



VOICE OF THE ILWU



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June/July 2004

Breakthrough on health and welfare Hyatt Maui first to join fund

In a breakthrough agreement, the Hyatt Regency Maui will be the first employer to partner with the ILWU and provide employee medical and dental benefits through a negotiated Union/Company trust fund. The changeover is scheduled to take place on January 1, 2005. On that date, instead of paying HMSA or Kaiser directly, the Hyatt Maui will put the money into a trust fund. The trust fund will then pay the medical and dental bills or the Kaiser premiums.

Hyatt members will receive their medical benefits from the trust fund. The change is mainly in the way the benefits are provided. However, every year thereafter, Hyatt members will benefit because the trust fund is

a more effective and efficient way to keep medical costs under control.

Lower costs

Under the previous collective bargaining agreement, the hotel

paid any increase in medical premiums up to a maximum of 12 percent each year. Increases over 12 percent came out of the employees' pockets. This happened recently and Hyatt members paid the increase by postponing a wage increase. The hotel, like most employers in Hawaii, has no control over the premiums charged by HMSA, which dominates the health insurance market in the state. Some of HMSA's rate increases have been very high and unexpected. This makes it hard for the hotel to project costs and plan for the future.

Under the new trust fund agreement, Hyatt knows exactly
—continued on page 6

ADDRESS LABEL

Knowledge is Power: Understanding labor history and our rights

By James Spinosa
ILWU International President

The power of any union lies in its rank-and-file members. Whenever there is a challenge to their jobs and benefits, to their rights to safe and fair conditions at work, their elected leaders can give guidance and direction, but only the members can provide the leverage and strength to prevail.

But to have that strength, that unity in action, the members need a common understanding of their history and their rights. This doesn't

just come automatically when someone gets hired onto a job and sworn in to the union. It comes with experience and education. And it

takes veteran members of the union to step up and assist that process.

The ILWU has many new members with less than five years in the union. In our Longshore Division, where we have more complete statistics, we know that more than 25 percent of the members are new.

New Longshore Division members used to get lots of their union education on the job, back when we worked with partners and in gangs.

Knowledge of union history and values, of how to enforce safety and contractual rights, got passed from member to member every day.

But the employers have used technology to increase productivity, and in doing so they have made us more isolated on the job. This isolation has interfered with our communication and our day-to-day stewardship.

—continued on page 2

Hawaii ILWU Labor History Can you identify these outstanding ILWU labor leaders?



Hint: He organized the Hilo waterfront in the 1930s—workers who became, along with Honolulu longshoremen, the first members of the ILWU in Hawaii.

Hint: The most famous leader in Hawaii ILWU history; you may have a holiday in your contract in honor of him.



Answers on page 6.

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Next Local Executive Board Meeting scheduled for Sept. 30-Oct. 1, 2004 • 10:00 am • 4154 Hardy St, Lihue

International President's Report

Knowledge is power

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That is why the ILWU International and our Longshore Division have emphasized education over the last several years. The 1994 International Convention and the 1997 Longshore Caucus put programs in place that have proven popular and effective, and both the ILWU International Convention and the Longshore Caucus budgeted funds in 2003 to expand them.

Over the past six years the Titled Officers and the International's Department of Research and Education developed two Leadership Education and Development (LEAD) Institutes and three Secretary-Treasurers' conferences to train and update local officers and trustees on administrative procedures and legal record-keeping for unions.

The first LEAD Institute, held in Palm Springs, Calif. in 1998, focused on the importance of dissent and democracy in the union. In September 2003, again in Palm Springs, LEAD participants examined the many ways diversity has been the bedrock of the union. An advanced LEAD Institute is scheduled for February 2005 for

graduates of the first two programs—and another basic LEAD will be held in September 2005. The advanced LEAD will highlight ILWU strategies for successful collective bargaining, and the basic LEAD will feature training in the skills necessary to implement and protect the ILWU's hallmark tradition of rank-and-file democracy.

The Secretary-Treasurers' Conferences, which included local union trustees and—unique to the ILWU—the clerical employees who manage and service many of our affiliates' offices—were held in 1999, 2001 and 2004. These events have helped our local officers, rank-and-file committee members and trustees administer the union's affairs more effectively and democratically and keep up with the anti-union rules imposed on labor by the Bush administration.

Inspired by the mandate of the 2000 International Convention, the International's education program has also developed materials and workshops for training local union stewards. Since early in 2003, these trainings have been held at the request of several locals, including 6,

20, 30 and 63 (Office Clerical Unit).

Separately, the Caucus established the Longshore Division's Education Committee in 1997 to help meet the mounting challenge of educating our new members about the union and to train the new generation of longshore stewards and union officers. The committee coordinated its first major event in the spring of 2001—a seminar on grievance-handling and the evolution of key provisions of the Coast Contract. In August 2003 the committee put on a seminar about the longshore arbitration procedures and grievance machinery in San Francisco, reviewing the contract and its enforcement provisions for local officers and business agents. In November and December 2003 the Coast officers held regional workshops for the Puget Sound, Columbia River, Northern and Southern California areas on the 2002 contract struggle and the importance of political action and community solidarity for the union.

The Longshore Division is planning several future educational events, including a seminar on "The History and Traditions of the



James Spinosa
ILWU International President

Longshore Division" Sept. 26-30, 2004. This training will familiarize local union activists with the past, present and future mission and goals of the union. More information can be found on the Longshore Division's page of the ILWU's web site, www.ilwu.org. The Division is also planning seminars on international relations and solidarity; health and welfare benefits; and the Coast Safety code.

The International has developed tools to help the locals, but one size does not fit all. Locals need to set up education committees and figure out ways to hand down union knowledge that fits their circumstances. The union's officers and staff can help with this process.

This union's militancy, solidarity and effectiveness have made it a target of the Bush administration as well as the employers. We know our longshore employers are organizing and preparing for the next contract, which comes up in four years. And in the meantime the ILWU's Warehouse and Marine Divisions, as well as our thousands of members in various industries in Hawaii, remain under siege. Everything we need to do to meet these challenges requires an informed and educated membership.

Particularly in the Longshore Division we have thousands of people in our casual pools up and down the Coast who we are not servicing properly. We have got to conduct regular meetings with them to draw them into the union, starting out by talking safety and showing them they are part of the industry. They are the future of the ILWU, your future. When you retire, you're going to be depending on them to have the right principles to make sure the traditions of this union are carried on.

So now more than ever it's important to attend your local's membership meetings to keep up to date on what's happening in your industry and your union. And now more than ever it's important that member education be done at every level, from the International to the locals to the docks. Each of you needs to be a guardian of the union's history—and make our future stronger by passing that history on. ♦

History & Traditions Conference

Thirteen members from Local 142's longshore division will be attending an important and extraordinary five-day conference on the history and traditions of the ILWU longshore division at the Riviera Resort Hotel in Palm Springs, California from September 26-30, 2004. The members are Nate Lum, Elgin Calles, Tyrone Tahara, Curt Kalama, David Jones, Dustin Dawson, Nathan Dudoit, Brian Nakagawa, Henry Kreutz, Pat DePonte, Nelson Rita, Eli Miura, and Dana Shigemitsu.

The ILWU Longshore Division's Coast Committee is sponsoring the conference, which is expected to bring together over 150 rank-and-

file longshore activists to learn about the union's past and present, the longshore industry, the international economy, and how to use this information in carrying out the union's program in their home locals.

The conference is open to members in the ILWU longshore division, but priority will be given to members who have demonstrated their commitment to action through their participation in the Longshore Division's Area Contract Workshops and political action conferences in 2003 and 2004.

The conference is being planned by the Coast Education Committee, chaired by Local 54 President

Dennis Brueckner, and coordinated by Gene Vrana, ILWU Director of Educational Services.

Some of the conference sessions include: Harry Bridges and maritime labor in the early years to 1932; Labor Unity from 1934 to 2004; Rank & File Democracy; Social Justice Unionism and why the ILWU is politically progressive; How the Longshore Division and Coast Committee Work; Fighting for Jurisdiction—Pacific Coast Trends in Marine Cargo Handling; Contract Gains and Crossroads from 1934 to 2000; ILWU Political Action; International Solidarity; and Global Trends in Ports and Longshore work. ♦



Kauai ILWU longshore members and families, 1949 longshore strike.

Taking on the challenge to organize

by Marcy Rein

HONOLULU—Before Hawaii Local 142 did its training, Alex Torres thought organizing was for professionals. “I always thought it was only the organizing department that does organizing,” said Torres, who works at the Dole Plantation Store on Oahu and helped bring it into Local 142. “Here I learned that it’s about everyone getting involved,” he said.

The June 4-7 workshop brought 53 rank-and-file activists together with 25 of the local’s full-time elected officers and the ILWU International organizing staff. The Hawaii participants represented the full diversity of Local 142, with people from Oahu, the Big Island (Hawaii), Maui, Kauai and Lanai who worked in agriculture, tourism, general trades, the longshore division and the Inlandboatmen’s Union (IBU).

“We wanted to put together a training with the national AFL-CIO’s top trainers to show us what we can do to move forward not only in Hawaii but on the mainland too,” said ILWU International Vice President Wesley Furtado. National AFL-CIO Organizing Director Stewart Acuff, Organizing Institute Director Sam Luebke and Director of Strategic Research Ken Zinn led the Thursday and Friday sessions, with Alison Reardon presenting on the Employee Free Choice Act Saturday morning. Over the two and a half days participants absorbed a brain-splitting amount of information and practiced the fundamentals of targeting and outreach.

Need to organize

Workers’ declining power in politics and on the job make organizing imperative, said Jonathan “Lono” Kane, IBU Regional Director for Hawaii. “We’re in the fight of our lives. If we don’t get together, those guys—the employers and their politicians—are going to have our lunch,” he said.

Union density, the percentage of unionized workers, has fallen sharply over the last 50 years. Now only one U.S. worker in eight belongs to a union, compared to more than one in three in 1955. When you take public workers out of the picture, it gets even gloomier. Fewer than one in ten private-sector workers have union representation.

Though Hawaii does better, with nearly one in four workers belonging to unions, it has lost density over the last 20 years. Shrinking numbers equal shrinking power, said Local 142 President Fred Galdones.

“People listen to numbers,” said Galdones. “Employers have fear when

they see a mass group of employees united. They have respect for that organization. Politicians will listen to us when they see the vast group of people we represent.” Galdones challenged the local to develop an organizing team and strategy for growing the union by 10 percent.

Employer abuse

Dwindling union membership testifies to the erosion of workers’ rights, Acuff said.

“American workers have lost the right to organize,” he said. He and the other presenters offered studies and statistics proving the point. Some 20,000 workers got fired last year for trying to organize, even though that’s illegal. During organizing drives more than 90 percent of employers force people to attend mass anti-union meetings on work time. About three-fourths haul people in for one-on-one sessions, and about half predict the shop will have to close if the union comes in, though that’s illegal too.

Just to show the pull of the anti-union spiel, Sam Luebke put participants through a mock-anti-union meeting à la Wal-Mart. Imagine how odd it was to walk into a room full of Local 142 members and hear them chanting, “Give me a ‘W’... Give me an ‘A’ . . .”

The drawn-out timeline for NLRB-supervised elections allows for all these abuses. To better the odds of winning a union, the AFL-CIO advocates a change in the law as well as a change of strategy. The Employee Free Choice Act would make card checks the standard way of getting union representation. But unions have already scored major wins with strategic organizing, using the leverage they have in bargaining to persuade employers to agree to card-check at non-union plants.

New strategies

For example, UAW members bargaining with Daimler-Chrysler got a card-check neutrality agreement at two unorganized Freightliner plants in rural North Carolina. The employer agreed not to campaign against the union and recognize the UAW if a majority of the workers signed cards. In one week in February 2003, the union signed more than half the 3,100 Freightliner workers.

Bringing on Freightliner made sense to the UAW because it helped boost the union density in their industry, and that helped build power. “You don’t build power one workplace at a time,” Ken Zinn said. “Where and who you organize matters.” With Peter Olney of the University of California’s Institute on Labor and Employment, Zinn walked participants through the fundamentals of strategic targeting.

Strategic targets may be non-union

**“Organizing is the noblest occupation—it improves workers’ conditions by cooperation, not by competition.”
—Stewart Acuff, AFL-CIO Organizing Director**

competitors of unionized companies, or related businesses, like the golf courses belonging to a union hotel, or new types of companies, like the wireless subsidiaries of traditional phone companies. A good target also has pressure points. Perhaps the union can appeal to users of its services, expose its failure to comply with labor and environmental regulation or intervene when it needs government permits while workers put the heat on from the inside.

Plan for Hawaii

“This is basic, fundamental ILWU stuff,” said Local 142 Secretary-Treasurer Guy Fujimura. The union targeted hotels as an emerging industry on Maui in the 1960s and again in the late ’70s and early ’80s during the hotel boom fueled by Japanese capital. It used its political power and community support to get neutrality agreements and then win contracts.

Given the rapid changes in the cargo-moving industry, longshore needs to be concerned with organizing as well, said Local 142 Longshore Division BA Tyrone Tahara.

“We should have a bunch of longshoremen listening to this,” he said. “Our jobs will be protected if we help the guys on our flanks.” West Coast longshoremen had that same insight in the late 1930s when they began the “March Inland.” They organized the warehouse workers who handled the when it left the docks, turning potential scabs into powerful allies.

All the participants at the training had a chance to brainstorm strategic targets, working in small groups then sharing the results with everyone. Frank Chargualaf from the Renaissance Wailea Beach on Maui kicked off the presentation for the first group. “Forgive me, I’m shy, but I think we’re all in the same boat here,” he said. “Amen!” someone replied from the crowd, to general laughter.

That shyness got sorely tested when participants practiced house-calling. Many organizing drives are built on house calls, where the organizers and organizing committee members drop by workers’ homes unannounced to “talk union.”

“Organizing is one person talking to one person,” Luebke said. “But these are deeper and more serious conversations than selling aluminum siding. You’re dealing with deep hopes and fears, hopes for your future and your family’s.”

To make house calls work, you have to listen, listen and listen more, Luebke stressed. Local 142 staff role-played the targeted workers, and some of them played hard. Even more experienced participants noted that the clutch of nerves while opening the conversation was as real as the real thing.

But in the training, and real life, people realized they could do things they never thought possible.

“It’s brought me out of my shell,” said Leina Badiyo, who works at Hawaii Job Corps. “I know now I can talk to people.”

Carol Rayno, a soft-spoken former school teacher, never thought she could organize, even though she’s been unit secretary-treasurer at Young Brothers on Kauai for 18 years. “I always thought I couldn’t be an organizer because I wasn’t aggressive,” she said. “But you don’t have to be. You’re a listener, not a talker.” She also noted the need to apply the lessons of the training to internal organizing.

“We’ve got to begin from home, from within, so we have a larger resource,” she said.

Local 142 will never be able to meet its high goals for growth without this new resource, said Vice President Donna Domingo. “That’s how we grow, through our members. We believe in them. They get it. We just need to give them tools and encouragement.” ♦



(Above, l-r) Participants Frank Chargualaf and Lena Staton from the Renaissance Wailea Beach Resort, Maui; International Rep. Tracy Takano; Tessie Shinozawa from New Otani Kaimana Beach Hotel, Oahu; Simplecia Timosan from King Kamehameha’s Kona Beach Hotel and Gary Duguran from ML Macadamia Orchards - Kau.

The organizing training gave people from different islands and industries a chance to work together. (Front to back) Carol Rayno from Young Brothers Ltd., Dixie Youts from Renaissance Wailea Beach Resort, Ron Clough, Hawaii Division organizer, and Alex Torres from Dole Plantation Store.

VOICE OF THE ILWU

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ILWU Political Action

Republicans oppose worker issues

The 2004 Legislature passed a number of good bills that bring real and substantial benefit to working families. However, a look at the voting records on eight issues supported by the ILWU reveals a big difference in how Republicans and Democrats in the State Legislature look at these worker friendly programs.

The eight issues were: 1) Improving Education; 2) Lowering the Cost of Prescription Drugs for the elderly and needy; 3) Dealing with the Substance Abuse problem; 4) Reaffirming Family Leave benefits; 5) Ending Discrimination for legitimate use of Sick Leave; 6) Improving Unemployment Benefits; 7) Protecting the Environment by Blending Gaso-

line and Ethanol; and 8) Requiring employers to give a longer notice when they fire workers or evict workers from company housing.

Very bad on worker issues
Governor Linda Lingle opposed the 1) Education Bill, 2) continues to undermine the Prescription Drug Bill, 3) opposed

part of the Substance Abuse Bill, 4) undermines the Family Leave Resolution, 5) opposed the Sick Leave Bill, 6) opposed the Unemployment Bill, 7) opposed the most important part of the Ethanol Bill, and 8) opposed giving longer notices to workers. Lingle scores a 0 on workers' issues.

Slom has perfect record— against working people

Following the party line set by Governor Lingle, Republicans in the House and Senate also voted against working people. In the Senate, **Sam Slom**, District 8 - East Oahu, voted against all 8 bills; **Fred Hemmings**, District 25, opposed 6; District 24 - **Bob Hogue** voted against 5 worker bills; District 12 - **Gordon Trimble** voted against 4 bills; District 3 - **Paul Whalen** voted against 2 bills. The average score for Senate Republicans was a very low 38% in support of worker issues.

Stonebreaker, Ontai, Meyer worst

In the House of Representatives, three Republicans District 17 - **Bud Stonebraker**, District 37 - **Guy Ontai**, and District 47 - **Colleen Meyer** had the worst record, voting against working families six times.

They were closely followed by six more Republicans who voted against five of the bills—they are: District 6 - **Mark Jernigan**; District 10 - **Brian Blundell**; District 12 - **Kika Bukoski**; District 18 - **Bertha Leong**; District 23 - **Galen Fox**; and District 40 - **Mark Moses**. Voting against four bills are: District 27 - **Corinne Ching**; District 32 - **Lynn Finnegan**; and District 49 - **David Pendleton**. District 50 - **Cynthia Thielen** voted against 3 bills. District 11 - **Chris Halford** and District 19 - **Barbara Marumoto** voted against 2 bills.

The average Republican score in the House was a low 44% in favor of working people. ♦

Who's good on worker issues? Overwhelmingly, the Democrats

On the other hand, Democrats in the House and Senate sided most often with working people. In the Senate, **nine Democrats had perfect scores** and voted in favor of all eight bills. These senators are: **Bunda, Espero, Hanabusa, Inouye, Kanno, Kawamoto, Kokuban, Menor, and Taniguchi**. Another seven had nearly perfect scores—they had reservations about the Sick Leave bill—but also voted in favor of all eight worker issues. These senators are: **Baker, Chun Oakland, English, Fukunaga, Hooser, Kim, and Tsutsui**. Aduja and Ihara voted against one bill and Ige voted

against 2 of these bills. Sakamoto had the worst records - voting against 3 of the worker friendly bills. The average score among Senate Democrats was a very good 96% in support of working families.

House Democrats were strongly in support on these issues important to working people—**34 had perfect scores**. Only two had less than perfect scores, Evans and Tamayo, casting no votes against the Unemployment Bill. The average score for House Democrats was an excellent 99% in favor of working people. ♦



What were these bills about?

- Improving Education**—SB 3238 established a formula for funding to each school based on the needs of students in the school. It also provided school principals with greater authority to implement programs and services to ensure student success. This was vetoed by the governor, but the veto was overridden by the legislature.
- Lowering the Cost of Prescription Drugs** for the elderly and needy—SB 3237 attempts to

lower the cost of prescription drugs for those who have no drug insurance by first providing a discount card and second requiring the State to negotiate rebates from drug manufacturers.

- Dealing with the Substance Abuse problem**—HB 2003 included stiffer laws for drug trafficking, allowed judges to sentence nonviolent first time offenders to treatment, and required health insurance plans to offer the same level of benefits for substance abuse as other illnesses. HB 2004 provided more funding for treatment, prevention, rehabilitation, education, and monitoring programs.
- Reaffirming Family Leave benefits**—HCR 77 is a resolution that clarified an act from last year that requires companies with 100 or more employees to allow their workers to use up to 10 days of

accrued and available (paid) sick leave for family leave purposes.

- Ending Discrimination for legitimate use of Sick Leave**—SB 469 would have made it unlawful for any employer or labor organization to discipline or discharge an employee for using accrued and available sick leave for legitimate illnesses that are non-chronic and short term. This was vetoed by the governor.
- Improving Unemployment Benefits**—Unemployment benefits do not cover 100% of what workers earn before becoming unemployed. HB 1774 would have allowed workers who become unemployed to claim unemployment benefits that would not be reduced by any supplemental wages that they are able to earn.

- Protecting the Environment by Blending Gasoline and Ethanol**—The governor vetoed SB 3207, which would have set a date for implementing an existing mandate to blend ethanol in gasoline. Ethanol production would help Hawaii's sugar industry to survive.

- Requiring employers to give a longer notice** when they fire workers or evict workers from company housing—Vetoed by the governor, HB 2740 would have increased the notice requirement from 60 to 90 days for employers planning to sell, close or relocate their business. It would also require 120 days notice if the employer is terminating housing for employees. This bill would have helped give workers time to deal with the affects of a layoff.

ILWU Political Action

The question is . . . who's on *your* side?

The voting record on these eight issues shows a clear difference between Democrats and Republicans on issues important to working people.

Who is working in your best interests?

	SUPPORTS Workers	OPPOSES Workers
Senate Democrats.....	96%	4%
House Democrats.....	99%	1%
Senate Republicans	38%	62%
House Republicans	44%	56%
Governor Linda Lingle (Republican)	0%	100%

The ILWU Political Action Committee makes careful recommendations based on candidate voting records, their answers to a detailed survey on issues of concern to workers, and candidate interviews. The committee members, including rank-and-file members from all Divisions and industries, do their best to select and endorse candidates who will work for working families and our communities.

HOUSE Republicans opposed important labor bills

	<u>Education</u>	<u>Sick Leave</u>	<u>Worker Notice</u>	<u>UI</u>	<u>Score</u>
Brian Blundell (R)	No	No	No	No	0
Kika Bukoski (R)	No	No	No	No	0
Corinne Ching (R)	Yes	No	Yes	Yes	3
Lynn Finnegan (R)	No	No	Yes	No	1
Galen Fox (R)	No	Yes	No	No	1
Chris Halford (R)	Yes	Yes	No	Yes	3
Mark Jernigan (R)	No	No	No	No	0
Bertha Leong (R)	No	Yes	No	No	1
Barbara Marumoto (R)	Yes	Yes	No	Yes	3
Colleen Meyer (R)	No	No	No	No	0
Mark Moses (R)	No	No	Yes	No	1
Guy Ontai (R)	No	No	No	Yes	0
David Pendleton (R)	No	Yes	No	No	1
Bud Stonebraker (R)	No	No	No	No	0
Cynthia Thielen (R)	No	Yes	No	No	1

Yes = Voted Right

No = Voted Wrong

(R) = Republican

SENATE Republicans opposed important labor bills

	<u>Education</u>	<u>Sick Leave</u>	<u>Worker Notice</u>	<u>UI</u>	<u>Score</u>
Sam Slom (R)	No	No	No	No	0
Fred Hemmings (R)	No	No	No	No	0
Bob Hogue (R)	No	No	No	No	0
Gordon Trimble (R)	Yes	No	No	No	1
Paul Whalen (R)	Yes	No	No	Yes	1

Yes = Voted Right

No = Voted Wrong

(R) = Republican

About Union Contracts

The Health and Welfare trust fund advantage

Presently, ILWU contracts require each hotel to provide medical and dental plans for qualified full-time and part-time employees and their dependents. This means that each hotel must purchase these plans from HMSA, Kaiser, or one of the other insurance providers.

The biggest problem with this kind of health coverage is that the union and the hotels have no control over the increasing cost of the plan. Small hotels don't have the buying power to get a good deal from HMSA and often end up paying more for their medical plans. Other ILWU hotels are paying very high premiums because of heavy medical usage or a few major illnesses.

All ILWU hotels are now faced with continuing and often very large increases in the annual premiums for these insurance plans. Some of these costs have been shifted onto workers through higher copayments or more out of pocket expenses. A new 80/20 plan being pushed by HMSA reduces cost to the employer but increases the out of pocket expenses members must pay.

Many advantages

Employers have a lot to gain by joining a health and welfare trust fund. A medium size hotel with

300-500 employees could see a big increase in their medical insurance premiums if there is a single premature birth, a kidney transplant, or a couple heart by-pass operations. If that same hotel were

in a trust fund covering several thousand people, the cost of catastrophic illnesses and very expensive medical procedures are spread over a larger population pool and lowers the costs for individual hotels.

In addition, a trust fund with thousands of members has the financial clout to negotiate the best deals from medical providers. This is something individual hotels would be unable to do on their own.

The biggest advantage for members is the possibility of continuing their medical coverage with any other ILWU employer who participates in the plan. The details have yet to be worked out, but the waiting period could be reduced or eliminated for members moving between employers. ♦

The biggest problem with [the current] kind of health coverage is that the union and the hotels have no control over the increasing cost of the plan.



Many Attempts Made Since 1995

In every hotel negotiations for the last nine years, the ILWU has urged management to join the union in setting up a Health and Welfare Trust Fund as the best way to control the rising cost of medical insurance and to give employees a much better medical benefit. Following are some of attempts made by the union:

1995—The Statewide ILWU Hotel Caucus held from January 30 to February 3, 1995, adopts proposal to provide health benefits through a trust fund as the best way to protect future benefits. This proposal was submitted to all hotels negotiating in 1995.

1996—Agreement reached with Westin Maui to use "snap back" money to start trust fund. Falls through when hotel prematurely returns "snap back" to individual members.

1997—Hawaiian Waikiki Beach Hotel (Otaka) agrees to pay two month's medical if fund is started by 6/1/97. Kona Surf (Otaka) agrees to set aside "snap back" money for fund. Falls through when other hotels decline to go with the fund. Most hotels agree to discuss issue with union if such a fund is started. No hotel wants to go first.

1997—September - Statewide ILWU Hotel Caucus reaffirms commitment to work towards establishing a health and welfare trust fund.

1999—ILWU makes proposal to 28 hotels to divert pension contributions for a period of two years to start trust fund. Hotels refuse and instead seek to reduce their pension contributions.

2001—Collapse of stock market and events of September 11, 2001, put a temporary stop to union attempts to start trust fund.

2004—Hyatt Maui agrees to start fund as of January 1, 2005. The projected cost of the trust fund is competitive with rates Hyatt is already paying.

Hyatt Maui first to join health and welfare fund—continued from page 1

what their medical costs will be for the next three years. The amount Hyatt pays into the fund for each eligible employee was negotiated by the union. It was set at a level so Hyatt members will not be hit by unexpected increases in the medical premiums and newer members will no longer need to pay the \$20 co-share.

Medical costs for the fourth and future years depends on the overall performance of the trust fund and the amount the hotel agrees to pay in negotiations with the union. Because the trust fund will be run by trustees appointed by the union and management, both sides will know that any increase in premiums is only what is necessary to provide the

benefits negotiated between the union and management.

Room for expansion

Hyatt will be the first participant, but the trust fund has been set up to allow other ILWU employers to join, even employers who are not part of the hotel industry. The union has already started talking to other hotels about the advantages of going with a health and welfare trust fund.

International Vice President Wesley Furtado was the spokesperson in the negotiations with the Hyatt Maui. Members of the committee were: Ed Suzuki, Rosie Corpin, Teresita Antonio, Esther Balala, and Danilo Baldos. ♦

Can you identify these ILWU labor leaders?

—Answers to question from page 1



Harry Lehua Kamoku left home at age sixteen and worked as a seaman for a dozen years before returning to the Big Island to organize

waterfront workers into a union in the 1930s. Of Hawaiian-Chinese ancestry, Kamoku and his fellow union pioneers on the Hilo docks have been credited with forming the first multi-racial union in Hawaii. On August 4, 1938 Kamoku led 250 union members and their families in a picket against a "scab"-run inter-island ship. Fifty people, including women and a child were shot by police. This event is known as the "Hilo Massacre."

To find out more about Kamoku and the Hilo Massacre read *The Hilo Massacre* by William J. Puette, University of Hawaii Center for Labor Education and Research.



Jack Wayne Hall was a Wisconsin-born seaman who traveled to Hawaii when he was a young man in his twenties and

ended up becoming the ILWU's Hawaii regional director for twenty-five years. Hall is arguably the single most important person who helped build the ILWU Local 142 into the democratically run, highly respected, and politically active union that it is today. Many ILWU members enjoy a holiday in their contracts called "Jack Hall Day," often held on his birthday, February 28, or the day of his passing, January 2.

To read more about Hall and the beginnings of the ILWU in Hawaii, read *A Spark is Struck* by Sanford Zalburg, The University of Hawaii Press.

News You Can Use

Credit report mistakes could cost your job

Recently, a beverage worker at an ILWU hotel on the Big Island was denied a bank after the hotel received a bad credit report on that employee. The hotel said it was corporate policy to run credit checks on all employees applying for jobs which required handling money. Workers who fail the credit check don't get hired or risk losing their current jobs.

New regulations required by the controversial US Patriot Act will require all commercial truck drivers to pass a background check before they will be allowed to transport hazardous materials. Longshore workers will also be subject to similar background checks in order to get an identification card, called a TWIC, to enter the docks. These background checks usually include a review of your credit history.

A bad credit report could cause these workers to lose their jobs. A bad credit report could also prevent you from getting a loan, a life insurance policy, or a job promotion. A bad credit report could make you a security risk in the eyes of the federal government.

Many errors

Do you know what is in your file? Think you have good credit? Always pay your bills on time? This might come as a surprise, but there are serious errors and mistakes in the credit files of over 47 million people and identity thieves could potentially damage the good credit of another 10 million people.

The US credit reporting business is dominated by three companies—Experian, Equifax, and Trans Union. They keep a file on you and approximately 190 million other people. They build these files by collecting and shifting through billions of

study cited by Consumer Reports found more than half had errors. A 1998 survey by PIRG found nearly one in three reports had serious errors.

In addition, some of the damaging credit activity in your report may be the work of identity thieves. The most common crime committed by identity thieves is taking your personal information such as social security number, date of birth, or mother's maiden name to open a new credit card, checking, or cell phone account. They then use the credit card and charge to the maximum limit, write bad checks, and make phone calls in your name. When they don't pay the bills, the delinquency goes into your credit report. Most people don't discover they have been victimized until long after the damage is done.

According to 2002 data collected by the Federal Trade Commission, identity thieves stole over \$47.6 billion from financial institutions and \$5 billion from their 10 million victims. In Hawaii, identity theft cases in 2003 increased to 649, a nine percent increase over the 593 cases reported in 2002.

Check your report

Your best protection is to regularly check your credit report for accuracy and to detect any unauthorized activity by identity thieves. Hawaii



report, but it also allows them to charge you \$9.00 a copy. You are entitled to a free copy if you have been denied credit, insurance, or a job. You can also get a free copy if you're unemployed and plan to look for a job within 60 days, are on welfare, or you have reason to believe your report is inaccurate because of fraud or identity theft.

The Fair and Accurate Credit Transactions Act of 2003 gives more protection, but many of its provisions don't go into effect until December 2004 (such as the free reports).

What to look for

When you get your report, PIRG suggests you should look for the following most common errors:

- **Missing or partial information**—If you opened accounts with different versions of your name or changed your address, the report may contain only some of your credit information. Some of your accounts may not even appear, particularly those with small, local creditors who may not report to national bureaus.

- **Information about someone else is included**—Someone else's information is mixed up with yours, because of a data entry error or your name is similar. You could also be a victim of identity theft.

- **Information is reported twice**—You may refinance a loan or your mortgage is sold to another lender, and the loans appear twice. This can lower your credit score by making it appear that you are deeply in debt.

- **Your on-time payments are reported late**—You may have paid on time but your lender is late in recording or reporting your payment.

- **Old information is still on your record**—Accounts you have closed are still listed as open. Negative information such as late payments, tax judgments, and lawsuits are usually removed after 7 years. Bankruptcy information is removed after 10 years. Criminal convictions stay on your record. There are no time limits if you apply for a job with a salary of more than \$75,000 or for more than \$150,000 of life insurance.

- **False public record information appears**—Credit bureaus and their employees often inadequately match public records (tax liens, lawsuits,

bankruptcies, court judgments, criminal records, etc.) before adding the information to credit reports. These mistakes are much more damaging to your credit than an occasional late payment.

Correcting mistakes

The Fair Credit Reporting Act requires the credit reporting bureau and the organization that provided the information to the credit bureau to conduct an investigation and correct inaccurate or incomplete information in your report.

You will need to write to the credit bureau and identify the items you believe are inaccurate. Explain why you dispute the information and include copies (keep the originals) of documents that support your position. Send your letter by certified mail, return receipt requested, and keep copies of your letter.

The credit bureau must investigate the items in question—usually within 30 days. They will contact the organization that gave them this information to check the items in question. If the information is inaccurate, the information provider must notify all the other nationwide credit bureaus so they can correct this information in your file. Disputed information that cannot be verified must be deleted from your file.

When the reinvestigation is complete, the credit bureau must give you the written results and a free copy of your report if the dispute results in a change. Also, if you request, the credit bureau must send notices of corrections to anyone who received your report in the past six months. Job applicants can have a corrected copy of their report sent to anyone who received a copy during the past two years for employment purposes.

For more information

For a much more detailed explanation of how to dispute and correct your credit report, go to this link at the Federal Trade Commission:

<http://www.ftc.gov/bcp/online/pubs/credit/crdtdis.htm>

For more information on the ongoing fight to protect consumers, go to the PIRG website at:

<http://www.pirg.org/consumer/credit/index.htm> ♦

The major credit bureaus

Equifax: P.O. Box 105069, Atlanta, GA 30348. Report fraud: Call (800) 525-6285 and write to address above. Order credit report: (800) 685-1111. Web: <http://www.equifax.com>

Experian (formerly TRW): PO Box 9532, Allen, TX 75013. Report fraud: Call (888) Experian (888-397-3742) and write to address above. Fax: (800) 301-7196. Order credit report: (888) Experian. Web: <http://www.experian.com>

Trans Union: PO Box 6790, Fullerton, CA 92834. Report fraud: (800) 680-7289 and write to address above. Order credit report: (800) 888-4213. Web: <http://www.transunion.com>

pieces of information every month. This kind of massive data collection is prone to many kinds of errors—typing mistakes when entering data, outdated information, missing information, or mixing up data from people with similar names.

The mistakes can have serious consequences. The consumer group Public Interest Research Group (PIRG) found that 25 percent of the credit reports they studied in 2002 contained serious errors that could affect a person's credit score. A 2000

residents will be able to get their credit report for free beginning December 1, 2004, but until then the credit bureaus can charge \$9.00 a copy. It's a good idea to periodically check your report from all three of the credit bureaus.

Inaccurate credit reports were such a serious problem that Congress amended the Fair Credit Reporting Act in 1996 to protect consumers. The law requires the credit bureaus to correct mistakes and provide you with a copy of your

ILWU Political Action

Turning up the heat on Political Action

Political action in Local 142 is on fire and getting hotter everyday. The primary election is on September 18 and there are only a few weeks before the November 2 General Election.

Each of the four island Divisions of Local 142—Hawaii, Maui, Kauai, and Oahu—are already hard at work registering members to vote and educating members on the issues. As the election gets closer, the work will shift to actively supporting those candidates endorsed by the union and getting members to vote at the polls or by absentee ballot.

Hawaii Division

The Island of Hawaii is known as the “Big Island” because of its size—all the other islands in the state could fit neatly within its 4,038 square miles. Because the Big Island is big, they have two coordinators—Brev Blas does the east side and Juanita Pedra takes the west side of the island. Their division’s volunteer deputy registrars have been registering members at work and through house visits. Brev has found it better to visit members at home—there is more time to talk and the atmo-

sphere is more relaxed than the frenzy at the workplace. Plus there’s the added advantage of being able to register family members as well.

Maui Division

Maui Division has 43 members trained and deputized as voter registrars. They have been going to neighborhoods with high concentrations of members, armed with the addresses of every ILWU household on the street. They discovered that members were much more receptive in the afternoon, while morning visits were often unsuccessful. They are also registering members at the workplace and at membership meetings. At the same time, they are using pledge cards to recruit more volunteers.

Kauai Division

Kauai has recruited 20 rank and file members as deputy voter registrars. The focus in that division is registering members on the job. Thus far they have registered new voters at the Hyatt Regency Kauai, Wilcox Hospital, Foodland stores, and Princeville Resorts.

Oahu Division

Oahu has 60 rank and file activists working to register the members at their workplaces. Oahu also has the added burden and responsibility of dealing with the candidates in as many as 50 races—two to three times more than any other division. In comparison, Maui has the largest membership but only has 19 races to deal with.

Much of Oahu’s time was spent interviewing candidates who have asked for the union’s endorsement and in giving this support to those candidates already endorsed by the union.

All four divisions are also using unit bulletins, newsletters and leaflets to educate all members about the issues at stake in this election. ♦

Hawaii Division • ILWU Endorsements Primary Election • Saturday, Sept. 18, 2004

U.S. PRESIDENT/V. PRESIDENT

John Kerry/John Edwards

U.S. SENATE

..... Daniel K. Inouye

STATE SENATE

1 Hamakua, S. Hilo Lorraine Inouye
3 Kohala, Kona, Kau Steven Fox

STATE HOUSE

1 N. Hilo, Hamakua, N. Kohala Dwight Takamine
2 Hilo Jerry Chang
3 Hilo, Keaau, Mt. View Clifton Tsuji
4 Puna Helene Hale
5 S. Kona, Kau Robert Herkes
6 Kailua, Keauhou Joshua Green
7 N. Kona, S. Kohala Cindy Evans

HAWAII COUNCIL

1 Hamakua Coast Fred Holschuh
2 Hilo, Kaumana Michael Tulang
3 Waiakea, Keaau James Arakaki
5 Lower Puna Gary Safarik
6 Upper Puna, Kau, S. Kona Robert Wallwork Jr.
8 Kailua, N. Kona Kaapikapika “Angel” Pilago
9 N. & S. Kohala Peter Hoffmann

HAWAII MAYOR

..... Harry Kim

HAWAII PROSECUTOR

..... Jay Kimura

BOARD OF EDUCATION

HAWAII Herbert Watanabe
KAUAI Margaret Cox

OPEN ENDORSEMENT:

U.S. House District 2-Rural Oahu and Neighbor Islands; County Council Districts 4 and 7. An “OPEN” endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

Maui Division • ILWU Endorsements Primary Election • Saturday, Sept. 18, 2004

*U.S. PRESIDENT/U.S. V. PRESIDENT

John Kerry/John Edwards

U.S. SENATE

..... Daniel K. Inouye

STATE SENATE

5 S. Maui Roz Baker
6 E. Maui-Lanai-Molokai .. J. Kalani English

STATE HOUSE

8 Wailuku-Waiehu Joe Souki
9 Wailuku-Kahului-Paia Bob Nakasone
10 W. Maui Gretchen McKelvey
12 Upcountry Kyle Yamashita
13 E. Maui-Lanai-Molokai ... Sol Kahoohalahala

BOARD OF EDUCATION

KAUAI Margaret Cox
HAWAII Herbert Watanabe

MAUI COUNCIL

East Maui Diana “Mele” Carroll
West Maui Dennis Nakamura
*Wailuku-Waihee-Waikapu Dain Kane
*Kahului Joseph Pontanilla
South Maui Ronald Vaught
Makawao-Haiku-Paia Mike Molina
*Lanai Riki Hokama

OPEN ENDORSEMENTS:

U.S. House District 2. An “OPEN” endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

NO ENDORSEMENTS:

State House District 11 (S. Maui) ; Maui Council Upcountry and Molokai districts. 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.

*Endorsement is for the General Election; this race will not appear on the primary ballot.

Kauai Division • ILWU Endorsements Primary Election • Saturday, Sept. 18, 2004

*U.S. PRESIDENT/U.S. VICE PRESIDENT

John Kerry/John Edwards

U.S. HOUSE DISTRICT 1

Rural Oahu-Neighbor Islands .. Daniel K. Inouye

STATE SENATE

7 Kauai-Niihau Gary Hooser

STATE HOUSE

14 Kapaa-Hanalei Hermina Morita
15 Lihue-Koloa Ezra Kanoho
16 Poipu-Waimea-Niihau .. Bertha Kawakami

KAUAI COUNCIL

Daryl Kaneshiro Maurice “Joe” Munechika
Melvin Rapozo Joann Yukimura

OPEN ENDORSEMENT:

U.S. House District 2. An “OPEN” endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

BOARD OF EDUCATION

KAUAI Margaret Cox
HAWAII Herbert Watanabe

KAUAI PROSECUTOR

Craig De Costa

*Endorsement is for the General Election; this race will not appear on the primary ballot.

ILWU OAHU DIVISION • ENDORSEMENT CARD PRIMARY ELECTION • SATURDAY, SEPT. 18, 2004

*U.S. President/V. President .. John Kerry/John Edwards

U.S. Senate Daniel K. Inouye

U.S. House Dist. 1 - Urban Honolulu . Neil Abercrombie

State Senate District

17 Mililani-Waipio Ron Menor
18 Pearl City-Waipahu-Manana Calvin Kawamoto
21 Nanakuli-Makaha Colleen Hanabusa
22 North Shore-Wahiawa Robert Bunda
23 Kaneohe-Kahuku Melodie Aduja

C&C Honolulu Mayor Mufi Hannemann

City Council

1 Waianae-Eva Patricia Teruya
5 Makiki-Manoa-Kapahulu-Palolo Ann Kobayashi
7 Aliamanu-Airport-Kalihi Romy Cachola
9 Waipahu-Mililani-Makakilo Nestor Garcia

Honolulu Prosecutor Keith Kaneshiro

OPEN

ENDORSEMENTS:

U.S. House Dist. 2; Senate Districts 12 & 16; and Council Dist. 3. An “OPEN” endorsement means that the union had no recommendation for any candidate and members may vote as they choose. See back for House OPEN ENDORSEMENTS.

*Endorsement is for the General Election; this race will not appear on the primary ballot.

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

—TURN OVER FOR MORE—

State House District

18 Kahala-Aina Haina Lyla Berg
20 St. Louis Hts.-Palolo Calvin Say
21 Kapahulu-Diamond Hd ... Scott Y. Nishimoto
22 McCully-Pawaa Scott Saiki
24 Manoa Kirk Caldwell
25 Tantalus-Makiki Brian Schatz
26 Punchbowl-Nuuanu Sylvia Luke
27 Liliha-Puunui Sesnita Moepono
28 Iwilei-Downtown Ken Hiraki
29 Kalihi-Sand Island Jun Abinsay
30 Alewa-Moanalua Dennis Arakaki
31 Salt Lake-Tripler Glenn Wakai
33 Aiea-Halawa Blake Oshiro
34 Newtown-Pearl City K. Mark Takai
35 Waipahu-Crestview ... Alex Sonson
36 Pearl City-Palisades Roy Takumi
37 Mililani-Waipio Ryan Yamane

38 Mililani-Mililani Mauka ... Marilyn Lee
39 Wahiawa Marcus Oshiro
40 Makakilo-Kapolei ... Rey Cabradilla
41 Waipahu-Waikele Jon Karamatsu
42 Waipahu-Ewa Tulsi Tamayo
44 Honokai Hale-Nanakuli ... Michael Kahikina
45 Waianae-Makaha ... Maile Shimabukuro
46 Kahuku-N. Shore Michael Magaoay
48 Kaneohe Ken Ito
50 Kailua-Mokapu Edward Clayton Jr.
51 Lanikai-Waimanalo Tommy Waters

OPEN ENDORSEMENTS:

House Districts 17, 19, 23, 32, 43, 47 & 49. An “OPEN” endorsement means that the union had no recommendation for any candidate and members may vote as they choose.