



# VOICE OF THE ILWU

HONOLULU HAWAII  
LOCAL 142

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ADDRESS LABEL

Japanese visitors in Waikiki are urged to stay away from the Pacific Beach Hotel as Justice at the Beach supporters leaflet and demonstrate during the Golden Week holiday from April 29 to May 6, 2009. Union members from the Hawaii Ports Maritime Council, the Hawaii Carpenters Union, the Hawaii Government Employees Association, the International Brotherhood of Teamsters, the Hawaii Musicians Association, University of Hawaii Professional Assembly, and the Ironworkers Union turned out the support Pacific Beach Hotel workers during Golden Week.

## Boycott continues at Pacific Beach

“Don’t stay at a hotel that breaks the law. This hotel is unfair to workers. Boycott the Pacific Beach Hotel. Justice at the Beach!”

These were messages heard by Waikiki visitors as supporters from various unions and community groups leafleted and demonstrated at the Pacific Beach Hotel during the Golden Week holidays from April 29 to May 6, 2009. Over 4,000 leaflets were passed out to visitors from Japan, the US, Canada and Europe during the demonstrations.

The hotel draws most of its business from Japan, and Golden Week is one of the busiest seasons for Japanese overseas travel.

Japanese unions, including Service Rengo which represents travel agency workers, have been strong and vocal supporters of the workers’ struggle at the Pacific Beach Hotel.

Japanese travel bureaus such as JTB, Kintetsu International, and Nippon Travel Agency are unionized in Japan. The Japanese unions and the ILWU have met with the manag-

ers of these agencies and keep them informed about the on-going labor dispute with the hotel owners, HTH Corporation.

Since January 2002, workers of the Pacific Beach Hotel in Waikiki have been fighting for union recognition and a fair contract.

Over this seven year period, a majority of workers voted twice to organize into the ILWU. However, HTH Corporation, which owns the Pacific Beach and Pagoda Hotels,

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### IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, AFL-CIO, AND YOUR RIGHTS UNDER LAW

As a result of your current employment, you are eligible for membership in the International Longshore and Warehouse Union, Local 142, AFL-CIO. Union membership is a right and privilege to be proud of.

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union. Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and By-laws.

We believe that most people would want to become active members of the ILWU Local 142, and desire to fully participate in the affairs of their Union. Strong, active and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, by law, you also have the right to refrain from becoming an active member of the Union and you may elect to satisfy the requirements of a contractual union security provision by paying monthly dues and fees to the Union which reflect the representational expenditures of the ILWU Local 142. Please be advised: That 77% of funds were spent in our most recent accounting year (2008) for nonrepresentational activities (such as political activities, lobbying of issues not reasonably related to accomplish the union’s representational duties); that nonmembers can object to having their union security payments spent on such activities; that those who object will be charged only for representational activities; and that if a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, Hawaii 96814.

Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU Local 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections; and all other rights, privileges and benefits established for and provided for ILWU Local 142 members by its Constitution and By-laws.

We are confident that after considering your options, you will conclude that the right to participate in the decision making process of your Union is of vital importance to you, your family, and your co-workers, and you will complete and transmit your application for membership in ILWU Local 142. Thank you.

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## LEB Meeting Notice

The next Local 142 Executive Board (LEB) meeting is scheduled for Sept 4, 2009, in Honolulu at the ILWU building on 451 Atkinson Drive. The meeting begins at 9:00 a.m. ILWU members are welcome to attend as observers.

# Inside the Union

## International Convention to be in Seattle

Seattle, Washington will be the host city for the ILWU International Convention from June 8 to June 12, 2009. The Convention is the highest policy making body of the union and is held every three years, rotating through seven areas of the US and Canada where workers are organized by the ILWU.

Local 142 Hawaii will be sending about 120 delegates to the Seattle

Convention. Local 142 is one of over 60 local unions, the Inlandboatmen's Union of the Pacific, and ILWU Canada which make up the International ILWU.

The Convention sets policy for the International ILWU and nominates candidates running as titled officers or members of the union's executive board.

The election for titled officers and

executive board members will take place by mail ballots. All ILWU members should receive a ballot shortly after July 29, 2009, and must return the ballots by September 10, 2009.

Statements from candidates and detailed instructions for the mail-in ballots will be printed in the July/August issue of the *Voice of the ILWU*.

The Convention rotates through seven areas of the ILWU. In 2012 the Convention will be held in Southern California, then in Hawaii in 2015. Oregon/Columbia River will host the Convention in 2018, followed by Northern California in 2021 and Canada in 2024.

The Convention returns to Washington/Puget Sound/Alaska area in 2027.

## Local 142 Convention to run four days instead of five

**To reduce expenses during these tough economic times, the ILWU Local 142 Convention set for September 2009 will run four days instead of the usual five days.**

The Convention will be held at the Sheraton Waikiki Hotel in Honolulu.

In order to complete five days of work in four days, the Convention will schedule at least one night session and will adjourn later in the afternoon on Friday.

Neighbor island delegates will travel in the morning on Tuesday, Sept. 15, and the Convention is expected to be called to order at 11:00 a.m. Delegates will meet in committee sessions that afternoon and evening. Most committees should complete their work that evening.

On Wednesday, Sept. 16, the Convention will meet in general session from 9:00 a.m. to 5:30 p.m. Committees with unfinished busi-

ness must meet Wednesday evening to complete their work.

On Thursday, Sept. 17, the Convention will meet in general session from 9:00 a.m. to about 1:30 p.m. The shorter session gives the hotel time to set up the meeting rooms for the

banquet, which will be held Thursday evening.

The Convention may start at 9:00 or 10:00 a.m. on Friday, Sept. 18 and is expected to adjourn before 4:30 p.m. This allows enough time for Neighbor Island delegates to

return home on flights between 6:00-7:00 p.m.

Candidates for the Local president, vice-president, secretary-treasurer, and industrial grouping executive board members are nominated on Friday.

## ILWU took lead for cleaner air

EPA Administrator Lisa Jackson said in April 2009 that the United States and Canada have applied to the International Maritime Organization to create a 230-mile emissions control area around much of their coastline.

The move is intended to ensure the shipping industry does its part to improve the air quality of major

had to wait in line longer than 30 minutes to load or unload. The industry found an easy solution by moving one-third of their operations to off-peak hours, which greatly reduced traffic jams and pollution.

A 2003 report by the Pacific Institute found that residents near the Port of Oakland, California, are exposed to diesel particles that are

found that commercial ships emit almost half as much black soot into the air as the total amount released by the world's cars.

The study is the first to estimate the maritime shipping's total contribution to global air particle pollution based on direct emission measurements. The study estimate ships emit about 1,100 tons of particle pollution globally each year.

The study also found that tugboats were some of the worse polluters, emitting twice as much soot as any other vessel type. Air pollution from tugboats pose a greater risk to public health because tugs travel within ports, emitting potentially harmful particles near heavily populated urban areas.

Ship pollutants affect both global climate and the health of people living along coastlines, according to the study authors. The findings appeared on-line the week of Feb. 23, 2009, in the *Journal of Geophysical Research*.

"Since more than 70 percent of shipping traffic takes place within 250 miles of the coastline, this is a significant health concern for coastal communities," said lead study author Daniel Lack, a researcher with the NOAA-supported CU Cooperative Institute for Research in Environmental Sciences based at NOAA's Earth System Research Laboratory in Boulder.

Earlier research by one of the study's co-authors, James Corbett of the University of Delaware, linked particle pollution to premature deaths among coastal populations.

Numerous studies have associated fine particulate matter, mainly from diesel, with a variety of respiratory and cardiovascular problems, ranging from aggravated asthma to irregular heartbeats, heart attacks and early death in people with heart or lung disease.

In 2005, the California Air Resources Board estimated that 750 of 9,000 premature deaths caused by air pollution were caused by particles such as black soot.



seaport communities. Ships moving through the zone would be subject to the tougher emissions standards.

### ILWU took action years earlier

Since 2001, ILWU longshore locals in Southern California and other areas took action to clean up the air in and around the ports.

Ships idling their engines while unloading and loading emit slightly higher levels of toxic fumes than when cruising at sea. ILWU crane operators were getting the highest exposure as they sit over 100 feet in the air, close to the ship's smoke stacks.

Hundreds of trucks waiting to load and unload their containers also added to the air pollution around the ports.

In 2002, the ILWU raised the issue of air quality in negotiations with the Pacific Maritime Association.

In 2003, the ILWU successfully lobbied California for legislation that fined terminal operators if trucks

90 times more concentrated than the state average.

California legislation that took effect in 2007 now requires ships to switch to cleaner fuel within 24 miles of port and for container terminals to control diesel exhaust from tractors, yard trucks, cranes and forklifts.

### Maritime pollution

Large maritime vessels have diesel engines which can burn low-cost bunker fuel oil, but this fuel releases high levels of sulfur, nitrogen oxides, and black soot into the air.

Bunker fuel is cheap because it is basically the crud left over from crude oil after the gasoline and kerosene have been removed.

The amount of air pollution caused by container and passenger ships, ferries, and other maritime vessels was largely unknown until recently.

A newly released study led by the National Oceanic and Atmospheric Administration (NOAA) and the University of Colorado at Boulder

## Pacific Beach Hotel boycott

—continued from page 1

repeatedly violated the law and refused to bargain a first contract in good faith with the ILWU.

In December 2007, HTH fired workers who were among the most active union supporters and stopped negotiating with the ILWU. The company claimed the ILWU no longer represented the workers.

The local community was outraged over the anti-union actions of HTH management. Political leaders, Filipino organizations, and labor unions called for a consumer boycott of the hotel.

The ILWU filed numerous unfair labor practice complaints against the hotel with the National Labor Relations Board. In August 2008, after a long investigation, the National Labor Relations Board charged the hotel owners with 13 violations of the law.

Hearings over the charges started in November 2008 and concluded in February 2009. The Labor Board is expected to issue a ruling against the hotel soon.

# The Economy

## How Obama's stimulus program helps workers President Obama's economic recovery program will help working people in many ways.

- Extended unemployment insurance of up to 33 weeks in addition to state's 26 weeks.
- Extra \$25 a week in unemployment benefits.
- Pays 65 percent of the cost of health care coverage under COBRA.
- Reduced payroll tax beginning April 1, 2009.
- Tax cut for all taxpayers earning less than \$250,000 a year.
- Increase spending on scientific research in areas of health, basic math and science, and university-based research.
- Jobs for mass transit, park repairs, clean energy, energy conservation.
- Emergency loans to banks and financial institutions to encourage more consumer loans.
- Help for homeowners to prevent foreclosures.



### Hawaii's jobless rate qualifies state for longer unemployment benefits

In March 2009, Hawaii's unemployment remained above 6 percent for three months, qualifying the state for 13 weeks of additional unemployment insurance from the American Recovery and Reinvestment Act of 2009, which was signed into law by President Obama in February. Unemployed workers will now be eligible for as much as 59 weeks of unemployment benefits.

Hawaii's State unemployment rate reached 7.1% in March, but all Neighbor Islands had higher unemployment rates, ranging from 8.9 percent for Maui to 12.7 percent for Molokai. The U.S. national average was 8.5%. The March unemployment rate for Hawaii's most important sources of visitors were: California - 11.2 percent; Oregon - 12.1 percent; and Washington - 9.2 percent.

Unemployment Data for the State of Hawaii	2009	March	February
State Average	7.1	6.5	6.5
Honolulu	5.8	5.4	5.4
Hawaii County	10.2	9.1	9.1
Kauai	10.3	9.2	9.2
Maui County	9.0	7.9	7.9
Maui Island	8.9	7.7	7.7
Molokai	12.7	13.0	13.0
Lanai	9.1	7.7	7.7
U.S. Average	8.5	8.1	8.1

### Ineffective Bush security programs still in place

Following the attacks on 9/11 the Bush Administration rushed to implement a national security program that was supposed to prevent another terrorist attack on American soil. The program put in place by Bush was more to show the public that the government was doing something, then to provide real security.

One hundred percent of the passengers on commercial aircraft must go through screening, but screening of commercial cargo on the same aircraft was voluntary and only in 2009 was it required that 50 percent of the cargo be screened. Within the U.S., all-cargo carriers are supposed to screen heavy freight and private aircraft are supposed to follow security procedures. Surprisingly, the Transportation Security Administration (TSA) does not regulate foreign freight forwarders, or individuals or businesses that have their cargo shipped by air to the United States.

Instead, established shipping companies can be certified as "trusted shippers" and avoid inspections. Hundreds of ports have expensive radiation detectors and x-ray imaging devices, but many do not work as promised by their manufacturers, have a high rate of false positives, and do not detect new threats such as biological weapons.

While time and funds are wasted on the low risk posed by air passengers and dock workers, far greater vulnerabilities received less attention. Critical electric power grids, tunnels, bridges, rail lines, nuclear power plants, chemical plants, dams, and water supplies remain vulnerable. Funds to train and equip first responders have been cut. Building capacity to respond to emergencies and recover after a disaster is short-changed.

One hundred percent of dock workers must pass a security background check into their personal lives and must carry a TWIC card to go to work. However, only a fraction of incoming containers are inspected.

### Dole Pine members ok new contract

WAHIAWA—Oahu pineapple members ratified a new agreement with Dole Food Co. on May 1, 2009.

Only two companies continue to produce pineapple in Hawaii, Dole and Maui Pineapple. Del Monte shut down all of its Hawaii operations in 2007.

Hawaii once produced most of the world's pineapple and can be considered the birthplace of the modern pineapple, which is now grown and eaten all over the world.

The sweet, golden pineapple which dominates the fresh fruit market and is grown worldwide are direct descendants of the MD-2 pineapple variety created in Hawaii. The genetic content of this pineapple was discovered in the laboratories of the Hawaii Pineapple Research Institute after years of cross breeding and experimentation.

It was in Hawaii that engineers invented the ginaca machine which peeled and processed the pineapple for canning.

Hawaii perfected the technology to ripen and harvest the fruit throughout the year and developed the cultivation methods which maximized yields.

According to data from the Food and Agricultural Organization of the United Nations, the most popular fruits are mangoes, bananas, oranges, pineapple.

Dole Food Company union negotiating committee members were: Jimmy Barreras and Matthew Rodrigues (Dole Fresh Fruit); Avelino Martin and Sam Ramirez (Dole Plantation); Business Agent Brandon Bajo-Daniel and spokesperson Fred Galdones.

### ILWU Division Offices

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(Honokaa) - 775-0443

Maui - 244-9191

Kauai - 245-3374

Oahu - 949-4161



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# Your union contract protects you when you're sick, injured and unable to work

Many ILWU members pay little attention to the sick leave benefits provided by their union negotiated contract. They get sick, and they get paid sick leave benefits. When they get well, they return to work. Most members know they earn a certain number of sick days every year, and unused sick leave may be "banked" or accumulated and used in the future if needed.

Consider yourself lucky, because half of the blue collar workers like yourself in private industry do not have paid sick leave benefits.

If they get sick and stay home, they receive no pay. If these workers have no union, and their injury keeps them out of work for several weeks, they may lose their medical coverage. There is even no guarantee they will be put back on their schedule or have a job when they return to work.

None of this would happen to you

because most ILWU contracts provide sick leave benefits and protect your job rights in case of a longer illness or injury. Suppose you fall out of a tree while picking mangos. You break your leg and will be out of work for two months or eight weeks.

You have 15 days of sick leave, which will only last 3 weeks. But temporary disability insurance will pay 58 percent of your wages for the next 5 weeks. After 8 weeks, your leg is healed and you return to work to your same job

and schedule, because your seniority was protected.

ILWU negotiated contracts provide a series of benefits which are designed to work together to protect you and your family in case of a long-term illness or major disability. Most of these benefits come directly from your union contract. Some of these benefits are the result of the union's political action program which worked to pass state laws that protect workers.

Sick leave benefits, the right to accumulate unused sick leave, and temporary disability insurance are designed to work together to replace some of your wages for at least 6 months. If your contract includes long-term disability insurance, you could receive income for 5 years or longer.

Many ILWU contracts require your employer to continue your medical plan coverage while you are sick or disabled. Most hotel contracts, for

example, will continue your medical plan coverage for 12 months of disability. Some contracts require you to pay your medical premiums the next month after your disability so make sure you know what your contract provides.

Your seniority is also protected in case of a long-term disability. Some contracts protect your seniority for 12 months and some maintain your seniority for 36 months which may be extended if the employer and union agrees. By maintaining your seniority, you have the right to return to work in the same or similar job.

This story used examples from many different ILWU contracts, which may not apply to your workplace. Please read the latest copy of your union contract and talk with your union representatives to learn what your rights and benefits are for your workplace.

## Common benefits that protect you when sick, injured

### Continuation of Medical Benefits

All ILWU contracts require your employer to continue your medical plan coverage while you are receiving sick leave benefits. However, if you run out of sick leave or your illness or disability continues for longer than one month, there are usually limits on how long your employer must continue to pay for your medical plan.

Many ILWU contracts, such as hotels, will continue your medical plan coverage for up to 12 months of disability. Other contracts may continue your medical benefits for a few months. Some contracts may require you to pay the full cost of your medical plan the next month after you exhaust your sick leave. This information is often found in different sections of your union contract. Check the sick leave, seniority, and medical plan sections of your contract.

If you lose your medical benefits because of a long-term disability or illness, the law gives you the right to remain in your employer's medical plan. The law is called COBRA, but you must pay the full cost of the medical plan and may be charged an additional two percent for administrative costs.

### Family Medical Leave Act (FMLA)

... and the Hawaii Family Leave Law. These are laws that were passed because of union political action. The federal Family Medical Leave Act applies to companies with 50 or more employees and provides unpaid leave. The Hawaii Family Leave Law applies to companies with 100 or more employees, which includes management and all locations of the company in the State of Hawaii. The Hawaii law requires an employer to allow you to use up to 10 days of sick leave or paid time off benefits for family leave purposes. Both laws prohibit any loss of employment benefit and would not count under the so-called "no fault" absentee



policies. You are required to tell your employer you are taking Family Leave and the leave must qualify as under the law—for the birth or adoption of a child, to care for a family member with a "serious health condition", or for your own "serious health condition."

You should talk with your union representative if you have questions or need help with this benefit.

### Long-Term Disability Insurance (LTDI)

Many ILWU contracts provide a Long-Term Disability (LTDI) benefit. This is an insurance plan that continues to pay you a monthly income after your Temporary Disability Benefits are exhausted. Payments would start after 26 weeks of continuous disability and continue up to age sixty-five (65) in case of an accident or five (5) years in case of an illness. The monthly income benefit is sixty percent (60%) of your monthly straight time earnings. Some plans have a maximum

monthly benefit of \$1000 a month.

### Sick Leave Benefits

These benefits are defined by your union contract. This section of your contract will define whether there is a waiting period and other rules about how your sick leave plan works, such as whether a doctor's paper is required.

This section will spell out how many days of sick leave you earn each year and how many days you may accumulate and save for future use. Some contracts will allow you to switch to sick leave if you get sick while on vacation.

### Seniority

Seniority rights are defined in your union contract. Seniority refers to your length of service with the company and may be further defined as time worked in your job classification or status as a full-time or part-time worker. Every contract usually has a section on seniority, but other sections of the contract may also

define your seniority rights. For example, medical plan payments may be under the contract section dealing with medical plans and work opportunity by seniority may be in the hours and overtime section of the contract.

### Temporary Disability Insurance (TDI)

Union political action led to the passage of this law in 1969. This is a wage replacement benefit that pays at least 58 percent of your wages (up to a maximum weekly payment of \$510 for 2009) lost because of off-the-job illness or injury. Benefits start from the eighth day of disability and can last up to 26 weeks per benefit year. Hawaii State law requires employers to provide TDI benefits or have a sick leave plan which provides the equivalent benefits. The maximum weekly benefit amount of \$510 for 2009 is based on the State's average weekly wage which the state updates each year.

Many ILWU contracts require you to exhaust your current and accumulated sick leave benefits before you receive TDI benefits. Some ILWU contracts will combine your sick leave and TDI benefits to give you 100 percent of your wages—58 percent from TDI and 42 percent from your sick leave—until your sick leave runs out. ILWU Longshore contracts provide sick leave benefits which meet the requirements of the TDI law. Check your ILWU contract for the details of your benefits.

If you work for more than one employer, you may be eligible to receive TDI benefits from each employer. There are some eligibility requirements such as working a minimum of 14 weeks for 20 or more hours in the 52 weeks before your disability. You may be required to have a doctor's paper and file a form TDI-45, "Claim for TDI Benefits", within 90 days from the start of your disability.

Injury or illness caused by work would be covered under Workers' Compensation and not under TDI. You should report

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# No sick leave for many U.S. workers

**One out of every three American workers do not have paid sick leave. This is a little over 50 million workers. If these workers get sick and stay home, they receive no pay.**

Many will continue to work when they're sick, and spread their illness to fellow workers and customers.

Every year, the U.S. Department of Labor's Bureau of Labor Statistics puts out a National Compensation Survey on employee benefits provided by U.S. employers. The March 2008 survey found that only 11 percent of state and local government workers do not have paid sick leave, but that jumped to 39 percent in private industry. This averages out to 35 percent of all American workers who have no paid sick leave.

Most of these workers are part-time—72 percent of part-time workers do not have sick leave, but

25 percent of full-time workers also don't get paid when they're sick. The industries with the highest numbers of workers with no sick leave benefits are: construction with 68 percent; hotels and restaurants with 66 percent; and office cleaning and waste services where 63 percent have no sick pay.

Workers who are most likely to have sick leave benefits are managers, professionals, teachers, hospital employees, and unionized workers.

### No national law

The United States is one of only a handful of countries that does not have a national law that requires paid

sick leave. Instead, the United States leaves it up to private business to voluntarily provide sick leave, for unions to negotiate this benefit into their collective bargaining agreements, or for states and cities to pass laws at the local level.

The U.S. did pass the Family Medical Leave Act in 1993, but this only provides the right to take **unpaid** leave for certain family events or medical conditions that qualify as "serious health conditions."

Only a handful of states (California, Hawaii, New Jersey, New York, and Rhode Island) and the Commonwealth of Puerto Rico require some kind of sick leave benefit or temporary disability benefit by law. More recently, the cities of San Francisco, Washington, D.C., and Milwaukee have passed mandatory sick leave laws. In 2008, a number of states came close to enacting mandatory sick leave laws.

The 2007 "Work, Family, and Equity Index" produced by the Institute for Health and Social Policy of McGill University of Montreal, Canada compared work and family policies of 177 countries. The United States lagged far behind the world in laws that protect working families—169 countries have guaranteed leave with pay for women in connection with childbirth; 145 countries require paid sick days for illness; 137 countries mandate paid annual leave; 134 countries fix a maximum length of the work week; 126 countries provide a mandatory day of rest each week; and 107 countries protect working women's right to breastfeed their infants.

**To see the full study visit:**  
<http://www.mcgill.ca/files/ihsp/WFEI2007.pdf>

## Many countries have far better leave benefits than U.S.

Workers in most of the advanced, industrial countries have benefits that far exceed those of the United States.

These countries have national social insurance that is funded by taxes on employees and employers like our Social Security. However, unlike our limited Social Security benefits, the national social insurance programs of other countries provide a much wider range of benefits which often includes sick leave, family leave, health care, pension, and unemployment pay.

We'll use Norway as an example,

since their employment laws are available in English. Other Western European countries have very similar benefits.

### Norwegian worker benefits

**Sick leave** is paid by employer from day 1 to day 16. Then by National Insurance Scheme for up to 260 days.

**Care for sick child** up to 12 years old - 10 days per year for one child, 15 days for two or more children per eligible spouse. 10 additional days for

chronic illness or disabled child up to 18 years of age. Employer pays first 10 days. National Insurance pays for the remaining days.

**Maternity benefits** is 100% pay up to 44 weeks or 80% pay up to 54 weeks. Mother must take 4 week prior to birth and 6 weeks after birth. Father gets 6 weeks. Remaining 28 weeks is shared between parents. Can be used up to age 3 of the child.

**Unemployment** pay is based on income but comes to about 62.4% of

pay. Unemployment is paid for at least 52 weeks and up to 2 years if you earned more than \$19,650 in the previous year.

Child allowance of \$5,800 a year for child under 3 with no subsidized day care. In addition, Norway's Annual Holiday Act requires employers to provide 21 holidays a year. Most employees, through their union contracts, get 25 days a year. Persons over age 60 get an additional one week of holidays.

## Low taxes leads to inferior social benefits

U.S. workers and U.S. corporations pay among the lowest taxes compared to the richer, developed countries. As a result, U.S. workers have some of the worst sick leave, family leave, and maternity benefits.

When workers in the U.S. lose their jobs, they lose their medical coverage. This doesn't happen in other countries where national insurance pays for medical benefits.

In many countries workers and employers pay higher taxes but this pays for health care, sick leave, vacations, retirement, family leave, unemployment benefits, and much more. See stories above.

U.S. personal taxes averaged 11.8 percent of their income in 2007 and are lower than 17 other countries and much lower than the 16.2 percent average of the 30 member countries of the Organization for Economic Cooperation and Development (OECD). OECD countries have market economies and representative democracies similar to the United States.

The 11.8 percent is for a married couple with one wage-earner and two children. It includes federal, local, and social security taxes. It also counts tax rebates and cash benefits received by the family of four.

The highest personal tax is in Turkey and Denmark, where the

same couple above would pay about 30 percent of their income in taxes.

The tax rate increases considerably for a single person with no children. It averaged 24.5 percent in the U.S., which is a little lower than the 26.6 percent average of the 30 OECD member countries. The highest tax average was 43 percent in Germany and 42 percent in Belgium for a single person with no children.

### US social security taxes low

All but one OECD country requires employers to pay social security or national insurance taxes on behalf of

each employee.

The U.S. pays 7.8 percent of payroll towards social security, which is among the lowest of the OECD countries. The average employer payment for social security taxes is 18.7 percent of payroll.

Twenty-five countries pay more than the U.S. French employers pay the most at 42 percent of payroll, followed by the Czech Republic at 35 percent and Hungary at 34.6 percent.

U.S. workers paid an average of 7.7 percent of their wages for social security, which is much lower than the average of 10.7 percent for all

OECD countries.

Workers in Germany, the Netherlands, and Poland paid the highest social security taxes, with Polish workers paying the most at 24.7 percent of their wages.

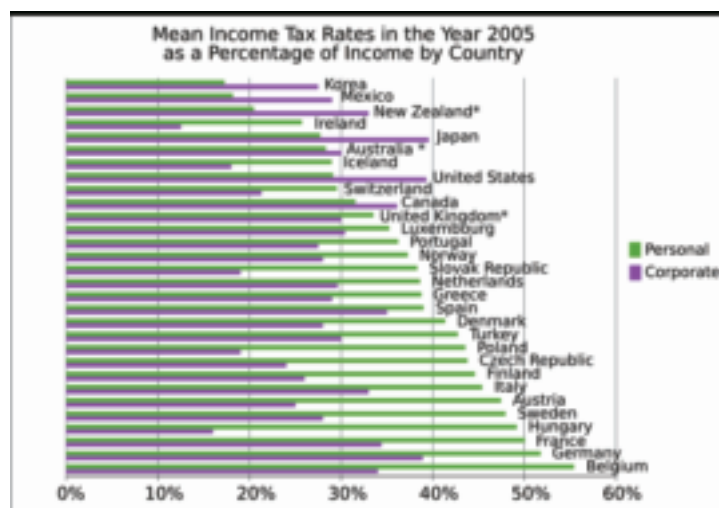
### US corporations pay less

The U.S. corporate tax rate of 39 percent is the second highest next to Japan. However, U.S. corporations actually paid below average taxes of about 25-27 percent by using tax breaks and other strategies to shelter their profits and avoid the 39 percent tax rate.

The U.S. Treasury Department revealed how U.S. companies avoided high taxes in a July 2007 paper on Business Taxation and Global Competitiveness.

The Treasury Department found that larger corporations shifted their income to overseas affiliates in low tax countries and both large and small corporations passed income to their owners where it would be taxed at the lower 28 percent personal tax.

Between 2000 and 2005, U.S. corporate taxes was 2.2 percent of the Gross Domestic Product (the sum of all economic activity in the country). The average for the 30 mostly rich member countries of the Organization for Economic Cooperation and Development was 3.4 percent.



\* Country in which the tax year is not the calendar year. Source: Organization for Economic Cooperation and Development, Tax Database. <http://www.oecd.org/ctp/taxdatabase>

# Tips on Tips

## Proven techniques to increase your tips, part 4

**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's has given us permission to reprint a few of his tips in each issue of the Voice of the ILWU.**

### #8: Touch Your Customers

Touching is a powerful form of interpersonal behavior that can communicate affection, appreciation, aggression, dominance, social support, or other meanings, depending on the context in which it occurs. In commercial settings, casually touching customers has been shown to increase the time they spend shopping in a store, raise the amounts that they purchase, and make their store evaluations more favorable. These positive effects suggest that being touched may also increase the tips that customers leave their servers.

April Crusco and Christopher Wetzel tested this possibility at two restaurants in Oxford, Mississippi. Three waitresses at two restaurants randomly assigned their customers to one of three touch conditions. Customers either were not touched at all, were casually touched on the shoulder once for about one-and-one-half seconds, or were casually touched on the palm of the hand twice for about half a second each time. All touches occurred as the waitresses returned change to their customers at the end of the meal. Eye contact was avoided during this process.

The effects of the touch manipulation were significant. Customers left an average tip of 12 percent when they were not touched, as compared to 14 percent when they were touched once on the shoulder and 17 percent when they were touched twice on the palm of the hand. Subsequent research conducted by various other researchers has demonstrated that: (1) casually touching customers increases the tips of both male and female servers; (2) touching increases tips more when waitresses touch the female members of mixed-sex dining parties than when they touch the male members of those dining parties; and (3) touching increases the tips of young customers more than those of older customers.

The results of these studies suggest that you should reach out and briefly touch your customers. Many will feel uncomfortable with this recommendation, fearing that customers might object to being touched. However, the research suggests that touching customers can be done without upsetting them.

Here's how to touch customers in the safest manner possible. First, touch the customer when placing the check on the table. This provides an excuse for the touch while at the same time drawing the customer's attention away from the touch. Second, touch the customer on the shoulder rather than on other parts of the body. The shoulder is a less-private zone than most other parts of the body. Also, the shoulder is easily accessible when the customer is seated at the table, so it can be touched quickly and naturally.

Finally, touch the customer for only a second or two. Brief touches are less intrusive than longer touches and research has found that they work as well as longer touches in increasing tips. However, don't worry that you might accidentally go beyond the two-second guideline, because researchers have found that even four-second touches are well received and increase tips. Additionally, touches can affect behavior even if they are not noticed by the person being touched. So, relax and touch your customers briefly on the shoulder when delivering the check. Doing so will not upset them. On the contrary, it will make them think you are friendlier and that the service is better. It will also earn you larger tips.

### #9: Tell a joke, entertain your customers

People go to restaurants for entertainment as well as for food. That is why restaurants have a long history of hiring musicians and singers to perform in their dining rooms. It is also why recent years have seen the creation and spread of a whole new class of "eatertainment" and theme restaurants, such as Chuck E. Cheese, Hard Rock Cafe, Planet Hollywood, and Rainforest Cafe. Regardless of whether you work in one of these theme restaurants, your customers have come to be entertained, and that desire gives you an opportunity to earn larger tips. I'm not necessarily talking about singing or dancing, but research indicates that servers who recognize and satisfy their customers' needs for entertainment are tipped more than those who do not. In one study conducted in France by Nicolas Gueguen, waiters and waitresses at a bar gave half their customers a card with the following (admittedly weak) joke written on it:

An Eskimo had been waiting for his girlfriend in front of a movie theatre for a long time and it was getting colder and colder. After a while, shivering with cold and rather infuriated, he opened his coat and drew out a thermometer. He then said loudly, "If she is not here at 15, I'm going!"

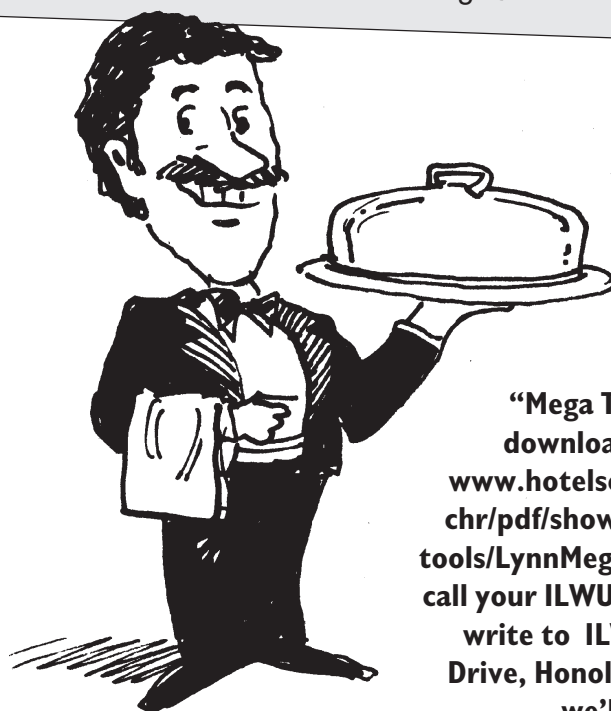
Forty-two percent of those customers receiving the joke card left a tip as compared to only 25 percent of those not getting the joke card. Moreover, those customers who did tip left more in the joke-card condition (average tip of 23 percent) than in the no-card condition (average tip of 16 percent).

In another study conducted by Bruce Rind and David Strolirrietz, a New Jersey waitress gave half of her customers a card with the following words:

FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF MANY YEARS.

She encouraged the customers to count the number of "Fs." Most people tend to miss the Fs in the words "OF" because they are pronounced "V." Thus, customers were often surprised when the waitress told them the correct number of Fs was six. They also gave her larger tips than those customers not given a card—an average tip of 22 percent versus an average tip of 19 percent.

As these studies testify, you don't have to be Robin Williams or Kelly Clarkson to entertain your way into a bigger tip. So, collect jokes or simple puzzles to share with your customers and let the entertainment begin!



"Mega Tips" can be freely downloaded from--<http://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.

# Building Stronger Units

## Oahu Division executive board open to all members

To encourage more membership attendance, Oahu Division has turned their monthly executive board meetings into an event that features a productive meeting, education, food, and fellowship.

The evening starts at 6:00 pm every fourth Friday with dinner, which is hosted by a different unit each month. The March meeting will be hosted by the Hawaii Logistics unit, the April meeting will be hosted by the Love's Bakery unit, the May meeting by the Pepsi unit, and so on.

The actual meeting starts around 7:00 pm. Oahu Division works hard to make the business portion of their meeting interesting. Instead of long reports, each business agent talks about a few of the major developments in the units they service. More details are contained in their written reports,

Month	Subject	Speaker	Sponsoring Unit
April 24, 2009	Family Medical Leave Act	Wage & Hour	Love's Bakery
May 22, 2009	Legislative Report	Legislators	Pepsi
June 26, 2009	Grievance Handling <i>(This meeting will be held at the Wahiawa Recreation Center. All other meetings are at 451 Atkinson Drive)</i>	Bill Puette	Pineapple Units
July 24, 2009	Retirement Planning	Charles Furuike	Sack N Save, Cemeteries
August 28, 2009	Workers Compensation	ILWU Attorney	Foodland/Airport Hotel
September 25, 2009	Living Trusts/Wills	To Be Announced	Island Movers
October 23, 2009	Just Cause	Michael Murata	Servco
November 20, 2009	The Union Difference	AFL-CIO	Honolulu Advertiser
December - No Meeting			

which are made in the form of a newsletter.

Oahu Division Director Dave Mori runs an orderly meeting and the business part is usually completed by 8:00 pm. This leaves an hour for a guest speaker and educational programs on topics such as the Family

Medical Leave Act, grievance handling, and workers compensation.

The formal program ends around 9:00 pm, leaving time to talk stories and fellowship with your union brothers and sisters.

Oahu will hold their June meeting at the Wahiawa Recreation Center,

which will be hosted by pineapple unit. All other meetings will be at the ILWU Hall on 451 Atkinson Drive in Honolulu.

So mark your calendars and get involved with your union—plan to attend the next Executive Board Meeting on your island.

**Monthly Division Board Meetings: Hawaii - Last Friday; Maui - 3rd Wednesday; Kauai - 2nd Wednesday; Oahu - 4th Friday.**

## ILWU built on principles of rank-and-file unionism

The principles of ILWU rank-and-file unionism were tried and tested in the battle to organize the union during the 1946 sugar strike.

These principles were written down in this manual on the ILWU Steward on the Job in 1947. These principles proved successful and helped the union win the 1947 pineapple lockout, and the 1949 longshore strike.

The struggle to build the union in sugar, pineapple and longshore produced a generation of exceptional

ILWU leaders who ran their units and the union from 1946 to around the mid-1970s. This group of leaders learned how to organize their units, set up stewards' councils, and educate job stewards with manuals like this one. The manual was their guide, but they would learn much more through on-the-job training and from each other.

They trained the next generation of leaders by their example and through on-the-job experience of handling grievances and organizing

the union on the job. More importantly, they passed on the culture of rank-and-file unionism that was unique to the ILWU.

The second generation began taking over leadership of the union in the 1980s. By 1986, only four of the original leaders remained. By 1990, all the original ILWU leaders had retired.

By the year 2003, the second generation of leaders had retired and the ILWU was being run by a third and fourth generation of union

leaders. Some of these leaders had the good fortune of being taught about ILWU unionism from the old-timers or came from units that still operated as democratic, rank-and-file organizations. However, many of these fourth generation leaders lacked the experience and knowledge of the operational principles of ILWU rank-and-file unionism.

This is why we return to the manuals which taught ordinary workers to build the most successful and powerful union in Hawaii.

# Leadership Changes in ILWU 142

**This is a snapshot of the top leadership within the ILWU. From 1948 to 1976, the union was led by the same group of people who rose as leaders in the struggle to build a rank-and-file, democratic union. They gained their experience during the 1946 sugar strike, the 1947 pineapple lockout, and the 1949 dock strike. Business agents are not shown here, but they are also the same group of leaders who rose to leadership within their units and are elected as business agents.**

By 1982, the first generation begins to retire and a second and third generation begin rising to leadership within the union. These people were not part of the original struggle to build the union, but were mentored by the first generation or came out of struggles in their own industries such as pineapple, automotive, and bakeries. By 2003, the first generation has retired and the union is led by the next generation of leaders.

	1948	1954	1964	1976	1982	1986
<b>Local Officers</b>						
President	Antonio Rania	Antonio Rania	Carl Damaso	Carl Damaso	Eddie Lapa	Eddie Lapa
Vice Pres	Constantine Samson	Constantine Samson	Constantine Samson	Eddie Lapa	Fred Paulino	Fred Paulino
Sec-Treas	Saburo Fujisaki	Newton Miyagi	Newton Miyagi	Newton Miyagi	Newton Miyagi	Guy Fujimura
<b>Division Directors</b>						
Hawaii	Kenji Omuro	George Martin	George Martin	Yoshito Takamine	Yoshito Takamine	Yoshito Takamine
Maui	Thomas Yagi	Thomas Yagi	Thomas Yagi	Thomas Yagi	Thomas Yagi	John Arisumi
Oahu	Justo de la Cruz	Justo de la Cruz	Jose Corpuz	Jose Corpuz	Jose Corpuz	Jose Corpuz
Kauai	Robert Kunimura	Mitsuo Shimisu	Takumi Akama	Abe Palacay	Dyna Nakamoto	Dyna Nakamoto
<b>Staff</b>						
Regional Director	Jack Hall	Jack Hall	Jack Hall	Bob McElrath	Thomas Trask	Thomas Trask
Education	Dave Thompson	Dave Thompson	Dave Thompson	Dave Thompson	Guy Fujimura	Mel Chang
Public Relations	Bob McElrath	Bob McElrath	Bob McElrath	Sabu Fujisaki	Sabu Fujisaki	

# News Around the Union

## Maui Division awards recognizes outstanding units and leaders



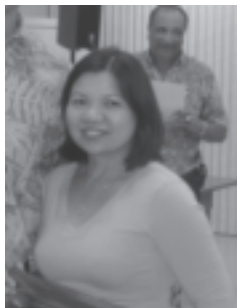
Unit Chairpersons recognized for outstanding service in 2008 were Francis Kamakaokalani of Unit 2406 - Ameron (left) and Flora Vila of Unit 2509 - Four Seasons Lanai Resort (right).



Recognition of Unit Leadership Awards (female) were given to Linda Fernandez of Unit 2509 - Four Seasons Lanai Resort, pictured with Business Agent Teddy Espeleta (left), and Victoria Cabading of Unit 2505 - The Westin Maui (right).



Recognition of Unit Leadership Awards (male) were awarded to Cyrus Kodani of Unit 2516 - Hyatt Regency Maui, pictured with Business Agent Steve Castro, and Douglas Cabading of Unit 2306 - Maui Pineapple Co. (not pictured).



Lourdes Rivera of Unit 2505 - The Westin Maui receives one of the Unit Member Recognition Award (female) while Division Director William Kennison serves as M.C. Perlita Manlansing of Unit 2520 - Grand Wailea Resort (right) also received the Unit Member Recognition award.

Lehua Clubb (photo at left) accepts the Recognition of Unit, 301-500 Members Award from Business Agents Steve West and Delbert DeRego.

**Other Unit Recognition Awards were:**

- Outstanding Unit, 1-100 Members—Unit 2406 - Ameron, Hawaiian Cement, Maui Blocks and Walker Industries
- Outstanding Unit, 101-300 Members—Unit 2107 - HC&S Clerks/Technicians, Maui County FCU, Maui FCU, Maui Pineapple Co. Ltd. Clerks, and Valley Isle Community FCU
- Outstanding Unit, 501 or More Members—Unit 2516 - Hyatt Regency Maui.

**Other individual awardees included:**

- Recognition of Unit Member (male): Kelly Ruidas and Robert Zahl, both of Unit 2101 - HC&S Co.
- Recognition of Retiree: Ruby Yoshisato and Julia Davis, both of Unit 2306 - Maui Pineapple Co.

### VEBA Trust Benefit Statements

If your unit voted to participate in the ILWU VEBA Trust, you should have received a “Benefit Statement” that shows how much was contributed on your behalf for 2005, 2006 and 2007.

*This is not a bill.* It shows you how much was contributed and where the gaps in contribution are. If you don’t have at least \$36 credited to you each year, you may want to make a payment to bring your account up to date. Contact the plan administrator, Pacific Administrators, Inc., at 441-8600 or 1-888-520-8078 for more information.

A VEBA Handbook of Benefits is also available at each Division. Call the Division Office or your Business Agent to obtain a copy. The handbook includes forms for “Continuation of Required Contributions” if you leave your unit and for “Supplemental Contributions” to add to your account.

One member who has made Supplemental Contributions is **Eddie Sekigawa** of Island Movers. An active member of his unit, Eddie also served on the Local Executive Board. Eddie said he sent in a check for \$500 as an “investment in my future.” While he has some years to go before he reaches retirement age, Eddie as a wise member is already planning for his retirement. He said, “We should all plan for our future. Saving and investing just makes sense.”

If you’d like to add to your VEBA account, complete the Supplemental Contribution Form in your handbook and send in your payment. You can do this at any time.

### Maui Division shares ILWU history with visiting students from China

Students from China visiting Iao Elementary School on Maui get a lesson on ILWU history from Business Agent Steve West.



### Your Division board meetings

All ILWU members and retirees are welcomed and invited to attend their monthly Division Executive Board Meetings, which are held on the islands of Hawaii, Maui, Kauai and Oahu.

This is a good opportunity to meet your fellow union members and hear reports on the work of your union. You can also ask questions and share your ideas on how your union can improve its work. Some Divisions have educational programs and guest speakers at these meetings. On Oahu, they’ll also provide some good food.

At right are the dates, times, and locations of these meetings.

- Maui - 3rd Wednesday of the month, 6:00 pm, Wailuku ILWU Hall Lower Main St.
- Hawaii - Last Friday of the month, 6:00 pm, alternates between Honokaa ILWU Hall and Hilo ILWU Hall.
- Kauai - 2nd Wednesday of the month, 6:30 pm, Union Hall in Lihue.
- Oahu - 4th Friday of the month, 6:00 pm, 451 Atkinson Hall in Honolulu.