



# VOICE OF THE ILWU

HONOLULU HAWAII  
LOCAL 142

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ADDRESS LABEL

Representatives Joe Souki, Tommy Waters, Della Belatti, Marcus Oshiro, Angus McKelvey, Hermina Morita, Marilyn Lee, Roy Takumi, Scott Nishimoto, Tom Brower, and Jon Riki Karamatsu joined the picketing of the Pacific Beach Hotel on May 2, 2008.

## Lawmakers join picket of Pacific Beach Hotel owner HTH Corporation

**Representative Roy Takumi:** "All of us here today think that good labor relations based on good faith negotiations and a balance between what the workers' interests are and what the hotel's interests are. It is clear to me in this situation the hotel is not bargaining in good faith, is not looking out for its employees, and they should be ashamed of themselves."

**Representative Dwight Takamine** from the First District of the Big Island: "We're here to support the Pacific Beach Hotel workers who are exercising their legal rights to be represented by the union."

All they're trying to do is to improve the quality of life of their families. This is a fundamental right of all working families throughout the state.

I also wanted to acknowledge and thank those workers who really stepped up to the plate. Sometimes you really have to show a lot of courage and take risks in exercising your rights, and we understand that 32 employees have been terminated in the process.

I think it's a benefit to all working families when people like this stand up for their rights and it is going to help everyone in the continuing struggle to have and to be able to provide the very best for all working families."

**Representative Joe Souki** from Maui, "Fight the good battle and we will do what we can to help you."

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"We're here to support the workers who are exercising their legal rights to be represented by the union," said Dwight Takamine.

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## Grand Wailea agreement sets higher wages than Waikiki hotels

**WAILEA, Maui**—ILWU members of the Grand Wailea Resort and Spa on Maui approved a five-year agreement with the company in April 2008. Wages will also increase by 2% every 6 months for non-tipped workers. Tipping category workers will get a wage increase of 9.5 percent

Porterage for bell workers will be \$5.00 in and \$5.00 out; housekeepers will get a \$2.50 premium for rollaway beds, which will increase to \$3.00 on April 1, 2010.

Pension contributions will increase. Paid funeral leave was extended to include grandparents and domestic partners.

Following are some examples of the wage increases which go into effect on October 1, 2008. Housekeepers will earn \$15.60 an hour, a Cook

I will earn \$24.38 an hour, and a Buffet Attendant will earn \$16.15 an hour. The total wage increase over the life of the contract ranges from \$5.45 for the highest paid classifications to \$2.74 for the lowest classifications.

The average increase for non-tipping workers will be about \$4.10 an hour. This is much higher than the \$2.40 an hour increase negotiated by Unite HERE Local 5 for Waikiki hotels.

Negotiating committee members were: Jason Medeiros, Perlita Manlansing, Robert Apo, Harin Soril, Tim Noble, Jodie Day, Valerie Salmon, Merlinda Valdez, Michael Friday. William Kennison was the spokesperson. Business agents Stephen Castro and Stephen West also participated in the negotiations.

# International President's Report

## Why Barack Obama for president?

**The ILWU International Executive Board endorsed Senator Barack Obama for President on February 28, concluding that he is “the best candidate for our union and for working families.”**

Board members made their decision after an extensive process that involved interviewing the major campaigns and examining their positions on key issues that will impact ILWU members in the coming years. Republican Presidential candidates were not interviewed because they failed to address the key issues below, including:

Bringing our troops home safely from Iraq. Ending the war continues to be a concern of Executive Board members, rank-and-file

union members, and the general public. Obama's record on the Iraq war was an important factor in winning the ILWU endorsement.

“By speaking out early against the war, Obama took leadership at a time when others were reluctant,” said International President McEllrath.

Supporting the rights of workers to join unions without employer threats is a priority. Obama pledged to support the “Employee Free Choice Act” that

would create new rules to make it easier for workers to join a union. But actually passing the “Employee Free Choice Act” in Congress will require a huge effort from all union members – and a President who will make it a top priority and help deliver enough votes for the proposal to become law.

Making quality, affordable health care available to all Americans is another pledge that will require some heavy lifting from union members in order to become law. All major Presidential candidates declined to support the single-payer approach favored by the ILWU. Obama has pledged to sign a universal health care bill by the end of his first term.

Re-thinking “free trade” agree-

ments has been a concern of the ILWU since the first fight over NAFTA.

While Obama, has expressed some troubling “free trade” views in the past, his recent criticism of NAFTA and his commitment to oppose the Central American Free Trade Agreement (CAFTA) made an important difference.

“No candidate is perfect on all the issues, but America's working families are ready for someone with a fresh approach who will put people first and hold corporations more accountable,” said ILWU International President Bob McEllrath. “Obama met with us, listened to our concerns, and we think he'll do the best job on the issues that matter to working families.”



**Weyerhaeuser unit officers meet with Oahu Division Director Dave Mori (extreme right) as they prepare to negotiate with the company over the closure. From left to right: Stanley Wilson, Cynthia Kurata, Alexander Redoble, Charlotte Coronel, and Sililo Pale.**

## Weyerhaeuser closes Honolulu plant

**HONOLULU**—Weyerhaeuser surprised its workers and the Hawaii community when it unexpectedly announced on March 13 it would close its Honolulu corrugated box plant effective May 12, 2008. The closure affects 85 employees, of which 64 are ILWU members. Many of the workers have been with the company for decades. Twenty ILWU members have more than 20 years seniority with the company.

The box making plant has been in the ILWU family since 1945 when it was set up by the Hawaiian Pineapple Company. The plant was sold to Weyerhaeuser in late 1957. Over the last 50 years, Weyerhaeuser workers have negotiated good union contracts with a solid package of benefits and high wages.

Weyerhaeuser's decision to close

and dismantle the plant came as a surprise as the box making business has been profitable. Overall, Weyerhaeuser's container and packaging businesses have been doing well, and helped contribute to the company's net earnings of \$790 million for 2007, an increase over its 2006 earnings of \$507 million. The downturn in the US housing market did cause major losses in the company's wood products and housing divisions in the 4th quarter of 2007. The downturn is expected to continue in the first half of 2008.

The union contract with Weyerhaeuser does provide a severance benefit of 9 days times each year of service. This benefit alone adds up to over \$1.3 million and gives employees some needed income as they look for new employment.

## Global trends impact Molokai Ranch

**KAUNAKAKAI**—About 92 ILWU members lost their jobs when Molokai Ranch shut down all its operations on the Island at the end of March 2008. The ILWU represented 80 workers at the Molokai Lodge, Kaupoa Beach Village, and 12 workers at the Kaluakoi Golf Course. Including management and other employees, a total of 120 people were affected by the closure.

The company was a major employer on the Island and owns 60,000 acres or 40 percent of the Island of Molokai. The sudden loss of 120 jobs on an island with a workforce of only 2,500 will have a serious impact on the entire community.

The company blamed the closure on political road blocks and opposition to its development plans, including a project to build and sell 200 luxury housing units on its La'au Point property. But the fate of the Ranch was tied to global economic forces and the extreme makeover of parent company Brierley Investments Ltd, renamed BIL International in 2001, and now doing business as GuocoLeisure.

Malaysian billionaire Quek Leng Chan gained control as the chairman of the board of directors of BIL in 2001, after the company's founder Sir Ron Brierley of New Zealand retired. At that time, the company was based in New Zealand. Within two years, a series of retirements, resignations, and appointments of new board members from Singapore and Hong Kong, put Quek in firm command of the company.

Quek moved the company's headquarters to Singapore, sold off underperforming assets, and focused on development projects in Singapore and China and the operation of its London hotels.

In mid 2007, Quek also took on the job of chief executive officer when the company's CEO, Arun Amarsi, retired. Quek renamed the company to GuocoLeisure.

With the collapse of the US housing market and subprime loan crisis, the company decided to cut its losses on Molokai and focus its attention elsewhere.

Molokai Ranch would have to wait for better times.

In 2007 Forbes magazine listed Quek Leng Chan as the 382nd richest person in the world with a net worth of about \$3 billion.

### Molokai investment

Brierley Investments purchased the Molokai Ranch property from the Cooke family in 1989 for about \$50 million. By 1998, Brierley had invested another \$173 million developing the Molokai property, building an eco-tourism, industrial park, infrastructure, sprucing up the town of Maunaloa, and building affordable housing. The company was losing \$10 million a year on revenue of \$5 million, but took the long view that the property would eventually be profitable in 10 or 20 years. The property is presently valued at around \$200 million.



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## Superferry workers are ILWU members

About 110 shoreside workers of the Hawaii Superferry will be covered under an ILWU contract. These are the workers who check in passengers and inspect cars before they go onto the ferry. Thirty of the workers are on Maui and 80 are on Oahu. The workforce is expected to grow as the Superferry adds more routes and sailing times.

# Support for Pacific Beach Workers

## Legislators call for justice for workers—continued from page 1

**Representative Marcus Oshiro**, “This sign (Together We Stand) says it all. We are one community of workers. We’re one community of people and we need to come together and stand as one because the labor union right here benefits all of us.

If they can get a fair contract; if they can sit down and get a fair deal with the Pacific Beach Hotel, it will benefit all of us, all our communities and all the constituents will see the benefits. So I encourage all of you workers out there, work hard and we’ll do what we can to support your efforts.”

**Representative Marilyn Lee**, “I’m happy to have the opportunity to come here today to help support the worker. Many of you actually helped build the tourism industry—you’ve been here for over 20 years—and we have a responsibility to come here and support you, and we’ll do everything we can to help. We want to tell you to hang in there, and keep up the fight.”

**Representative Hermina Morita**, “Aloha from Kauai, your brothers and sisters from Kauai support you to. My daughter is an ILWU member at the Princeville Hotel that was recently organized.

These companies need to understand that we sell the Aloha spirit, we bring out the Aloha spirit, and when our workers are worried about their job security, how can they give Aloha to our visitors here? So these companies better wake up that the only way we can perpetuate this Aloha is when we have security for all our workers. Thank you, we support you, and know that Kauai is behind you.”



“These companies better wake up that the only way we can perpetuate this Aloha is when we have security for all our workers,” said Kauai Representative Hermina Morita.

**Senator Clarence Nishihara** told the Honolulu Weekly, “It seems like all they want to do is break the union,” says Senator Clarence Nishihara, chair of the Tourism and Government Operations Committee.

“If the corporation has enough money to ride it out, the one taking the beating is the worker. They have to go back to work to support their families. It really puts them between a rock and a hard place.”



“Keep the courage up—I give you all the credit for doing this (standing up for workers’ rights),” said Senator Clarence Nishihara to the workers of the Pacific Beach Hotel.

**Representative Angus McKelvey**, “I’m going to come at this from a totally different angle, and that this is bad for business. This is anti-business what is going on. When workers are treated well, when they earn a living wage, they share the Aloha spirit as my colleague from Kauai said. And that in turn gives visitors a good feeling and they come back.

We are competing against destinations all around the world, and when you have this kind of stuff going on, where you have a woman who collapses after working 19 rooms, it leaves a bad taste in people’s mouth. They don’t want to come back. This is going to hurt our economy. This is not good for business.

What’s good for workers is good for business, and that’s what made Hawaii the leader in the world in the visitor industry. Look at all the other hotels around here who have contracts with workers who are sharing the Aloha spirit. This is not the norm; this is a very bad exception to the rule. So workers, keep going, know we are supporting you, and know that you are supporting business. This is a good thing.”



“We will not go away. We will continue to be witness to this injustice until justice is realized for all of these workers,” said Representative Della Belatti.

**Representative Della Belatti**, “Mahalo and Aloha to our visitors. I want to share with you a little bit of history about this place.

Hawaii was built on the workers. It was built by people like Jack Hall (an ILWU leader), who talked about being rebels in paradise and fighting for working families.

I come from union stock and I’m proud to continue to have brothers and sisters in the union.

This is about fair treatment. That’s all they are asking for under the National Labor Relations Act.

They want a fair negotiations. They do not want to be terminated simply for organizing according to their rights.

So we are here to share with the people of this nation and of this world, that Hawaii is a place that will treat its workers fairly.

To the management of the Pacific Beach Hotel, to the management of Pagoda, please know that these legislators, as the representative from Waikiki said, stand strongly and stand together with the union. And we will not go away.

We will continue to be witness to this injustice until justice is realized for all of these workers and for all of the workers of Hawaii. Mahalo.”



“What’s good for workers is good for business,” said Maui Representative Angus McKelvey.

**Representative Scott Nishimoto**, “I actually represent part of Waikiki. We just got done with a long [legislative] session yesterday and a lot of us did battle, but the fact that we are all here, that you could get this many legislators who have very different views on a lot of things is evidence of the unfairness that is going on in this hotel. We want the workers to know that we are behind them and we’ll do anything we can to support them. But it is really incredible to get this many members here from so many different islands, from so many different viewpoints. That really is evidence of how unfairly the workers are being treated here.”

**Representative Tommy Waters**, “Aloha everybody, I’m Tommy Waters from Waimanalo and Kailua. I’m so happy to be here with you guys today. I’m so proud to see the ILWU out here.

I say this and I hope you agree with me. Labor and workers are the backbone of our community and the backbone of our economy. And you know what happens without one backbone, right? You fall to the ground and you slither away.

What upsets me is that this hotel is not appreciating its workers—and when it fired people who worked here after 20 plus years, people who have families, people who have to feed their kids, who have to put shoes on their kid’s feet, all of a sudden they didn’t have a job. That’s not acceptable, that’s not right. I support you 110%.”



“Labor and workers are the backbone of our community and economy” said Representative Tommy Waters.

**Representative Jon Riki Karamatsu**, “The word is heard around Hawaii that we support our workers and we need to see more collaboration between management and their employees. That’s what we are trying to do right here. So keep up the good work.”

# ILWU History

## History made the union—the union, in turn, made history

### Jack Hall: His life and times

Few people in Hawaii know about Jack Hall, but a new video and a reissued book, will tell the story to a lot more people about this remarkable labor leader and the union he helped build, the ILWU.

On February 28, 2008, PBS Hawaii aired the documentary “Jack Hall: His Life and Times.” Long out of print, *A Spark Is Struck! Jack Hall and the ILWU in Hawaii*, has been reissued by Watermark Publishing. Written by former Honolulu Advertiser city editor, Sanford Zalburg, the book is easy to read and tells the exciting story of how Jack Hall and the ILWU transformed Hawaii from a plantation economy to a modern democracy.

Jack Hall’s life spanned a volatile and extraordinary time for Hawaii, the United States, and the world. The period from 1935 to 1971 included World War II, the Korean War, and the Vietnam War. It was a time when each successive US president kept the government in a state of perpetual warfare. Our tax dollars were used to develop the most advanced weapon systems and to project U.S. military power over the world. Domestic programs such as social security, medicare, and education received minimal funding or were reduced.

A government at war will often ignore Constitutional freedom and democracy in order to control its people and insure internal security. In 1942, the government forcibly removed over 120,000 Japanese-Americans from their homes and held them in prison camps until the Supreme Court ruled the action unconstitutional and ordered their release in 1944. That same year, Harry Bridges appointed Jack Hall as the regional director of the Hawaii ILWU, as the union began its successful drive to organize 30,000 sugar and pineapple workers.

Beginning in 1947, millions of government employees were subject to background checks and required to take an oath of loyalty. This was extended to waterfront workers on commercial docks in 1950. Forty-two states and 2,000 city governments passed similar loyalty

oath requirements. A congressional committee led by Senator Joseph McCarthy held their own investigations of “un-American activities.” Union leaders, educators, and the Hollywood entertainment industry were the primary targets. Witnesses who refused to cooperate with McCarthy’s committee were sent to jail for contempt of Congress or were later fired by their employers.

In 1951, Jack Hall was arrested and indicted under the Smith Act for associating with an organization the government considered “subversive.” The government indicted a total of 140 people under this law. Hall and six others from Hawaii were convicted in 1953. The convictions were appealed, and in 1957 the Supreme Court threw out nearly all of the convictions as unconstitutional. Following the Supreme Court decision, the Ninth Circuit Court of Appeals dismissed the convictions against Jack Hall on January 20, 1958.

ILWU members supported Jack Hall throughout his trial. There was never any question about his loyalty to America nor his commitment to freedom and democracy, because this was how the union itself operated. Within the ILWU, freedom of expression, wide open discussion and full democracy at all levels were basic principles.

Jack Hall passed away on January 2, 1971 in San Francisco. It was only two years after being elected International Vice President of the ILWU. From 1935, when Hall first arrived in Hawaii, he had dedicated his life to improving the conditions of working people. Five days later, on January 7, 1971, 23,000 ILWU members and 41,000 government workers (members of the HGEA) stopped work for 15 minutes to pay tribute to Jack Hall and his enormous contribution to Hawaii’s working people.

### Learning the lessons of freedom and democracy

We know from our study of history that freedom and democracy are not static but are conditions that always have to be protected and nourished. National security and war have often been used to limit our freedom and democracy.

In 1950, the influential Committee on Present Danger (CPD) was organized to promote a national policy that the Soviet Union was the single greatest threat to the United States. The committee saw it as a world-wide battle of good against evil. Later that year, President Harry Truman adopted the “United States Objectives and Programs for National Security (NSC-68)” which contained many of the committee’s ideas. The Top Secret plan called for long-term and massive increases in military spending to contain the Soviet Union, educating the US public to support this policy, and taking steps to insure internal security in the United States.

Under NSC-68, the federal government considered any group that weakened public support for its military policies as a threat to national security. Unions like the ILWU, school teachers, the Hollywood film industry, and newspapers were targeted as the government sought to silence opposition to its war policies.

Today, we know that the Soviet Threat was deliberately exaggerated and a campaign of fear was used to gain public support for massive military expenditures.

A newly constituted Committee on Present Danger now sees terrorism as the greatest threat to the US.

### Does internal security require Americans to give up their freedom?

Eileen Fujimoto, who quietly passed away late last year, was working for the ILWU when Jack Hall was its regional director. She worked as a secretary and clerk for the ILWU’s Oahu longshore local from 1944 to 1959.

Eileen’s husband Charles Fujimoto quit his job as a soil chemist with the University of Hawaii’s Agricultural Research Station in October 1948. Fujimoto announced he would work full time as chairman of the Hawaii Communist Party.

On August 28, 1951, FBI agents arrested Jack Hall and Eileen Fujimoto along with John Reinecke, a McKinley High School teacher, Eileen’s husband Charles Fujimoto, Dwight James Freeman, a Communist Party organizer who came to Hawaii in 1946, Jack Kimoto, an employee of the Honolulu Record, and Koji Ariyoshi, the editor of the Honolulu Record.

The seven were charged under the Alien Registration Act of 1940 (The Smith Act) which made it a crime to be associated

with an organization that teaches, advises or encourages the overthrow of the government of the United States by force or violence.

In 1957, the Supreme Court ruled that the government could not convict people for their beliefs. The Court found that mere speech, without actions, did not violate the law. The convictions of the Hawaii Seven were dismissed on January 20, 1958.

While the convictions were overthrown, thousands of people had their lives turned upside down, lost their jobs, and suffered other losses because of the government’s actions.

John Reinecke and his wife Aiko were fired from their jobs as school teachers in 1948. They were excellent teachers and nothing was found wrong with what they taught, but they were accused of communist sympathies. In 1978, ILWU attorneys Harriet Bouslog and Meyer Symonds won a formal apology for the Reineckes and a \$250,000 settlement from the Legislature.

# ILWU History

## Story of Jack Hall & ILWU now available

by ILWU Local 142 Library Services Coordinator Rae Shiraki and ILWU Director of Educational Services Gene Vrana

A new edition of *A Spark Is Struck! Jack Hall and the ILWU in Hawaii* by journalist Sanford Zalburg has just been reissued by Watermark Publishing at the urging of ILWU Local 142. Long out of print, this epic account of the birth and growth of the ILWU in Hawaii is filled with anecdotes and details about Hall and our union. The new edition uses a larger type style and better photo reproduction than the original, greatly enhancing the quality and readability of the thick volume.

The University of Hawaii Press

published the book in 1979 in paperback and sold it at \$5.95 per copy, and it was quickly adopted by Local 142's education program. When the book went out of print, Local 142 purchased the remaining copies and made the book available to members at a discount. By the year 2000, the book had become a collector's item and the idea of having it reissued was often discussed by the Local's officers.

In mid-2006, through a chance conversation with a friend of the author, Local 142 Secretary-Treasurer Guy Fujimura was put in contact with Zalburg and the pursuit of the book's reprinting began in earnest. In late November 2006, George Engebretson of

Watermark Publishing expressed interest in reprinting the book with the Local's cooperation in publicity and distribution.

Arrangements were made and production started within a few months.

The publisher scanned the entire book without altering the text and designed a new cover and page layout. A new foreword was written by Ah Quon McElrath, the longtime Local 142 social worker, social justice activist, and former University of Hawaii regent. The Local provided photographs from its archives and technical assistance to the Watermark staff.

The process took about a year to complete. Sanford Zalburg was finally able to hold the second printing of the book in his hands in October 2007. A few months later on February 16, 2008, Zalburg died at the age of 90 in Petaluma, California, and was buried at the Hawaii State Veterans Cemetery in Kaneohe.

"The reason why it is important for new members to read *A Spark Is Struck!* today," said A. Q. McElrath in a recent interview, "is to get clarity with regard to the nature of people who led the growth of the ILWU during a very fascinating period in the development of Hawaii as well as the United States.... Even though the book may lack a sense of the broad history of Hawaii it nevertheless contains the feeling that the multi-ethnic groups of Hawaii could indeed take hold of their destiny and determine what it should be for them as well as their families. That is the primary lesson of the book—industrial organization, political action, and democracy in action."

The value of the book for all



Sanford Zalburg - Photo by Webster Nolan, courtesy of Watermark Publishing.

ILWU members lies also in learning about the struggles and decisions of Jack Hall himself, and the price he paid for his pro-labor and left-wing politics. As A.Q. McElrath writes in her foreword to the new edition, Hall's legacy includes the right of workers to belong to unions, to engage in political action, and to control and shape the conditions under which they work. Reading *A Spark Is Struck!* she concludes, "can provide some of the answers as to where the labor movement will go in the future and how union ideology, policies and structure can direct labor in a changing worldwide economy. This book is a powerful reminder that the legacy of Jack Hall continues to guide today's labor movement."

*A Spark Is Struck!* is available in paperback at bookstores and from Watermark Publishing at [www.bookshawaii.net](http://www.bookshawaii.net).

ILWU members may purchase the book at the special price of \$10.00 by visiting the Local 142 office in Honolulu or ILWU Division offices in Hilo, Wailuku, and Lihue. Members may also order books by mail at \$15.00 each from the Local 142 Library, using the form on this page.

### ILWU will donate books to schools

To encourage the study of Hawaii labor history, the ILWU Local 142 will donate a copy of *A Spark Is Struck: Jack Hall and the ILWU in Hawaii* to every high school library and public library which requests a copy.

There are 51 public libraries and 106 public and private high schools.

The union will be working with the Department of Education to make these books available.

Private schools should contact Rae Shiraki at the ILWU (808) 949-4161.



## Hawaii Labor History Week

Hawaii's State Legislature has designated September 1 to 7 as "Hawaii Labor History Week."

During this week, which includes the Labor Day holiday, Hawaii's workers are encouraged to "develop ways to celebrate and honor the work of labor groups and the progress they have brought about for the working people."

School teachers are encouraged to "provide labor education learning experiences for students appropriate to their grade level."

In adopting House Concurrent Resolution No. 230 HD 1, the Legislature recognizes the "importance of educating students about the history and accomplishments of working people and the labor movement in Hawaii."

The Legislature noted that social studies curricula should spend more time on the history of labor in Hawaii and collective

bargaining, and the role of unions in the protection of workers' rights and the establishment of beneficial laws such as workers' compensation, pre-paid health insurance, and free public education.

"Knowledge and understanding of the history of labor in Hawaii are important for young people who will soon enter the workforce so they are provided the tools to make informed decisions about their lives and futures and work."

The Legislature listed a growing number of resources devoted to labor education, including those produced and facilitated by the University of Hawaii-West Oahu's Center for Labor Education and Research, the University of Hawaii's Industrial Relations Center, the State Department of Labor and Industrial Relations' Occupational Safety and Health Division and local labor unions.

### A Spark Is Struck! Book Order Form

Please send me \_\_\_\_\_ copies of A Spark Is Struck! @ \$15.00 each (includes shipping and handling). Enclosed is a check for \$\_\_\_\_\_ payable to "ILWU Local 142."

Name \_\_\_\_\_

Phone \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Zipcode \_\_\_\_\_

Mail to: Priscilla Shishido Library, ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814

# Building Stronger Units

## Hawaii Division Unit Recognition

**HILO**—Hawaii Division recognized their outstanding units at their annual recognition night banquet on February 16, 2008. The best small unit award with 1-29 members went to Unit 1419- A&B Fleet Services. Unit 1412 - Yamada Diversified Corporation won the best mid-size unit award with 30-99 members.

Two units shared the award for large units with 100 and more members. Unit 1401-Mauna Loa Macadamia Nut Corporation and Unit 1515-The Fairmont Orchid Hotel were recognized for their involvement in Division activities and in representing the union members in their units.

Three members were also given special recognition on their retirement. Joe Costa was recognized by

the members of Unit 1518 - Hapuna Beach Prince Hotel. Dennis Evangelista was thanked by his brothers and sisters of Unit 1503 - Mauna Kea Beach Hotel. Malcolm Osaki was honored by Hawaii Division.

Each of them received a clock and plaque engraved with similar messages. "Brother Malcolm Osaki, you have stood with us, you have fought to protect our rights on the job, and you have educated us about the true meaning of the words, "An Injury to One is An Injury to All." We congratulate you, and want you to know that you will always be a part of the ILWU Local 142. With sincere mahalo and aloha, your brothers and sisters of ILWU Hawaii Division."

## 2007 Unit Bulletin award winners

Bulletin editors produce union newsletters which are distributed to the members in their units. Each year, the ILWU recognizes them for the important work they do in keeping members informed about their union.

Gordon Young, the editor for Unit 4406-The Honolulu Advertiser, won the David E. Thompson Award for Statewide Excellence.

### Division Awards

**Hawaii.** Best Overall: Unit 1519-Outrigger Keauhou Beach Resort, edited by Francine Masuhara-Molina. Runner-up: Unit 1518 - Hapuna Beach Prince Hotel, edited by Frankie Pang.

**Maui.** Best Overall: Unit 2101-Hawaiian Commercial & Sugar, edited by Robert Zahl.

**Kauai.** Best Overall: Unit 3410 - Wilcox Memorial Hospital, edited by Doreen Kua.

**Oahu:** Best new bulletin editors: Unit 4412-Servco Pacific, edited by Serena Fujimoto and Unit 4414-Ball Corporation, edit by Simi Leo.

### CORRECTION

Bulletin editor Simi Leo was incorrectly identified as Jose Miramontes in a photograph on page 6 in the March-April 2008 Voice.

## Some of Maui's officers and stewards



Above L-R: Esmenio Sabas—chair of Wailea Ekahi; Lolita Villanueva—steward from Maui Eldorado Resort; Meribeth Rendon—steward from Lanai Company; Orlando DeLeon—chair of Maui Eldorado AOA.



Right: Rodney Cleveland—steward from Tri Isle and Ester Dumayas—treasurer from Royal Lahaina Resort.



Oahu Division stewards at a training class on March 25, 2008. Union stewards are volunteers who want to help their fellow members on the job. They attend a one-day class which provides some basic training, but they will learn much more from their unit officers and business agents as they get more involved in the union.

## Stewards are the backbone of the union

The steward is the very backbone of the union because he or she is the individual responsible for seeing that the union is active at their workplace.

Management has its representatives on the job at every level of operation, and its representatives see that management's interests are protected at all times. The steward on

the job plays the same role for the union.

The most important job of the union steward is to organize the members in their department to solve problems as a group. This is the best way to build a stronger union on the job and to educate members about their rights and benefits under the union contract.



Hawaii Division stewards at a training class in Kona on April 30, 2008. They are learning about the 7 requirements of "just cause" when members are disciplined by management--adequate warning, legitimate rule, due process, fair investigation, proof of guilt, equal treatment, and reasonable penalty.



Hawaii Division stewards discuss how they would defend a member in a discipline case.

## Harriet Bouslog Scholars today

Jason Cabral was among the first group to receive a Harriet Bouslog scholarship in 1989. Scholars must have a parent or grandparent who was an ILWU member. The scholarship pays the full tuition for up to four years to the University of Hawaii at Manoa or Hilo. Jason now has a doctorate's degree and is teaching Hawaiian Studies at the University of Hawaii-Hilo. His parents are George and Beatrice Cabral of the Laupahoehoe ILWU Pensioners Club.

## Membership Services

# Retirees win in C. Brewer case

**Sugar and pineapple retirees from Olokele Sugar and Wailuku Agribusiness won a court settlement against C. Brewer which will give them \$1.5 million dollars in compensation when the company terminated their life-time medical benefits. The ILWU took C. Brewer to court and paid the legal expenses as the case dragged on for over 18 months.**

In February 2006, C. Brewer informed approximately 180 retirees of Olokele Sugar Company on Kauai and Wailuku Agribusiness on Maui that the company would terminate their medical benefits as of April 30, 2006. The retirees had been promised life-time medical benefits, but C. Brewer was being dissolved as a company. Instead, the company gave each retiree a lump sum payment, based on the retiree's age and life expectancy. The total sum paid out was about \$1,200,000.

The ILWU collective bargaining agreements with Olokele and Wailuku required the company to provide life-time medical benefits to its unionized retirees. Depending on

when they retired, this benefit ranged from \$40 to \$240 or more a month. This is a continuing legal obligation, even though C. Brewer sold Olokele in 1994 and shutdown Wailuku Agribusiness in 1999.

The retirees flooded the union with phone calls. Many were concerned that the amount paid out by C. Brewer was not enough. State and federal income tax also took a large part of the lump sum payments.

The ILWU moved quickly to help the retirees. Social Services Coordinator Joanne Kealoha held meetings with the retirees to help them find alternate medical coverage. The ILWU requested more information from Brewer to explain

how the lump sum payments were calculated. The union pointed out that income tax reduced the amount the retirees received.

C. Brewer offered \$75,000 to settle the claim. This was much too low, and the union and a number of individual retirees filed a lawsuit against C. Brewer in May 2006. In an attempt to avoid the expense of a trial, the union and C. Brewer made one more attempt to reach a settlement in February 2007.

A professional mediator was hired to help bring the two sides together. The ILWU presented its arguments and calculated that an additional \$350,000 would be fair payment to the retirees. C. Brewer increased their offer of \$75,000 to \$135,000. The difference was too great and the

professional mediator could not get an agreement.

The ILWU asked the court to make a quick judgment. In November 2007, Brewer agreed to settle the case for \$300,000. The union and retirees agreed. The court approved the settlement and in May 2008 checks were mailed to the retirees.

The 180 retirees of Olokele and Wailuku Agribusiness were fortunate they had a union that continues to fight for their rights and benefits. ILWU full-time officers on Maui and Kauai spent hundreds of hours contacting the retirees, keeping them informed of the case, and helping them with their medical benefits. The union paid the entire cost for the attorneys and legal process—the retirees paid nothing.

• Visit our new ILWU Local 142 website: [www.ilwulocal142.org](http://www.ilwulocal142.org)

• Visit the boycott Pacific Beach Hotel website: [boycott.ilwulocal142.org](http://boycott.ilwulocal142.org)

• Send a message to HTH Corporation through LabourStart: [www.labourstart.org](http://www.labourstart.org)—go to the Act Now! section on the left of the page. Click on the link "USA—Pacific Beach workers have a right to a union"

# Charges can vary on doctor visits

**For ILWU members at the Ka'anapali Beach Hotel, the Hyatt Regency Maui, the Hilton Waikoloa Village on the Big Island, the Grand Hyatt Kauai, Four Seasons Lanai and Castle & Cooke Resorts Lanai.**

Under the ILWU Health & Welfare medical plan, you pay 10 percent of the doctor's visit when you see a participating provider and 25 percent or more when you see a nonparticipating provider. Under the Kaiser plan, you pay a flat \$14.00.

Did you know that the charge for a doctor's visit can be as low as \$50 and as high as \$300 or more? This does not include any additional charges for diagnostic testing such as blood tests or X-rays.

If you're paying 10 percent, your copayment could be as low as \$5.00 and as high as \$30. The difference in price is based on the complexity or difficulty of your problem. There is also a difference in charge for new patients or if the doctor hasn't seen you in 3 or more years. The lowest charge is for follow-up visits by an established patient.

**Example: A first visit for a new patient with a simple problem would be about \$75 to \$115. A more complex problem could push the charge for the office visit to \$100 or \$150. A very complex problem**

**could result in an office visit charge of \$200 or more.**

**The charge for a follow-up visit should be much lower. A simple problem should be around \$50 to \$70. A return visit charge for a more complex problem should be around \$65 to \$100. The follow-up charge for a very complex problem should be around \$150 or more.**

These examples are based on statewide averages and the actual charges on your island or area may be different.

Mistakes do happen and you may want to take a closer look at your doctor's bills. If you had a follow-up visit to check your blood pressure, the office charge should be on the low side. If the charges appear too high or if you see a lot of additional charges you don't understand, ask your doctor's office for an explanation. You can also call Gwen Suzuki-Oishi at the HMA office at 1 (866) 377-3977 for help in explaining your medical charges.

Kaiser health plan members won't have any of these problems

as office visits are a flat \$14.00. However, with Kaiser, this \$14 can apply to referrals in the same office visit. I once went to a Kaiser optometrist about something irritating my eyes. He washed out my eyes, but the problem continued. He then walked me over to the ophthalmologist next door, who quickly diagnosed the problem as a small tear in the outer skin of my eyeball. Eye drops would correct the problem. I was charged \$28 for two office visits.

### Tips for making appointments

When you call for a doctor's appointment, what you say makes a big difference in how soon you will be seen and how much time will be scheduled with your doctor.

When you call for an appointment, the receptionist will ask something like, "What is the problem?" or "Why do you want to see the doctor?" After you give an answer, the receptionist will usually ask, "How long have you had this problem?" They're asking these questions to determine if the problem is serious or not.

If the problem is serious or life-threatening, the receptionist will probably advise you to go to an emergency room or urgent care clinic.

Before calling, it's a good idea to write down a few notes about the problem, when it started, whether it has happened before, what medication you are taking, and any allergies you have to medication. If there are several problems, you should list the problems.

If you feel uncomfortable telling the receptionist about the problem, you can always say it's something personal which you want to discuss only with your doctor. However, don't be surprised if your appointment is next week or the week after.

When you arrive for your appointment, the nurse will ask the same question—"Why do you want to see the doctor today?" Most times you will be asked that same question again by your doctor when he or she comes into the exam room.

Doctor's call this the chief complaint and this becomes the focus of your visit. If you start complaining about other things, the doctor may ask you to make another appointment for a check-up. This is necessary because only a certain amount of time was scheduled for you when you called for the appointment. If you want a check-up for a number of different problems, you should say so when you make the appointment.

## News Around the Union

# Mauna Kea Beach and Hapuna Beach Prince Hotel members unite



The ILWU negotiating committee members from both hotels worked hard on achieving a good settlement. From left to right: Nick Lopez, Pua Akamu, Paulsa Keeling, James Moeller, Syvell DeRego, Richard Baker Jr., Elmer Gorospe, Laine Ishikuro, Jonathan Botelho, Greg Gauthier and Frankie Pang.

**KOHALA COAST, Hawaii**—ILWU members working at the Mauna Kea Beach and Hapuna Beach Prince Hotels have ratified one master agreement between the properties that has united the two units into the Mauna Kea Resort at two separate ratification meetings on March 25 and 27.

“This is a historic opportunity to bring unity to the ILWU members between both properties,” stated Richard Baker Jr., negotiations spokesman and Hawaii Division

Director.

“There is not only the potential for more bargaining power for the members, but there is now the possibility for more work opportunity for workers at both properties,” he continued.

The employees of the Mauna Kea Beach Hotel have been members of the ILWU for about 40 years. It is currently owned by Prince Resorts Hawaii which built the Hapuna Beach Prince Hotel in 1994 right next door to the Mauna Kea Beach Hotel.

The Hapuna Beach Prince Hotel opened up as a non-union shop but the majority of the employees chose to become members very soon thereafter. The company’s management team at the time wanted to negotiate a new, separate contract from the Mauna Kea Beach Hotel to the dismay of ILWU leaders. “Mauna Kea Beach Hotel had a strong contract and it seemed to be management’s desire to have a less potent contract for Hapuna,” stated Baker. “We were clear with them at the time that by having one contract they would have much more flexibility should a labor shortage arise.”

Current Prince Hotels Hawaii management recognized that unity between both properties was not only beneficial to the employees but also for the benefit of better customer service. Both companies are now governed by the stronger, earlier contract language that employees at the Mauna Kea Beach Hotel have enjoyed for many years.

Workers at both hotels will maintain their work opportunity and seniority rights, as the two hotels will operate under separate seniority lists.

“Unit officers from both properties showed exceptional strength and

compromise throughout the process, and without their leadership, this could not have happened,” stated ILWU negotiations co-spokesperson and Business Agent Greg Gauthier.

The negotiating committee was comprised of both Mauna Kea Beach Hotel and Hapuna Beach Prince Hotel negotiating committee members along with Spokesperson Richard Baker Jr., as well as co-spokespersons Greg Gauthier and Elmer Gorospe.

“We are hopeful that this unity will provide better opportunities in the future for even stronger contracts,” stated negotiations co-spokesperson and Business Agent Elmer Gorospe.

The grounds and residential maintenance division at both properties also came together as a separate corporation to focus on the needs of the affluent homeowners that have purchased homes at the Mauna Kea Resort.

ILWU employees working in these areas will be covered by a separate agreement that mirrors the hotel contract. This new entity will be called Mauna Kea Resort Residential Services and they will be one of the first units in Hawaii Division to be part of the ILWU General Trades Health and Welfare Trust Fund.

## ILWU steps up to the “plate” to stamp out hunger

by Greg Gauthier  
Hawaii Division Business Agent

**BIG ISLAND, Hawaii**—Full-time officers, members, and some of their families on the Big Island assisted the National Letter Carriers Association in an island-wide food drive to support the Hawaii Island Food Basket on Saturday, May 10, 2008 at both the Kona and Hilo post offices. Postal workers picked up the donated food from citizens along each of their respective routes and

brought the items to the main post offices in both Hilo and Kona. Hawaii Division participants got to work alongside other Union sisters and brothers from the National Letter Carriers Association, Hawaii State Teachers Association, and the Hawaii Government Employees Association. Representing Hawaii Division were Division Director Richard Baker Jr.; Business Agents Isaac Fiesta Jr., Wallace Ishibashi Jr., Greg Gauthier, George A. Martin, Corinna Salmo; members Lenore

Corpuz, Malcom Osaki; and Organizer Jing Tabudlo. “We stood side by side with other Union’s in trying to support families in need here on the Big Island,” stated Richard Baker Jr. “The Hawaii Island Food Basket has always been there for our members in need and it provides an important resource for the community,” Baker continued.

The Full Time Officers and members in Hawaii Division have participated in the National Letter Carriers Association’s annual “Let’s

Stamp Out Hunger” campaign for many years. They assist in sorting the many tons of food that is donated by the community into the various food categories and load all of it onto big trucks that take the donated food to the Hawaii Island Food Basket warehouses. This year saw record amounts of donated food.



ILWU Hawaii Division Business Agent Corinna Salmo (right) and HSTA union members help sort tons of donated food in the National Letter Carriers Association annual food drive.



Oahu members also helped with the annual food drive. From left to right: Oahu Division Business Agent Shane Ambrose, Sam Ramirez from Unit 4305-Dole Food Company, and Oahu Division Director Dave Mori.

### Vote Absentee

Ⓞ Avoid the hassles and vote by mail. Apply for an absentee ballot after July 22, 2008.

Ⓞ The Hawaii State Primary Elections is Saturday September 20, 2008.

Ⓞ The General Election is November 4, 2008.

**The next LEB meeting is scheduled for Sept. 25-26, 2008 at 10:00 a.m. at the ILWU Union Hall, 451 Atkinson Drive, Honolulu.**