



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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Unions are part of the solution



Ten days after taking office, President Barack Obama signed three executive orders that recognize a strong labor movement is part of the solution to our economic problems. Obama reversed some of the anti-union policies made by George W. Bush. A fourth executive order creates a White House Task Force for the Middle Class.

“We have to reverse many of the policies towards organized labor that we’ve seen these last eight years, policies with which I’ve sharply disagreed. I do not view the labor movement as part of the problem, to me it’s part of the solution.

“We need to level the playing field for workers and the unions that represent their interests, because we know that you cannot have a strong middle class without a strong labor movement.

“We know that strong, vibrant, growing unions can exist side by side with strong, vibrant and growing businesses. This isn’t a either/or proposition between the interests of workers and the interests of shareholders. That’s the old argument.

“The new argument is that the American economy is not and has never been a zero-sum game. When workers are prospering, they buy products that make businesses prosper. We can be competitive and lean and mean and still create a situation where workers are thriving in this country.”

—January 30, 2009

Jobless benefits extended

Hawaii normally pays up to a maximum of 26 weeks of unemployment insurance. Due to the economic crisis, new federal programs have added 33 weeks of coverage for a total of 59 weeks of unemployment insurance, and increased the weekly benefit payments by \$25 beginning March 1, 2009.

The \$25 a week increase also applies to unemployed pineapple workers receiving Trade Readjustment Allowances (TRA). The State Unemployment Insurance Division should automatically add the \$25 to your benefit checks. You should call the State Unemployment office if you

do not see an increase in your benefit check.

If you are still looking for work and exhausted your 26 weeks of regular benefits or 39 weeks of extended unemployment benefits, you may be eligible for an additional 20 or more weeks of benefits. You must reopen your original claim by calling 643-5555 (in Hawaii) or 1-877-215-5793 (if you are outside Hawaii).

You may also be eligible for extended benefits if you had an unemployment insurance benefit claim that ended on or after May 1, 2007. Call or visit your local unemployment office for more information.

HILO Claims Office; 1990 Kinoole St., Ste 101; Phone 974-4086.

KONA Claims office; 81-990 Halekii St Rm 2090; Phone 322-4822.

MAUI Claims Office; 54 South High St., Rm 201; Phone 984-8400.

MOLOKAI Claims Office; 55 Makaena St, Rm 4; Phone 553-1750.

KAUAI Claims Office; 3-3100 Kuhio Hwy, Rm C-12; Ph 274-3043.

If you lost your job or need help with medical coverage, you may be eligible for a new benefit

President Obama’s economic recovery program includes help for workers who lose their medical coverage because they are working less hours, were laid off, or lost their jobs after September 1, 2008.

Under the recently enacted American Recovery and Reinvestment Act of 2009 (ARRA), you can continue your medical coverage under COBRA and pay only 35 percent of the cost of the medical insurance for up to nine months. COBRA is a law passed in 1985 which gives terminated or laid off workers the option to remain in their former employer’s group medical plan. However, under normal COBRA, the worker must pay the full cost of the medical plan

and may be charged an additional two percent for administrative costs.

The new law covers all workers and their beneficiaries eligible for COBRA from September 1, 2008 to December 31, 2009. Your employer should give you a notice of your right to continue medical coverage for the reduced cost of 35 percent. Your employer pays the remaining 65 percent of the cost, which they can recover by taking a tax credit.

If you lost your medical coverage after September 1, 2008, but did not take COBRA or stopped coverage because it was too expensive, your former employer should have sent you a notice by April 18, 2009. This notice gives you another chance to

take COBRA at the reduced premium. You would not be eligible for this benefit if you are covered by your spouse’s health plan, by a new employer’s health plan, or Medicare. You would also not be eligible if you were fired for gross or very serious misconduct. You should not be denied COBRA coverage for less serious misconduct or incompetence.

If you think you should be eligible for COBRA but did not receive a notice from your former employer by April 18, call the Employee Benefits Security Administration office at 1-866-444-3272. You can also get more information from their website at www.dol.gov/cobra.

Raposas joins Executive Board

HONOLULU—On March 20, 2009, Aurora Raposas replaced Jerry Lagazo as a member of the ILWU Local 142 Executive Board. Raposas, from Kauai’s Unit 3105 - Gay and Robinson, will serve as the sugar industrial grouping representative for Lagazo’s remaining term of office which runs until January 1, 2010.

Lagazo resigned from the Board after he was permanently laid off from Gay and Robinson in December 2008.

Article V, Section 5.05 of the ILWU Local 142 Constitution provides that vacancies in an elective office may be filled by the Titled Officers, with the confirmation of the Division Executive Board involved. In this case, the Kauai Division Executive Board approved the selection of Aurora Raposas.

The next Local 142 Executive Board (LEB) meeting is scheduled for Friday, May 29, 2009, in Honolulu at the ILWU building on 451 Atkinson Drive.

The meeting begins at 9:00 a.m. on May 29. ILWU members are welcome to attend as observers.

ADDRESS LABEL

A Guide to the ILWU

Your union contract—what is it?

Your union contract is a written agreement with your employer. It defines your wages, benefits, conditions of employment, and rights on the job. It is enforceable through a grievance procedure and ultimately in a court of law.

Most union contracts are renegotiated every three years, although some contracts run for only one year and others run for as long as six years. How long the contract runs is up to you and your negotiating committee. **The ILWU is a democratic union and members are involved in every step of the negotiation process.**

Before the old contract expires, the union members at your company (which we call a Unit in the ILWU) will be asked for their input and ideas on what to change in the contract. This is usually done at a membership meeting, called by the officers of your Unit. **This is one good reason why you should attend union meetings—it's your chance to improve your union contract.**

Your unit will also select a committee to represent them in negotiations with management. This committee is usually composed of your elected unit officers, but many units will expand the committee to make sure different parts of your unit are represented. A hotel unit, for example, might select a committee with members from different departments like housekeeping, food and beverage, maintenance, and the front desk.

The Local or Division office will also assign a full-time business agent or officer to work with your negotiating committee as your spokesperson. **During negotiations unit members may be asked to support their committee by wearing union buttons, and mobilizing in other activities.**

When your committee thinks a

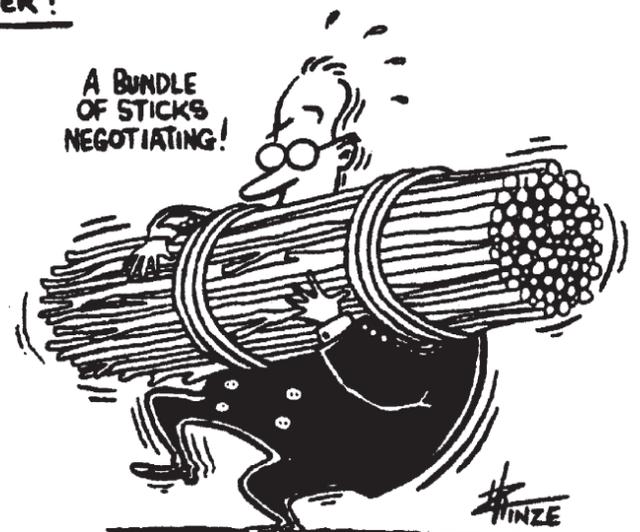
fair settlement with management has been reached, they must get your vote of approval before the new contract can be finalized. This happens at a membership meeting where your committee will

report on the settlement and where your unit members can vote to accept or reject the settlement. This is another part of ILWU democracy which requires membership approval for all contract settlements.

In rare cases, management may refuse to agree to a fair settlement and your committee may ask you to authorize a strike. Again, ILWU democracy requires membership approval for a strike.

Your union contract is a very important document. You should read the contract and be familiar with its terms. You should challenge management whenever they violate the contract. You can get a copy from your unit officers.

WHICH IS STRONGER?



What to do if you need help

If you are given an oral or written warning or are disciplined by management, you should contact your union representative immediately. You have a right to ask for a union representative, if you are called into a meeting with management and you believe the meeting may result in disciplinary action.

The company may have House Rules, Standards of Conduct, Dress Codes and work policies that are separate from the union contract. These are the company's rules, however, the union may get involved if you are disciplined as a result of any of these rules or if these rules are unfairly applied, are

unreasonable, or unrelated to the business objectives of the company.

The company may not discipline or discharge any employee, except for just and proper cause. Just and proper cause involves the following principles:

1. **The company must give the employee forewarning** or foreknowledge of the possible or probable disciplinary action as the result of the employee's conduct.

2. **The company's rule must be reasonably related to the orderly, efficient, and safe operation** of the employer's business, and the performance that the company might properly expect of the employee.

3. **Before administering discipline to an employee, the company must make an effort to discover** whether the employee did in fact violate or disobey a rule or order of management.

4. **The company's investigation must be conducted fairly and objectively.**

5. **When the company conducts its investigation it must obtain substantial evidence or proof** that the employee was guilty as charged.

6. **The company must apply its rules, orders and penalties evenhandedly** and without

discrimination to all employees.

7. **In determining the degree of discipline the company must show that the penalty is reasonably related** to the seriousness of the employees' proven offense and shall consider the employee's record of service and length of employment with the company.

The union will work on your behalf to investigate if the company acted properly in taking disciplinary action against you. **If you are disciplined, there is a time limit within which to contact the union and have the union file a grievance.** Because of this time limit, do not delay. **Contact your union representative as soon as you can.**

A good union member strives to:

1. Learn about his or her union rights and benefits
2. Speak up when the employer violates the contract
3. Attend union meetings, asks questions and help shape union policies
4. Stand up for co-workers in disputes with management
5. Help with pickets, community outreach and other activities that build union power
6. Respect fellow workers regardless of race, gender, age, national origin, religion or sexual orientation
7. Read union publications and notices
8. Support political candidates who back labor's agenda
9. Heed the call when sister unions ask for solidarity
10. Work safely, do his or her share, and help others



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A Guide to the ILWU

What does a union do?

As a member of the ILWU Local 142, you are part of a long and proud tradition where workers join or form organizations for their mutual benefit and to promote fairness and justice on the job. These organizations are called unions.

In Hawaii one out of every four workers are members of a labor union. There are 21,000 ILWU members on all major islands in Hawaii, which make the ILWU one of the largest unions in the state. ILWU members work in every major industry including: tourism, long-shore, sugar, pineapple, manufacturing, transportation, and healthcare.

- **Negotiates and Administers the union contract.** We know the value of the union contract, but where does the contract come from? Who negotiates the contract? When is your next contract opening? Who arranges the meetings with management? Who takes care of the paperwork?

The union organization is the source of the contract. Months before the contract expires, the union calls membership meetings to draft proposals. Unit members are chosen to be on the union negotiating committee. The union provides the negotiator, meeting rooms, administrative support to negotiate and maintain the contract. After negotiations, the union takes care of preparing the documents, printing, and distributing the contract to members.

- **Enforces the terms of the contract on a daily basis.** How many of you drive faster than the speed limit? What do you think would happen if there were no speed traps? People would break the law. It is the same with the union contract. Unless it is enforced, the company may choose to violate the terms of the contract.

The ILWU maintains a contract enforcement network—starting with on-the-job Stewards, Unit Officers, Business Agent, and Contract Administrator. The union provides training and backing from specialists on labor law, pension and medical plans, financial analysis, etc.

- **Ongoing bargaining and negotiations over terms and conditions of employment.** Some parts of the contract have clear application—like overtime pay after 8 hours. Other parts of the contract are purposely open to more flexible application—like scheduling. Some parts of the contract gives you rights, but require you to exercise the right.

The contract and negotiations can't account for everything that may happen. Business conditions may change; new jobs may be created; there may be a change in ownership.



The union must often continue to negotiate even while the contract is in effect.

- **Organization of workers that builds unity and collective strength.** The union is an organization that enables workers to govern themselves and to build unity and collective strength. There is a defined structure, elected officers, and a democratic procedure for making decisions and policies such as the Convention and the Local, Division, and Unit Executive Boards. The union runs education programs for elected leaders and members.

The union newspaper and unit bulletins publicize and promote the work of the union. The union also organizes social activities for its

members to build unity—such as sports, Labor Day Celebrations, and awards banquets.

- **Political voice for working families.** The union protects the interests of its membership and promotes a Working Families Agenda at all levels of government—State, County, and US Congress. The legislative process is a form of negotiations which can have major impact on our jobs, lives, and standard of living. The union gets involved in government to negotiate the best terms for its membership.

- **Provides supporting services for all of these functions.** Office and meeting rooms, administrative, technical, financial, legal, and professional support for these activities.

George Martin, International ILWU Vice President Emeritus

George Martin joined the ILWU in 1944 at the age of 19 when he got a job at the Onomea Sugar Company in Papaikou on the Big Island. Onomea later merged with the Hilo Sugar Company to become the Mauna Kea Sugar-Hilo Coast Processing Company Unit 1104.

He worked his way up in the company and became a heavy equipment mechanic. He was a key union leader in the ILWU's 1946 sugar strike and served on the union's strike strategy committee. In 1948, he was elected Hawaii Vice-President of the ILWU's United Sugar Workers and served in that office from 1949 through 1952. At that time sugar, pineapple, longshore, and miscellaneous trades were separate ILWU locals.

In 1952, the separate ILWU industrial locals consolidated into one organization, ILWU Local 142. Brother Martin was elected as the ILWU Hawaii Division Director and managed the union's office and directed the work of ILWU business agents on the Big Island. He was re-elected to this important position for the next 19 years as the ILWU became a powerful economic and political force for Hawaii's working people.

In 1971, Brother Martin was appointed to fill the unexpired term as International ILWU Vice-President and Director of Organization, a vacancy created by the untimely death of Jack Hall on January 2, 1971. The appointment required Brother Martin to move to San Francisco where the International ILWU had its headquarters. As Director of Organization, Brother Martin managed the International's organizing program and assisted ILWU locals on the West Coast. Brother Martin brought with him the considerable experience of Hawaii's Local 142 in new member organizing.

For the next 10 years, Brother Martin was re-elected International Vice-President until his decision to retire and return to Hawaii in 1983.

The International ILWU 25th Biennial Convention held in Portland, Oregon from April 11-16, 1983, honored Brother Martin by conferring on him the title of Vice-President Emeritus.

In Hawaii, Local 142 honored Brother Martin at its Convention held from September 19-23, 1983. The Hawaii Convention passed a resolution which recognized his contribution to the union and noted, "Brother Martin exemplifies the



George Martin (right), Labor Day 1975.

principles of democratic, rank and file unionism that the ILWU is known for; he has been involved with the ILWU for all of his adult working life."

In his years of retirement, Brother Martin built a home in Honokaa, tried his hand at farming, and spent time with his grandchildren. He was active in the community and in the 1960s helped pave the way for the development of the University of

Hawaii Hilo as a four-year college.

He remained in close contact with the ILWU and attended a number of International and Local 142 Conventions as a fraternal delegate.

Brother Martin passed away on January 14, 2009. He is survived by his wife, Mary Dorothy; a son, Tom; daughters, Shirley Martin Breon, Loretta Matsumoto, and Susan Baker; and 10 grandchildren.

Membership Services

SAVINGS

Hopefully, you have enough money saved to pay at least 6-8 months of your living expenses. The six months is based on past experience where 75 percent of unemployed workers usually find a new job within 6 months. However, if you are older, have less job skills, or live in an area of high unemployment, it may take much longer to find a job. In the current worldwide recession, it may also take much longer than 6 months to find a new job.

Unfortunately, most Americans have more debt than savings. In 1985, the average US savings rate was 10 percent. Today, Americans are saving less than one percent of their income. In 2007, Germany, France, and Spain personal household savings remain over 10 percent. The Japanese were once the highest savers at 25 percent but that has dropped recently to around 3 percent. The Chinese save 24 percent of their income.

Some of the reasons for the low savings rate and high debt are:

- **Credit cards are very profitable and banks aggressively pushed credit cards on everyone.** Some schools sold lists of students to banks. It's not unusual to receive dozens of credit card offers in the mail every month with promises of instant credit and easy money. Surveys by credit scoring company Experian found the average American has 4 credit cards and one in seven Americans have 10 or more credit cards. Hawaii is slightly higher with an average of 4.3 credit cards per person. For more information see: <http://www.nationalscoreindex.com/USScore.aspx>

- **Most Americans lack the training to properly handle their personal finances.** Hawaii has no requirement for teaching financial skills in school. Only three states (Utah, Missouri and Tennessee) require high school students to take at least one semester of personal finances where they learn about household budgeting, savings, credit, interest rates, mortgages, and insurance. Another 17 states require some financial education included with other subject matter. See [www.jumpstart.org] for resources and teaching guides on financial education. The US government's Financial Literacy and Education Commission was established in 2003 to increase financial literacy among Americans. See their website at [mymoney.gov].

- **America became a nation of consumers.** Heavy advertising on television, on the Internet, in magazines, and newspapers constant promote buying drugs, cosmetics, food, cell phones, and automobiles. In one hour, you will watch 16 minutes of advertising and 42 minutes of program. Programs directed at children are limited to 10-12 minutes of advertising. The EU limits advertising to 12 minutes per hour. Most countries limit to 5-10 minutes.

REDUCE DEBT

Pay off your high interest credit cards as quickly as possible. Pay off the full monthly balance on your credit cards. If you cannot pay off the balance, then pay more than the minimum amount each month. Try calling your credit card company and ask for a lower interest rate. A consumer group ran an experiment where 50 people called and asked for a lower interest—28 got their interest rates reduced.

Make your payments on time as credit card companies will charge late payment penalties and some will raise your interest rates. In November 2008 the average household owed \$10,678 in credit card debt, up 29% from 2000, according to CardWeb.com, a research firm.

If you have a lot of high interest credit card debt, it may be possible to get a lower interest personal loan from your credit union and pay off your credit cards. Free credit counseling service is available—avoid credit repair and counseling services which charge for their services. See www.nfcc.org for names of trustworthy credit counseling services in your area.

REDUCE WASTE

On average, American households waste 14 percent of their food purchases. This can be avoided by more careful planning of menus and purchasing only what you can use. Keep track of what is in your refrigerator and use food before they spoil. Make larger portions and freeze them. Buy food on sale. Buy an extra turkey when they go on sale around Thanksgiving or corned beef on St Patrick's day and freeze for later.

How to survive the

If you've been temporarily laid off, are working fewer hours, or are forced to change your life style and be prepared to live on a much smaller income even longer. The economy may pick up later this year but it may not be until this recession. There is a lot you can do to help you survive.

CONSERVE ENERGY

Hawaii residents pay the highest cost for electricity in the nation. The national average cost for electricity was about 11 cents per kilowatt hour in 2008. Hawaii's cost was two to three times higher at 20 cents to almost 33 cents per kilowatt hour on the islands of Hawaii and Lanai. In 2007, Hawaii's average electric bill was \$158 each month, compared with the national average of \$99.70 per month.

A few simple energy savings practices can easily cut \$50 or more from your electric bill.

The quickest and easiest way to cut your electric bill is to replace all your incandescent light bulbs with compact florescent lights (CFLs). Depending on how many lights you leave on at night, you can cut \$10 to \$20 on your electric bill each month. If you leave the lights on in four rooms for five hours every night, it would cost you about \$11.25 a month for the old 75 watt incandescent lights. If you switch to 18 watt compact florescent lights, the cost for lighting the same four rooms would drop to \$2.70 a month. This is based on a kilowatt hour cost of \$.25 cents. The savings would be greater on the Big Island and Lanai. CFL bulbs costs more but last much longer, produces less heat, and will pay for themselves within a month. Avoid the cheaper brands and spend a little more for CFL bulbs with at least a five-year life guarantee.

If your refrigerator is 10 or 20 years old, you can save another \$10 to \$20 a month by getting a newer refrigerator. A 20-year old refrigerator consumes about \$30 a month of electricity. A 10-year old refrigerator consumes about \$20 a month of electricity. A newer "Energy Star" refrigerator (meets the efficiency standards set by the federal government) runs on about \$10.35 of electricity per month. Your old refrigerator may consume even more electricity if the door seals are worn and leaking air. Hawaiian Electric will give Oahu customers a \$50 rebate on an "Energy Star" refrigerator.

Your water heater is also a big energy hog and can cost \$85.00 or more a month. Washing clothes in cold water can save \$10 a month. If necessary, use warm water for the wash cycle and always use cold water to rinse. Installing a timer and running the water heater only 2 hours a day can cut \$18.00 from your electric bill. Fix those dripping faucets. A slow leak in your hot water faucet can easily add \$25 to \$50 to your electric bill. Lower the temperature on your heater to 100 or 120 degrees. Many older heaters are set at 140 degrees. Air drying your clothes instead of using an electric dryer can save \$6 or \$7.00 from your electric bill.

Turn off your computer, monitor and printer when you're not using them. Many of these devices continue to draw power and can add \$5 to \$10 to your electric bill. Plug them into a power strip and use the switch on the power strip to turn everything on or off. DVD players, cell phone chargers, and many other electronic devices also draw power when not in use. Consider unplugging them or using power strips to turn them off.

Air conditioners can be expensive to use. A window A/C unit can cost \$25 or more a month. Ceiling fans use less than \$2.00 a month in electricity and can reduce your use of an air conditioner.

A good source of information on saving electricity is <http://michaelbluejay.com/electricity/>. Hawaiian Electric (HECO), Hawaii Electric, and Maui Electric also have energy saving tips on their websites. See <http://www.heco.com/portal/site/heco>.

PAY YOUR BILLS ON TIME

Don't fall behind on payments of your more important expenses such as your home mortgage, auto loans, tax payments, and utility bills. Contact your creditors and work out repayment schedules. There are other rules and more options in handling medical bills and student loans. Don't use credit cards to pay these bills.

Membership Services

economic crisis

er hours, or lost your job, you will probably be
ive with less income for the next six months or
r, or it may take longer before we recover from
and your family survive tough economic times.

CUT EXPENSES

If you spend a lot of money eating out, try to cook more meals at home and bring home lunches to work. Rent a movie instead of going to a theater. Drive less or join a carpool. Cut back on non-essential spending. Share an experience rather than buying a gift.

A study by Ryan Howell, professor of psychology at San Francisco State University, found that people were happier and remember the experience much longer than a material gift.

AVOID USING CREDIT CARDS

Do not use credit cards if you cannot pay off the full balance every month. Cash advances, late payment penalties, and unpaid credit card balances are very expensive and are a waste of money. The average credit card debt is \$5000 and interest rates on unpaid balances can range from 10-20 percent.

MAKE A BUDGET

You will have to adapt to living with less income. Unemployment insurance will only pay about 60% of your working wages for up to six months. Certain workers, such as Maui pineapple workers, may qualify for extended unemployment benefits and training. It also appears Obama's recently enacted Economic Stimulus package will increase and extend unemployment.

The first thing you should do is make a household budget. Here's how:

STEP ONE: List your Income. Start with a list of your monthly income—take home pay from your job, interest income, rental income, etc.

STEP TWO: Savings. Make a separate category for savings and try to set aside 5-10 percent of your income as savings. This would include money you put into a 401k plan or Individual Retirement Account (IRA). The easiest way to save is to join a credit union and arrange for an automatic payroll deduction into your savings account.

STEP THREE: List Expenses. Then make a list of all your monthly payments and expenses—mortgage payments or rent, auto loan, utility bills, credit card bills, health care, gas, and food. Include a monthly estimate of periodic payments for life and auto insurance, auto repairs, income and property taxes, recreation, school fees, Christmas gifts, etc.

If you don't know what you spend, keep track of everything you spend over a two month period. Sort these expenses into categories such as food, household items, clothing, eating out, entertainment, etc.

STEP FOUR: Total. Subtract your savings and expenses from your income. If you still have money left over after subtracting your savings and expenses, then you're doing a good job of managing your finances.

However, if your expenses are more than your income or if you cannot put aside anything for savings, then you need to find ways to reduce your expenses.

The U.S. Securities and Exchange Commission has some good information on making a financial plan or household budget. There's even some tips on saving money and paying off high interest credit cards. See www.sec.gov/investor/pubs/roadmap/habit.htm. Another good source on how to make a budget can be found here: <http://moneyfor20s.about.com/od/budgeting/ht/trackexpenses.htm>.

Notice of Nomination and Primary Elections at ILWU Convention and Longshore Division Caucus

The tri-annual Convention will be held at the Westin Seattle Hotel, 1900 Fifth Avenue, Seattle, Washington, beginning at 10:00 a.m. on Monday, June 8, 2009, and closing on or about Friday, June 12, 2009. The elected Convention delegates will vote to decide the International budget, proposed increases in per-capita rates, as well as policies and direction of the ILWU for the next three-year period. Pursuant to Article VI, Sections 3 through 7 of the ILWU International Constitution, nominations and primary elections for the offices of the International President, International Vice President (Mainland), International Vice President (Hawaii), International Secretary-Treasurer and for approximately 19 International Executive Board members will be held on the last day of the Convention, which is expected to be on Friday, June 12, 2009.

All Convention delegates have the right to nominate candidates for titled office. Nominations shall be from the floor and shall be conducted separately for each titled officer. No person may be a nominee in Convention for more than one titled office. There shall be no limit for the number of nominees. No one not an accredited delegate from his/her own local to the Convention may be nominated. Titled officers are deemed to be accredited delegates and, therefore, are eligible to be nominated for office. A roll call vote of the accredited delegates shall be held and the two (2) nominees receiving the highest number of votes shall be declared elected in the primary election. No person may be nominated for any International office unless such person has been a dues paying member of the ILWU for at least five (5) years, including having worked as a rank-and-file worker under jurisdiction of the ILWU for at least two (2) years, or has been a dues-paying member of the ILWU for a period of at least ten (10) years. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire eligible International active membership for final election.

At the Convention, caucuses of the delegates from each geographical area shall be held at the time and place designated by the International President for the purpose of nominations and primary election of Executive Board members. The nominations and primary election of Executive Board members shall be conducted by each caucus in the same manner as such nomination and primary election are conducted for titled officers by the Convention, provided that no more than twice the number of Executive Board members to be elected from the respective area shall be declared nominated at the primary election. Executive Board members shall in no case be a candidate to succeed themselves unless they are accredited Convention delegates from their own local at the time of nomination. A referendum ballot shall be conducted for the election of Executive Board members in the same manner and at the same time as titled officers, provided that only eligible members of the local within each area designated by the Convention shall vote for executive board members for their respective area and provided further that, exclusive of titled offices, there shall not be over one executive board member from any one local. This restriction shall not apply to Local 142 in Hawaii. In Hawaii, there shall not be over one executive board member from any one industrial group in Local 142.

With respect to any primary election held at the Convention, such election shall be conducted by the International President, provided he/she is not a candidate for office. In the event the International President is a candidate for office, he/she shall appoint another International titled officer who is not a candidate for office to conduct the primary election. If all titled officers are candidates for office, the International President shall appoint an incumbent IEB member who is not a candidate for office, and if none is available then a credentialed Convention delegate who is not a candidate to conduct the primary election.

Each Convention delegate may vote for up to two (2) nominees in the primary election. A roll call vote shall be taken either by each affiliate or by individual Convention delegate within an affiliate as determined by the procedures of each affiliate.

A local may send as many delegates as it chooses to the International Convention. Delegates shall be elected by either secret referendum ballot of the entire eligible membership or by secret ballot at a regular meeting of the local, or where for geographical reasons meetings of the entire membership are not practicable, by ballots of regular meetings of its subdivisions. Nominating procedures for delegates shall be established by the local. Where a local has more than one division or unit, it is up to the local to allocate delegates among the divisions or units. A local's constitution and/or by-laws may provide that one or more officers of the local,

elected in a secret ballot election, are Convention and/or Caucus delegates. The credentials of delegates elected shall be signed by the President and Secretary of the local, must bear the seal of the local and certify that the delegate was elected as provided herein.

All credentials must be in the International Office thirty (30) days prior to the Convention.

The International determines, as provided in the ILWU Constitution, the number of votes allocated to each local based on the average per capita payments on union members in the prior calendar year (2008). The number of votes allocated to each local is provided in the Call To Convention, which is sent to each local. The International will send each of the locals copies of all resolutions, statements of policy, and Constitutional amendments for distribution to their delegates at least two (2) weeks prior to the beginning of the Convention.

All members in good standing of any affiliate of the ILWU shall be eligible to vote in the election in accordance with such affiliates established rules defining membership in good standing, as consistent with the International Constitution.

Pursuant to Rule 6.C of the ILWU Election Rules, which are an Appendix to the ILWU Constitution, any accredited delegate to the International Convention who publicly declares an intention to run for International office may request from the International Union a list of accredited delegates to the International Convention at any time within thirty (30) days prior to the Convention. A list of delegate names and addresses will also be available at the International Union for inspection but no copies are allowed.

Any accredited delegate to the International Convention who publicly declares an intention to run for International office may designate an individual to view on his/her behalf, the list of accredited delegates to the Convention with the following provisions: 1) The candidate signs a writing that names the designee; 2) the designee is an ILWU member in good standing; 3) the rules governing the inspection of the delegate list will apply to the designee; and 4) if the candidates designated representative inspects the delegate list, that shall constitute and exhaust the candidates permitted one inspection of the delegate list.

The custodians of the Convention delegate list are International Research Director Russ Bargmann, Executive Secretary Linda Kuhn and Manager, Accounting Dept. Karen Coffey, located at the ILWU Headquarters Building at 1188 Franklin Street, 4th Floor, San Francisco, California. For inspections, please first contact Russ Bargmann and only if he is unavailable, then ask for Linda Kuhn or Karen Coffey. Inspections of the delegate list may only occur during regular business hours between 9:00 a.m. and 1:00 p.m., and between 2:00 p.m. and 5:00 p.m., Monday through Friday.

Nominations and primary election for the offices of two (2) ILWU Coast Committeeman will take place during the Longshore Division Caucus, which will convene on Monday, June 15, 2009 and close on or about Friday, June 19, 2009. The Longshore Division Caucus will also be held at the Westin Seattle Hotel, 1900 Fifth Avenue, Seattle, Washington. The Longshore Division Caucus elected delegates may vote to decide such matters as the budget, any proposed increases of the Coast pro-rata and other fees as well as the policies and direction of the ILWU Longshore Division and ILWU Coast Pro-Rata Committee. All Longshore Division Caucus delegates have the right to nominate candidates for the position of Coast Committeeman. Nominations shall be from the floor and shall be conducted separately for each position. No person may be a nominee for more than one Coast Committeeman position. There shall be no limit to the number of nominees. No one not an accredited Caucus delegate from his or her own local may be nominated. An incumbent Coast Committeeman, who is deemed to be an accredited delegate by virtue of holding such office in the pending term, shall be eligible to be nominated for office. A roll call vote of accredited delegates will be held and the two (2) nominees receiving the highest number of votes shall be declared elected in the primary election. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire eligible Longshore Division membership for final election.

Publicly declared candidates for the position of Coast Committeeman have the right to inspect the list of accredited delegates to the Longshore Division Caucus at any time within thirty (30) days prior to the Caucus meeting. The procedures for inspection shall be the same as those provided with respect to nominations and primary elections held at the ILWU International Convention.

Building Stronger Units



The six Memorial Parks were named the Outstanding Small Units of the year. Accepting the award are: Abeleen Lau (Diamond Head Memorial Park) and James Toma (Mililani Memorial Park, pictured with Business Agent Larry Ruiz (l)).



The Outstanding Large Unit award was given to Love's Bakery. Unit chair Maurice Bisbee (r) accepted the award from Business Agent Shane Ambrose.



Dillon Hullinger (l) from Unit 4405 - Foodland Super Market Ltd. was named the Outstanding Leader. Foodland Business Agent Karl Lindo presented the award.

Oahu Division honors their workplace heroes

HONOLULU—Oahu Division recognized their outstanding units and leaders for 2008 at their Division Executive Board meeting on February 27, 2009.

The program, now in its ninth year, started in 2000. Business Agents nominate the outstanding and inspirational leaders from their units, discuss the merits of each nominee, and vote for the most deserving.

Outstanding Units

Three awards are given to outstanding units based on the size of the unit. Units are judged by their accomplishment in contract negotiation, contract enforcement, or noteworthy participation in Division and Local union programs.

Unit 4415 - the six memorial park units were named the **Small Units of the Year**. The units are Diamond Head Memorial Park, Nuuanu Memorial Park, Hawaiian Memorial Park Cemetery, Mililani Memorial Park & Mortuary, Oahu Cemetery Association, and Valley of the Temples Memorial Park. The memorial parks usually negotiate as a group, but Hawaiian Memorial was bought by a mainland company which wanted to negotiate separately. Valley of the Temples was in bankruptcy since 2005 and unable to find a buyer. Unit members still helped by sign-waving for political action.

Business Agents Shane Ambrose and Larry Ruiz explained how the members of each unit stuck together and, except for Valley of the Temples, were able to get a wage increase in negotiations.

Unit 4409 - Island Movers was named the **Outstanding Medium Size Unit** of 50 to 99 members. Business Agent Mike Yamaguchi accepted the award on the unit's behalf. Mike explained that no one from the unit could attend the meeting as an increase in business required members to work long hours. "They're on the job and enforcing the union contract," said Mike.

Unit 4402 - Love's Bakery was the **Outstanding Large Unit**. Business Agent Shane Ambrose talked about how the unit went through a big struggle when the

Japanese owners planned to shut down the bakery. The only way to keep the bakery open was for local managers to take over the company, but management also needed union members to agree to deep cuts in wages and benefits. The unit's negotiating committee negotiated a new contract and members voted to accept reduced wages and benefits to save their jobs. Maurice Bisbee, the unit chair for the last 12 years, said this was the first negotiations where he heard the word poverty. The choice was job or no job, but unit leaders still took a lot of flack from unhappy members. The unit leaders had to work hard to communicate with members.

Unit Leader of the Year

Unit leaders of the year participate in Division and Local union functions, are respected by members, have strong ability to lead and overcome significant challenges, and promote union programs.

Kenneth Ige, the chairperson of Unit 4412 - Servco Pacific Inc., was recognized as the **Unit Leader of the Year**. Business Agent Mike Yamaguchi explained how Kenneth taught him a lot about the industry and how the contract works in the automotive servicing industry. Division Director Dave Mori added that the unit did well in negotiations although auto companies are losing money and Servco had just laid off 42 union members. In return for giving the company more flexibility, unit members held on to their wages, benefits, and got better language on layoffs and separation pay.

Jose Miramontes from Unit 4405 - Hawaii Logistics received an honorable mention as the **Unit Leader of the Year**. Business Agent Shane Ambrose explained how Jose helped organize the loaders into the union. Jose works on the night shift with the loaders. Jose was able to get them to attend organizing meetings after they got off work at 3:00 a.m. in the morning.

Outstanding Leaders

Outstanding leaders participate in Division and Local union functions,

are respected by their members, are able to file and settle grievances, mobilize members, and promote union programs.

Dillon Hullinger from Unit 4405 - Foodland was named the **Outstanding Leader**. Dillon works as a produce clerk at the Kaneohe Foodland where he has 20 years of service. Business Agent Karl Lindo explained how Dillon had been a union steward but stepped up to become the unit's chairperson in 2002. Foodland Oahu has 16 stores which requires a strong network of union leaders. They did a great job in the last statewide negotiations in 2008. In accepting the award, Dillon thanked his business agents and the strong leadership of his unit executive board members, who were all women. Dillon explained he was the only male on the executive board and the women tell him what to do.

Gordon Young from Unit 4406 - Honolulu Advertiser was the runner-up **Outstanding Leader**. Newspapers all over the United States are losing business because of the Internet and are cutting staff or going out of business. After 18 months of negotiations, Advertiser members accepted a 10 percent wage cut. Throughout the long negotiations, which involved 5 other unions, Gordon stood his ground on union principles. Dave Mori added that the union needs even stronger leadership in bad times.

Inspirational Leader

Inspirational leaders set an example that represents the qualities of union principle, dedication, ingenuity, fellowship and unity.

Sam Ramirez from Unit 4305 -



Business Agent Brandon Bajo-Daniel presents Sam Ramirez with the Inspirational Leader Award of 2008.

Dole Wahiawa Plantation was honored as the **Most Inspirational Leader**. Business Agent Brandon Bajo-Daniel explained how Sam was always eager to learn as a new officer. Sam helped us a lot and was always available when called upon to help, said Brandon. Sam's help will be needed as the pineapple units go into negotiations this year.

Vivian McCoy, a retiree from Unit 4302 - Dole Cannery, was named the **Most Inspirational Retiree**. Business Agent Brandon Bajo-Daniel told how Vivian is always helping out with the pension club activities. Brandon suggested they shouldn't be called retirees because they never retire from helping the union and staying involved with their pension clubs. "I learn a lot from them and have a lot of respect for these kupuna," said Brandon. "We should make a movie about them and the amazing stories they tell about their working lives."

In recognition of Ah Quon McElrath's lifetime service to the ILWU and the community, the Inspirational Leader Award will be renamed the Ah Quon McElrath Award. ILWU Local 142 President Fred Galdones presented the award to Ah Quon's daughter, Gail Long. "The ILWU was blessed by God to give us AQ as one of our leaders—she did so much for all of us and our children," said Fred.

Gail urged the ILWU to continue to work on social justice issues beyond the economics of the work place. The ILWU remains one of a very few unions that take on both social and economic issues.

Rank and File Union

The Oahu Division Awards show how active union leaders on the job are essential to the ILWU as a rank and file union. The units and individuals honored by Oahu Division keep their members informed about the union, maintain social networks that bring members closer to the union, and mobilize members to stand united in tough economic times. These unit leaders are the everyday heroes who do so much for their fellow workers and help make the world better by their service.

Tips On Tips

Proven techniques to increase your tips - Part 3

Are you a tipping category hotel worker? Do you want to increase your tipping income by 10 to 30 percent?

Yes? Then read Michael Lynn's "Mega Tips: Scientifically Tested Techniques to Increase Your Tips." Lynn explains 14 methods that are proven to increase your tips.

Prof. Lynn has given us permission to reprint a few of his tips in each issue of the Voice In the Nov-Dec 2008 issue we printed Tip #7 - Repeat Customers's Order and #11 Smile.

"Mega Tips" can be freely downloaded from--www.hotelschool.cornell.edu/chr/pdf/showpdf/chr/research/tools/LynnMegaTipsFinal.pdf. Or call your ILWU Division Office or write to ILWU, 451 Atkinson Drive, Honolulu, HI 96814 and we'll mail you a copy.

Mega Tips #3: SELL, SELL, SELL!!!

In most areas of the United States, it is customary to tip waiters and waitresses 15 to 20 percent of the bill. National surveys indicate that about 75 percent of restaurant patrons do base their tips on a percentage of the bill. Thus, dollar and-cent tip amounts increase with bill size. In fact, a recent review of research on tipping found that bill size was *twice as powerful as everything else combined* in determining the size of tips left by different dining parties! This means that the best way for you to increase your tips is to increase your sales.

During a slow shift, sales can be increased through suggestive selling. Thus, during slow times you should recommend appetizers, liquor, wine, expensive entree selections, and desserts. Although some of you may already see the link between suggestive selling and check size, others will question their ability to substantially alter their customers' orders and expenditures.

A server's ability to up sell was addressed in an experiment by Suellen Butler and William Snizek. They ran a study in which a waitress at an upscale restaurant in the northeastern United States tried suggestive selling on alternate weeks of a six-week period. In the "suggestive selling condition," the waitress did the following things as described by the researchers:

Upon initial contact with the group the waitress suggested, "Would anyone care for a drink?" After consumption of the first cocktail, groups subject to manipulative treatment were asked to consider a second cocktail. These initial steps were followed by the waitress-researcher prompting the group for the dinner order by asking first who would care for an appetizer. During the process of ordering dinner, the waitress recommended certain items to undecided patrons. At this point the most expensive items were always promoted. The waitress checked back twice during the consumption of the main course ... at which time the waitress promoted further consumption of liquor. Finally, upon completion of the main course the waitress suggested dessert or after-dinner drinks.

Following these procedures increased the average tab by 23 percent (compared to when she did not suggest added items). That translates into a similar increase in tips. Thus, you can earn more money during a slow shift by practicing suggestive selling.

During a busy shift, however, suggestive selling may be counter-productive because add-on sales may increase the customer's meal duration and slow down table turnover. Your total tips at the end of the shift depend on your total sales. Since entrees are more expensive than appetizers and desserts, you should avoid suggestive selling of appetizers and desserts in favor of turning tables quickly as long as new customers are waiting to be seated. When turning tables is not possible, then sell more appetizers and desserts.

Mega Tip #4: Squat Next to the Table

Most servers stand throughout the service encounter. Instead, you should experiment with squatting down next to the table when interacting with your customers. Squatting down next to a table does at least three positive things: (1) it increases the congruence between your and your customers' postures; (2) it brings your eye level down to the customers' eye levels (which facilitates eye contact); and (3) it brings your face closer to the customers' faces. Research on nonverbal communication has found that these three factors, postural congruence, more eye contact, and greater proximity, are associated with greater rapport and liking. Consumers report that they tip friendly servers more than they do less-friendly servers, so squatting down to the table should increase tips.

Kirby Mynier and I tested this expectation at two restaurants in Houston. A Caucasian waiter at a Mexican restaurant and an Asian waitress at a Chinese restaurant, flipped coins to randomly determine whether they would squat down or stand during their initial visits to tables. Otherwise, the servers tried to treat all their tables identically. As expected, squatting down significantly increased the tips of both servers. The waiter received an average tip of \$5.18 (15%) when he remained standing throughout the service encounter, but he received an average tip of \$6.40 (18%) when he squatted down during his first visit to the table. The corresponding numbers for the waitress were \$2.56 (12%) standing and \$3.28 (15%) squatting.

Overall, the servers received approximately \$1.00 more from each table when they squatted than when they stood tip. This is a substantial payoff for a simple, low-cost behavior. Squatting down next to a table is too informal for fine dining restaurants, but if you work at a casual-dining establishment, you should squat down next to your tables or even pull out a chair to sit at the table when taking orders. Of course, you need to exercise some judgement about whether a given table will welcome such informality. However, the research described here suggests that these actions are generally welcome and will result in higher incomes for those servers willing to engage in them.

14 methods of increasing your tips

1. Wear something unusual (like a flower) - increases tip by 17% - Jan-Feb 2009 VOICE.
2. Introduce yourself by name - increases tip by 53% - Jan-Feb 2009 VOICE.
3. Suggesting drinks, appetizers, deserts - increases tip by 23% - Mar-Apr 2009 VOICE.
4. Squat next to the table - increases tip by 20-25% - Mar-Apr 2009 VOICE.
5. Touch your customers - increases tip by 22 to 42%.
6. Telling customers a joke - increases tip by 40%.
7. Repeat customers' orders - increases tip by 100% - Nov-Dec 2008 VOICE.
8. Call your customers by name - increases tip by 10%.
9. Draw on the check - increases tip by 18%.
10. Use check folder with credit card insignia - increases tip by 25%.
11. Big Smile - increases tip by 140% - Nov-Dec 2008.
12. Write "Thank you" on the check - increases tip by 13% - Jan-Feb 2009 VOICE.
13. Forecast good weather - increases tip by 18%.
14. Give customers candy - increases tip by 18-21%.

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Toll Free 888-256-3578 (neighbor islands)

Negotiations Update



Young Brothers Ltd. Honolulu port members listen carefully to a report on their tentative agreement before voting overwhelmingly to accept the settlement on February 27, 2009.



Young Brothers Ltd. union negotiating committee members are: (sitting, l-r) Michael Victorino Jr. (Kahului), Jonathan Kaaihue (Honolulu), Walter Rawlins (Molokai), Kevin Pupuhi (Honolulu), Willa Tancayo (Honolulu); (standing, l-r) International Vice President - Hawaii Wesley Furtado, Michael Park (Kawaihae), Unit 4201 (Longshore) Chairperson Nate Lum, Wayne Alonzo (Lihue), Rankin Gossert (Hilo) and Denis Mello (Honolulu).

Young Brothers settle strong contract; build union pride

HONOLULU—Members at shipping company Young Brothers, Ltd. have overwhelmingly ratified a new six-year agreement, which covers over 200 workers statewide. Members at the ports of Lihue, Hilo, Kawaihae, and Honolulu voted at meetings held on their island at the end of February; Molokai, Lanai and Maui members voted at a joint meeting held March 3 in Wailuku.

“These negotiations were characterized by awareness of the current economy and a recognition that workers’ jobs and hours needed to be protected,” said International Vice President - Hawaii Wesley Furtado, who served as union spokesperson along with Overall Longshore Unit Chair Nate Lum. “We called in professionals for advice on medical and pension issues, and research was done on previous bargaining,” said Furtado. “Also, having longshore leadership like Nate and Kimo Brown involved made the difference in reaching a contract that is moving in the direction of the industry. There were no threats of any job actions; it was pure hard work and strategic planning by the union committee.”

One of the main strategies developed by the committee was carefully looking at industry economics and the erosion of bargaining unit work.

“Technology keeps coming on and it can eliminate jobs it we’re not careful,” said committee member Rankin Gossert, who has 35 years of experience at the Hilo port. “To me, the substantial gain in this contract is in work jurisdiction. The members are going to have work. You can have a high hourly wage but that doesn’t matter if you’ve got no hours.” Committee member Willa Tancayo agreed. “The first thing we discussed was our job descriptions, and taking back our jurisdiction. Over the years, people got used to management doing bargaining unit work—which was actually taking dollars out of our pockets.”

New language was added to contract sections on seniority and temporary transfer, as well as Letters of Understanding on supervisors doing bargaining unit work, labor loaning, and new technology, in order to protect jurisdiction and work opportunity.

Another strategy was to shift from a narrow perspective in bargaining—where each port or department representative looked out for his or her own interests—to one where the members’ best interests as a whole, statewide, were emphasized.

“YB is made up of freight clerks, clericals, stevedores, mechanics, all with different salaries, hours, and schedules. But we changed our thinking to consider what what good for everyone, and considered everything from a statewide perspective,” said negotiating committee member Jonathan Kaaihue. Added committee member Kevin Pupuhi, “My goal at first was my own contract, the maintenance shop, but I realized that we had to be united in order to address the really important issues, like eliminating subcontracting.”

Standardization of work rules was an important goal. During the past two longshore industry negotiations, basic port work rules were standardized statewide, and that will be extended to Young Brothers with this contract.

Other improvements to the contract included wage increases in each year of the contract, adding skill differential pay, increasing the group life insurance benefit, increas-

ing retirement benefits, providing for a “stop-work” meeting every two months.

But, according to co-spokesperson Lum, the many improvements to the Young Brothers are not the only results of the 4-1/2 months of negotiations. “In negotiations, the amount of wages you get, the pension and other benefit improvements—those are important, but here what was most important was bringing the committee back to believing in the ILWU,” he said. “This was our greatest accomplishment with this contract—to educate the members to believe in their union, to act with integrity and come back to true union principles.” All of the negotiating committee members expressed a

renewed pride in being ILWU members, and a desire to share the feeling with their brothers and sisters back at their ports.

Also, securing a strong contract does not end the job of the negotiating committee, according to member Wayne Alonzo. “My responsibility now is to spread the word and teach the younger guys.”

Furtado expressed his respect for the work done by the committee, stating “The union negotiating committee was able to able to achieve a contract that protects what is most important for all workers at Young Brothers—stability, job protection, work opportunity, and elimination of discriminatory practices.”

Ritz Carlton Kapalua new contract

KAPALUA, Maui—A new four-year collective bargaining agreement was reached between the ILWU and the Ritz Carlton Kapalua Resort.

Wages will increase by eight percent for tipping workers and by 15.5 percent for all other workers. The first wage increase will take effect on December 1, 2008 and the second increase will take effect on June 1, 2009. Thereafter, wages will increase in December and June for non-tipped employees. Tipped employees will receive a one percent increase in December and June until December 2010. Thereafter, tipped employees will receive a two percent increase on December 1, 2020 and December 1, 2011.

Employees’ jobs will be protected and secured if the hotel is sold or managed by a new company. All employees will be transferred with no loss in seniority and will not be required to reapply for their jobs. If the employee is not offered a job in the same status and hours of work, the employee shall have the option of taking separation pay.

The hotel agreed to extend an understanding through 2009 that

employees will not be downgraded because of the slow economy if employees fail to work the required hours to maintain their status through no fault of their own. Employees may be downgraded if they do not make themselves available for work.

Improvements were also made in baggage handling charges, tour deliveries, service charges for meals, room service deliveries, valet parking fees, housekeeping premiums, housekeeping room credits, and vacation for tipping employees. A new sick leave fund will allow workers to use accumulated sick leave to supplement their benefits in case of disability lasting longer than 12 weeks.

The hotel will increase contributions to the ILWU Hotel Pension Trust fund and increase its matching contributions for employees in the hotel’s 401k plan.

Negotiating committee members were: Michael Spath, Amy Kawaguchi, Kaniela Palazzotto, Leo Reyes, Angela Rafaela, Tovia Tufuga, Business Agent Stephen West, and union spokesperson and Maui Division Director William Kennison.