



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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December 2004

Who are these gentlemen and where is this lush tropical setting?



Landscape workers (l-r) Domingo Rafanan, Wilfredo Bumanglag, Ireneo Manzano, Paul Pinget and Lennon Sugse take care of the grounds at ILWU Unit 4436 - Dole Plantation. According to Sugse, who had been in a union before joining the ILWU, "Unions provide good benefits and protection on the job." The Dole Plantation property, which includes a visitor's center, gardens, and a maze that is over two acres in size and made up of 11,400 Hawaiian plants, is located past Wahiawa on Kamehameha Highway on the way to Oahu's north shore. —See Unit 4436, pages 6-7

ILWU joins Martin Luther King Day celebration on Oahu



Over fifty ILWU members, pensioners, employees and family members participated in this year's Martin Luther King Day celebration on January 17, which began with a parade through Waikiki. Dr. King may be best known as working for racial equality, but he was also a strong proponent of economic justice for workers. On the day he was assassinated, Dr. King was in Memphis to support sanitation workers who were on strike because they wanted equal pay with whites.

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IT'S ALWAYS PRIORITY NO. 1



Do you want to learn about the ILWU?

You belong to one of the most uniquely democratic unions in the nation. Where can you learn more about the ILWU?

- Visit the ILWU International Website: www.ilwu.org
- Visit your Division Office
Talk with your union rep
- Read the VOICE of the ILWU
For local / national news
- Read your Unit Bulletin
For news about your Unit and your Division
- See page 3 for more resources

CORRECTION October/November 2004 VOICE—Page 8, basketball tournament story: the tournament was played at Kapaa High School Gym.

ADDRESS LABEL

Next Local Executive Board Meeting scheduled for March 17-18, 2005 • 10:00 am • 45 I Atkinson Drive, Honolulu

International President's Report

A battle lost, the war goes on

by James Spinosa, ILWU International President

November 3 was a hard day to face. For nearly a year-and-a-half the ILWU and most of the rest of the American labor movement poured its heart, soul and resources into the effort to defeat Bush and his radical anti-worker agenda. We had great hopes we could get off the defensive and start moving an agenda to improve the lives of American workers. But that did not work out.

Still, it is not cause for despair. Much was accomplished in the effort, and that will be important as we move on in our mission to protect and advance the interests of ILWU members and all workers.

But before I review those accomplishments, I want to acknowledge the hard work, the dedication and the solidarity of all our members who stepped up, answered the call to action and did an incredible job. To those who left their homes and traveled to other states to help get out the union vote, to those who walked in precincts or phone banks in their home towns, to those who wrote checks so the work could keep going, to all of you I want to extend my personal thanks and appreciation. You continue to impress me and renew my faith in the rank and file of this great union.

We face a monumental task. I do not mean to minimize it in any way. Still the situation is not all doom and gloom. John Kerry may have lost, but that doesn't mean the ILWU has lost. We can and will still fight, survive and thrive. We know that even if Kerry had

won we would not be on easy street. We would still have to face determined employers bent on making ever more profits at the expense of our members. We would still have to face the ravages of free trade agreements and corporate globalization. We would still be fighting for a real solution to the healthcare crisis.

The point is we have to put the election in a long-term perspective. This defeat certainly puts up a major hurdle for us to overcome. But we have to keep in

mind that the ILWU has been tacking against the wind for 70 years—ever since its birth in 1934 when our predecessor took a casualized work force with Third World-like conditions and wages and turned it into one of the proudest and most powerful unions in the world. We survived the anti-

communist witch hunts of the McCarthy era, we navigated the industry through the turmoils of containerization and we withstood everything the international ship owners and stevedoring companies as well as the Bush administration threw at us during 2002. Our legacy is courage and survival in times of adversity. I am sure we will show nothing less in the days ahead.

Already we have begun to build a structure to do just that. We have redesigned and rebuilt our union's web site, www.ilwu.org. It will not only enable us to keep our membership informed and activated, it will also provide a clear, articulate and progressive public face to the international labor movement, the media and the general populace. We have only begun the first small steps in this medium where our reach is bounded only by our imagination, resources and commitment.

We have also initiated a new public relations program to make sure our voice and opinions are heard throughout the industry, the halls of Congress and the world. One thing we learned in

the 2002 longshore contract struggle is that when we can articulate our perspective to the public, we gain wider support. We have an important and compelling side of the story and when we tell it, it matters.

We have also embarked on a major membership education program. The ILWU has always relied on a strong core of rank-and-file leaders and activists. Through a regular series of education and training seminars, the current International and Coast Officers are not only building the support structure for today's battles, but the leadership for tomorrow's.

The union-wide political action network we fashioned over the last year is poised and ready to meet the tough challenges ahead. Our International Officers, our District Councils and our Longshore Division's Legislative Action Committee have already scored numerous victories for the ILWU. Now our seasoned and connected activists are positioned to take our cause a step further.

While we face these difficult times, we have to always recall that although we may have lost this election, only the hard work of the labor movement made it close. And that work wasn't wasted. We now have many more members trained in political organizing skills, inspired by the organizing work they took part in and better-connected with union brothers and sisters in their own communities and around the

country. We have learned a lot through this experience and, hopefully, we will continue to learn more.

Although we have good programs in place, we have to reevaluate them in light of today's circumstances. We have to keep asking ourselves, "How do we best organize our political work? How do we best communicate our message to our members, politicians and the general public? How do we continue to position ourselves for the next round of collective bargaining?"

Whatever the vote count, the ILWU is still here and we will be here tomorrow. We have a solid foundation and we're forever building for the future. We just need to stay focused and keep working. ♦



James Spinosa
International President

WORDS & PHRASES TO KNOW

free trade—"Free trade" is a phrase that sounds good but has nothing to do with "free" or fair trade. It is really about global corporations wanting unlimited access to a country's market and economy. Unions believe in the concept of "fair" trade, which allows trade while protecting worker rights, such as the right to join a union or the right to safe working conditions. Fair trade upholds laws that protect the environment, promotes sustainable development and works toward equity between trading nations.

corporate (or economic) globalization—the expansion of businesses or corporations so that they are worldwide in scope—including production, communication, distribution and corporate culture. This has been aided by the trend in deregulation of businesses and removal of restrictions on capital flows (see Free Trade).

McCarthy era—Refers to a period of time from 1948 to about 1956 when the U.S. government—specifically Sen. Joseph R. McCarthy—targeted so-called subversives using tactics such as unsubstantiated personal attacks. The word McCarthyism was coined, meaning: "1) The practice of publicizing accusations of political disloyalty or subversion with insufficient regard to evidence. 2) The use of unfair investigatory or accusatory methods in order to suppress opposition." [American Heritage Dictionary of the English Language, 4th Ed.]

containerization—To convert to the use of containerized cargo. Containerized cargo is cargo packaged in large, standardized containers. Containerization was developed as a more efficient means of handling and shipping goods.



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ILWU Industry News

Longshore: Get the latest Superferry information

Late 2006 is the target date set by the Hawaii Superferry company to begin operating an inter-island passenger and freight ferry service with the first of two high-speed, giant catamarans. The twin-hulled catamarans are as long as a football field and will have the capacity to carry 900 passengers and 285 cars (or 20 trucks and 65 cars). Travel time between Honolulu and Maui or Kauai would be about three hours and 4-5 hours from Honolulu to Kona.

The roll-on and roll-off feature of these ships would allow trucks loaded with freight such as bread or produce to be driven on and off the ships. This could take a lot of

business away from Young Brothers which presently moves inter-island cargo by barge. The superferrys would also compete with Young Brothers for the limited space available on neighbor island ports.



These and other concerns led the ILWU to form a superferry ad hoc committee made up of members from the longshore division. The committee will monitor the situation, gather the latest information, and give periodic reports

to ILWU members. The members of the committee are Wesley Furtado, Nathan Lum, Jonathan Kaaihue, Kenny Ho, Byron Kaohi, and David Dutro.

A series of informational meetings have been scheduled for each Division where the committee will report on their December 2004 meeting with Hawaii Superferry executives. (Big Island on February 23, Maui on March 9, Kauai on March 23, and Oahu on April 12.)

The meetings are open to all ILWU members and retirees. Please call your ILWU Division Office for the time and locations of these meetings. ♦

Sugar: Ethanol plants are on a tight schedule

On April 1, 2006, gasoline sold in the State of Hawaii must be blended with 10 percent of ethanol. This is the result of a law passed in 1994 that was intended to protect the environment by using more renewal resources such as ethanol. It was also intended to give the local sugar industry a boost since ethanol can be easily produced from sugar byproducts such as molasses and bagasse.

When the law goes into effect, about 3 million gallons of ethanol will be needed each month to blend with gasoline. The ethanol can be imported, but because the law also provides tax incentives and credits to encourage local production, a number of companies are moving ahead with plans to construct and operate ethanol

plants in Hawaii.

On Kauai, Gay & Robinson is working with Worldwide Energy Group to build an ethanol plant in Kaumakani. The site is being prepared and should be producing ethanol on schedule. The company eventually expects to produce 15 million gallons with plantation molasses plus imported molasses.

HC&S is working with Maui Ethanol LLC, which plans to build a \$20 million plant in Pu'unene that would produce 8 million gallons of the fuel from the 73,000 tons of molasses produced by HC&S each year. The company is now applying for permits and hopes to begin construction in August or September and be in production by April 1, 2006.

On the Island of Hawaii, there are plans to produce ethanol from imported corn and to sell the corn mash byproduct as cattle feed.

On Oahu, where the need for ethanol will be highest, a company called Oahu Ethanol plans to build a 15 million gallon per year plant and produce ethanol with imported sugar.

All of these ethanol plans are

on a tight schedule to meet the April 2006 deadline, but the deadline is flexible. Gasoline suppliers can get 90-day exemptions from the state, which can be renewed, if sufficient quantities of competitively-priced ethanol are not available or in the event of any other circumstance which would cause undue hardship. ♦

Members okay agreement with G&R

Gay & Robinson Sugar Company members approved a new three-year contract which runs until January 31, 2007. There will be no increase in wages in the first year, but the contract may be reopened on wages in April 2006.

All benefits are maintained at

current levels, except for an increase in the cost of water for those members living in plantation housing.

The company and union will meet to work out other problems dealing with safety, housing, job upgrades, and outside contracting. ♦

ILWU Book and Video Sale

Books and videos about the ILWU are available from the union's library at discounted prices!

- **The ILWU Story:** unrolls the history of the union from its origins to the present, complete with recollections from the men and women who build the union, in their own words, and dozens of rare photos. **\$7.00**
- **The Big Strike** by Mike Quin: the classic partisan account of the 1934 longshore strike. **\$6.50**
- **The Union Makes Us Strong: Radical Unionism on the San Francisco Waterfront** by David Wellman: the important new study of longshoring in the ILWU. **\$15.00** (paperback)
- **The Terrible Anger: The 1934 Waterfront and General Strike in San Francisco** by David Selvin: the newest and best single narrative history about the San Francisco events of 1934. **\$16.50**
- **We are the ILWU:** A 30-minute color video introducing the principles and traditions of the ILWU. Features active and retired members talking about what the union meant in their lives and what it needs to survive and thrive, along with film clips, historical photos and an original musical score. **\$5.00**
- **Life on the Beam: A Memorial to Harry Bridges:** A 17-minute VHS video production by California Working Group, Inc., memorializes Harry Bridges through still photographs, recorded interviews, and reminiscences. **\$28.00**

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- ___ copies of **A Terrible Anger** @ \$16.50 each \$ _____
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Prices include shipping and handling. Please allow at least four weeks for delivery. Shipment to US addresses only.

ILWU Organizing

Back in the day, locally owned coffee companies lined the streets facing San Francisco's waterfront. Longshore Local 10 members literally rolled sacks of beans across the street for roasting and shipping by warehouse Local 6 members.

Now just one of those local coffee companies remains, and it has moved to Oakland.

Light manufacturing has gone the way of coffee and the Warehouse Division has hemorrhaged members up and down the Coast. Longshore work has changed as well, though membership has held steady.

"Containers are stuffed and unstuffed overseas or off-dock and all the handling work we did is gone," ILWU International Vice President Bob McEllrath said. "All we do is move boxes from ship to dock to rail."

For the last ten years the ILWU has been engaged with organizing, trying to balance the loss of work and members. The union took

another step in deepening that commitment Dec. 8, when the first meeting of the Elected Leaders Organizing Task Force brought most of the mainland IEB members together with officers from warehouse locals and ILWU organizing staff. Top organizers from the national AFL-CIO flew in to huddle with the Task Force and plan for these times that make organizing more urgent and more challenging than ever.

"We have three points to consider as we think about organizing today," ILWU International Organizing Director Peter Olney said. "We have to do it now, we have to do it smart and we have to do it together."

"We were pleased to have the AFL-CIO's national Organizing Department come in and help set a course and pinpoint strategies that will strengthen the ILWU in our key industries," McEllrath said.

This followed a workshop done by the AFL-CIO for Local 142 in June, International Vice President Wesley Furtado said. "We had 50 rank-and-filers there along with 25 officers and the International organizers," Furtado said. "We have already seen that training bear fruit."

The ILWU's International Convention in 1994 committed the union to an organizing policy, but did not budget for it. Later that year, the Titled Officers proposed that each mainland member put in \$2 per month for two years to fund the new direction. The "2-4-24" assessment, as it was called, passed in a mail-ballot referendum. The 1997 Convention upped the ante, earmarking 30 percent of the International's budget for organizing. The organizing program tried out different structures and took on a wide range of targets. Drawing on past experience,

ILWU charts new c

Story by Marcy Rein, Photos by Tom Price

Organiz

participants in the Dec. 8 meeting took a hard look at the present and future.

"We have three points to consider as we think about organizing today," ILWU International Organizing Director Peter Olney said. "We have to do it now, we have to do it smart and we have to do it together. We have to do it now because the labor movement and the ILWU are watching their density decline. We have to do it smart, using leverage and selecting targets that fit with our strategic vision. We have to do it together, as we need the participation of elected leadership and membership."

Do it now

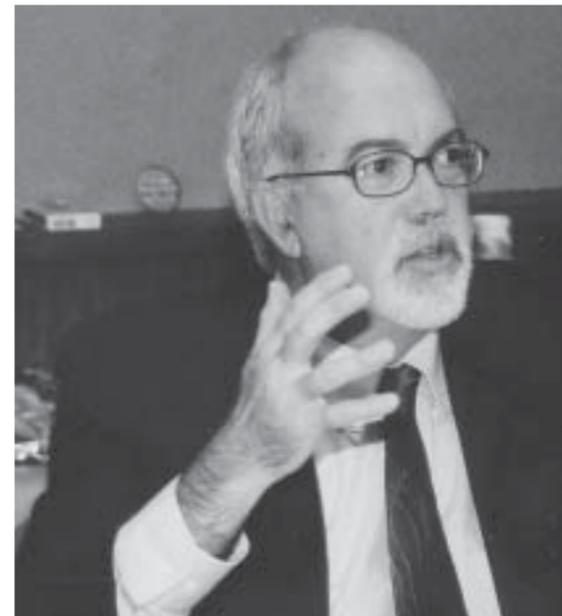
"We are in very real danger," AFL-CIO Organizing Director Stuart Acuff told the Task Force. "Unless we get very drastic, very quickly, we could be the first generation to leave our children a lower standard of living and less justice."

"When did you go into bargaining thinking, 'We're going to make major gains?' It's very rare, because only 12.8 percent of all workers in this country belong to unions, 8.2 percent of workers in the private sector," Acuff said.

Union density, the percent of workers in an industry or an area who belong to unions, has everything to do with quality of life for workers, in or out of unions. Organizing to increase density benefits current mem-

bers when they enter bargaining as much as it benefits new members getting their first contract. It creates what Acuff called a "virtuous circle."

Before SEIU's Justice for Janitors campaign took off, most janitors worked part-time for low or minimum wages and no benefits, according to Robert



AFL-CIO Organizing Director Stuart Acuff workers in an industry, helps all workers.

Masciola of the AFL-CIO's Center for Strategic Research, who also attended the Dec. 8 meeting. Over 10 to 12 years, JforJ organized up to 90 percent of the cleaning companies in some cities. It pushed wages up to around \$10 per hour, won benefits and spread from cities to surrounding suburbs.

"In 2003, where we had the most strength we were able to get family healthcare for our members," Masciola said.

Truckers saw the opposite happen. In 1979, with union density at 50 percent, unionized truckers enjoyed average wages of \$19.56 per hour. Density dropped by half over the next 27 years, and average union wages fell by almost \$6 per hour, by AFL-CIO figures.

Warehouse workers still under contract need to watch out, warehouse Local 6 Secretary-Treasurer Fred Pecker said. "We're making close to \$18 an hour under our master contract," said Pecker. "Non-union warehouse workers make \$8 to \$15 an hour and their benefits aren't near ours. But this is a big drag on us in negotiations and everywhere else. Our members



ILWU Organizing Director Peter Olney (standing) presents the union's strategic organizing perspective. Looking on (l-r) clerks' Local 34 Vice President Frank Reilly, warehouse Local 6 Secretary-Treasurer Fred Pecker, and Robert Masciola and Ken Zinn of the AFL-CIO's Center for Strategic Research.

ILWU Organizing

course for zing



explains how union density, having more

need to see their families aren't secure as long as these gaps exist. A rising tide lifts all boats, but a falling tide pulls everyone towards the drain."

Many members in the ILWU's Warehouse Division—like those from Max Factor and Rite-Aid, Folder's and Colgate—know up close the story the statistics tell. Union density in West Coast warehousing plunged from 31 percent in 1983 to 14 percent in 2003. But the Longshore Division's share of the work is slipping too, according to research done for the ILWU by the Institute for Labor and Employment at the University of California.

The number of registered longshore workers has held steady over the last 20 years, while overall employment in the cargo-handling industry has exploded. Highly unionized parts of the industry, like railroad and water transport, have been shrinking. Less unionized sectors like warehouse have been growing rapidly.

Do it smart

Organizing can build density, but only if unions get smart about how and where they do it. Relying on elections supervised by the National Labor Relations Board (NLRB) saddles them with skewed rules enforced by a Board stacked with Bush appointees.

"The U.S. ranks among the top

four violators of workers' right to organize, right up there with Colombia and China," Acuff said. Almost all workers face anti-union campaigns when they try to organize and some 20,000 get fired each year for their efforts. The firings are illegal, though the campaigns are not, and the law provides neither deadlines to encourage timely justice nor strong penalties to discourage violations. One-third of all workplaces that win NLRB elections never get a first contract.

"Unions simply have to refuse to play by rules designed to make them lose," said Ken Zinn, director of the AFL-CIO's Center for Strategic Research. They can't just file for elections with random groups of workers who come to them. Instead, they need to carefully choose targets that build power in their industries and offer opportunities to leverage recognition.

"Leverage comes through understanding and exploiting the employer's web of relationships with suppliers, customers, competitors, politicians, government regulators, financial institutions, the general public and its own workers. Often the union can exert its greatest leverage on an employer through existing contracts.

"It's got to be a priority of the union to put organizing front and center in collective bargaining, and make tracking work a priority," Zinn said. CWA, for example, began "bargaining to organize" as its employers expanded into the wireless business. Only a third of the workers at Verizon Communications belonged to CWA four years ago. A 17-day strike by 37,000 Verizon workers secured the employer's agreement to be neutral during future CWA

organizing efforts.

Through the ILE research, the ILWU has begun to see where its work is going. Peter Olney gave the Task Force a snapshot of the Institute's work, which shows the cargo-handling industry in rapid transition. Most of the companies in the Pacific Maritime Association (PMA) used to stick to one function. (The PMA is the employer group of steam ship operators and stevedoring companies that negotiate with the Longshore Division.) Shippers carried good across the ocean and dumped them on the dock. Deregulation and technological change have forced these companies to diversify if they want to remain competitive. Most now have spin-offs that operate distribution centers, handle paperwork and planning, and even run trucking lines and airfreight services.

"I knew our employers have become diversified," said John Tousseau of marine clerks' Local 63. "But when you get into more depth about the sub-companies of the sub-companies, it's really eye-opening," he said.

The union not only needs to follow where cargo goes, but where it comes from said IBU Secretary-Treasurer Terri Mast. "We need to look at all the companies, all the players and understand how cargo is shifting away from the ILWU," Mast said. "We need a deeper analysis of where the whole maritime industry is heading."



International Vice Presidents Wesley Furtado and Bob McEllrath with AFL-CIO Organizing Director Stuart Acuff.

Do it together

"Plans are nothing, planning is everything," Zinn said, quoting General Eisenhower.

"The best plan Peter [Olney] can come up with will not be as good as what you can do as a group. Strategic organizing has to make use of the union's biggest resource—its members," he said.

Task Force participants quickly rattled off some of the contributions members make to organizing. They furnish the power for actions, energy to add to limited staff, experience in the industry, connections in the

Task Force participants quickly rattled off some of the contributions members make to organizing. They furnish the power for actions, energy to add to limited staff, experience in the industry, connections in the community and the most credible voice possible to speak for the union.

community and the most credible voice possible to speak for the union.

The ups and downs of the last several years have shown that day-to-day, effective collaboration will depend on the locals and the Organizing

Dept. setting clear goals and commitments and keeping communication open.

Making strategic organizing work will require a vision of the union's future shared across all divisions.

"We've talked about organizing and earmarked money for it, but lots of people in the Longshore Division weren't seeing what it has to do with them," Tousseau said. "But we have to protect our flanks, and these other divisions are all part of the ILWU."

Much of the information shared during the Task Force meeting appears in a PowerPoint presentation, which local leaders and the organizing staff will bring to members as campaigns develop in their areas.

"This was the best meeting I've been to for 20 years," warehouse Local 26 President Luisa Gratz said as the Task Force wound down. "Local 26 lost a fifth of its membership when the company I came out of moved to South Carolina in 1982. I wrote resolutions on organizing for every convention after that. Now, for the first time in a long time, I feel we have a future." ♦

If you are interested in helping with organizing call your division office or contact the organizing dept. at (808) 949-4161

ILWU Unit Spotlight

Unit 4436 Dole Plantation

WAHIAWA—The parking lot is spacious—and needs to be—to accommodate the constant flow of excited visitors to Dole Plantation. The first thing you see is a beautifully landscaped slope leading up to the large main building, the word “Dole” spelled out in colorful foliage against the green lawn. ILWU members are responsible for maintaining all of the grounds at Dole Plantation.

Inside the main building you are greeted by friendly workers who keep the store spotless, help you with any questions about the merchandise, ring you up at the register, or serve you at the snack bar. These gracious hosts are also ILWU members at Dole Plantation.

Castle & Cooke Properties, Inc. dba Dole Plantation is a 7-day-a-week operation—open, according to operations manager Mark

Takemoto, “every day of the year except Christmas.” According to Dole Plantation’s website, nearly one million visitors stop by the visitor’s center annually.

The former fruit stand now bills itself as “Hawaii’s Pineapple Experience,” and offers family-oriented attractions such as the “Pineapple Express,” a two-mile, twenty minute train tour, and the “Pineapple Garden Maze,” which up until 2001 was the largest

maze in the world.

When the ILWU urges its members to patronize union shops, we often think of buying union products, like The Honolulu Advertiser newspaper or staying at a union hotel, like the Hawaii Naniloa Resort. But Dole Plantation is also a union shop—one that you and your family might enjoy visiting one day soon! ♦



Unit Vice Chair Alex Torres meets with Business Agent Brandon-Bajo Daniel in the morning before the store opens to discuss union business.



Juan A. Garcia (left) recently became a fulltime employee after working at Dole Plantation for about two years. “If there is no union, there is no say in the workplace,” Garcia said. “A thread is only one [strand], but a rope is strong—when you have the union, you are not alone, you have strength.”

Dole Plantation
64-1550
Kamehameha
Highway, Wahiawa,
HI 96786
Near Wahiawa in
Central Oahu,
Hawaii.
(808) 621-8408
www.dole-plantation.com

**Visitors Center and
Plantation Garden Tour -
9:00 a.m. to 5:30 p.m. daily**

**Pineapple Express and
Pineapple Garden Maze -
9:00 a.m. to 5:00 p.m. daily**



Norma Molina is employed as a utility worker at Dole Plantation.



Sylvia Rara enjoys her work helping visitors at the snack counter.



Teena Galius, Sharon Lampitoc and Susan Alupay work at the cash registers.

ILWU Unit Spotlight



Gina Stafford must prepare her work area before the visitor's center store opens at 9:00 a.m.



In the kitchen with counter attendant Lorena Butella, floor assistant Elizabeth Dupio, who is unit chair and helped to organize Dole Plantation, and kitchen worker Tripina Deuz.



Benjamin Panag and Romeo Molina, landscapers at Dole Plantation.



Sales associate Marilyn Boyman works at the Pineapple Garden Maze. "I like having a contract and an organization that supports us in all we need to do," said Boyman.

Unit 4436 - Dole Plantation

- Location: 64-1550 Kamehameha Highway, Wahiawa, Hawaii
- Type of company: Visitor's Center, including retail store, snack bar, train ride, world's largest maze, and gardens.
- Industrial Grouping: General Trades
- ILWU members since 2002
- Total union membership: 53
- Bargaining unit makeup: Floor Assistants, Bilingual Sales Associates, Utility Workers, Counter Attendants, Sales Associates, and Landscape Workers.
- Unit Officers/Stewards: Chairperson Elizabeth Dupio, Vice Chairperson Alex Torres, Secretary-Treasurer Patrina Lavarias
- Business Agent: Brandon Bajo-Daniel
- Products include logo t-shirts, pineapple, other specialty food and gift items, such as Dole Plantation Brand Pineapple candy, jams, and sauces.



Gloria Nahinu is one of three garden attendants who act as tour guides, educating visitors about tropical plants and flowers, teaching crafts like ti-leaf bracelet making, and demonstrating cultural activities like ukulele playing.

Organizing Dole Plantation

Unit Chair Elizabeth Dupio was one of the original workers who first organized Dole Plantation into the ILWU.

"The reason we decided to organize and become union members at Dole Plantation was fairness. There used to be different levels of benefits for different workers, and there were employees who had been working hard for the company for many years who were not able to get a raise.

"At first I wasn't sure if becoming unionized was the answer, but one day I was talking with one of my co-workers and she was so upset. This caused me to talk with other co-workers, to find out about their situation.

"We all wanted a workplace with good benefits, where everyone was treated equally and where there would be no favoritism. I really wanted to help my co-workers. My husband had been a member of the ILWU, so I called ILWU organizer Calvin Werner—and that was our first step toward becoming union members."

Students of Maui's King Kekaulike High School will soon be getting the inside scoop on what it's like to work as a business agent for a union. Maui ILWU division director William Kennison is scheduled to speak to the students as part of the school's career day program this semester.

Who do you call if you're a worker?

By William Kennison, Maui Division Director

Who do you call if your house is on fire? You call the fire department. Who do you call if someone steals your car or takes something from you? You call the police department. Who do you call if someone is drowning or has a heart attack? You call 911. Who do you call if you get in trouble with the law? You call a lawyer. Most of you know there is someone to call if you have a problem like this."

But who do you call if you are a worker and union member—say a

bartender or cook in one of our hotels, or a nurse in a hospital, or if you are a state or county worker? Who would you call if your employer didn't pay you properly for time you worked; if

you didn't get a promotion or was treated unfairly; or if your job is unsafe; or if your boss blamed you for something you didn't

do. In all of these cases, you would call your union Business Agent and it would be their job to help you out.

A union Business Agent is

A union Business Agent is many jobs rolled into one.

(808) 935-3727
Hilo ILWU Office

(808) 244-9191
Wailuku ILWU Office

(808) 949-4161
HONOLULU ILWU OFFICE

(808) 329-2070
Kona ILWU Office

(808) 885-6136
Waimea ILWU Office

(808) 245-3374
LIHUE ILWU OFFICE

many jobs rolled into one. We're like Fire and Rescue because our members call us when they have a problem on the job. We're like the Police when we go after companies who cheat their workers out of their wages. We're like Lawyers when we advise our members about their rights on the job or represent them in disputes with management. We're like Social Workers when our members come to us for help with immigration or family problems. We're like Teachers when we educate workers about the union and their rights. We're like Mediators when we try to settle conflicts and disagreements between workers and management. We're Negotiators when we talk with management about getting better benefits and higher wages.

A Business Agent does all of these things, but it is a very rewarding job. It is a job where you know you are helping people everyday of the week. It is a very interesting job, because everyday you do something different.

So how do you get a job as a Business Agent, how many jobs are there, and what are the requirements? Business Agents are employed by Unions—which

are organizations of workers. There are about 100 unions in Hawaii that represent about one-fourth of Hawaii's workers—about 125,000 people. Some unions are small and have only one or two employees. Larger unions like the ILWU or the government workers union like the HGEA or teachers union have 25 - 50 employees.

In our union, the ILWU, our members elect their Business Agents, but there are many unions that hire people for the job of Business Agents. I would guess there are about a hundred jobs available for people who are interested in such work. Most unions look for a college education and some experience with unions.

What's the best way to get a job as a Business Agent? Go to work at a unionized workplace, and get active in the union as a volunteer. Or help organize a union if the workplace is not unionized. This is how you gain a lot of experience and education about unionism. And if you have the right stuff, you'll be able to move up within the union organization and get a job as a Business Agent. ♦

It is a job where you know you are helping people everyday of the week.

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, 2004.

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, 2004.

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.

