



VOICE OF THE ILWU



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May 2004

Substantial gains made in new Grand Wailea contract

WAILEA, Maui—"No need worry about job security!" This was the most frequent comment heard as Grand Wailea members voted to approve a new labor agreement at membership meetings held throughout the day on May 21, 2004.

The new labor agreement between the ILWU and KSL II gives union members unprecedented protection in the event the hotel changes ownership or management. All members transfer to the new management or owner with no loss of seniority or benefits such as saved vacation or sick leave. The new owner must assume all terms and liabilities of the union contract. In

the event an employee is not offered the same position with the same status and hours of work, the employee has the option of taking separation pay.

Job security has always been a major concern for workers of the exclusive Maui resort, as the hotel has changed ownership five times and management has changed three times since the resort opened in

1991. The fifth and latest ownership change occurred in April 2004, in the middle of negotiations, and another management change could occur at the end of this year, which is when the new owners of the hotel are expected to award a long-term contract for managing the hotel.

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"Highest wages on Maui"

Dole and Del Monte Settle

HONOLULU—Dole Pineapple was the first of the three pineapple companies to reach agreement on a new collective bargaining contract. Members approved the settlement in ratification meetings held on May 24, 2004. Del Monte members are scheduled to vote on their settlement on June 16, 2004. Negotiations will then shift to Maui Land and Pineapple, where the contract has been extended to August 7, 2004.

The details of the Del Monte settlement will be reported after the June 16 membership meetings.

The new contract covering Dole Wahiawa and Dole Fresh Fruit runs 5 years from May 1, 2004 to April 30, 2009. Wages will increase by 2 percent each year for a total increase of 10 percent. The existing medical plan for active and retired employees will continue to April 30, 2009. The drug plan will be changed to HMSA Drug Plan 351 (generic co-pay remains same, preferred brand increase from \$15 to \$20) and Kaiser Drug 10 (co-pay increases to \$10).

President's Day and Kuhio Day will be replaced by Jack Hall's Day, January 2nd, and one floating holiday for regular employees. Floating holidays have to be taken by the end of the year. Employees who give seven days advance notice when they request their floating holiday will be given priority. If their request is denied the employee can choose to save it for another day or take it in pay. The only change for

intermittent or non-regulars is the replacement of Kuhio Day by January 2nd, Jack Hall's Day.

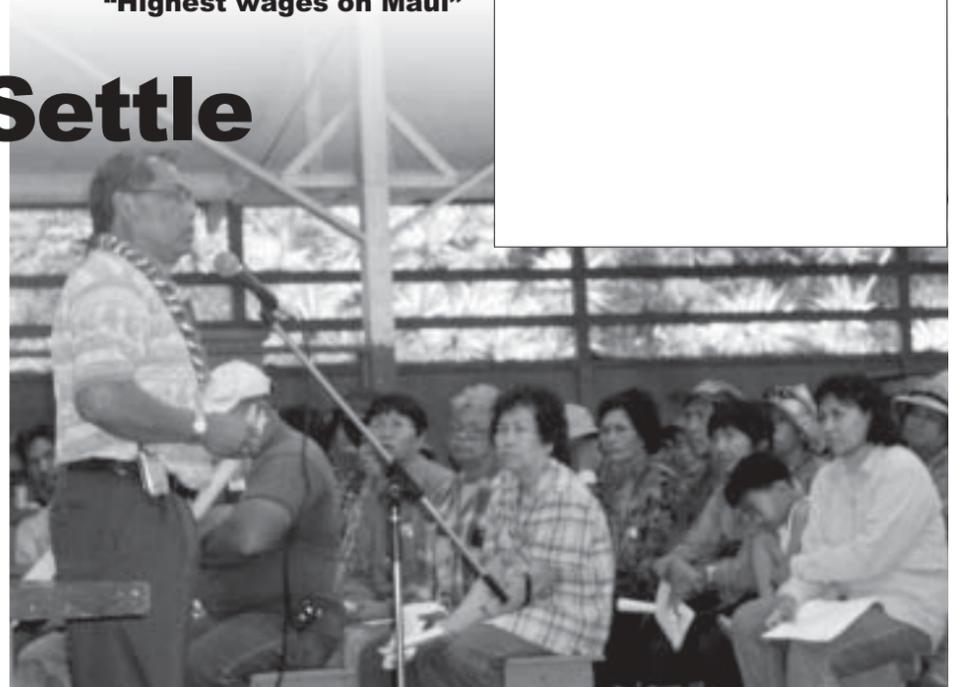
Work Opportunity

The company agreed to provide additional work opportunity to regulars if there is less than 40 hours per week, but the company will not be required to shift employees to other work when there is less than 2 hours remaining in the shift. New language will allow the company to supplement the workforce from other Dole units, provided members of the receiving bargaining unit are given first offer for this work.

The company also agreed to post 20 new regular positions within 30 days after May 5, 2004. Five of the new jobs will be for Fresh Fruit/Chilled Cut and 15 jobs will be for Wahiawa Plantation.

Other changes to the contract include:

- Training Pay—Employees required to train another employee will receive one grade higher for all hours worked as a trainer.
- Employees who may have an Annual Personalized Rate Assignment will now be informed by the company if they have acquired or not acquired a personalized rate.
- Employees who have to leave work for treatment for an industrial accident will be paid for time spent for such treatment.
- Meal Penalty—Old contract



Spokesperson Fred Galdones presents the tentative settlement to Del Monte pineapple workers.

language stating that the meal penalty will apply only on "non-canning days" was deleted. Now the meal penalty pay will apply at all times.

• Work Schedule—The company will notify the employees as soon as

it knows that the work schedule must be changed.

Discipline—Record of suspensions will be removed from an employee's file after 4 years, instead of the present 5 years. ♦

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ADDRESS LABEL

Local 142 President's Report

Pensioners laid the foundation of the ILWU

It is a privilege and an honor for me to be here as the newly elected president of ILWU Local 142 and to be talking to such an important and distinguished group of people like yourselves. I say "important and distinguished" because you are the ones who really deserve the credit for building this union and for making Hawaii a better place.

All of you have done so much for the working people of Hawaii and for this union, and yet you continue to give your time and energy as members of our pensioner clubs. Your help in the last elections in 2002 was tremendous. You and other retirees volunteered many, many hours to help us mail thousands of political leaflets to our members. You helped us phone bank, sign wave, and walk house to house.

You also joined our fight for justice on the job. You demonstrated to help our newly organized members at the Kaimana Beach Hotel in Waikiki and Home Maid Bakery here on Maui. You helped with our struggle at the King Kamehameha's Kona Beach Resort on the Big Island and the Grand Wailea Resort here on Maui. You marched with us in the Martin Luther King Parade. For all of this, you richly deserve our heartfelt gratitude. On behalf of the 22,000 active members of the ILWU and their families, thank you.

As many of you may not know me, I would like to take some time to introduce myself. I just took office this January as the newly elected president of ILWU Local 142, after Bo Lapenia retired at the end of

2003. Before that I served as the Division Director for the Island of Hawaii. I grew up in a plantation camp and my dad was a sugar worker. I've been with the ILWU since 1965, which was when I first started work at the Hilo Coast Processing Company.

Changing Times

Times have changed since then. Sugar and pineapple are no longer our biggest and most important industries. The majority of our members now work in hotels. Many of our employers are now owned by

companies with worldwide operations. As a union, the ILWU has also changed with the times—we had to organize aggressively and constantly to maintain our membership; we had to seek out members in new and growing industries like tourism and hospitals; we had to learn how to deal with employers who now operated on a global scale.

But some things have not changed. The ILWU is still a democratic union, run by the rank-and-file. The ILWU still stands for

One of the lessons you taught us well is the importance of union political action. You taught us that union members must use their power at the ballot box . . .

This is the text of President Fred Galdones remarks to the Biennial ILWU Pensioners Conference held on Maui on April 22-24, 2004.

the unity of all workers, no matter what race, ethnic group, religion or political beliefs. The ILWU still believes unions must go beyond bread-and-butter, on-the-job issues and work for social justice and for peace in this world.

You did a good job in laying the foundation of this union. You did a good job in teaching us that as union leaders we hold a position of great trust and responsibility and it is our job—it is our duty—to serve the membership. You taught us that the job of a union leader often involves sacrifice—and if we're not willing to put the needs of the union and membership first, then we shouldn't pretend to be good union leaders.

We will do our best to learn from the example you have set. We will do our best to follow in your footsteps.

Anybody but Bush

One of the lessons you taught us well is the importance of union political action. You taught us that union members must use their power at the ballot box to "reward our friends"—the politicians who help working people—and to "punish our enemies"—to get rid of politicians who hurt working people.

President George W. Bush and his fellow Republicans like Linda Lingle or Representatives Brian Blundell and Kika Bukoski on this island are clear examples of politicians who

hurt working families and retirees like yourselves. These people do everything in their power to take care of big business and the super rich. And most of the time they do this by taking away from us and giving it to them. It's the opposite of Robin Hood, who takes from the rich to give to the poor.

Medicare Plan

Take this Medicare Drug plan that President Bush and the

Republican railroaded through Congress.

The Bush Administration didn't have to look far to find a good solution to the high cost of medical care and drugs. In Canada, the Canadian government

did away with private health insurance companies. The government negotiates directly with the drug companies, hospitals, and doctors to keep prices under control. The government administers the program which further reduces costs. One study found that 16 cents of every health care dollar in Canada goes to overhead costs. In the US, double that or 32 cents of every health care dollar goes to pay overhead costs like profits, advertising, and so on. As a result, Canadian citizens have health care benefits that are comparable to the US, but at one half the cost. This is why prescription drugs in Canada cost one-half to one-third less than the U.S., for exactly the same drugs made by the same companies.

But President Bush did the exact opposite. Instead of using the tremendous buying power of the federal government to

Instead of using the tremendous buying power of the federal government to negotiate better and cheaper prices . . . the Bush plan actually forbids Medicare from dealing directly with drug companies.

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Mufi Hanneman endorsed for Honolulu Mayor

The ILWU Local 142 is proud to join over 20 unions in endorsing and supporting Mufi Hannemann for Mayor of the City and County of Honolulu.

The ILWU's relationship with Mufi Hannemann goes back almost 20 years when he was working with C. Brewer and helping us lobby the US Congress to protect Hawaii's sugar industry and the jobs of thousand's of Hawaii sugar workers. We were impressed with his knowledge of the governmental process and his commitment to the people of Hawaii. In particular, we were impressed with his ability to work with all kinds of people to get the job done.

In 1986, the ILWU was one of the first unions to endorse him for the U.S. House of Representatives. This was a seat vacated when C. Heftel decided to run for Governor. Unfortunately, Mufi lost that race to Pat Saiki, but since then, Mufi has shown us that he has never given up his vision nor his desire and

commitment to serve the people of Hawaii.

The decision to endorse Mufi Hannemann was made by our Oahu Division Political Action Committee. Members of that committee include the Oahu Division Director, a chair appointed by the division director, and representatives from Oahu Division units.

The committee interviewed both candidates and had them fill out a questionnaire which asked them to state their position on 32 issues that were important to the union and our members. There was lively debate on the committee as both candidates had their supporters. In the end, the committee voted to endorse Mufi.

Some of the things that swayed the committee members were **Mufi's honesty and openness. He wasn't afraid to state where he disagreed with the union, but he was willing to keep an open mind** and invited the union to discuss the issue further.



(Foreground, l-r) ILWU PBX operator Jennifer Alviar, Local Vice President Donna Domingo, and librarian Pamela Mizukami.

Mufi Hannemann has a solid and proven record on issues important to working families, a wide-range of experience, and a rare commitment to public service.

These are the qualities of good leadership that make Mufi Hannemann the best candidate for the Mayor of the City and County of Honolulu. ♦

The foundation of the ILWU—continued from page 2

negotiate better and cheaper prices from the drug manufacturers, the Bush plan actually forbids Medicare from dealing directly with drug companies. This means drug manufacturers are free to raise prices and charge as much as the market will bear for their drugs.

Instead of cutting costs by eliminating the middle man and having Medicare administer the program, the Bush plan will require senior citizens to buy their prescription drug plans from private insurance companies. This means senior citizens will end up paying for the profits and administrative fees of private insurance companies on top of the costs of the drugs.

This is the real reason why the new Medicare drug program is so expensive—most of the money will go to drug and insurance companies as profits and very little will go to you as a new benefit. Because of this extra expense, the Bush Administration is now telling us that Medicare may go broke by the year 2019.

Takes from the Poor

President Bush's Medicare drug plan takes a little from each of us and gives it to the drug and health insurance companies as profits. This is just one of many ways the Republicans and President Bush is stealing from the poor and giving to the rich. Bush's tax cut was nothing more than a giveaway to the very wealthy. His changes in overtime rules will allow management to deny

overtime pay to millions of workers. Bush changed environmental rules to allow companies to continue polluting. Bush has busted unions in the federal sector and is looking at other ways to weaken unions and give bosses more power over workers. And the list goes on and on. This is why we have made it our priority to get rid of President Bush this November 2004.

With your help, we are going to beat Bush and elect a president like Democrat John Kerry, who will undo the damage caused by George W. Bush and put America back on track. Local 142 officially endorsed Kerry at our April 2 Political Action Committee meeting. We remember your lesson to "reward our friends and punish our enemies."

Retiree Medical

Before I conclude my remarks, I would like to tell you about some of the things we are doing to help our retirees with the high cost of prescription medication. Our last ILWU Local 142 Convention in 2003 adopted a plan to set up a union sponsored health benefit program for retirees which would subsidize the cost of their prescription drugs. This is not a solution to the high cost of drugs—it is only a small step

forward, but it shows our commitment to help our retirees.

The benefit would be provided by what is called a Voluntary Employee Beneficiary Association Trust (VEBA for short). It would be funded by our units who would pay a monthly contribution of \$3.00 per active member. There was a lot of heated debate about the plan by Convention delegates. But the debate was never about whether we should do the plan or not. There was 100 percent agreement that we have to help our retirees and a drug benefit was one way to help them. The debate was more around how to win the support of our members who will be asked to pay for the plan.

In the end, our Convention delegates voted unanimously to support the plan. The next step is to hold unit membership meetings and secret ballot votes to approve the use of unit funds for this purpose. In most cases, this will also mean an increase of unit dues by \$3.00 a month. We set a deadline of November 1, 2004, to get units with at least 9,000 members before the trust fund becomes a reality. If we succeed in getting the vote, then the plan should be able to begin providing benefits to members who

retiree in 2005.

It will not be easy to get members to support a \$3.00 a month increase in unit dues. But I am confident that ILWU members will come through and demonstrate their support for their retirees. This is something we have to do, because retirees need all the help we can give them to make health care more affordable. It is also the right thing to do, because we owe so much to our retirees.

Current Retirees

The VEBA Trust is for future retirees. To help you and other current retirees, we are working to pass legislation in the Hawaii State Legislature. We are supporting a number of bills that were introduced by our friends in the Legislature. I'm sure you will hear more details about these bills from other speakers.

Heart and soul of this union

In closing, the ILWU has accomplished a lot of good for our members and for this community, and we owe it to you—because you built a union with a strong and solid foundation for us to stand on; because you taught us the principles of rank and file unionism; and because you set the example of good leadership.

Once again, I want to thank you and the Pensioners Association for all you have done and continue to do, to help this union, our members, and our community. Thank you. ♦

Meet your Maui Officers



William Kennison
Maui Division Director

Willie Kennison is on leave from Hawaiian Commercial and Sugar Co. (HC&S). "I would like to bring the membership together in supporting the programs of the union. I also believe it is important to negotiate fair and equitable contracts that benefit all of the workers.

As Division Director I want to make sure that our people receive the benefits that they are entitled to as union members. In particular, I will work hard to help establish a Health & Welfare Trust Fund to fight the rising cost of medical premiums.

I also encourage everyone to get involved with union political action. Volunteer in the union's political action program—that is the only way we can protect the hard earned benefits that we have all fought for."



Roberto Andrion
Maui Division Business Agent

Bobby Andrion comes from Unit 2101 HC&S Co. "What I would like to accomplish during my term of office is to involve new members in all union and political activities. My intermediate objective is to build a strong support group of stewards within each department. My primary goal will be to have a new generation of active participating members in political and union activities. I chose to run for office because I believe in the importance of fair treatment. My family was always in the working class and I want to preserve the rights that we enjoy today . . . not to suffer what our parents suffered yesterday. I am no one special. We are all equal. Let's work hard, play hard and fight harder to keep what we already have."



Stephen Castro Sr.
Maui Division Business Agent

Steve Castro is on leave from Unit 2514 - Kapalua Bay Hotel and Ocean Villas, where he is a Journeyman first class in the maintenance department. "One of the things I would like to accomplish is to develop a larger steward and leadership base at the unit level and to make our membership more aware of what their Union has to offer. All things are possible when we *all* get involved.

I've always enjoyed helping people, and more so, to help those that are not able to fend for themselves—in particular, our seniors. Also, I hope that I am able to make a difference by being there for our members. I've been a union member for 25 years. I enjoy helping people even though I know not everyone will be satisfied. This is not an easy job, but it is very satisfying when I am able to help someone."



Jerrybeth DeMello
Maui Division Business Agent

Jerrybeth DeMello, hails from the Westin Maui where she works as a cook. "My goal is to work for improvements in the benefits and working conditions of our members. I would also like to build on the ILWU's positive public image—especially among our members.

I have experienced being treated unfairly on the job, and do not want anyone to go through what I did.

I was raised under the Union banner. My family worked in the Maui Pine fields in the "good old days." Today, I emphasize to my children that almost everything that we buy or own is bought with union-earned money. I know that without the union, many of us would not have any rights or a better future. Unions—especially the ILWU—have provided us a better opportunity and future."



Delbert DeRego
Maui Division Business Agent

Delbert DeRego formerly worked for Wailuku Agribusiness as a truck driver and harvester operator. "I will strive to promote solidarity within the workplace and active participation of unit members in our union's democratic processes. If all members get active in the union and work together, we can improve our work place and further the principles of this Union—and improve the communities that we live in.

I ran for office in order to do whatever I can to educate the members and the community about the principles of unionism, to implement the union's programs, and to improve the lives of our union members. I am committed to continue to serve the membership to the best of my ability."



Teddy Espeleta
Maui Division Business Agent

Teddy Espeleta is from Maui Pineapple Co. and this is his first election to office. "I would like to try and help as many members as possible, and try to educate our new members on the importance of being a part of a union. Unions have power because there is strength in numbers, and the strongest unions are the ones where members are active, not passive. That is why it is so important that all members take an active role in the ILWU—it gives you an even stronger voice in the workplace.

By being active in the union, I've learned a lot of skills, and I want to help ILWU members in any way I can. While I am in office, I will do my best to work hard for you."



Joseph Franco Jr.
Maui Division Business Agent

Joe Franco Jr. is a long-time business agent on leave from Unit 2101 - HC&S Co. "The first of my two main goals as a Business Agent is to organize unorganized workers. Organizing new workers improves our communities, by allowing more workers and their families to enjoy the security and benefits of a union contract. More union jobs mean better pay and a more stable workforce.

My other main goal is to continue to provide service and assistance to current members of the ILWU. I hope to do this by negotiating fair contracts, making sure that management follows the contract, and doing whatever I can to protect members' rights on the job."



Claro Romero
Maui Division Business Agent

Claro Romero is on leave from Unit 2409 - Island Movers, where he works as a truck driver. "My goal as a Business Agent is to provide better service to all members. I think that some members feel that they are not getting the representation that they should be getting on the job. I want to change their minds by always being there for all members and also by empowering and educating members about how they can help themselves.

I am especially concerned about members who may be immigrants and speak English as a second language, such as the many Filipino workers who are employed in ILWU units. I will do everything I can to facilitate communication between members and the union."

& Staff



Wayne Takehara
Maui Division Business Agent

Wayne Takehara is on leave from Maui Pineapple Co., where he works as a maintenance construction mechanic. "In 1977, I chose to be an active union leader in my unit and the division because I wanted to improve working conditions, benefits and wages that affected my fellow members. I would like to build our current active union leadership, who will continue to lead our union in the best interests of our members, their families, and our retirees in the years ahead.

Members must get involved and support their union to enhance their daily life at their work place. Members should also support political action and vote for the union endorsed candidates to improve and protect their life in the community and our country."



Joycelyn Victorino
Maui Division Clerk



Joyce Naruse
Maui Division Senior Clerk

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(Top) Contract Administrator Michael Murata instructs Maui Stewards during a grievance handling class held at the Wailuku ILWU Union Hall. (Bottom) Maui unit leaders Andres Guerrero, Domingo Paet and Jimmy Yanos of Unit 2101 - Hawaiian Commercial & Sugar Co. were three of 185 members who have attended steward's classes so far in 2004. For more on steward's classes see page 8.

Meet your Kauai Officers & Staff



Clayton Dela Cruz
Kauai Division Division Director

Clayton Dela Cruz is originally from Kekaha Sugar Company and has been an ILWU officer for 19 years. "I would like to see all workers have fair and just wages and benefits. To that end, I will do whatever I can to help workers keep and maintain dignity and justice on the job. All workers deserve fair treatment and the opportunity to raise our standard of living, and we can achieve these goals through membership in the ILWU. I think I am the typical member—I love to travel, like all sports, especially hunting and fishing, and like to collect antiques. Most of all, I love spending time with family—especially the grandchildren."



Pamela Green
Kauai Division Business Agent

Pamela Green is from Unit 3402 - Foodland Super Market Ltd. on Kauai. "One of the things I would most like to accomplish is to learn all of my units' contracts. I ran for office because I felt it was an opportunity for me to learn another facet of how our Union operates, and at the same time expand my exposure to the different issues our members face. I wanted to offer my help. Be patient with me, I am learning—and any suggestions on how to improve are always welcome."



Michael Machado
Kauai Division Business Agent

Michael Machado is on leave from Unit 3504 - Princeville Corp. "The most important part of being a union member is being actively involved in your union. It's your union, and the ILWU is a highly democratic organization—so you have a say in what the union does. Speak up on contract proposals. Come to union meetings. Support your negotiating committee during contract talks. Police your contract—watch out for management violations. Don't be afraid to talk with your unit officers if you see a problem, or to call me anytime. I will always be there for you as your Business Agent—and I need you to get involved, too. Together, we can do better."



Melissa Ragasa
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Another Bush lie: tax cuts for jobs

By Jack Rasmus

During the three years of the Bush administration, more than 3 million jobs in the U.S. have disappeared, been destroyed, dismantled, vanished.

Not since the early years of the Great Depression of the 1930s has America experienced three consecutive years of net job destruction. Nor has any president since Herbert Hoover faced the prospect of leaving office with the economy having fewer jobs than when he entered.

The Bush recession began in March 2001 and was declared officially over in November 2001, six months later. Two major tax cuts, plus a series of additional corporate tax breaks, were enacted between mid-2001 and 2003—tax cuts worth \$2.1 trillion—80 percent of which went directly to benefit those with incomes over \$147,000 a year.

American workers were promised at the time that these tax cuts were the answer to economic recovery and would create new jobs once again. It was Ronald Reagan's old "trickle-down economics" argument, brought out of the closet, dusted off once more, pre-

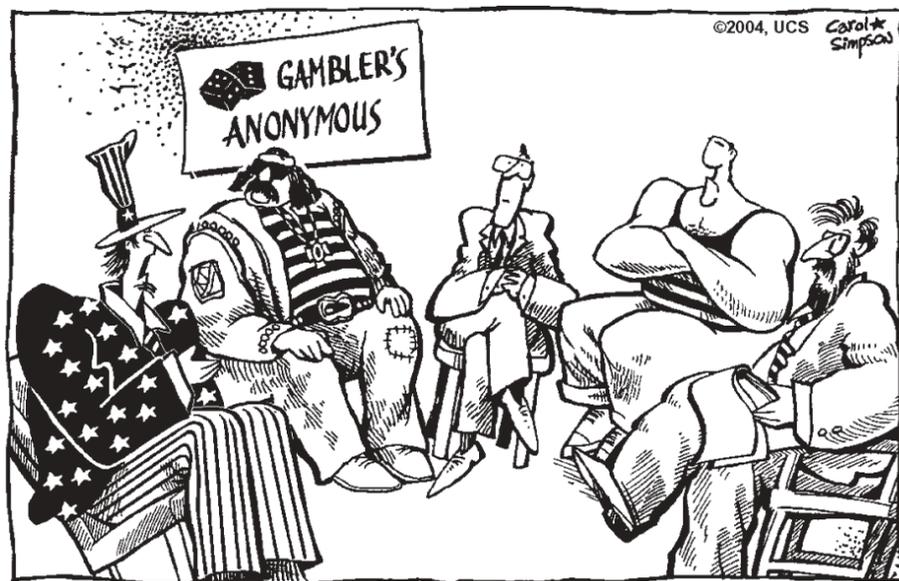
pared for public consumption—but larger than ever before. Even a trickle of that, a worker might argue, could produce significant improvements in jobs or wages. And that's not counting some share of the tax cut as well. But let's look at these two—tax cuts and jobs—and how workers fared under George W. Bush the past three years.

To begin with, 84 percent of all taxpayers have incomes below \$75,000. That's the American working class, the largest part of which earn between \$40,000 and \$50,000, and many more earn less than that. The tax cut in 2003 for the vast majority of workers in the \$40-\$50,000 range amounted only to \$380, and for those in the \$50-\$75,000 range, only \$553.

In both cases that's less than one percent of their annual income. In fact, with Bush's tax cuts half of all income tax payers had their taxes cut by less than \$100. On the other hand, those with annual incomes of more than \$1 million received an average tax cut of \$105,636 from Bush. That's closer to 10 percent of their annual income. So much for the benefits for workers from the tax cut. Let's look at jobs.

Sleight of hand: the jobless recovery

In early 2001 the President's Council of Economic Advisors (CEA) announced



"Me? I lost my life savings betting on tax cuts for the rich."

that if the first round of Bush's \$2.1 trillion tax cuts for the rich were passed quickly, it would result in the creation of 800,000 additional jobs by the end of 2002, all due to the tax cut alone.

And, once again, in February 2003 the President's CEA assured that the adoption of a second round of Bush tax cuts would create 1.4 million additional jobs—510,000 in 2003 and another 891,000 for 2004—all solely attributable to the tax cuts.

All total, that amounts to a Bush promise of 2.2 million jobs created between 2001 and 2004 as a direct consequence of passage of the \$2.1 trillion tax cuts for the rich.

But three large dollops of handouts for the rich have not stemmed the destruction of jobs. Bush's primary plan for job creation—tax cuts—has proved a dismal failure.

On the other hand, facts have never deterred George W. True to his "stay the course" mentality, even when faced with stark reality of 3 million lost jobs, he today continues to propose further tax cuts for the rich.

After promising in August 2003 to ask for no additional cuts, Bush has once again gone back to the trough in early 2004 and requested in his latest budget yet another big cut for his wealthy friends—this time a \$1.8 trillion permanent cut in taxes for the wealthy over the next 10 years.

The long-held consensus among economists is that the U.S. economy needs to add a minimum of 150,000 to 200,000 new jobs each month just to absorb those entering the work force and keep total joblessness from rising. During the non-recession years of 1993-1999 the average monthly gain in jobs was 250,000. And economists agree that by spring 2004, at this stage of a recovery from the 2001 Bush recession, monthly job creation should be at

least at that level.

During 2003 the U.S. economy needed to produce 150,000 jobs a month, or 1.8 million jobs for the period, just to stay even. Instead, it actually lost 360,000. That's in addition to the 1.8 million new workers entering the economy, for a total shortfall of more than 180,000 jobs a month.

The last six months:

the disappearing jobs trick
The grand predictions and assurances from Bush and his spokespersons about jobs have been no more accurate in the last six months than they were in 2003 or during the last three years. Since Bush's trumpeting last October of the 8.2 percent surge in economic growth and promise of massive job creation, jobs have been created at a rate of around only 61,000 a month on average. That's about 90,000 a month short of the 150,000 minimum jobs needed every month just to absorb new workers entering the labor force. Even the brief surge in jobs that accompanied the 8.2 percent growth rate never came close, in the best months of job creation last October-November, to reaching the 150,000 minimum per month needed for net job creation. And after that brief period last fall, job growth has been down hill once again.

If the government committed just 20 percent (\$440 billion) of the \$2.1 trillion tax cuts directly to job creation, it would produce a total of nearly 9 million new jobs, each paying \$50,000 a year. The 8.2 million unemployed would be eliminated. The wealthy in America with incomes over \$147,000 a year have been receiving their 80 percent share of the \$2.1 trillion tax cut pie. But the American worker is yet to see the promised jobs.

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Tax cuts lies: the impact on wages and profits—continued from page 2

Impact on wages and profits

While Bush's tax-cuts-for-the-rich solution has failed to produce jobs, it has succeeded in reducing wages. For the year 2003 aggregate wage and salary income has fallen by 0.7 percent. Bush's cut-taxes-for-the-rich program has proved, for workers at least, to be the equivalent of economic snake oil. But for the owning class, the employers, it's been more like manna from heaven.

From 2001 through 2003 a total of 58.6 million workers in the U.S. were laid off at some point and about 55 million rehired or were newly hired somewhere. Jobs that were created in the last three years were often not of the same quality as those that disappeared. In addition to lower pay and benefits, they were often temporary, part-time, contract-basis jobs. Various studies show those laid off during this period, and then rehired, went to new jobs that typically paid 30-35 percent less in wages and benefits. A similar study by the Economic Policy Institute in Washington D.C. estimated new hires were earning an average of \$14.65 an hour, whereas lost jobs were paying \$16.92. The differential is even greater when medical and other benefits are added.

And companies are clearly pocketing the difference. According to recent government data, corporate profits were up by 30 percent in the July-September 2003 period compared to the same period in 2002—the largest year-over-year growth in profits in 19 years and reaching an annual rate of more than \$1 trillion dollars for the first time in history. Forecasts are for another 15 percent gain in profits in 2004. That's a 45 percent raise in just two years.

A lion's share of the above profits surge accrued to those companies in the U.S. aggressively engaging in moving American jobs offshore. For example, TV business news commentator Lou Dobbs recently compiled a list of 216 companies moving jobs overseas, called the "Dobbs Rogue Fund." Others have calculated that "these 216 companies registered a remarkable 72 percent return (i.e. profit gain) over the last 12 months."

True job loss and unemployment

Officially, the number of unemployed during the current Bush recession and jobless recovery that has followed has remained at

any given time chronically at around 8-9 million. This does not count the so-called "discouraged workers" leaving the workforce in hundreds of thousands every month, those 5 million employed involuntarily part-time, those involuntarily forced into retirement or those who have no jobs but claim when interviewed to be employed as "consultants" earning an occasional dollar here or there "under the table."

This alternative, more accurate measure of the unemployed is sometimes called the "labor underutilization rate." This rate adds about another 2.8 million unemployed for those discouraged. When the discouraged workers, the jobless who want work but drop out of the work force, are added to the official number of those out of work, the

unemployment rate in the U.S. is generally around 10 percent, instead of the current official 5-6 percent.

And even this 10 percent of officially unemployed and discouraged doesn't count those involuntarily employed part time, or forced into retirement, or "consultants" not really working full time by any measurement. The figure for these latter groups would add another 3 million equivalent full time unemployed to the ranks of the jobless at minimum, and another 3-4 percent to the official unemployment rate.

All total that brings the number of those out of work to more than 15 million, and the true unemployment rate to around 13-14 percent in the U.S. as of early 2004.

Historical parallels

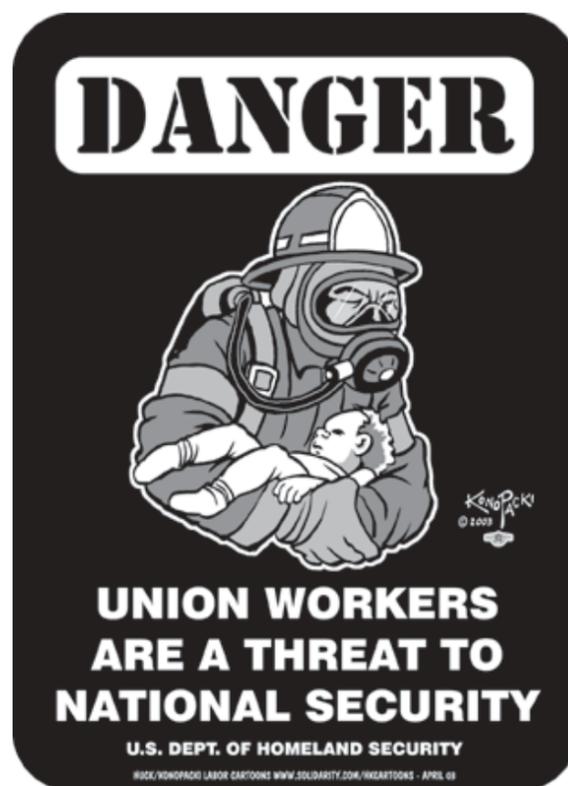
George W. Bush may be the familial offspring of George H. W. Bush, but he is more so the economic policy descendant of Ronald Reagan. George W.'s \$2.1 trillion tax cut for the rich is a direct inheritor of Reagan's similarly targeted tax cuts of \$758 billion for the wealthy enacted in the early 1980s.

At that time the \$758 billion was a record give away. Just like George W., Reagan's term was also marked by a more than doubling of defense spending. Similarly, Reagan's record defense spending and tax cuts resulted in the then-record budget deficits of the 1980s that were used as a hammer by Republicans at the time to attack and cut social spending programs.

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✂ cut and post

Bush Bent on Busting Unions



Bush and his Administration are using the excuse of national security and the threat of terrorism to bust government unions and take away the right to unionize from hundreds of thousands of federal workers.

President Bush has declared war on unions and workers' rights.

Bush threw out union representation for 2,000 government workers in the Justice Department and in the National Imagery and Mapping Agency. One day these workers were in the union—the next day the union was gone. The workers did nothing to justify such an extreme action.

Some of those workers have been in the union for 20 years and there was never any problem with security.

The real reason Bush is busting

unions was revealed when 60,000 airport screeners working for the new Transportation Security Administration were denied the right to join unions and bargain collectively. Bush claimed, that in order to fight terrorism and protect national security, government bosses need to have unlimited flexibility to change work assignments, change hours, and change conditions of employment without having to deal with a union or union contract. This sounds like any other boss who wants absolute control over his workers.

Put this Union Buster out of office.

Bush claimed . . . government bosses need to have unlimited flexibility to change work assignments, change hours, and change conditions of employment without having to deal with a union or union contract.

Take our Country Back in 2004

Register to vote and support your Union Political Action Program

Grand Wailea workers negotiate highest wages on Maui—continued from page 1

Substantial gains were made in other areas as well. Wages will increase by about 2.5 percent each year for a total gain of 10.5 percent over the life of the contract. Tipped workers will get 10 cents added to their hourly base pay every year for a total gain of 50 cents. As the result of these increases, the wages paid for many of the job classifications at the Grand Wailea will be the highest of any Maui hotel.

The new contract set higher industry standards for group baggage handling portage with an immediate increase to \$4.50 per person (\$9 total for check-in and out) paid to bell workers. The portage increases to \$5 per person on future group movements. An additional fee for "double handling" baggage will increase to \$2.50. Fees for making deliveries inside the room will increase to \$2.25.

Valet attendants have long complained about not receiving part of the parking fee the hotel charged guests for overnight parking. The attendants would park the cars and guests assumed the parking fee included a gratuity or tip for the valet attendant. The union solved this problem by negotiating a premium of \$1.50 (increasing to \$2.00 in 2005 and \$2.25 in 2006) for each car.

Housekeepers will get an increase to \$1.50 for each roll-away bed or cribs in the room. The premium increases to \$2.00 in 2005 and \$2.25 in 2006.

New benefits for casual workers

The union negotiating committee worked hard to improve benefits for casual employees. A new benefit, not found in any ILWU hotel contract, will give charter casual employees a basic medical plan with the hotel paying 90 percent of the premium.

The overtime pay for casuals working on a holiday will increase to two times their normal wage rate. The old rate was one and one-half times their normal wage rate.



Grand Wailea ILWU members were able to achieve a good contract by supporting their hard working negotiating committee. Pictured above is committee member Perlita Manlansing (left) with unit members.

Casuals with five years of seniority will receive a paid birthday holiday if they worked at least one day within the thirty days immediately preceding their birthday.

Many other improvements

Improvements were made in many other areas of the contract. Hotel contribution to the pension plan will increase from \$.15 an hour to \$.21 an hour in 2007. The number of sick leave days earned per year will increase. Medical co-payments for current employees were held to existing levels until the last year of the contract, when an increase involving charter employees only will go into effect. Beginning January 2008, charter employees will pay \$14 for single and \$25 for family medical each month. New employees will pay \$40 for single medical coverage and \$75.01 for family coverage each month. The co-payments for new hires will increase by roughly 12 percent each year for single coverage and 6 percent each year for family

coverage.

A number of other issues were addressed in negotiations. Employees with a prior commitment for medical or other health related appointments will not be assigned non-scheduled work or overtime on those days. The employees, however, must provide evidence of these appointments one week prior to the posting of their weekly schedule.

Full-Time and Part-Time Status

The hotel agreed to work with the union to preserve an employee's job status when they fail to work the minimum number of hours solely because of a decline in the hotel's business.

The following hours will be counted to determine status: hours in your primary job, temporary transfer hours, paid vacation, paid holidays, paid funeral leave, paid jury duty leave, hours lost due to military leave, hours lost due to authorized union leave, hours lost due to paid sick leave or workers'

Bush Tax Cut Lie

—continued from page 7

Even the element of corporate scandals under George W. Bush was first experienced under Reagan. Today it is almost forgotten how Reagan tax-and-deregulation policies encouraged and facilitated the massive Savings & Loan scandal that eventually cost the American taxpayers a trillion dollars to clean up.

In a Feb. 19, 2004 speech on the economy Bush arrogantly declared, "We've been through a lot. But we acted here in Washington. I led."

Yes, like the Pied Piper of Hamelin led, playing the same tax tune on his jobs flute all the way...right over the cliff!

Jack Rasmus is the chair of the San Francisco Bay Area local chapter 3 of the National Writers Union, UAW 1981, AFL-CIO, and a long-time member of the Dramatists Guild. Rasmus has a Ph.D. in Political Economy.

compensation, and hours lost due to leave under the Family and Medical Leave Act and/or the State's Family Leave Law.

Committee Members

The union committee did an outstanding job, considering the unusual circumstances of this negotiations. Members of the ILWU negotiating committee were: Jason Medeiros (chair), Stephen West, Tiffany Kolo, Perlita Manlansing, Robert Apo, Shanti Om, Tim Noble, Jodie Day, Valerie Salmon, Merlina Valdez, Manuel Gamiao, Henry Oandasan, and Josie Bulosan. Local President Fred Galdones served as the union's chief negotiator. ♦

Knowledge is Power for Union Stewards

HONOLULU—This year hundreds of ILWU rank and file stewards and officers will be attending one-day training classes run by the union. The classes teach them their rights and responsibilities as union stewards, how to involve and mobilize the members in their units, and how to use the union contract to protect members' rights and benefits.

The classes are part of the ILWU's regular education program that focuses on providing on-going education to rank and file leaders and union members. A democratic union like the ILWU requires an educated and informed membership and on-the-job union leaders who get the support and training they need to do the work of the union.

Thus far, eight classes have been held in Hilo, Kona, Maui, Kauai, and Oahu, attended by 185 members. More classes will be scheduled and held throughout the year.



The one-day classes are only a small part of the total learning that goes on in the ILWU. Unit and full-time officers acquire most of their union skills and knowledge the same way most workers learn their jobs—from more experienced workers and from on-the-job experience. Other very important ways they gain knowledge is through individual study, reading, or taking courses at labor centers such as National Labor School (formerly the

George Meany Labor Center). Unit officers and stewards who are interested in attending these classes should speak to their business agent. ♦



(Above right) Susan Seril from Foodland, Jonarene Troutman from Wilcox Memorial Hospital, and Linda Inouye from Kauai Commercial tell each other the story of how they got active in the union. Most of them got involved because they want to help their fellow workers. (Above) "Say Hello to your members." Business Agent Elmer Gorospe acts the part of the new member while Division Director Richard Baker demonstrates how he welcomed new workers to the union when he was a steward at the Hilo Coast Processing Company.