



# VOICE OF THE ILWU

HONOLULU HAWAII  
LOCAL 142

Volume 48 • No. 2

The VOICE of the ILWU—Published by Local 142, International Longshore & Warehouse Union

March-April 2008

## Health & welfare fund gives union handle on medical costs

ADDRESS LABEL

Love's Bakery and Hawaiian Commercial & Sugar Company on Maui have agreed to be the first companies in the start up of the ILWU General Health and Welfare Trust Fund. If all goes according to schedule, the companies will begin making contributions to the fund in April and medical coverage for employees will begin on May 1, 2008. Two Hawaii Division units are already lined up to join the the fund.

The Trust Fund gives both the employer and the union more control over medical costs. The employers and union select an equal number of trustees who set policy and oversee the operation of Fund.

The General Fund will start with an enrollment of about 1,000 people. The size of this group allows the Fund to spread out the risks of high cost medical claims and the cost of administration. It also gives the Fund the leverage to negotiate better prices from health care providers. These advantages enable the Fund to provide medical benefits at a lower price.

The cost savings can be substantial for small employers, who usually pay much more for medical benefits than large companies. Two-thirds of the

200 units in the ILWU have less than 50 members. Once the General Fund is running, the union will begin negotiating with these smaller employers to join the Fund.

### Tourism Fund

The ILWU established a health and welfare trust fund for hotels in 2005 with the Grand Hyatt Kauai, the Hyatt Regency Maui, and the Hilton Waikoloa. There are now six hotels in the fund with an enrollment of over 3,000 people.

There were problems with the startup of anything as new and complex as the health and welfare fund for the hotel industry. Four neighbor islands were involved—Kauai, Lana'i, Maui, and Hawaii.

Medical and prescription drug providers had to be found in each area. The hotels were used to doing things their own way, and there were differences in the medical plans each hotel had offered.

HMA, the company contracted to manage the comprehensive medical plan, had to recruit and train staff and gain on-the-job experience. The trustees worked hard and were quick to address every problem that was brought to their attention.

The hotel fund is now running much more smoothly. Hotel members who have questions or problems should contact the Trust Fund office at 441-8600 for Oahu or 1-(888) 256-3573 for the Neighbor Islands.

### 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 3.63% of funds were spent in our most recent accounting year (2007) 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.

### On the Inside

- Welcome to the ILWU - 2*
- Information for members - 3*
- Your union contract - 4*
- Union democracy - 5*
- Oahu Awards - 6*
- Division Board Meetings - 7*
- New Faces on Board - 8*

**ILWU endorses Barack Obama for US president**  
The ILWU Local 142 Executive Board voted to endorse Barack Obama at its March 13-14, 2008, meeting in Honolulu.

# Information for Members

## Welcome to the ILWU! A Guide to the ILWU

*what every member should know*

As a member of 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 labor unions, trade unions, or just unions.

In Hawaii, one out of every four workers are members of a labor union. The most common kind of union is based on the job the worker does. For example, there are unions of airline pilots, firefighters, bricklayers, teachers, and nurses, and only workers who do those jobs are members of those unions. Another kind of union is based on an entire industry—such as hotel workers,

government employees, or postal workers. A third kind of union, like the ILWU, organizes and includes workers from many different industries. This kind of unionism brings the highest level of unity to workers.

There are 22,000 ILWU members on all major islands in Hawaii, which makes the ILWU one of the largest unions in Hawaii. ILWU members work in every major industry including: tourism, longshore, sugar, pineapple, manufacturing, transportation, and hospitals. ILWU members hold diverse jobs—they include mechanics, drivers, cooks, hotel housekeepers, store cashiers, computer clerks, hospital technicians, and more.

### Dignity and Respect in Unions

Believe it or not, most workers organize into unions because of bad working conditions and poor treatment by management and not for higher wages and benefits. When workers are organized into unions, they gain the power to change their working conditions and demand respect and fair treatment from management.

With a union, **workers have job security** and can no longer be fired, transferred, or demoted at the whim of their bosses. In the United States, workers are hired “at will.”

This is a term which means workers are not slaves and can quit their job at their choice—or at their will. **It also means an employer can fire a worker for any or no reason**—or at the employer’s will.

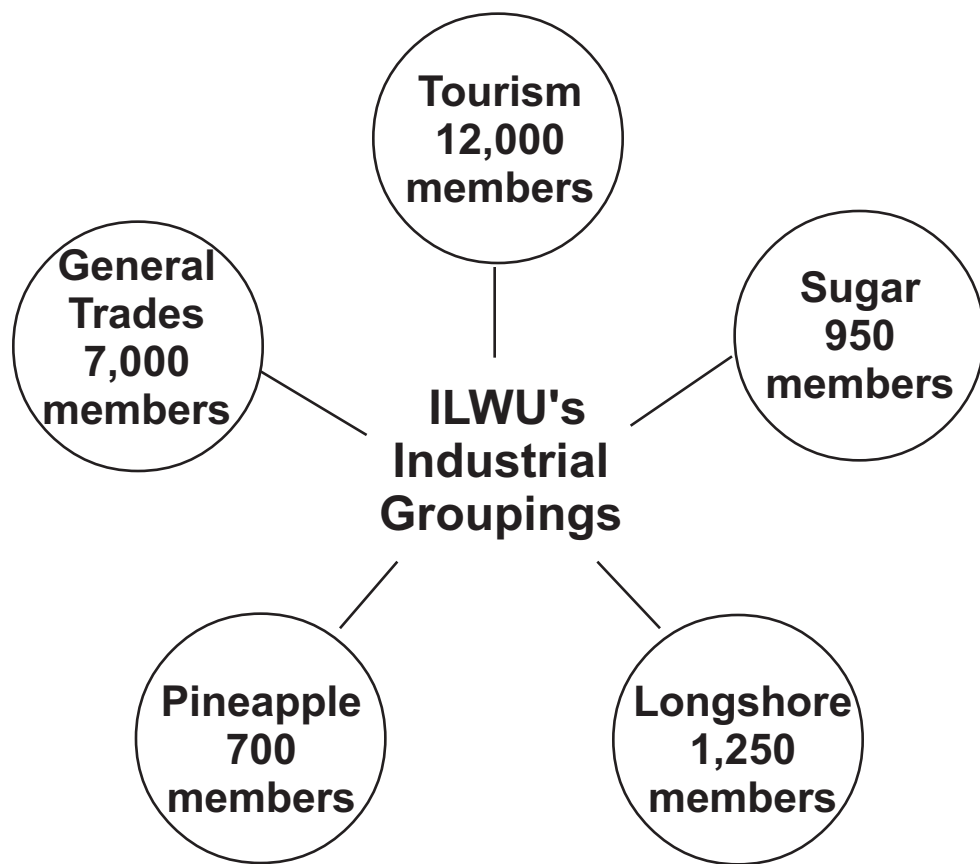
U.S. and Hawaii law only protects a worker from being fired for an illegal reason—such as discrimination by race, sex, age, religion, sexual orientation, ancestry, disability, marital status, or arrest and court record. However, unionized workers have a **written contract which gives them additional protection** against unjust or unfair firing or treatment on their job.

With a union, **workers gain the power to meet with management on equal terms** and bargain collectively to improve their wages and benefits.

Union workers no longer have to go to their boss as individuals and beg for an increase in wages.

With a union, workers have a voice on the job because management is required to negotiate with them on any changes in the terms and conditions of employment. With no union, management can take back benefits and change things on the job at any time with no notice and no need to consult with workers.

**Unions give workers dignity, respect, and a voice on the job.** Many workers consider these to be the most valuable benefit of having a union.



**Changed your address?  
Let us know!**

**Did you know members have a duty to keep us informed of your latest home address?**

The US Post Office will only forward mail for 60 days, so send us a card to let us know you moved. We need your name, old address, and new address. Send the card to: Mailroom, ILWU, 451 Atkinson Drive, Honolulu HI 96814

**Know non-union workers who need help organizing?**

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

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

Call the ILWU and ask for Organizing at your Division Office:  
 Hawaii: (808) 935-3727 • Maui County: (808) 244-9191  
 Kauai: (808) 245-3374 • Oahu: (808) 949-4161

“What this Union is trying to do, what it stands for, the program that it is dedicated to is essentially a program that is necessary for the welfare of the majority of the people of America: a decent livelihood; a decent future; the right to talk back; the right to think as they desire; the right to organize, bargain, and strike; and to do things within the framework of our government.”

—Harry Bridges, ILWU founder  
1947 ILWU Convention



The VOICE of the ILWU (ISSN 0505-8791) is published every two months for \$2 per year by Hawaii International Longshore & Warehouse Union, 451 Atkinson Drive, Honolulu, Hawaii 96814. Periodicals postage paid at the post office of Honolulu, Hawaii.

POSTMASTER: Send address changes to VOICE of the ILWU, c/o ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814. Editorial Board: Fred Galdones, Donna Domingo and Guy K. Fujimura.

Editor: Mel Chang

Information for Members

# Organization for mutual benefit

**A very important benefit of union membership goes far beyond your job. You are now a member of a workers' organization—dedicated to defend your interests as a worker and to promote the general welfare of you and your family.**

This is spelled out in the ILWU Declaration of Principles:

**We, the men and women working under the jurisdiction of ILWU Local 142 Hawaii, in order to build and maintain a strong local organization and provide for the defense of our common interests, promote the general welfare of our members, their families and other wage earners in the community, and uphold the rights and dignity of our labor and its organized expression, have determined that we shall be guided by the following principles . . .**

One of the most important way the union defends our interests is through Union Political Action. The legal system is extremely important to working people. Laws can be passed to give additional rights and protection to workers or, just as easily, take away workers' rights and protections.

In our country, the U.S. Congress and our State Legislature have the power to make new laws and change

old laws. Every year in Hawaii, our State Legislature considers thousands of bills that propose changes in our laws—some of these proposals benefit workers and some take away rights and benefits.

For this reason, the ILWU and other unions must be actively involved in the legislative process, monitoring all of the bills, stopping legislation that would hurt working families, and urging legislators to pass legislation that benefit workers.

The success or failure of union political action depends on numbers—it takes a majority of legislators to pass a piece of legislation.

This is why the ILWU and other unions endorse certain candidates over others during the elections.

In the last election, the ILWU Political Action Committee interviewed dozens of candidates and questioned them on issues important to workers. Union members were then urged to vote for only those candidates who would support working families.

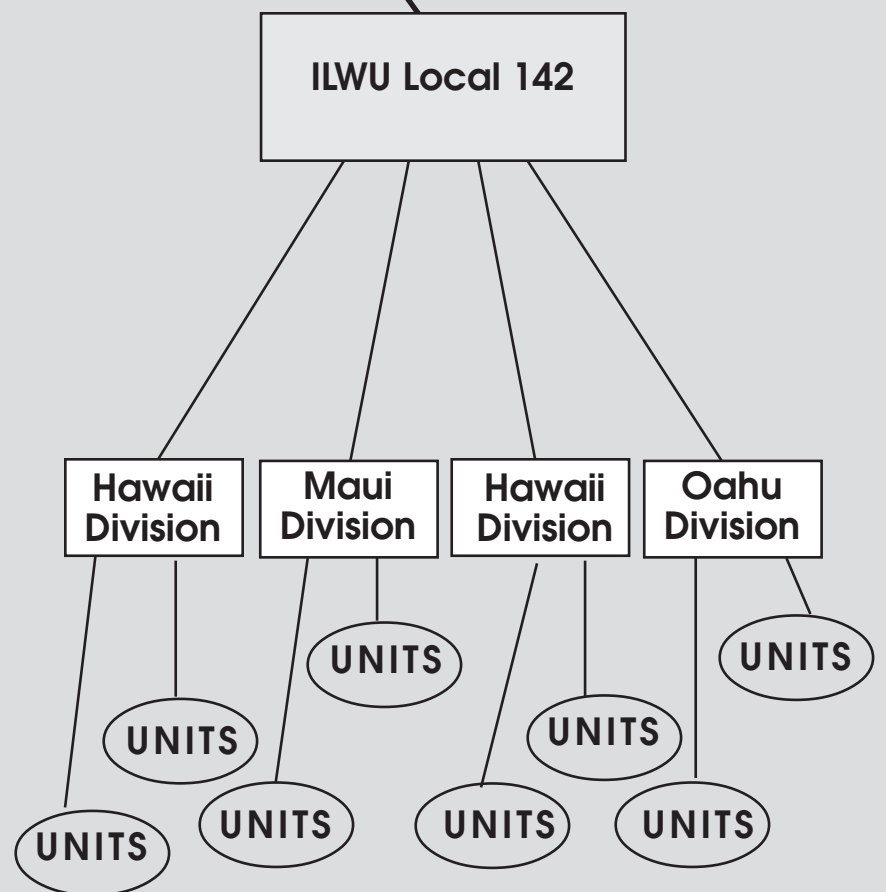
## Structure of the ILWU

The **International ILWU** is made up of 60 locals in California, Oregon, Washington, Hawaii, and Alaska. It's headquarters is in San Francisco, California.



ILWU **Local 142** is located in Hawaii and operates with a statewide Local office and four island Divisions. Each Division is made up of the units in that Division.

Members in each unit have their own organization, elect officers, handle grievances, and can call on their business agents for assistance.



## The ILWU is on all major islands

Oahu Division  
5,500 Members

Maui Division  
8,700 Members

Kauai Division  
2,300 Members

Hawaii Division  
5,400 Members

## Get involved in your union!

**Know your rights.** Read and understand your rights and benefits under the union contract and the ILWU Constitution and Bylaws. You can get copies of the Constitution or contract from your union representative.

**Take an active part in shaping your working life.** Get to know your union stewards and get involved with union activities. The union is only as strong as its members.

**Come to union meetings.** You'll

learn about your rights as a worker. It's an education that will make you a better person and your employment at your company more rewarding. Your participation in the union is always welcome and you will be glad you got involved. Meeting notices are posted on the union bulletin board, along with other important announcements.

**Make it a practice to regularly read the notices on your union bulletin board.**

## You have rights on the job

**As a member of a union, you have rights on the job. With the ILWU you have the combined strength and experience of the union on your side.**

You have the right to have a union steward or business agent help you with any problem on the job. You have the right to ask for a union representative if the company calls you into a meeting which may lead to disciplinary action.

You put yourself at a disadvantage when you try to settle a problem by yourself, or when you fail to let your union know of problems you and your fellow workers have.

If you have a question or problem, the first thing you should do is talk to your on-the-job union steward.

Your company is called a "unit" within the ILWU structure. Each unit has its own elected officers and union stewards, who serve as volunteers. They get no special treatment or privileges from the company or from the union, but they are ready to help you and your fellow workers.

## Your Union Contract

### Your union contract—the benefits are priceless

**Your union contract is a written agreement with your employer. It defines your wages, benefits, conditions of employment, and rights. 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 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 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, attending rallies, 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 of your contract from your unit officers.

### Contract highlights

Many members don't realize that the wages and benefits they receive are because of the union contract. Most union contracts provide for:

- Regular pay increases;
- Wages according to job title;
- Seniority rights;
- A regular work schedule;
- Overtime pay;
- Work opportunity;
- Paid holidays and vacations;
- Meal period and rest breaks;
- Paid holidays and vacations;
- Paid sick leave;
- A retirement plan;
- Medical and dental benefits;
- A grievance procedure;
- Just cause in discipline;
- Funeral and personal leave;
- Right to bargain, and more.

### Need a copy of your contract? Contact your Business Agent.

Hilo: (808) 935-3727 • Waimea: (808) 885-6136

Kona: (808) 329-2070 • Lihue: (808) 245-3374

Wailuku: (808) 244-9191 • Honolulu: (808) 949-4161

### Negotiations S

Contract negotiations is a good example of ILWU democracy. Unit members elect their negotiating committee who will meet with management at a company-wide caucus. The caucus will discuss the merits of proposed settlements and seek member approval. Union members will elect their state-wide or international representatives. A settlement reached by their negotiating committee on



Oahu longshore officers run the caucus: Ronald Honda from Matson CFS/CY, Dennis Inouye from McCabe, secretary Kimo Brown from McCabe, vice chair Baba Haole IV from McCabe, overall chair Nate Lum from McCabe, International VP Hawaii Wesley Furtado, and Dustin Dawson from HSI.



Walter Rawlins from Molokai and Paul Kim from Oahu sat on the statewide Young Brothers caucus which met on February 27, 2008, to consolidate contract proposals from the separate Young Brothers units.



Each unit has representation on the Foodland negotiating committee—one from Hawaii, two from Maui, two from Kauai, and five delegates and two observers from Oahu. The committee elect officers who are from left to right: vice-chair Tina Butterfield from Waimea Foodland, chair Dillon Hullinger from Oahu and secretary Ruby Shimabukuro also from Oahu.

# Union Democracy In Action

## Show Union Democracy in Action

Democracy in action. Members meet at the unit level to propose changes to their union contract and elect members to the negotiating committee. When more than one unit is involved, each unit will send representatives to a state-wide or industry-wide caucus to discuss proposals from all units and put together a package for negotiations, which goes back to the membership for approval. An industry-wide negotiating committee, who will bargain with the employers. Unit members must approve any changes to the terms of a new contract.



Delegates from Oahu longshore units meet to discuss contract proposals to submit to the statewide longshore caucus. They will also elect their representatives who will sit on the union's negotiating committee. Similar meetings were held with longshore units on Maui, Kauai, and the Big Island.



Representatives from six memorial park units met on March 11, 2008, to draft their negotiating proposals. From left to right: Francis Agustin from Valley of the Temples, Abeleen Lau from Diamond Head Memorial Park, James Toma from Mililani Memorial Park, Antonio Ipalari from Oahu Cemetery, and Avalua Siufanua from Hawaiian Memorial Park. The memorial parks negotiate separate contracts, but meeting together helps build unity and maintain similar wages and benefits within the industry.



Michael Park from the Port of Kawaihae and Rankin Gossert from the Port of Hilo present proposals from their units at the statewide Young Brothers caucus. Article III of the ILWU Constitution sets the number of delegates from each division and unit on caucuses and on negotiating committees.



Units will select negotiating members who can represent different groups of workers or departments within the membership. Donna Hamabata is a receiving clerk and Annie Dickinson is a produce clerk. Both are from Oahu.



During negotiations unit members may mobilize to demonstrate their unity and support for their union negotiators. Some units wear buttons and ribbons on the job like the examples above. Some units organize their members to wear ILWU T-shirts to work.

Example of a ballot used in voting on contract settlements.

### OFFICIAL BALLOT

Do you accept the settlement agreement as presented by the negotiating committee?

YES

NO

Unit members vote on a contract settlement after hearing a report from their negotiating committee. The ILWU Constitution requires a vote of approval from the membership before any settlement is final. Within a few weeks, copies of the contract will be made and members can get a copy from their unit officers or business agent.

## Rank and File Unionism

# Awards night for Oahu Division

Oahu Division recognized their outstanding units and leaders for 2007 at their Division Executive Board meeting on February 22, 2008.

It's the ILWU's version of the Screen Actors Guild Awards that recognizes excellence and outstanding leadership and service within the union. Like the Screen Actors Awards, there are different categories — Outstanding Unit, Outstanding Unit Leader, Outstanding Steward, Most Inspirational Leader, and Best Bulletin Editor.

Before each award is presented, the business agent tells a short story about what the unit or member did to deserve the award. The stories show how active units and good union leaders on the job are what makes the ILWU a rank and file union.

Three awards are presented to units, based on the size of the unit—small, medium, and large. Oahu Division has 64 units. Six awards are given to individuals, including one retiree. Unit bulletin editors are also recognized for their work.

and Francis Agustin brought out 10 members to walk the picket line in unity with Times Supermarket meatcutters.

**Unit 4524 - the Honolulu Airport Hotel** was named the **Outstanding Medium Size Unit** with 80 members. Business agent Karl Lindo described how the unit mobilized for contract negotiations and made some solid gains. Negotiations were with Outrigger and involved a second hotel, the Plaza, which is represented by Unite-HERE Local 5.

A big issue with housekeeping was having enough uniforms issued to each person. The unit officers, Kehau, Owen, and Pete, did an outstanding job and got the extra uniforms for the housekeepers. Members also came out to support Pacific Beach Hotel workers. Kehau got more involved in Division activities and now serves on the Division political action committee.

**Unit 4412 - Servco Pacific** with 260 members was the **Outstanding Large Unit**. Business agent Mike

tough managers." Lance is involved in every aspect of the union—he works with the political action program and is now coordinating the Pacific Beach Hotel boycott. Lance still attends every unit meeting.

The ILWU and five other unions represent the workers at the Honolulu Advertiser and are involved in tough

took care of problems, attended grievance meetings with management, and worked behind the scenes to keep the unit strong. Owen often brings his whole crew from the airport to Waikiki to join rallies in support of Pacific Beach Hotel workers.

**"Coach" Charles Williams** from



In front of the Pacific Beach Hotel in Waikiki. Owen Castagan, Max Hermano, and David Vello from the Honolulu Airport Hotel support Pacific Beach Hotel workers.

negotiations with the company. The members of the 6 unions authorized a strike when management threatened to implement their final offer. The company backed off and agreed to continue negotiating with the unions.

**Helen Benario** from Unit 4405 - Sack N Save was the runner-up **Outstanding Unit Leader** for 2007. "She's a new leader," said Business Agent Larry Ruiz, "and only got involved in 2006." Helen served as the only part-timer on the union

Unit 4427 - National Car Rental was the runner-up **Outstanding Steward**. "Members call him coach because he's their coach," said Business Agent Shane Ambrose. "He stayed in there, worked with the members, and helped keep the unit together against a tough management."

**Jose Miramontes** from Unit 4405 - Hawaii Logistics was honored as the **Most Inspirational Leader**. Business Agent Larry Ruiz explained how Jose took care of the 65 people



Larry Ruiz and Most Inspirational Leader Jose Miramontes from Unit 4405 - Hawaii Logistics. Jose helps many new hires pass probation.

### Unit Awards

**Unit 4415 - Valley of the Temples** won the **Small Unit of the Year Award**. Business agent Larry Ruiz explained how the 15-member unit stuck together and were 100 percent union, as the company went through a foreclosure, bankruptcy, and auction.

A court appointed administrator is now running the company, while the State of Hawaii, former owners RightStar funeral homes, and Vestin Mortgage sue each other over unpaid loans, the disappearance of \$20 million, and alleged mismanagement. While they had troubles of their own, the unit still came out to help other workers in need. Tim Estalilla

Yamaguchi described how the unit pushed back when management planned to close the Wahiawa Toyota dealership. The company planned to relocate members to other dealerships. The Unit worked it out so everyone transferred to where they wanted. Only one person decided to leave the company, instead of transferring out of Wahiawa.

### Outstanding Leaders

**Lance Kamada**, the chair of Unit 4406 - The Honolulu Advertiser, was recognized as the **Outstanding Leader** of the year. Mike Yamaguchi, who is also from the Advertiser unit, explained how Lance has been a leader for many years. "He taught me the ropes and how to deal with some very



Shane Ambrose and runner-up Outstanding Steward "Coach" Charles Williams from Unit 4427 - National Car Rental.

negotiating committee which took seven months to complete. Helen takes care of the cashiers and new hires. She transferred to Nanakuli Store but continued to take care of members at Stadium Mall Store.

**Owen Castagan** from Unit 4524 - Honolulu Airport Hotel won the **Outstanding Steward** of the year award. Business Agent Karl Lindo described Owen as, "solid, a person who has always been involved and the one I could depend on." Owen

who work the night shift at two warehouses. "He helps a lot of people, especially the many new hires," said Larry.

**Haruye Ichiki**, a retiree from Unit 4402 - Love's Bakery, was named the **Most Inspirational Retiree**. Business agent Brandon Bajo-Daniel told how Haruye is always helping out with the retiree activities. The retirees have a monthly bingo get

continued on page 7

## Division Executive Boards

# Oahu offers full program at their board meetings

To encourage more membership attendance, Oahu Division has turned their monthly executive board meetings into an event that combines the meeting with 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 Advertiser unit. The National Car unit will host April and the Servco unit will host the May meeting.

The actual meeting starts around 7:00 pm. Oahu Division has worked hard to make the business portion of their meeting more 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, 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 on topics such as credit counseling, grievance handling, and preparing for retirement.

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

for the convenience of members living in Central Oahu. 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.

## You're invited to attend

All ILWU members and retirees are welcome 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 or guest

speakers at these meetings. On Oahu, they'll also provide some good food.

See below for the dates, times, and locations of these meetings.

Maui - 3rd Wed. every month at 6:00 pm. Wailuku Hall, Lower Main Street.  
 Hawaii - Last Friday of every month at 6:00 pm. Honokaa or Hilo.  
 Kauai - 2nd Wed. every month at 6:30 pm. Union Hall in Lihue.  
 Oahu - 4th Friday every month at 6:00 pm. Atkinson Hall.

## Contacting the Union

If you cannot reach a unit officer or steward you can call your business agent at the ILWU Office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday.

Hilo	Phone: 935-3727	Fax: 961-2490
Waimea	Phone: 885-6136	Fax: 885-0450
Kona	Phone: 329-2070	Fax: 329-2070*01
Maui	Phone: 244-9191	Fax: 244-7870
Kauai	Phone: 245-3374	Fax: 246-9508
Oahu	Phone: 949-4161	Fax: 941-5867

If your business agent is not in the office, you should leave a message, a phone number and a time when you can be reached.

### HAWAII DIVISION - Phone 935-3727 for Hilo and 885-6136 for Waimea

Hilo: 100 W. Lanikaula St., Hilo HI 96720

Waimea: Uilani Plaza, Suite F, 64-1035 Mamalahoa Hwy., Kamuela HI 96743

Richard Baker Jr.	Division Director
Isaac Fiesta Jr.	Business Agent
Greg Gauthier	Business Agent
Elmer Gorospe	Business Agent
Wallace Ishibashi Jr.	Business Agent
George Martin	Business Agent
Corinna Salmo	Business Agent
Ann Chong	Division Clerk
Sui Sin Coloma	Division Clerk

### Oahu Awards - from page 6

together, and Haruye comes early to help set up and clean up. "They tell amazing stories," said Brandon. "They're always talking stories about what they did in the union when they were younger. People should come and hear their stories."

#### Unit Editor Awards

**Serena Fujimoto** and **Simi Leo** were recognized for producing very good newsletters even though they were new to the job as editors. The ILWU encourages units to print their own newsletters about the union at their workplace.

**Serena** from Unit 4412 - Servco emails her bulletin to members. She also put notices on the union bulletin boards for people to send her stories.

"I had to remind her to take the managers off the email list," said Business Agent Mike Yamaguchi. "The bulletins are for union members only."

**Simi** from Unit 4414 - Ball Corporation became the unit chair and also decided to do a unit bulletin. "The unit spent most of its funds during the last negotiations, so Simi does the bulletin on his own time," said Business Agent Larry Ruiz.

#### Rank and File Union

These awards show how active units and good union leaders on the job are what makes the ILWU a rank and file union. Members run the union and elect their officers and business agents. The business agents are there to help the unit officers and stewards.

### MAUI DIVISION - Phone 244-9191

Wailuku: 896 Lower Main St., Wailuku, HI 96793

William Kennison	Division Director
Robert "Bobby" Andron	Business Agent
Steve Castro	Business Agent
Jerrybeth DeMello	Business Agent
Delbert DeRego	Business Agent
Teddy Espeleta	Business Agent
Abel Kahoohanohano	Business Agent
Claro Romero	Business Agent
Steve West	Business Agent
Jocelyn Victorino	Division Clerk
Joyce Naruse	Division Clerk

### KAUAI DIVISION - Phone 245-3374

Lihue: 4154 Hardy St., Lihue, HI 96766

Clayton Dela Cruz	Division Director
Pamela Green	Business Agent
Michael Machado	Business Agent
Melissa Ragasa	Division Clerk

### OAHU DIVISION - Phone 949-4161

Honolulu: 451 Atkinson Dr., Honolulu, HI 96814

Dave Mori	Division Director
Shane Ambrose	Business Agent
Brandon Bajo-Daniel	Business Agent
Karl Lindo	Business Agent
Larry Ruiz	Business Agent
Tyrone Tahara	Business Agent
Brian Tanaka	Business Agent
Michael Yamaguchi	Business Agent
Lisa Maehara	Division Clerk

### LOCAL OFFICERS - Phone 949-4161

Fred Galtones	President
Donna Domingo	Vice President
Guy Fujimura	Secretary-Treasurer

### LOCAL STAFF - Phone 949-4161

Mel Chang	Communications Director
Desmond Kochi	Office Manager
Joanne Kealoha	Social Services
Lynette McComas	Program Assistant
Michael Murata	Contract Administrator
Eadie Omonaka	Program Assistant
Rae Shiraki	Archivist
Arlyn Yoshinaga	Program Assistant

### INTERNATIONAL REGIONAL OFFICE - Phone 949-4161

Wesley Furtado	Intl Vice President, Hawaii
Tracy Takano	Intl Representative
Mathew Yamamoto	Intl Representative

### ORGANIZING DEPARTMENT - Phone 949-4161

Merlita Crespín	Organizer
Jing Tabudlo	Organizer
William Udani	Organizer

## News Around the Union

### ILWU Lana'i members serve the community

On the island of Lana'i, a number of ILWU members serve their community as athletic coaches. Unit 2401 - Lanai Company member Jimmy Fernandez, Jr. coaches the Lanai High School varsity boys and girls basketball teams. MaryLou Kaukeano coaches the girls tennis team and her husband, Guy Kaukeano, coaches the boys tennis team. The two Kaukeanos work for Unit 2509 - Castle and Cooke Resorts.

Jimmy's boys basketball team, also known as the Pine Lads, beat Moloka'i 51-39 on February 2, 2008, to win the Maui Interscholastic League Division II season title. This was the first time the Lana'i team won a playoff position in a state tournament. Their 9-1 season record was the best they had in 19 seasons.

The Lads didn't do so well in the state tournament. They lost their first playoff game to Oahu's Farrington High, 50-39 on Feb. 20. The next day, the Lads lost to the Kauai Red Raiders, 60-45.

Still, Jimmy and the Pine Lads can be proud of their accomplishment and a winning 9-1 season.

Our thanks to members like Jimmy Fernandez Jr, the Kaukeanos, and the many other ILWU members who do their part to make Hawaii a better place.

### Wayne Takehara retires

Maui business agent Wayne Takehara retired at the age of 62 after serving as a full-time officer of the union for the past 18 years. Wayne started work in 1977 as a member of Unit 2307 - Maui Pineapple Haliimaile, where he worked as a maintenance mechanic.

Wayne got involved in the union and worked his way up the ranks. He served as a shop steward, was elected chairperson of his unit, then represented Maui Division on the International Executive Board and Local Executive Board. In 1989, Maui Division Director John Arisumi brought Wayne on to work full-time for the Division as an appointed business agent. Wayne would later be elected as a business agent.

As a business agent, Wayne was known for his pitbull determination. Once Wayne grabbed on to an issue, he put his heart and soul into the job,



Elmer Gorospe, George Martin, Richard Baker Jr, Isaac Fiesta Jr, Elmer's son Keola, and Greg Gauthier brave the rain to raise funds for the Heart Walk.

### Floods and rain no obstacle as Hawaii Division walks for charity

Hawaii Division Full-Time Officer's raised money and participated in the 11th Annual Hawaii Heart Walk & Health Fair in Hilo on Saturday, February 9, 2008.

The money raised at the Heart Walk funds lifesaving research and educational programs that help to prevent and treat heart disease. The walk consisted of a series of laps around Liliuokalani Gardens and out onto the Historic Hilo Bayfront Drive.

Nearly 30 inches of rain fell in the

Hilo area in the week before the walk.

"Not even the deluge of rain could stop us from participating in this important community event," states Heart Walk co-chair and Hawaii Division Director, Richard Baker, Jr. "Our members really answered the call when it came to donations," he added.

Richard Baker, Jr. and Hawaii Division Business Agent George Martin were co-chairs of this year's Heart Walk event.



Wyane Takehara (front left with cap) and volunteers from the Maui Pine Haliimaile Plantation in 1984.



Steve West, a member from the Maui Prince Hotel and Grand Wailea Resort, was temporarily appointed as a business agent to help fill the vacancy left by Wayne's retirement.

Wayne used the same method of persuasion on members when it came to recruiting them to help with the union's political action program. Wayne always turned out the largest number of volunteers, because he never took "no" or "maybe" for an answer. Members found it easier to give in and volunteer, or they would see Wayne come back the next day and the day after to ask for their help.

Like a pitbull, Wayne was also very caring and generous. He was fiercely loyal to the union and the members he represented. Wayne's public service included serving on the Maui Liquor Commission and on the State Hospitals Management Advisory Committee.

Maui Division honored Wayne with a retirement party on January 31, 2008. Thank you, Wayne, for all your good work and the many years of dedicated service to ILWU members.

### Two new faces on local board

Glenn Murayama, a member from Unit 2307 - Maui Pineapple Company, was appointed to replace Robert Faborito as the pineapple representative from Maui Division on the 20 member Local Executive Board (LEB). Faborito, also a member from Maui Pineapple, was permanently laid off when the company closed its Haliimaile operations early this year.

The Titled Officers—the Local president, vice-president, and secretary-treasurer—are empowered to fill such vacancies in elected offices of the Local. These appointments must be confirmed by the Division Executive Board involved—in this case Maui Division approved the appointment.



Glenn Murayama will serve on the Local Executive Board for Maui.

Lance Kamada, a member from Unit 4406 - The Honolulu Advertiser, was appointed to replace Michael Yamaguchi as the Oahu Division member on the LEB. Yamaguchi was appointed to a position as a full-time officer for Oahu Division. The ILWU Constitution and Bylaws does not allow full-time officers to serve as an industrial grouping representative or as a division trustee or division board member. These positions are intended to be filled by rank-and-file members.

The Local Executive Board is the second highest governing body of the union and meets every three months. The five Hawaii members of the ILWU International Executive Board also attend meetings of the LEB—they can speak on issues but have no vote.

ILWU members in good standing are welcome to attend these meetings and observe their union in action.

The next LEB meeting is scheduled for June 19-20, 2008, in Honolulu at the ILWU building on 451 Atkinson Drive.