



VOICE OF THE ILWU



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The VOICE of the ILWU—Published monthly except April and a combined June/July issue by Hawaii Local 142, International Longshoremen's & Warehousemen's Union

September 2004

Union political action wins big in Hawaii



ADDRESS LABEL



Union members in Hawaii made their votes count and their voices heard in the 2004 elections. They worked extra hard to elect candidates who shared their views and would best represent their interests as workers. Volunteers made thousands of phone calls and went house-to-house to talk to fellow union members. They registered new voters, mailed tens of thousands of leaflets, put signs in their yards, talked to their co-workers and families, waved at motorists, and they turned out in large numbers to vote for union-endorsed candidates.

The results of their hard work showed in a number of stunning victories in the November 2004 elections. Although John Kerry failed to beat George Bush in the nation-wide vote, he won by 54% in Hawaii. Dan Inouye and Neil Abercrombie were re-elected by wide margins to Congress. In the Hawaii State Legislature, a total of 51 labor supported candidates won their elections—42 incumbents were returned to office and nine newcomers were elected, defeating six of the more anti-

labor incumbent Republicans in the process. Only one labor-endorsed incumbent, Romeo Mindo, lost his election.

In the months before the election, Governor Lingle and the Republicans were convinced they would gain as many as 8 more seats in the House of Representatives. They targeted 15 incumbent Democrats, ran some of their best candidates against them, and provided money to finance their campaigns. Lingle personally and actively cam-

paigned for these Republican challengers—something not done by any previous sitting governor. The Republicans used every opportunity, such as Vice President Cheney's appearance in Hawaii, to promote their candidates. They flooded voters with slick campaign materials and used some last minute smear tactics. They also expected Bush to win in Hawaii and carry other Republicans into office.

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Next Local Executive Board Meeting scheduled for Dec. 16-17, 2004 • 10:00 am • 451 Atkinson Drive, Honolulu

Local President's Report

Thank you for a job well done

by Fred Galdones, Local President



ILWU, you did a great job in this election. On behalf of the Local Officers, I want to thank everyone who gave their time and energy to this union's political action program.

I want to thank the retirees who labeled and stuffed tens of thousands of leaflets, distributed yard signs and more—they continue to give so much to their union.

I want to thank the members who gave up their weekends to go house-to-house in the community or their evenings to make hundreds of phone calls. I want to thank the unit officers and stewards who talked to members on the job and registered hundreds of new voters.

I want to thank the full-time officers and staff who put in a 110 percent effort into this campaign and were always there when we asked for their help. I want to thank the political action coordinators on each island who committed two, three, or four months of their lives and did nothing but political action.

I want to thank every individual ILWU member who cast their vote for labor-endorsed candidates.

I want to thank every individual ILWU member who cast their vote for labor-endorsed candidates.

Working together, we made a difference. We scored a tremendous victory for the working people of Hawaii in this election and you should be proud of what you have done.

Why does the ILWU support so many Democrats?

As a labor union, the ILWU is politically independent. This means we support candidates based on what they actually DO for working people, NOT on their party affiliation. We look at whether these candidates share our vision of a society that respects the labor of working people, that takes care of the less fortunate among us, that welcomes people of all races and beliefs and treats them as equals.

This vision puts us much closer to the Democrats than the Republicans, which is why our union usually endorses many more Democrats and very few Republican candidates.

We also take a hard look at voting records. And we keep a scorecard of how candidates vote on issues that are important to working families.

Based on our scorecard, our Democratic Representatives

consistently score very high when it comes to improving our schools, helping the elderly with lower cost medication, and protecting the rights of working people.

On the other hand, most of the Republicans in the House and Senate scored very badly when it came to issues important to working families. Governor Lingle got the worst score, as she opposed or used the power of the governor's veto to block nearly every single issue that was important to working people.

Importance of this election

Many of us remember when Hawaii was a plantation community. We remember how the plantation manager lived in a very big and beautiful house, away from the mill and on the highest ground, where they could look down on us.

The rest of us workers lived in very small houses around the mill or in camps near the fields. I grew up in a sugar plantation camp on the Big Island, and it

was the same there. In those days, Hawaii was a society controlled by a small group of very rich and very powerful people. And the Republican Party served the interests of the rich and powerful.

Many of us also remember how it took years of struggle to change this. How workers changed the balance of power on the plantations by organizing themselves into unions like the ILWU. How

unionized workers registered to vote and used the power of the ballot box to elect Democrats, who shared their vision of a more equal and just society. It would take many more years for the Democrats to enact new laws and turn the government around so that it served ALL the people of Hawaii, not just the rich.

Today, life for working people has changed dramatically and for the better since the plantations days. We want to continue this forward progress and most of the candidates who share this goal with us are Democrats. ♦

Based on our scorecard, our Democratic Representatives consistently score very high when it comes to improving our schools, helping the elderly with lower cost medication, and protecting the rights of working people.

ORGANIZE!

ILWU organizes Sheraton Keauhou Bay Resort

In October, 2004 workers at the new Sheraton Keauhou Bay Resort & Spa joined our union through union authorization verification or "card check." After the card-check was completed, a first contract was negotiated covering job security, seniority rights, benefits, wage increases and pension retirement plan.



The ILWU represents workers in the following industries: transportation, agriculture, tourism, automotive, retail, healthcare, and more!

If you know workers at a non-union company who need help securing their jobs and making improvements at their workplace, let your union representative know!

Call the ILWU and ask for the Organizing Dept. at your Division Office:

Hawaii—(808) 935-3727
Maui County—(808) 244-9191
Kauai—(808) 245-3374
Oahu—(808) 949-4161

2004 Political Action Wrap-up

Voters support Democrats

Union political action wins big in Hawaii, continued from page 1

None of this happened. Instead of gaining 8 seats in the House, the Republicans lost 6 seats in areas thought to be Republican strongholds. Instead of close races, most of the targeted Democrats won by huge margins. Lingle waved signs and walked house-to-house for Republican challenger Don Couch, but Maui's Roz Baker still beat him by over 2,400 votes. Former Republican Mayor of Kauai Maryanne Kusaka was expected to give Gary Hooser the fight of his career, but Hooser ran away with 8,000 more votes. Oahu's Tommy Waters beat a strong challenger by over 2,500 votes.

The elections sent a clear message to the Republican Party and Governor Lingle that Hawaii voters support their elected legislators and are not interested in the kind of "change" advocated by the Republicans.

In a representative democracy like Hawaii, the legislature

makes the laws and the governor carries out the laws. According to the Hawaii State Constitution: "the legislative power of the State shall be vested in a legislature" and the "governor shall be re-

sponsible for the faithful execution of the laws." The legislature serves to express the will of the people because its members are elected to represent the voters of particular districts. ♦



Kauai Division Political Action Committee members and endorsed candidates (l-r) Division Director Clayton Dela Cruz, BOE member-elect Maggie Cox, Business Agent Michael Machado, PAC coordinator Susan Seril, Representative Ezra Kanohe, Representative Bertha Kawakami, Representative Hermina Morita, Councilmember Jo Ann Yukimura, Senator Gary Hooser, Alfred Castillo.

Hawaii legislature represents the people

When Linda Lingle was elected Governor in 2002—the first Republican governor elected in forty years—she interpreted this to mean Hawaii voters wanted a change in the direction of government. Lingle tried to reshape the state to fit the Republican Party's platform and philosophy. She proposed a number of changes which were reworked by the Legislature.

What became law was sometimes very different from Lingle's original proposals. Instead of understanding this is how a democracy is supposed to work, Lingle accused the Democratic majority of blocking the "will of the people." Instead of understanding that the legislature and not the governor more closely represents the will of the people, Lingle vetoed 50 bills in 2003 and 28 bills passed by the Legislature

in 2004.

Lingle continues to insist she, and not the Legislature, represents the will of the people. She expected Hawaii voters to demonstrate their support for her program by electing more Republicans to office. When Hawaii

voters did the opposite and elected more Democrats and sent five Republicans packing, Lingle blamed it on poor voter turnout from their side and misleading campaign advertising by the Democrats. In an interview with KITV, Lingle downplayed the results. "We lost five seats by an average of 86 votes per seat, so I don't think that's any major message. It was just coming up just a few votes short," she said. [The average was actually 456 votes.]

Lingle would do well to read the Hawaii State Constitution, do her job as governor by carrying out the laws passed by the Legislature, and respect the real will of the people. ♦



Hawaii Division members with Representative Cindy Evans at the Capitol. (l-r) Nick Lopez, Gary Duguran, Evans, Robin Tadio, Kaimele Page, Lloyd Matsubara. Members' support put Evans back in office this November.

Solidarity key to election victories

In the 2004 Elections, the ILWU joined other AFL-CIO unions in a coordinated campaign to elect legislators who will help working families. The unions interviewed these candidates, reviewed their voting records, and got their commitment to support working class issues. Those candidates who passed the test, got the union's endorsement.

Working under the umbrella of the Hawaii State AFL-CIO, the unions focused on helping those candidates with close races. On the Neighbor Islands, the ILWU took the lead in supporting candidates such as Joshua Green, Clift Tsuji, Cindy Evans, Roz Baker, Hermina Morita, and Gary Hooser.

On Oahu, the unions divided the work. The ILWU focused on helping Tommy Waters, Michael Magaoay, and Ken Ito, but the ILWU also supplied volunteers to help with a number of other campaigns. The HGEA worked with Lyla Berg and Ryan Yamane, along with the Painters, Electricians, and the Laborers. The UFCW and IBEW worked with Pono Chong. The Newspaper Guild and small unions helped Blake Oshiro. UPW, HERE, and other unions were also involved.

The unions shared data on their membership, so for example when the ILWU walked the Waimanalo district for Tommy Waters, we visited the homes of firefighters, laborers, government employee, along with ILWU members who lived in the area.

In total, volunteers from the various unions visited 9,500 union households representing 19,677 voters. They labeled and stuffed well over 10,000 leaflets which were mailed to houses with dogs or where no one was home. They waved signs early in the morning and after work. They walked door-to-door with the candidate and helped in many other ways.

Their efforts paid off in the election of a State Legislature that will work harder for ordinary working people. ♦



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Editor: Mel Chang

ILWU Celebrates Labor Day

Kauai pensioner picnic a huge success

More than 200 pensioners from McBryde Sugar, G&R, Lihue Plantation, Kekaha Sugar, and Kauai Tourism enjoyed food, fellowship, games, and political speeches at Kauai Division's annual pensioner picnic on September 11.

Pensioners reflected in a moment of silence for our brothers and sisters who have passed on and all those who perished in the terrorist attacks on September 11, 2001.

Organized by Alfred Castillo, retired Kauai Division Director, and his able committee, the picnic brought pensioners together for a day of fun. Starting off with guessing games (e.g., how many crackers in the jar), the pensioners gathered to talk story and play a little music.

Then a few speeches (from Clayton Dela Cruz, Kauai Division Director; Robert Giral, retired Local Vice-President; and Joanne Kealoha, Local Social Services Coordinator) to remind pensioners of the importance of the upcoming elections. Retirees nodded in agreement that another four years of George W. Bush must not happen. ILWU-endorsed candidates also put in an appearance, meeting retirees and saying a few words to ask for support.

By then, the pensioners were raring to participate in four lawn games set up by member and retiree volunteers from the Division. This year's golf putting game was a challenge, as always, but included a shorter distance for the women. One of the ladies, Marcelina Lutao, shouted "Tiger Woods" for luck, and she sank her putt!

Other games were Frisbee toss, balloon darts, and ping-pong toss. Pensioners eagerly stood in line for each game and for a chance to win prize bags of canned goods and toilet tissue. No one seemed to mind the long lines--some of the fun was in the anticipation of stepping to the line and making their throw (or putt). The physical activity got everyone's blood circulating and made them feel

young again.

After lunch, the pensioners looked forward to playing Bingo and winning a 20-pound bag of rice. A total of 50 bags enticed the pensioners, who carefully monitored their cards to be sure they marked every number called.

Each year, Kauai pensioners look forward to this picnic in celebration of their health and their affiliation with the ILWU. Many thanks to those who helped make the picnic a huge success: Alfred Castillo, Clayton Dela Cruz, Michael Machado, Pamela Green, Melissa Ragasa, Susie Seril, Bobby and Gloria Giral, Jesus and Maxima Guirao, Stanley Dotario, Ernie Domingo, Jerry Lagazo, Doreen Kua, Mona Dotario (and her kids), Jona Troutman, and Duane Carveiro. ♦



Pensioners check in when they arrive at their picnic.



(Above) Sitting around and "talking story" is one of the best parts of the get-together. (Left) Seniors also played games like "frisbee toss" and "golf ball putt."



BINGO games and prizes are enjoyed by many of the pensioners. Retired Business Agent Jesus Guirao (above right) gets some pointers on winning. (Right) Retired Local Vice President Robert G. Giral and his wife Gloria run the BINGO game.



Pensioners make new friends and renew old acquaintances.

ILWU Celebrates Labor Day

Lanai Labor Day

LANAI CITY—“I believe this Labor Day celebration on Lanai is a tremendous success,” said Maui Division Director Willie Kennison. “And we must thank the unit officers and stewards on Lanai who worked so hard to make it a reality.”

This year the ILWU workers on Lanai held their own Labor Day Celebration on September 4, and invited the whole island to join them. The brainchild of Unit Chair and Vice Chair Willie and Amelia Stalker, the celebration included a picnic with chili, rice and hotdog lunches, lucky number drawings, entertainment by talented Lanai bands, and a chance to meet with fellow workers, union leaders, and lawmakers.

Titled officers Fred Galdones, Donna Domingo and Guy Fujimura attended the celebration along with Kennison and Business Agents Jerrybeth DeMello, Claro Romero and Wayne Takehara, who helped the unit officers with logistics.

Many thanks to those involved, including the Stalkers, Marylou Kaukeano, Linda Fernandez, Shawn Atacador, Marino Barsatan, Priscilla and Joe Felipe, Lydia Batoon, Soledad Simon, Lena Raqueno, and Darrel Bali. Thanks also to those who volunteered in the kitchen, helped with the



Amelia and Willard (Willie) Stalker, Lanai hotels Unit Vice Chair and Chair, respectively.



Representative Sol Kahoohalahala was re-elected by his constituents and returns to the State House next year.

children’s activities, or provided transportation.

Lanai ILWU members can truly be proud of their wonderful Labor Day 2004 event!



Volunteers cooked gallons of chili and thousands of hotdogs for lunch.



Many families like the Anchetas participated in the celebration. (Back, l-r) Juana Ancheta, who works in the laundry, her son George, who works for Lanai Company, and George’s wife Natividad, who is a housekeeper at Manele Bay Hotel. (Front, l-r) Jazlyn and Christine Ancheta.



Many teenagers attended the picnic, enjoying a day of reggae music by local Lanai groups “Our Turn” and “Uprise.”



Unit leaders Shawn Atacador and Linda Fernandez (first and second from left) manned the check-in table with help from Delilah Salcedo from the Westin Maui, ILWU Social Services Coordinator Joanne Kealoha (seated), and others. They passed out lucky number tickets and lunch tickets to members.



Children’s activities included races, games, art activities, and “bouncers.”

ILWU Industry News

Longshore

Hawaii longshore employers and the union are involved in an unique, cooperative effort to educate workers and help prevent the spread and use of crystal meth (also known as ICE). ICE is a very addictive form of methamphetamine which has been crystallized and is smokeable. ICE is a growing and serious problem in Hawaii.

Hawaii's longshore division, Local 142 and the employers will help fund part two of a documentary on ICE by film maker Edgy Lee. Lee will also produce a shorter video program tailored to longshore workers, which will be used to educate them about the dangers of ICE. The program is long-term and focuses on reducing the demand for ICE by education and prevention. ♦

Tourism

Thanks to the efforts of ILWU Hawaii Regional Office and our organizing department, the union was successful in getting a recognition and a 4-year contract at the new Sheraton Keauhou Bay Resort & Spa on the Big Island. This hotel is the former ILWU Kona Surf Resort which closed down and was sold when its owners, Otaka, went bankrupt. (see Organizing, page 2)

Negotiations have concluded for most of the major hotels on the Big Island—the **Hilton Waikoloa, Hapuna Beach Prince Hotel, Mauna Kea**

Beach, the Fairmont Orchid, and the Mauna Lani Bay Hotel.

The Health and Welfare Trust Fund is up and running. The Hyatt Maui and Hilton Waikoloa are in the fund and the Hyatt Kauai is expected to join soon. The trustees on the union side are Wesley Furtado, Guy Fujimura, and Joe Franco Jr. Management trustees are from the **Hyatt Maui, Hyatt Kauai, and Hilton Waikoloa.**

The Renaissance Wailea Resort on Maui is planning to close in April 2005 for one year to renovate. About 240 ILWU members will be affected. ♦

Sugar

After April 2006, gas sold in Hawaii must be blended with ethanol. Gay & Robinson and some of its executives are moving ahead with plans to produce ethanol from sugar.

G&R has been unable to get a long-term lease from the state on Kekaha lands, so the plantation

will not be replanting there after the crop is harvested.

HC&S factory has been working overtime and producing almost 40% more sugar than normal. This has allowed the plantation to catch up on its production which fell behind due to very wet and rainy weather earlier this year. ♦

Pineapple

Del Monte has assured the union that they intend to stay in Hawaii for the long-term.

The company had sold some of its equipment and was contracting out its pineapple hauling, which led many Del Monte members to believe the company was planning to shut down.

We met with Del Monte's executives who explained that the equipment the company they sold was obsolete and the high cost of maintaining the trucks made it

more cost effective to contract out the hauling.

Maui Land and Pineapple continues to phase down its cannery operations which will impact about 147 workers. However, expansion of field and fresh fruit operations will require 150 workers. While some workers may not be able to make the transition to field work, the cannery workers will have the opportunity to transfer to other jobs within the company. ♦



The Statewide pineapple negotiating committee settled three contracts this year: Dole Foods Co., Del Monte, and Maui Land and Pineapple. Co. The committee members are: (l-r, sitting) Avelino Martin, Robert Faborito, spokesperson and Local President Fred Galdones, committee chair Earl Totten, Darlene Palmerton, Martin Jenson, (l-r standing) Thomas Innis, Douglas Cabading, Boyd Isneq, Business Agent Teddy Espeleta, Cynthia Kaina, Eddie Amboya, Local Vice President Donna Domingo, Glenn Murayama, Marcelino Bonilla, Matt Rodrigues, and Business Agent Brandon Bajo-Daniel.

General Trades

Love's Bakery members held their statewide caucus on October 7 and 8 and finalized their contract proposals on November 9, 2004 Their contract expires at the end of January 2005.

A new statewide contract was concluded with **Sack N Save. Foodland** is now in negotiations.

Schuman Carriage will permanently close its business at the end of November 2004. Potential buyers were unable to reach an agreement with Schuman on the sale of their assets. The company is family owned and operated and the family was no longer interested in continuing the business. About 47 members will lose their jobs in the shutdown. ♦



Schuman Carriage ILWU members meet as a unit for the last time to ratify a memorandum of agreement bargained over the effects of the closure of their workplace.

2004 Political Action Wrap-up

General election island-by-island wins

Kauai

On Kauai, the big win was Senator Gary Hooser's blowout of former Republican Mayor Maryanne Kusaka. Hooser received 16,274 votes to Kusaka's 8,270 votes—almost a two to one margin. This was another race expected to be close because of Governor Lingle's personal involvement and Republican efforts to target and defeat Hooser.

Hermina Morita (House District 14) Kapaa and Hanalei, also targeted by the Republicans, won re-election by a comfortable margin of 1,376 votes.

Oahu

On Oahu, there were three big wins. In the Enchanted Lake area (House District 49), Pono Chong defeated David Pendleton by 123 votes. In Kahala and Aina Haina (House District 18), Lyla Berg defeated incumbent Bertha Leong by 784 votes. And in Mililani and Waipio (House District 37), Ryan Yamane defeated Guy Ontai by 444 votes. Ontai had the worse voting record of any House Republican, voting against all six labor supported bills. The upset wins by Pono Chong and Lyla Berg were particularly important

because they were in areas of Oahu that were thought to be Republican strongholds.

The unions focused on helping five other incumbent legislators on Oahu, as these races were expected to be close. All five labor supported candidates won re-election but two races were very close. In the Aiea and Halawa area (House District 33) Blake Oshiro won by 53 votes and in the Nanakuli area (House District 44) Michael Kahikina won by 56 votes.

In Kahuku and the North Shore area (House District 46) Michael Magaoay won by a more comfortable 309 votes. Kaneohe's (House District 48) Ken Ito defeated his Republican challenger by 1,236 votes and in Lanikai and Waimanalo (House District 51) Tommy Waters won by a decisive 2,453 votes.

Hawaii

The big win on the Big Island was in Kailua and Keauhou (House District 6), where newcomer Joshua Green beat the incumbent Republican Mark Jernigan by 691 votes. Jernigan had one of the worst scores when it came to support for working people. He voted against five of the six bills supported by the ILWU and other unions.

In Kohala, Kona, and Ka'u (Senate District 3) - Steven Fox came within 585 votes of unseating Republican incumbent Paul Whalen.

In Hilo, Keaau, and Mountain View (House District 3) - newcomer Clifton Tsuji won 61% of the vote to fill the seat previously held by Eric Hamakawa.

In North Kona and South Kohala (House District 7) - Cindy Evans was re-elected by a comfortable margin of 1,153 votes.

Maui

On Maui, there were two big wins—in West Maui (House Dist. 10) - newcomer Kam Tanaka defeated incumbent Brian Blundell by 56 votes and in Upcountry Maui (House District 12) - Kyle Yamashita defeated Kika Bukoski by 638 votes. Blundell and Bukoski have also voted against five of the six bills supported by the ILWU and other unions.

The ILWU worked hard to support Senator Roz Baker who represents South Maui (Senate Dist. 5). This was expected to be a close race because of the extraordinary efforts by Governor Lingle and the Republican Party to target and defeat Baker. The race wasn't even close—Baker won decisively over challenger Don Couch with a margin of over 2,400 votes.

Win six—lose one

The Republicans lost a total of six seats and managed to defeat only one labor endorsed incumbent, Romeo Mindo, in the Ewa Beach and West Loch area (House District 43). Mindo was a first-term legislator who was formerly with the hotel workers union Local 5.

In the House of Representatives, the Democratic majority increased by five seats from 36 to 41. The Republicans lost five seats and are now down to 10 members in the House of Representatives. The balance of power in the Senate remains unchanged with 20 Democrats to 5 Republicans.

ILWU Local 142— Important notice on Political Action Fund

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

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

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

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

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

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

More than \$4.00

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

Less than \$4.00

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

No Contribution

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

signature _____

name (please print) _____

address _____

unit# _____ social security # _____

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



Pensioners statewide turned out to help with political action, including Oahu Division pensioners, some of whom are pictured above at the 2004 opening day ceremony at the State Legislature. (l-r) Haruye Ichiki, Esther Scharsch, Elsie Nagahiro, Mary Barrionuebo, and Vivian McCoy.

The Hotel Industry — ILWU Pension Plan Summary Annual Report

This is a summary of the annual report for **The Hotel Industry – ILWU Pension Plan, Federal I.D. #99-6027621**, for the plan year beginning on **January 1, 2003** and ending on **December 31, 2003**. The annual report has been filed with the U.S. Department of Labor's Pension and Welfare Benefits Administration under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by contributions from employers of plan participants. Plan expenses were **\$8,629,536**. These expenses included **\$1,308,824** in administrative expenses, **\$7,320,712** in benefits paid to participants and beneficiaries. A total of **12,465** persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was **\$164,317,686** as of **December 31, 2003**, compared to **\$143,018,198** as of **January 1, 2003**. During the plan year, the plan experienced an **increase** in its net assets of **\$21,299,488**. This **increase** includes unrealized appreciation or depreciation in the value of the plan assets; that is, the difference between the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of **\$29,929,024**, including employer contributions of **\$1,918,399**, gains from sale of assets of **\$6,531,737**, and earnings from investments of **\$21,490,579**.

MINIMUM FUNDING STANDARDS

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

YOUR RIGHT TO ADDITIONAL INFORMATION

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

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

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

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

You also have the legally protected right to examine the annual report at the Trust Fund Office, 1221 Kapiolani Boulevard, Suite 900, Honolulu, Hawaii 96814, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, Washington, D.C. 20210.

Additional Information

The plan income of **\$29,929,024** includes other income of **(\$11,691)**.

FUND ADDRESS & TELEPHONE NUMBER

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