



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

Volume 42 • No. 7

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September 2002

Carry on Patsy's legacy Vote John Mink on Nov. 30

ILWU members in the 2nd Congressional District are urged to vote for John F. Mink, who is running on November 30, 2002, in a special election to serve out the remainder of Patsy Mink's term of office. The winner of that election will take Patsy's place in the U.S. House of Representatives until January 2003, when a new term of office begins.



© Mary Ann Changg Photo August 6, 2002.

A second special election is scheduled for January 4, 2003, to decide who will serve the next two-year term and represent Hawaii in the U.S. Congress. The 2nd Congressional District includes rural Oahu and the Neighbor Islands.

The ILWU took action to endorse and support John Mink at the October 21, 2002, meeting of the Local Political Action Committee. John Mink, who was married to Patsy since 1951, is the ideal person to complete Patsy's term as he is thoroughly familiar with her work and knows the people who staff both her Washington and Honolulu congressional offices. John also served for many years as Patsy's campaign manager and treasurer.

Patsy passed away on September 28, 2002, after losing a month-long battle against chicken-pox and viral pneumonia. Patsy spent her lifetime in political service fighting for equal rights and opportunities for

women and minorities. Her groundbreaking work on Title IX of the Educational Amendments of 1972 banned sex discrimination in schools. This removed barriers and opened up new opportunities for women in academics and intercollegiate sports. Schools were now prohibited from refusing to admit women or limiting the number of women admitted to higher degree programs. Title IX also required equity of treatment and opportunity in athletic programs, which led to the tremendous growth of women's sports programs.

Easier to vote by mail

The easiest way to vote in these special elections is by mail with an absentee ballot. You simply submit an "Application for Absentee Ballot" to your local City or County Clerk before the Nov. 22 deadline. You will receive a ballot by mail, which you must return by mail in time for the clerk to receive your ballot before the close of the polls on November 30.

For your convenience, the ILWU will be mailing application forms to members who are registered to vote in the 2nd Congressional District.

You can also download your ballot application from <http://www.state.hi.us/elections>, or pick up forms at any Public Library, Post Office, Satellite City Halls, City or County Clerks offices and State Agencies.

ADDRESS LABEL

IMPORTANT DATES TO WATCH

- **November 30, 2002.** Special Election to fill unexpired term of U.S. House of Representatives Congressional District 2—Rural Oahu and islands of Hawaii, Maui and Kauai.
- **December 5, 2002.** Registration Deadline for the Jan. 4 Special Election.
- **December 28, 2002.** Absentee ballot application request deadline for the Jan. 4 Special Election.
- **January 4, 2003.** Special Election to fill the vacancy of U.S. House District 2 going forward from 2003.

West Coast ILWU longshore contract campaign updates

SAN FRANCISCO—ILWU and West Coast longshore employers reached a tentative agreement on technology on November 1, 2002, thus removing a major roadblock in negotiations for a new contract. The union had bottom line concerns about jurisdiction and the employers met those concerns. This is a major victory for the union and the first real progress made in these negotiations. Under an agreement with the federal mediator, details of the technology package will not be released until the entire contract package has been negotiated. Connected to that technology agreement is the issue of pension plans. The ILWU negotiating committee will now begin bargaining on the pension package as work continues on securing a fair contract for all ILWU members.

—more on pages 2-3

Next ILWU Local Executive Board Meeting: December 19-20, 2002 • 10:00 a.m. • 451 Atkinson Drive, Honolulu HI 96814

WEST COAST LONGSHORE NEGOTIATIONS

Update on ILWU west coast contract campaign

SAN FRANCISCO—ILWU and West Coast longshore employers reached a tentative agreement on technology on November 1, 2002, thus removing a major roadblock in negotiations for a new contract. The union had bottom line concerns about jurisdiction and the employers met those concerns. This is a major victory for the union and the first real progress made in these negotiations. Under an agreement with the federal mediator, details of the technology package will not be released until the entire contract package has been negotiated. Connected to that technology agreement is the issue of pension plans. The ILWU negotiating committee will now begin bargaining on the pension package as work continues on securing a fair contract for all ILWU members.

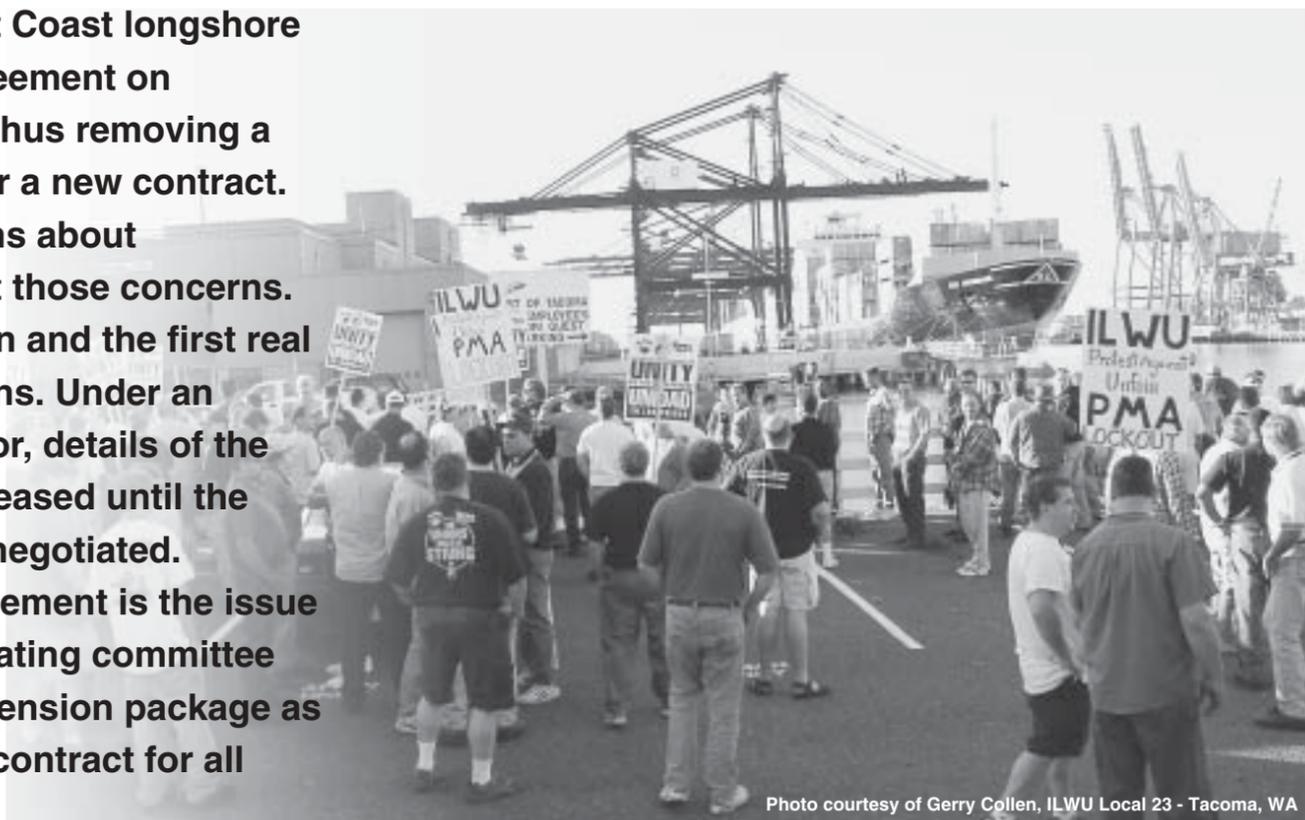


Photo courtesy of Gerry Collen, ILWU Local 23 - Tacoma, WA

Union responds to Bush/PMA attacks

As mandated by the Department of Justice, the ILWU filed a written response to PMA claims of slowdowns. The union response notes that the Department of Justice has shown favoritism to the PMA, and has given far too much credence to the PMA's wholly unsubstantiated slowdown claims. The issue is whether the ILWU has violated the preliminary injunction of the Federal Court requiring workers to return to work under the old contract. On this central issue, the PMA presents absolutely no evidence.

The ILWU briefed reporters in order to disseminate the message that the PMA and Bush Administration are colluding to find a way to blame the ILWU for the problems that were created by the PMA. That message appeared in media accounts up and down the Coast. The Department of Justice now has the information it has requested, and will make a decision in the near future on how to proceed with the PMA complaint. The agency's claim of impartiality will be tested as it considers how to move on these poorly documented claims by the PMA.

ILWU seeks details of Bush/Employer collusion

In a letter sent to Attorney General John Ashcroft, the ILWU called on the Department of Justice to conduct a full investigation into the apparent collusion between the Bush Administration, shipping companies and associations during the West

Coast ports contract dispute. In particular, the ILWU asked the Department of Justice to release the names of individuals who attended secret meetings with the Administration regarding the PMA's dispute with the union.

Monitoring port safety

The ILWU is focusing heavily on port safety. The following is the message the union sent to all major ports regarding the purpose of port safety oversight efforts:

"The vitality of our cities' ports is of great importance to our community. As community leaders, we want to ensure that the conditions on our docks lead to a safe and productive working environment. We have assembled a unique group of individuals from the safety and health experts, economists, academics, industry experts, and religious and political leaders to help monitor the situation on the docks and report back to the public. In the coming weeks, we will be examining such critical issues as safety and health, the state of technology in the industry, port congestion. We will also conduct site visits to observe first-hand what is happening at our docks. As community leaders, we are committed to doing all we can to make our ports safe and efficient so that goods can get to consumers across our country."

Labor movement supports ILWU struggle

Richard Trumka, Secretary-Treasurer of the AFL-CIO,

addressed 2,000 Los Angeles-area ILWU members earlier this month to drive home the message that members must elevate the struggle and stay strong in the face of assaults by the PMA and the Bush Administration. At the meeting, Trumka and ILWU International President James Spinosa updated members on the latest developments and outlined the strategy the union is pursuing to secure a good contract. Trumka, a veteran of many crucial labor fights, has joined the ILWU negotiating team in meetings with federal mediators and the PMA, and continues to speak passionately in support of the ILWU at every opportunity. Trumka and the AFL-CIO have shown a serious commitment to the ILWU's struggle.

Protect U.S. Senate from anti-labor Republicans

The ILWU has sent more than 30 of our members to five key states to help the AFL-CIO in its efforts to keep control of the U.S. Senate in the hands of Democrats. A Republican takeover could seriously jeopardize the future of the ILWU and the national labor movement in general. ILWU members are spending the final two weeks of the campaign in the trenches in those battleground states to ensure that the voice of ILWU working people is heard throughout the nation. These committed ILWU members will return after the November 5 election with memorable experiences to share, and a wealth of new connections

with others on the forefront of the national labor movement.

Web site updated daily

It is extremely important that ILWU members stay up to date on the important developments in the ongoing campaign to secure a fair contract for members. This is why ILWU members are urged to check the web site frequently. The site is updated on a daily basis with the latest details on the status of the bargaining campaign. Please go to www.ilwu.org on a regular basis for the latest news.

Dockworkers and technology

Dockworkers have a long tradition of a cooperative approach with management on technology issues. They've accepted technology as long as the employer accepted that however the basic dock work was done, it would be done by union members—and this practice has worked for everyone for 40 years, until the employer decided it didn't want to hold up its end of the bargain.

—continued on page 3



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Editor: Mel Chang

WEST COAST LONGSHORE NEGOTIATIONS

Longshore contract campaign—continued from page 2

The bargain: Shipping companies have been able to implement some of the latest technology, the docks are part of one of the nation's most productive industries, and workers have kept a voice on the job through their union.

Since 1961, as part of the "Mechanization and Modernization Agreement," dockworkers agreed to new technology as long as they got to share in the savings through wages and pensions. Under that agreement, the employer could put in any new technology or method of work, as long as it was safe and a fair workload. New jobs would be covered by the union contract.

From 1968-2001, productivity grew dramatically, and the workforce shrunk:

- Annual tonnage grew 465 percent in this period;
- In 1968, 13,279 registered longshore workers averaged 1,900 hours and moved 54.5 million tons;
- In 2001, 7,669 longshore workers averaged 2,066 hours and moved 253.4 million tons;
- Productivity growth on the ports averaged 6.6 percent per year, while manufacturing grew at an average of 3 percent from 1968-2001.

The shipping company APL and the union have worked very closely on a cooperative arrangement on technology over the years. APL has become the industry leader using technology to increase operating efficiency and speed workflow for bigger profit and superior customer service. APL productivity has shot up. The ILWU stands ready to replicate this partnership with other PMA companies.

Safety and health concerns on west coast docks

The Maritime Industry/Longshore is a dangerous industry with high injury and fatality rates. In 2000, the job injury rate for industries involved with water transportation services was 42 percent higher than the national average.

There have been major safety and health problems on the West Coast docks. This year to date, five ILWU members have been killed on the job in California, crushed by equipment and falling loads or run over by forklifts and vehicles (see attached). In addition, 2 non-ILWU members have also died at California ports this year. According to Cal-OSHA this compares to an average of one fatality a year on the docks over the past decade.

There have also been significant

injuries on the docks this year.

According to injury records maintained by the PMA, during the period from January 1 – September 6, 2002, there were:

- 1126 total injuries in California, 486 (43 %) resulting in lost time.
- 353 total injuries in Washington, 151 (43%) resulting in lost time.
- 189 total injuries in Oregon, 59 (29%) resulting in lost time.

Major hazards on the docks include moving vehicles and cargo, working under suspended loads, cranes and other overhead equipment, fall hazards/lack of fall protection and inadequate training. In recent years the volume of cargo passing through the ports has increased dramatically, and there has been an increased push for production.

The 13 day lock-out has made the situation even more dangerous. There is cargo piled up on the docks making it more difficult to move equipment and cargo. This is a backlog of ships to be unloaded creating extremely congested conditions. There is a lack of qualified and certified workers to operate cranes, forklift trucks and other equipment. And there is pressure from the court to get the work done quickly, creating even greater hazards.

Provisions need to be made to make sure that safety regulations and the safety provisions of the contract can be followed and are followed, to protect workers from injury or death.

The ILWU and the AFL-CIO have requested U.S. Secretary of Labor Elaine Chao and the governors of California, Oregon and Washington to place federal and state OSHA inspectors on the docks to monitor conditions and to ensure that safety regulations are followed and enforced. (Federal OSHA and the states have shared jurisdiction over safety on the waterfront). State safety agencies have responded and assigned inspectors. But to date the Bush Administration has declined to send federal inspectors to monitor conditions for which it has jurisdiction.

ILWU workplace deaths in 2002

Work in the longshoring and marine terminal industry involves the movement and handling of huge volumes of materials, cargo and passengers to and from ships, barges and other vessels by loading or unloading the cargo to and from the docks, piers, and terminals. The materials and cargo are ultimately moved into and out of the ports via trucks and rail operations.

Work in the harbor is a busy and dangerous. Massive amounts of cargo, often weighing many tons, must be moved during the activities on the docks. Various pieces of equipment are used to move these materials, including cranes, derricks, forklifts and other powered vehicles. The work is frequently performed in situations involving severe space limitations with narrow passageways, limited clearance, and congestion.

Many hazards are present in longshoring and marine terminals that can injure or kill workers. Some of the most frequently occurring safety and health problems in this industry include being struck and run over by vehicles like front-end loaders and forklifts, working under suspended loads, slips, trips, and falls, drowning, and being struck by unbalanced loads and improperly secured cargo.

In 2002, five ILWU members have been killed on the job, all within a six month period:

- On March 14, John Prohoroff of

ILWU Local 94 was crushed to death in Long Beach, CA when the line of one of the ship's cranes broke, dropping a 3,000 pound metal ring 30 feet and hitting Prohoroff.

- On March 15, Mario Gonzalez of ILWU Local 26 died at the Port of Los Angeles while operating a mill that shreds cars into scrap metal. When the mill jammed, Gonzalez entered the mill to fix it but a hydraulic-powered door closed on him, crushing his chest.
- On June 1, ILWU Local 14 member Dick Peters died in the Port of Eureka, CA while checking the hatches of a ship that was being loaded. A crane swung and crushed Peters against the ship.
- On July 23, Richie Lopez, Jr. of ILWU Local 46 died in Port Hueneme, CA after being run over by a heavy forklift truck.
- On September 3, ILWU Local 26 member Rudy Acosta was run over and killed by a top handler in Long Beach, CA.

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, 2002.

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, 2002.

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.

ILWU labor institutes create an exciting, learning experience that is nothing like ordinary school where you can sit quietly in the back of the classroom and take notes. The instructors use a variety of teaching methods that require a lot of active participation from everyone. Participants learned from small group discussions, problem solving, role playing exercises, and the actual work of producing fact sheets, writing leaflets, and organizing rallies.

Institute participants had a fairly demanding schedule of 40 hours of classes over five days. They had a choice of attending 8 out of a total of 25 workshops, which ran from 8:30 AM to 4:30 PM with an hour break for lunch. There were also three night sessions that ran from 6:30 - 8:00 PM which was a stretch of almost 12 hours for three days.

The participants worked hard, learned a lot, and had fun in the process. This is what some of them had to say about their workshops:

"Not boring, gets you going with the excitement of wanting to learn."

—Kathy Kaikuana.

"Very useful class. Practice not just theory."

—Tanya Fujitani.

"Everybody put in their input—great class participation"

—Ven Garduque.

"Class was fun and the instructor had a lot of information."

—Ronnie Peralta.

"Subject interesting but classroom time too short."

—Milton Ohira.

Outstanding instructors

Due to an ever increasing demand for more education, the labor institute has grown to allow the attendance of over 100 people. This is more than double the number of members who attended the first labor institute in 1987, which could only accommodate 46 people.

A teaching staff of at least 11 are required to teach an institute of this size, and only four labor

educators are available at the University of Hawaii's Center for Labor Education and Research. In addition, labor educators are not ordinary teachers, as it requires specialized skills and teaching methods to effectively teach adult workers.

The ILWU found a novel solution to this problem by offering mainland labor educators a free trip to Hawaii in exchange for teaching. Over the years, this has worked extremely well. There has never been a shortage of volunteers from the mainland and all of the instructors have done an outstanding job. It also gives Hawaii an opportunity to learn from the experience of the labor movement on the Mainland.

Over the years, the content of the training has also changed in response to new challenges facing the union movement. The goal of this year's institute was to arm unit leaders with the skills and knowledge to lead and involve members in contract campaigns at their worksites. The idea behind contract campaigns (also called "strategic" or "coordinated" campaigns) is not new. Contract campaigns simply bring together many different tactics unions have long been using to improve the conditions of working people.

In a typical contract campaign members are organized, mobilized, and involved from the very beginning. Second, the union develops a strategic plan based on research and gathering as much information as possible on the vulnerabilities of the employer. Third, the union broadens the struggle to gain community support and to target all parts of the employer's business and economic relationships. Fourth, union members are prepared to use a wide variety of pressure tactics, which are coordinated to gradually increase pressure and encourage management to settle a fair contract.

Stronger unity and commitment

Educational programs like the labor institute do more than teach skills and enhance knowledge—they also build solidarity and

refresh the spirit. On the job, union activists can sometimes feel isolated and lonely, like they're the only ones who care and are committed to building the union. At the institute, however, they are among a hundred other ILWU members who think and feel exactly like them. They spend a week together—searching for answers, sharing experiences, and learning from each other—and the process restores their energy and renews their enthusiasm as union activists.

At graduation, which was held at the end of the institute on Friday night, the energy and enthusiasm of the participants had reached a high point. "You are all charged up," observed Vice President Robert Girald in his remarks. "There's a lot of fire in you. Go back to your units and try to fire up your fellow members. Share your knowledge."

"Education will become more and more important in this union," Girald said. "We're dealing with a different type of employer and a changing economy and this requires us to do a lot of reading and research. The only way the union can prepare you is for us to provide you with more and more education."

Moving experience

The unique experience of the ILWU labor institute also touches the instructors. Dawn Addy, who taught at two earlier institutes, explained that the Aloha spirit of ILWU members keeps her coming back. She was also impressed by the "amazing energy of the new people." Unlike earlier institutes where a majority of the participants are veteran unionists, this institute had a majority of new leaders.

First time instructor Grainger Ledbetter was particularly touched by the enthusiasm for education and knowledge he found among ILWU members. "Rarely if ever has my teaching been so appreciated," he said, as he explained how the people in his workshop demanded copies of overhead transparencies.



Amelia Stalker, Linda Fernandez, Shawn Atacador, and Willie Stalker of Unit 2509 - Lanai Company, Inc. "We no longer feel isolated."

ILWU Labor builds skills and

HONOLULU—A select group of 92 the union's Sixth Labor Institute ILWU members, a renewed commitment of working people, and the skills a The institute was held from August in Honolulu.

The labor institute is a week-long program and represents the ILWU democratic, rank-and-file unionism. The ILWU holds the labor institute institutes have been held since the

"The ILWU is a progressive union and takes education seriously," Grainger noted.

Robyn Tadio from Hawaii Division spoke on behalf of the new leaders. "This institute totally changed my attitude as a shop steward—it made me more serious," said Robyn. "I want to thank my business agent for letting me come. We gotta go back and use all the knowledge we gained."

Robert Flores from Maui spoke from his years of experience as a union leader. "This shows us the power of the union. The only way to get the power is to stick together. Unity is power," Robert stressed. "Respect yourself first. Stand proud and walk proud."

Willie Stalker from Lanai probably best expressed the feeling among the labor institute participants. After calling his team of unit officers to the front of the auditorium—Amelia Stalker, Shawn Atacador, and Linda Fernandez—Willie said what everyone felt: "We no longer feel isolated. We have all of you. We have the ammunition we need."



Robyn Tadio of Unit 1516 - Mauna Lani Bay Hotel & Bungalows. "We gotta go back and use all the knowledge we gained."

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ILWU Institute for Strategic Planning, Knowledge and Unity

2 ILWU members came away from the Institute with a stronger sense of unity and commitment to improving the conditions of work and knowledge to make it happen. The Institute ran from September 25 to 31, 2002, at Tokai University in Japan.

The Institute features intensive leadership training, seminars on the ILWU's commitment to education and training, and a program where the members run the union. The Institute is held once every three years, and six editions of the program were started in 1987.

Day 1: Knowledge Is Power

Strategic Planning. On the first day of the Institute, nearly everyone attended one of four workshops on strategic planning. The idea was to get people to think about the purpose and goals of the union and their role as union leaders.

We're not always conscious about doing it, but everything we do in our lives and work involves planning. When we drive a car, we have a destination in mind and we plan a route to that destination that involves the shortest or fastest driving time. As we work, we make sure we have the necessary equipment and supplies and we plan our actions so we're not wasting our time and energy.

Planning is even more important for our organizations—like the union or unit organization at our work place. Yet, too often we don't spend enough time thinking about the goals of our union and developing a plan and strategy to reach these goals. This process is called strategic planning.

The most important objectives of the workshops were to: introduce people to the strategic planning process; help them to understand the process and why it is important to plan strategically; and to show them how to use strategic thinking tools such as S.W.O.T. and S.M.A.R.T. SWOT—which stands for Strengths, Weaknesses, Opportunities, and Threats—is used to analyze the current conditions or environment of the union. SMART—which stands for Specific, Measurable, Assignable, Realistic, and Time-based—is used to develop a workable action plan to reach our goals.

The Strategic Planning workshops were taught by **Adrienne Valdez**, University of Hawaii Center for Labor Education and Research, and **Dawn Addy**, Florida International University Labor Center.

"SMART analysis gave groundwork for tackling difficult subjects."
—Lance Kamada.

Workplace Economics and Research for Bargaining. There were four workshops on understanding the economy and how to find financial information about your employer. In the **Workplace Economics** workshop taught by **Bill Boyd**, University of Hawaii Center for Labor Education and Research, participants learned about the consumer price index and how to calculate whether their wage increases have kept up with inflation. They learned how to calculate the value of union negotiated benefits such as pensions, medical, vacation, and sick leave. They also got an inside look at how companies manipulate financial data to tell employees they are losing money, while telling investors and stockholders the company is healthy and profitable.

The **Research for Bargaining** workshop taught by **Tracy**

Chang, from the University of Alabama at Birmingham Labor Center, showed participants how to understand a company's balance sheet and the meaning of terms such as liabilities, assets, net worth, revenues, and operating expenses. They learned how to use the Internet to get information about their employers. They found the best place to get information about publicly traded companies is from the 10-K report filed with the Securities and Exchange Commission (www.sec.gov). Data on private companies is available for a fee from companies such as Dun & Bradstreet (www.dnbsearch.com).

"Great, learned a lot about research and sources. Things I need to know. She kept us on our toes with helpful information," Anna Ater.

Understanding the Corporate Strategy. This class taught by Diane Thomas-Holladay, director of the Labor Education Program at the University of Arkansas at Little Rock, was an eye-opener for many participants. They learned how a few very wealthy people in America have become even more wealthy while the vast majority of working families must struggle harder to earn a modest living. They learned how the wealthy control and use the political system to enhance and protect their wealth, while putting a greater burden on the middle class and poor. They learned how the wealthy promote their political agenda through right wing organizations and the Republican Party.

"Learned about how the political system can work for unions or hurt unions."—Johnny Valera

MORE ON THE 6TH LABOR INSTITUTE IN NEXT MONTH'S VOICE OF THE ILWU



Instructor Tracy Chang shows Evelyn Giel and Clem Sweeney how to use the Internet to find financial information about their employers. They learned that one of the most useful sources is the 10-K report publicly traded companies file annually with the US Securities and Exchange Commission and available at www.sec.gov.

Why Strategic Planning?

We're not always conscious of doing it, but everything we do involves planning. Grocery shopping might appear to be a simple task, but it actually involves a number of complex planning steps.

Most of us start by making a list of the food items we need to get or replenish—like if we're running low on rice or toilet paper or if we need certain items to make a particular dish. We may then look at newspaper ads for sales on those items. Our grocery shopping plan now has a list of items and the stores where those items are on sale.

As we drive to those stores, we usually plan to take the fastest or most direct routes. We also need to make sure we have enough cash on hand, or our driving plan will have to include going to a cash machine or bank.

As we buy the items on our list, we have a plan of how much of the item to buy to last until our next shopping trip. Finally, we know our plan is completed when we buy all the items on the list.

Our simple grocery shopping plan involved at least five planning steps: 1) We started with a purpose—which was to have food to eat; 2) We took inventory of our supplies and made a list of what we needed; 3) We decided which stores to go to and made sure we had enough cash with us; 4) We planned the shortest and fastest route to those stores; 5) We decided on the quantity to buy based on how much we usually eat until our next shopping trip; 6) and we knew our plan was completed when the last item on our list was checked off.

Imagine grocery shopping without a plan. With no grocery list, we would have no idea of what we need. So we buy eggs instead of rice and soap instead of toilet paper. We have no plan of which stores to go to, so we go to any store. We don't plan our driving, so we drive back and forth and around in circles. We don't know how much we need, so we buy any amount. With no list, we don't know if our shopping is completed. Without a plan, our grocery shopping is aimless and we would waste a lot of time, money, and energy.

We wouldn't think of going grocery shopping without a plan, yet too often, we run our units and other organizations without a conscious plan.

Organizations need the same kind of planning. 1) We need to know our purpose or mission as an organization; 2) Like our grocery list, we need to take stock of our members and our resources—what we have and what we need; 3) We need to set goals to achieve this mission; 4) We need an action plan to achieve these goals—like our driving route in grocery shopping; 5) We need a way to determine if these goals are being achieved. Like checking off our grocery list.



In a strategic planning exercise led by instructor Adrienne Valdez, participants list all the issues in contract negotiations and pick the most important ones. A huge task can be made more manageable by breaking it down into smaller jobs and tackling the most important ones first.

The Hotel Industry-ILWU Pension Plan Summary Annual Report For the Year Ended December 31, 2001

NOTE: The financial figures used in this summary annual report were extracted from reports prepared by the Fund's Certified Public Accountant, Lemke Chinen & Tanaka, CPA, Inc.

This is a summary of the annual report for **The Hotel Industry – ILWU Pension Plan, Federal I.D. #99-6027621**, for the plan year beginning on **January 1, 2001** and ending on **December 31, 2001**. The annual report has been filed with the U.S. Department of Labor's Pension and Welfare Benefits Administration under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by contributions from employers of plan participants. Plan expenses were **\$8,013,694**. These expenses included **\$1,307,544** in administrative expenses and **\$6,706,150** in benefits paid to participants and beneficiaries. A total of **12,893** persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was **\$168,966,152** as of **December 31, 2001**, compared to **\$183,142,917** as of **January 1, 2001**. During the plan year, the plan experienced a **decrease** in its net assets of **(\$14,176,765)**. This **decrease** includes unrealized appreciation or depreciation in the value of the plan assets; that is, the difference between the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of **(\$6,163,071)**, including employer contributions of **\$1,094,077**, gains from sale of assets of **\$320,019** and earnings from investments of **(\$7,592,696)**.

MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the Minimum Funding Standards of ERISA.

YOUR RIGHT TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The item(s) listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Fiduciary information, including transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan); and
4. Actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report or any part thereof, write or call the office of Pacific Administrators, Inc., who is the Plan Administrator, 1221 Kapiolani Boulevard, Suite 900, Honolulu, Hawaii 96814, (808) 441-8600. The charge to cover copying costs will be **\$23.25** for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the Trust Fund Office, 1221 Kapiolani Boulevard, Suite 900, Honolulu, Hawaii 96814, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs.

Requests to the Department of Labor should be addressed to: Public Disclosure Room, Room N5638, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, Washington, D.C. 20210.

Additional Information

The plan's income of **(\$6,163,071)** includes other income of **\$15,529**.

FUND ADDRESS & TELEPHONE NUMBER

1221 Kapiolani Boulevard, Suite 900, Honolulu, Hawaii 96814
(808) 441-8600/Neighbor Island 1-888-520-8078

Kauai wins state slow-pitch softball tournament

WAILUKU—Maui Division hosted the ILWU's 10th Annual Slowpitch Softball tournament which was played at Keopuolani Park in Wailuku on September 28, 2002.

The first game between Kauai and the "All Bust" Maui team got off to a slow start. Kauai scored one run in the first inning which was topped by Maui's two runs. The second inning was quick and scoreless.

In the third inning, Maui got really got "busted up" as Kauai scored 8 unanswered runs to bring the score to 9-2. The next four innings were more evenly played with both teams scoring runs to match the other team's runs. Maui, however, was never able to recover from the beating in the third inning and Kauai emerged the winner by a final score of 19 to 10.

Game Two

The second game was between a veteran Big Island team from the Mauna Lani Bay Hotel and a newly organized Oahu team from Pepsi-Cola. The game was also quiet in the first inning as both teams got used to the very strong winds blowing through the park, which is located right near the ocean.

In the second inning, the Big Island team showed why they often win the championship as they scored 8 runs with 12 players at bat, and then repeating the performance in the third inning by scoring 9 runs with 13 players at bat. The score would be 17 to 0 at the top of the fourth.

Oahu's team put up a valiant struggle and managed to score 5 runs while holding the Big Island scoreless in the fourth inning. But it was a losing struggle as the game ended early in the 5th inning with the Big Island over Oahu by 17 to 5.

Consolation Game

After a ten minute break, Oahu faced Maui to decide the third and fourth place teams. Maui took the lead in the first inning with 2 runs and never looked back. They scored 6 runs in the second, 2 runs in the third, and 2 runs in the fourth. Oahu scored a single run in the first and that was all they would score.

The game ended in the 5th inning due to the ten-run rule with Maui over Oahu by a final score of 12 to 1.



The first place team from Kauai included MVP Ronald "Blackie" Viquelia (front, second from left) and Most Homeruns and Most Runs winner Wendall Nonaka (standing, fourth from left).

Championship Game

The championship game was a face-off between the Big Island and Kauai. In the earlier games, the Big Island had scored 17 points against Oahu and Kauai scored 19 points against Maui. Would the championship game be a high scoring slug-fest or would it be a game of defense?

First to bat, the Big Island took an early lead with scores by Shannon and Sonny, while Kauai managed to score only one run.

In the second inning, solid defensive work by Kauai held the Big Island scoreless and sent them packing after only four batters. With their turn at the bat, Kauai changed their hitting technique and picked up four runs with well-placed grounders and costly errors by the Big Island defenders. The score at the end of the second was Kauai over the Big Island by 5 to 2.

Kauai's defense would frustrate the Big Island for the next three innings. The Big Island defense improved somewhat and held Kauai to a single run in the fourth. The score at the end of the 5th inning was Kauai over the Big Island by 6 to 2.

Hawaii scored two runs early in the 6th and held Kauai to a single run. Hawaii was only trailing

by 3 points and still had a chance at the championship. But Kauai's defense proved to be impenetrable and Hawaii was held scoreless in the 7th, ending the game with Kauai over the Big Island by a final score of 7 to 4.

All-Stars and Individual Awards

The teams gathered at the Maui Division ILWU Hall for lunch and the presentation of awards. The winners of the individual awards were: Most Home Runs and Most Runs - Wendall Nonaka from Kauai; Most Hits - Ivan Sombelon from Maui; Most RBI's - Chad Rita from Kauai; Most Valuable Player - Blackie Viquelia from Kauai; and Best Defensive Player

- Adam Harrison from the Big Island.

Named to the All Star Team were: Wendall Nonaka, Chad Rita, Blackie Viquelia and Darrell Borrero from Kauai; Adam Harrison, Ray Alnas, and Chris Drake from the Big Island; Ivan Sombelon, Darren Oponui, and Roland Valez from Maui; and Hans Sua and Kelii Johnson from Oahu.

Thanks to Maui Division sports coordinator Delbert DeRego, his assistant Doug Cabading, and scorekeepers Victoria Cabading and Frank Torres, who did a great job. Both the Cabadings and Torres are from Unit 2306 - Maui Pineapple Company (Cannery).



2002 ILWU Slow Pitch Tournament All-Stars: (front) Blackie Viquelia, Wendall Nonaka, Chad Rita, Maui Sports Coordinator Delbert DeRego, Kelii Johnson, and Hans Sua. (Back) Roland Valez, Ivan Sombelon, Darrell Borrero, Adam Harrison, Ray Alnas, Chris Drake, and Darren Oponui.

49th state golf tournament draws small but enthusiastic group

KAHUKU—The 49th Annual ILWU State Golf Tournament was held at the Turtle Bay Resort Golf Club on August 31-Sept. 1, 2002. Despite the low turnout of 41 golfers for the event, many who participated couldn't say enough about how much they enjoyed the tournament play and the awards banquet.

"We didn't have as many golfers from the mainland this year, which we attribute to the tough longshore negotiations taking place on the West Coast," said Sports Coordinator Brian Tanaka. Other conflicting events such as a Maui hotels golf

tournament, which was held the same weekend, may also have kept ILWU golfers away.

In any case, those who didn't come missed two days of perfect weather on Turtle Bay's Arnold Palmer and George Fazio Courses and a delicious buffet awards dinner in one of Turtle Bay's banquet rooms.

Every golfer who finished both rounds won an award, but the top winners were Rich Ulrich in the "A" Flight, Randy Adams in the "B" Flight, Barbara Gadsick in the Women's Flight, and Wil

Bergado in the Guest Flight.

Tanaka and his Sports Co-ordinator Brandon Bajo-Daniel, along with Unit 4412 - Servco Pacific, Inc.

Chair Kenneth Ige and Lotti Adams and the ILWU Oahu Golf Club worked hard to make this tournament a success.



Foursome caught at the 12th hole at the Turtle Bay George Fazio Course: (l-r) Bart Ovalles (3rd place, "A" flight), Dennis Dato (6th place, "A" flight), Eric Adams Jr. (5th place, Guest Flight) and Rich Ulrich (1st place, "A" Flight.)



Oahu Business Agents and Sports Coordinators Brian Tanaka and Brandon Bajo-Daniel with Men's "A" Flight 2nd place winner Thomas Saito Sr. (center).

2002 ILWU State Golf Tournament Individual Awards Oahu, Turtle Bay Resort Golf Club

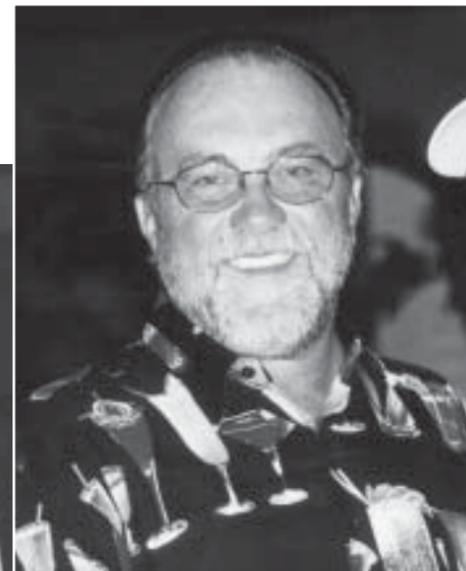
- Francis I. Brown Memorial Perpetual Trophy - Overall Low Net, Men
Randy Adams (Oahu); two day net: 135
- Saburo Fujisaki Perpetual Trophy - Overall Low Net - Women
Barbara Gadsick (California); two day net: 156
- Fred Paulino Memorial Trophy - Overall Low Gross, Men
Billy Galindo (Kauai); two day gross: 157
- Tommy Trask Memorial Trophy - Overall Low Gross, Women
Barbara Gadsick (California); two day gross: 210

Men's "A" Flight	Name/2 day gross/2 day net
1st place	Richard Ulrich (WA)/165/135
2nd place	Thomas Saito Sr. (Kauai)/171/136
3rd place	Bart Ovalles (Kauai)/167/139
4th place	Nestor Madamba (Oahu)/164/140
5th place	Jeffrey Thomas (Kauai)/176/140
6th place	Dennis Dato (Kauai)/173/143
7th place	Billy Galindo (Kauai)/157/143

Men's "B" Flight	
1st place	Randy Adams (Oahu)/183/135
2nd place	Alan Dato (Kauai)/184/138
3rd place	Joe Gadsick (CA)/185/143
4th place	Patricio Inocencio (Hawaii)/191/143
5th place	Ronald Cordero (Oahu)/191/143
6th place	Michael Johnson (WA)/193/145
7th place	Zeke Kona (WA)/185/147

Women's Flight	
1st place	Barbara Gadsick (CA)/210/156
2nd place	Lotti Adams (Oahu)/220/160

Guest Flight	
1st place	Wil Bergado (Oahu)/182/134
2nd place	Thomas Saito Jr. (Oahu)/190/142
3rd place	Pat Hayashi (Oahu)/195/147
4th place	Toni Maddox (CA)/204/148



Men's "A" Flight 1st place winner Richard Ulrich is an ILWU member from Washington state.



(Above left) Randy Adams of Oahu with the Francis I. Brown Memorial Trophy for the Men's Overall Low Net Score. (Above) Kauai's Billy Galindo won the Men's Overall Low Gross and will have his name placed on the Fred Paulino Memorial Trophy. (Left) Barbara Gadsick of California swept the women's awards, taking first place in the category. She will have her name inscribed on both the Saburo Fujisaki and the Tommy Trask Perpetual Trophies.

