Gay & Robinson pensioners share a song. (Below) Kauai Women's Committee members Diana Lopez, Pam Green, Doreen Kua, Jonarene Troutman, and Leinani Malina volunteered to run games for the pensioners.



"Golden Years," Kauai's tourism industry pensioners' club, invites all Kauai ILWU hotel retirees to join them!

TOURISM INDUSTRY NEWS

Hotel industry posts \$16.7 billion in profits for 2001

Hotel operators maintained a healthy profit margin of 16 percent in 2001, despite a downturn in the economy in the first half of 2001 and the impact of the terrorist attacks on travel after September 11. Pre-tax profits for the industry was \$16.7 billion on revenues of \$108.7 billion.

Profits are expected to increase to \$17.2 billion in 2002 and reach \$19.8 billion in 2003, provided consumer and business confidence is not further eroded by escalating a conflict with Iraq.

In its annual research of hotel operations across the country, PricewaterhouseCoopers found hotels used 11 different methods to cut costs and maintain profits. Unfortunately for workers, most of these cost cutting measures put the burden on them. Hotels saved money by: eliminating jobs; cutting or deferring wages and bonuses; reducing work opportunity by closing or limiting hours of restaurants and outlets; changing food service to buffets or limited menus; reducing services

such as room service and health spas; postponing worker training; and combining jobs and expecting workers to do both jobs.

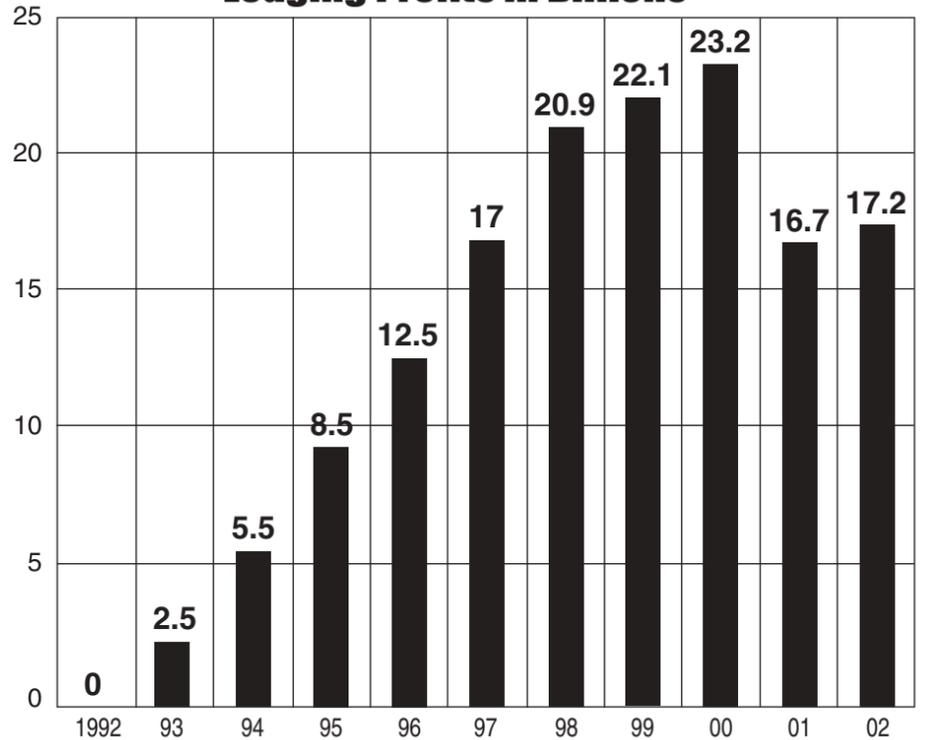
A few cost cutting measures did not directly affect workers. These included: reducing expenses on advertising; postponing renovations and maintenance; reducing room amenities such as free bottled water and designer soaps; and reducing decorations such as lobby flowers, candles in restaurants, and linens for some meal periods. Hotels also took advantage of historically low interest rates to refinance loans.

Many hotels started these cost cutting measures at the end of 2000 and in early 2001, as the economy began slowing and

businesses cut back on corporate travel. This allowed the industry to make a healthy 16 percent profit despite the disruption and slowdown of travel after September 11.

The chart below shows how 10 years of profitable operations pulled the lodging industry from losses of \$5.7 billion in 1990 to record high profits of \$23.1 billion in 2000.

Lodging Profits in Billions



Hotel giants layoff thousands

From the year 2000 to 2001, the three largest hotel chains—Marriott International, Hilton Hotels, and Starwood Hotels and Resorts—trimmed their workforce by 8.4 percent or some 30,000 employees.

Marriott International operates or franchises 2,398 properties with 435,983 rooms, including hotel brands like the Renaissance and Ritz-Carlton Hotels.

Hilton Hotels Corporation owns, manages, or leases 1,986 properties with 327,000 rooms. The Hilton brand includes Doubletree, Embassy Suites, Hampton, and Conrad and Harrison Conference Centers.

Starwood Hotels and Resorts owns, manages, or leases 743 hotels with 224,000 rooms, including the Sheraton and Westin Hotel chains.

Together, the three hotel giants operate, manage, or franchise 5,127 properties around the world with close to one million rooms (986,983). Worldwide, they employed a total of 359,000 workers at the end of the year 2000, which was the year the lodging industry posted record profits of \$23.2 billion and eight-years of steadily increasing profits. One year later, the three hotel chains reported employing 329,000 workers—or 30,000 workers less.



"Don't look at this layoff as a problem... look at it as if you're part of the solution."

Hotels waste million\$ in employee turnover

High employee turnover reduces hotel profits by millions of dollars every year. An employee turnover of just 10 percent a year can cut profits by \$500,000 a year for the typical Hawaii hotel. This can reach one million dollars a year for high-end hotels with average room rates over \$250 a night.

The High Cost of Employee Turnover

	Average Room Rates	Loss Profits 1% turnover	Loss Profits 5% turnover	Loss Profits 10% turnover
Maui	\$185	-\$64,250	-\$321,250	-\$642,500
Big Island	\$167	-\$54,800	-\$274,000	-\$548,000
Kauai	\$161	-\$51,650	-\$258,250	-\$516,500

A recent study found a direct link between decreased hotel profits and employee turnover. The impact on profits is even more pronounced for larger hotels with higher room rates.

The research found that hotels can boost their profits considerably by reducing employee turnover by just a few percentage points. The researchers concluded that it makes good business sense to adopt practices aimed at retaining valuable employees, particularly where hotel jobs have become more complex and difficult to master.

The study on the "Effect of Employee Turnover on Hotel Profits" by Tony Simons and Timothy Hinkin from the Cornell Center for Hospitality Research, found that each percentage point increase in employee turnover cut an additional \$525 from a hotel's gross operating profits. The study was based on a sample of 98 hotels ranging from 72 to 652 rooms, employing between 14 and 505 employees, with average room rates from \$46.73 to \$165.53. The study looked at the performance of these hotels from January 1 to June 30, 1999. See: information <http://www.hotel.school.cornell.edu/chr/research/inbrief/empturnover.html>.

Why Mazie Hirono and Matt Matsunaga—continued from page 1

remove the right of collective bargaining for public and private workers from the State Constitution.

Lingle and her Republicans claim to stand for fair wages, but every year they introduce “changes” like Senate Bill 626 and House Bill 906 which would lower wages and drive thousands of Hawaii workers into poverty conditions. These so-called “right to work” bills are designed to destroy labor unions by making it illegal to require paying union dues as a condition of employment. In states that have passed such laws, workers have the lowest standard of living and highest poverty levels in the nation. Business profits, however, are higher.

The Republican idea of economic development and progress is to take care of private profit and private business and maybe some benefit will trickle down to working families.

Unlike the Republicans who used government to control workers, the Democrats used government to regulate business and to protect the public interest. Democrats passed laws to enforce workers' rights, to prevent polluting the environment, and to protect consumer rights.

Hawaiian history tells us this is how the Republicans ruled Hawaii from 1900 until 1954. During this time, Hawaii was a society of a few fabulously wealthy people and many, many working families who barely made a living. Republicans passed laws that made it difficult or impossible for unions to organize. Under Republican rule, government's main purpose was to serve business and run the police force that kept workers under control and protected the property and wealth of the elite.

In 1954, the Republicans were thrown out of power by the working people of Hawaii in a change so sudden and complete that it is sometimes referred to as the “democratic revolution.” In the years since, the people elected Democrats as the majority party because they shared a common vision of a more equitable society which placed people first.

Unlike the Republicans who used government to serve business, the Democrats expanded the role of government as the vehicle to provide

many needed services to the public while continuing to promote business. The government built and operated schools, hospitals, parks, roads, bus systems, harbors, airports, fire and police protection, and more. In providing these services, government also became a major source of employment.

Unlike the Republicans who used government to control workers, the Democrats used government to regulate business and to protect the public interest. Democrats passed laws to enforce workers' rights, to prevent polluting the environment, and to protect consumer rights.

The Democrats have a more balanced approach to government, which is why the ILWU is supporting the Democratic candidates—Mazie Hirono for Governor and Matt Matsunaga for Lt. Governor.

EDITORIAL: Vote for Patsy T. Mink

There has been a lot of talk about the U.S. House District 2 (Rural Oahu-Neighbor Islands) race in the upcoming General Election. Congresswoman Patsy T. Mink, who recently passed away, is on the ballot with Republican candidate Bob McDermott. Some, like U.S. Senator Daniel Inouye, support voting for Patsy to honor her legacy, while others say we should elect the Republican candidate outright so we don't have to spend money on special elections.

I am going to vote for Patsy Mink because I think it is in my best interest, and in the best interest of my family and my fellow workers. I think voting for Patsy now—and then voting in the special elections that will result if she wins—is the only way that working people in Hawaii will be able to elect someone into office who will *truly* represent **our best interests**.

Many of us have voted for Patsy in the past because we believed our U.S. Representative should be somebody who is willing to fight for the little guy. We voted for Patsy because she was progressive, fought against injustice and discrimination, and stuck to her values that put working people first.

If you have a daughter who plays high school or college sports, you can thank Patsy for co-authoring Title IX. Title IX is the portion of a 1972 educational amendments bill that prohibits excluding persons from participating in federally assisted programs or activities on the basis of sex. Patsy was a major co-sponsor of positive labor law reform, and fought for increases to the federal minimum wage for the nation's lowest paid workers. She worked for OSHA reform to increase job safety for those of us at risk. She has been a champion of immigrant rights and civil rights.

Voting for Patsy in the General Election sends this message: the working people of Hawaii deserve to have the **best possible representation in Congress**—a person who is true to our beliefs and values—and even though the costs are high, we won't settle for less.

I believe that having another election is worth the expense if it means that working people like us will have a *real* chance to vote for someone who will, in Patsy's own words, “fight, fight, fight for what is right!” If we don't vote for Patsy, if we don't fight for what is right, in the long run the cost to us and our families will be greater than any special election.

ILWU Local 142— Important notice on Political Action Fund

Articles XXXIII of the Constitution and Bylaws of ILWU Local 142 as amended to October 1, 1991 reads:

“Section 1. The Local Political Action Fund shall consist of voluntary contributions. The Union will not favor or disadvantage any member because of the amount of their contribution or the decision not to contribute. In no case will a member be required to pay more than their pro rata share of the Union's collective bargaining expenses.

“Section 2. The Local Convention shall determine the suggested amount of contribution to the Local Political Action Fund by each member. Individual members are free to contribute more or less than the guidelines suggest. Monies paid into the Fund will be contributed only on behalf of those members who voluntarily permit that portion of their unit dues to be used for that purpose.

“Section 3. Those members who do not wish to have any portion of their unit dues diverted to the Local Political Action Fund, but who wish to make a political action contribution directly to the Fund, may do so in any amount and whenever they wish.

“Section 4. Voluntary contributions to the Local Political Action Fund will be made during the month of December. Each September, October and November, each dues paying member of the Local shall be advised of their right to withhold the suggested contribution or any portion thereof otherwise made in December. Those members expressing such a desire on a form provided by the Local shall be sent a check in the amount of the suggested contribution or less if they so desire, in advance of monies being collected for the Fund.”

Members of the ILWU who wish to contribute more than \$4.00 per regular member may do so by sending a check in the desired amount, made out to the ILWU Political Action Fund, directly to the Local office.

More than \$4.00

I wish to contribute more than the minimum voluntary contribution of \$4.00 to the ILWU Political Action Fund. Enclosed please find my check for \$_____.

Less than \$4.00

I do not wish to contribute the entire \$4.00 to the ILWU Political Action Fund. I will contribute \$_____. I understand that the Local will send me a check for the difference between my contributions and \$4.00 (\$2.00 for intermittents) prior to December 1, 2000.

No Contribution

I do not wish to contribute to the ILWU Political Action Fund. In order to ensure that no portion of my dues payment is allocated to the Fund, and recognizing that I have no obligation whatsoever to make such a contribution, the Local will send me a check in the amount of \$4.00 (or \$2.00 for intermittents) prior to December 1, 2000.

signature _____

name (please print) _____

address _____

unit# _____ social security # _____

return to: ILWU • 451 Atkinson Drive • Honolulu, HI 96814

ILWU Political Action Fund Contributions are not tax deductible.

If you don't vote, its like saying "I don't care"

Politics affects our lives everyday. The right to form and belong to a union, labor laws protecting workers, Social Security, and the right of all children to attend school are benefits that exist for working families today but may change depending on who gets elected to office.

That is why the ILWU Political Action Committee (PAC) has prepared a list of endorsed candidates. Your PAC believes that these candidates will best work to preserve the rights we enjoy today and help us pursue additional benefits, such as improved Medicare and

prescription drug coverage.

The ILWU Political Action program depends on members and their families being registered to vote and voting for ILWU endorsed candidates. Our political influence depends on the support we can provide to the candidates we endorse. The first step is our VOTE at the polls. Please support union endorsed candidates on General Election Day, Tuesday, November 5, 2002.

—Adapted from an article by Robert Zahl, Unit 2101 - HC&S Editor.

KAUAI DIVISION • ILWU ENDORSEMENTS GENERAL ELECTION • TUESDAY, NOV. 5, 2002

U.S. HOUSE DISTRICT 2
Rural Oahu-Neighbor Islands Patsy T. Mink

GOVERNOR/LT. GOVERNOR
Mazie Hirono/Matt Matsunaga

STATE SENATE
7 Kauai-Niihau Gary Hooser

STATE HOUSE
14 Hanalei Hermina Morita
15 East Kauai Ezra Kanoho
16 West Kauai Bertha Kawakami

KAUAI MAYOR Ronald Kouchi

KAUAI COUNCIL
• Daryl Kaneshiro • Melvin (Mel) Rapozo
• Ernest Moniz Jr. • JoAnn Yukimura
• Maurice (Joe) Munechika
• Raymond (Ray) Paler

PROPOSED CONSTITUTIONAL AMENDMENTS

Question 1. Legislative Candidate Residency Requirements YES
Question 2. Assisting Not-For-Profit Private Schools, Colleges and Universities NO
Question 3. Initiation of Felony Prosecutions by Written Information NO

PROPOSED CHARTER AMENDMENTS

Question 1. Public Access, Open Space, Natural Resources Preservation YES
Question 2. Initiative and Referendum NO
Question 3. Electric Power Authority NO

Issued by ILWU Hawaii Political Action Committee, 451 Atkinson Dr., without the consent of any candidate.
KD PAC 10/4/02 eo

HAWAII DIVISION • ILWU ENDORSEMENTS GENERAL ELECTION • TUESDAY, NOV. 5, 2002

U.S. HOUSE DISTRICT 2
Rural Oahu-Neighbor Islands ... Patsy T. Mink

STATE SENATE
1 Hamakua Coast Lorraine Inouye
2 Hilo-South Point Russell Kokubun
3 Kohala-Kona-Kau Virginia Isbell

STATE HOUSE
2 North Hilo Jerry Chang
3 S. Hilo Eric Hamakawa
4 Puna Helene Hale
5 S. Kona-Kau Robert Herkes
6 Kailua-Keauhou Marni Herkes
7 N. Kona Cindy Evans

HAWAII COUNCIL
6 Upper Puna, Kau, S. Kona ... Brenda Domondon
9 N. Kohala-S. Kohala Leningrad Elarionoff

GOVERNOR/LT. GOVERNOR
Mazie Hirono/Matt Matsunaga

PROPOSED CONSTITUTIONAL AMENDMENTS

Question 1. Legislative Candidate Residency Requirements YES
Question 2. Assisting Not-For-Profit Private Schools, Colleges and Universities NO
Question 3. Initiation of Felony Prosecutions by Written Information NO

Issued by ILWU Hawaii Political Action Committee, 451 Atkinson Dr., without the consent of any candidate.
HD PAC 10/1/02 eo

MAUI DIVISION • ILWU ENDORSEMENTS GENERAL ELECTION • TUESDAY, NOV. 5, 2002

U.S. HOUSE DISTRICT 2
Rural Oahu-Neighbor Islands Patsy Mink

GOVERNOR/LT. GOVERNOR
Mazie Hirono/Matt Matsunaga

STATE SENATE
5 S. Maui Roz Baker

STATE HOUSE
8 Wailuku Joe Souki
9 E. Kahului Bob Nakasone
10 W. Maui Jim Rouse
11 S. Maui Chris Halford
12 Upcountry Maui OPEN Endorsement
13 E. Maui OPEN Endorsement

BOARD OF EDUCATION
Dist. 2 Maui Mary J. Cochran

MAUI MAYOR James "Kimo" Apana

MAUI COUNCIL
East Maui Robert Carroll
West Maui James "Kimo" Falconer
Wailuku-Waihee-Waikapu Dain Kane
Kahului Joseph Pontanilla
South Maui G. Lehua Clubb
Makawao-Haiku-Paia Mike Molina
Upcountry NO Endorsement
Lanai Riki Hokama
Molokai Beverly Pauole-Moore

OPEN ENDORSEMENTS: An "OPEN" endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

NO ENDORSEMENTS: A "NO" endorsement means that the union urges members not to support or vote for any candidate in a particular race; or, the union may urge members not to support a particular candidate.

PROPOSED CONSTITUTIONAL AMENDMENTS

Question 1. Legislative Candidate Residency Requirements YES
Question 2. Assisting Not-For-Profit Private Schools, Colleges and Universities NO
Question 3. Initiation of Felony Prosecutions by Written Information .. NO

YES RECOMMENDATION: A "YES" recommendation means that the union urges members to vote "yes" on the particular constitutional or charter amendment.

NO RECOMMENDATION: A "NO" recommendation means that the union urges members to vote "no" on the particular constitutional or charter amendment.

Issued by ILWU Hawaii Political Action Committee, 451 Atkinson Dr., without the consent of any candidate. MD PAC 10/1/02 eo

PROPOSED MAUI COUNTY CHARTER AMENDMENTS

Question 7A. (Alternative) Citizen Advisory Committees NO
Question 9A. (Alternative) Water Department NO
Question 17. Initiative NO
All other questions OPEN

—TURN OVER, MORE ON BACK—

OAHU DIVISION • ILWU ENDORSEMENTS GENERAL ELECTION • TUESDAY, NOV. 5, 2002

U.S. House District
1 Urban Honolulu Neil Abercrombie
2 Rural Oahu-Neighbor Islands Patsy Mink

State Senate District
8 Kahala-Hawaii Kai Frances Kagawa
9 Kapahulu-Kaimuki-Palolo OPEN
11 Makiki-Pawaa Carol Fukunaga
12 Waikiki-Downtown Jon Yoshimura
17 Mililani-Waipio Ron Menor
19 Kapolei-Makakilo-Waikele ... Brian Kanno
21 Waianae-Nanakuli-Makaha Colleen Hanabusa
23 Kaneohe-Kahuku Melodie Aduja
24 Kailua-Kaneohe Pono Chong
25 Waimanalo-Portlock Jackie Young

Governor/Lt. Governor
Mazie Hirono/Matt Matsunaga

PROPOSED CONSTITUTIONAL AMENDMENTS

Question 1. Legislative Candidate Residency Requirements YES
Question 2. Public Assistance for Private Schools, Colleges and Universities NO
Question 3. Initiation of Felony Prosecutions by Written Information NO

PROPOSED CITY & COUNTY OF HONOLULU CHARTER AMENDMENTS

Appointment of City Auditor NO

OPEN ENDORSEMENTS: An "OPEN" endorsement means that the union had no recommendation for any candidate and members may vote as they choose. **NO ENDORSEMENTS:** A "NO" endorsement means that the union urges members not to support or vote for any candidate in a particular race; or, the union may urge members not to support a particular candidate.

Issued by ILWU Hawaii Political Action Committee, 451 Atkinson Dr., without the consent of any candidate.

State House District
19 Kaimuki-Kahala-Waiatale Iki OPEN
20 Palolo-St. Louis Hts Calvin Say
21 Diamond Head-Kapahulu ... Scott Y. Nishimoto
22 McCully-Pawaa Scott Saiki
23 Waikiki-Ala Moana ... Robert Morgenweck
24 Manoa Valley-Makiki Kirk Caldwell
25 Maikiki-Tantalus Brian Schatz
26 Punchbowl-Nuuanu Sylvia Luke
27 Liliha-Puunui Jennifer Waihee
29 Kalihi-Kapalama Jun Abinsay
30 Kalihi Valley Dennis Arakaki
31 Aliamanu-Salt Lake Glenn Wakai
32 Foster Village-Aliamanu ... Ben Cabreros
33 Red Hill-Aiea-Pearlridge ... Blake Oshiro
35 Waipahu-Crestview Alex Sonson
36 Pearl City-Palisades Roy Takumi
37 Mililani-Waipio Kekua Beamer
38 Mililani Marilyn Lee
39 Waiaua Marcus Oshiro
40 Kapolei-Royal Kunia Maeda Timson
42 Ewa-West Loch Tulsi Tamayo
43 Ewa Beach Romeo Mindo
44 Nanakuli Michael Kahikina

45 Makaha-Waianae Maile Shimabukuro
46 North Shore Michael Magoay
47 Haiku-Kahaluu-Laie George Okuda
48 Kaneohe Ken Ito
49 Maunawili-Enchanted Lake Clyde Morita
50 Kailua, Mokapu Avis Jervis
51 Waimanalo-Enchanted Lake Tommy Waters

Honolulu Council
1 Waianae-Ewa Pam Witty-Oakland
2 Wahiawa-N. Shore Gerald Hagino
3 Kaneohe-Kailua-Waimanalo .. Barbara Marshall
4 Waikiki-Kaimuki-Hawaii Kai ... Robert Fishman
6 Kalihi V-Nuuanu-Kakaako Rod Tam
9 Waipahu-Mililani-Makakilo Nestor Garcia

Board of Education (BOE)
4 Central Oahu Grace Dixon
6 Windward Oahu Terrance Tom
At-Large Karen Knudsen, Shannon Ajifu
and Keith Sakata

Special BOE Election
1 Leeward Oahu Breene Harimoto
At-Large Garrett Toguchi