



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

Volume 49 • No. 4

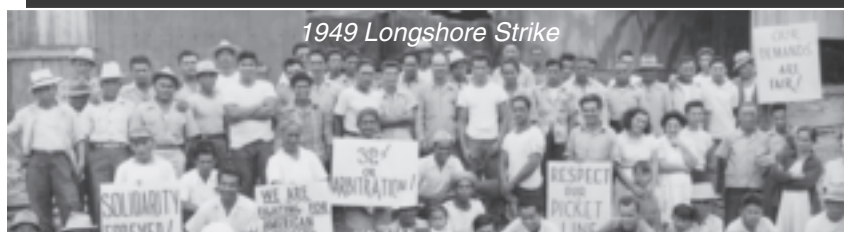
The VOICE of the ILWU—Published by Local 142, International Longshore & Warehouse Union

July/August 2009

Call to the ILWU Local 142 25th Convention

September 15-16-17-18, 2009

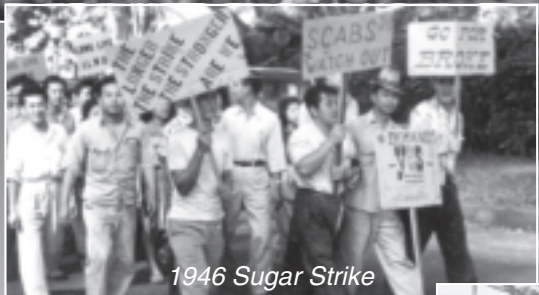
The Sheraton Waikiki Hotel, Honolulu



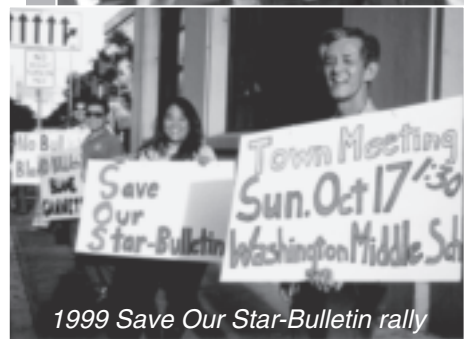
1949 Longshore Strike



1970 Stop Runaway Shops Pineapple rally at the Capitol



1946 Sugar Strike



1999 Save Our Star-Bulletin rally



2000 Maui Hotel contract rally

Unity, Equality, and Rank & File Democracy

Call to Order • 11:00 a.m.
Tuesday, September 15

THINGS TO DO:

- 1) **Elect Delegates.** If a runoff election is required to select delegates, the runoff election must be by secret ballot. The Local pays lost wages and expenses for official delegates; unit finance policies or membership approvals are required to pay for observer expenses.
- 2) **Deadline for receipt of credentials form: August 10, 2009.** The attached credentials form must be completed listing each delegate or observer and must be received by the Secretary-Treasurer at 451 Atkinson Drive, Honolulu, Hawaii 96814, no later than Monday, August 10.
- 3) **Hold meetings.** Units may decide to propose amendments or resolutions for the Convention. All proposed amendments to the Constitution must be submitted to the Local Secretary-Treasurer by August 15, 2009. Resolutions may be submitted by 4:00 p.m. on September 15, 2009.

ADDRESS LABEL

**OFFICIAL NOTICE
OF ILWU LOCAL
142 NOMINATION
AND ELECTION,
PAGE 8**

Notice of Primary Election at Local 142 Convention

Run-off elections may be held to nominate candidates for Local 142 titled officers and executive board members on September 18, 2009.

The Local 142 Constitution and Bylaws requires a run-off election if more than two candidates are nominated for each office.

Declared candidates for these offices have the right to inspect the list of Convention delegates between August 15 and September 15, 2009.

The next Local 142 Executive Board (LEB) meeting is scheduled for September 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.

INTERNATIONAL ELECTION NOTICE

An election by secret ballot is being conducted by mail to determine the selection of ILWU Titled Officers, International Executive Board members, and, for Longshore Division locals only, Coast Committeemen. The mail ballot procedure is the only method being used for voting in this election.

The election is being conducted pursuant to the ILWU Election Rules and Procedures adopted at the April, 1994 Convention and as subsequently amended. No later than Monday, July 27, 2009 ballot packets will have been mailed out to all ILWU members listed on the Voter Eligibility List.

If for any reason you do not receive in the mail a ballot packet by Monday, August 3, 2009 and if you believe you are an ILWU member who is eligible to vote in this election, you can obtain a ballot packet by personally calling Election Services Solutions, the outside agency assisting in this election, at 1-800-864-1263. Since most ILWU members should receive their ballot packet from the mailing, telephone calls to Election Services Solutions will not be accepted until after August 2, 2009. A ballot packet can only be obtained from Election Services Solutions and not from the ILWU, the ILWU Election Procedures Committee, the ILWU locals and affiliates, or any of their officers and representatives.

Please also note that all voters must return their ballots in the designated post office box in San Francisco, California, no later than 8:00AM PST, September 10, 2009. Late ballots will not be counted under any circumstances.

To prevent ineligible persons from voting, please note that any individual who requests a ballot packet and who is not on the Voter Eligibility List will be sent a challenged ballot for voting. All challenged ballots will be subject to possible later investigation as to the voter's eligibility.

Also, the ballot packets are electronically coded to prevent anyone from having more than one ballot counted. If a voter mails in more than one ballot, the ballot with the latest postmark or receipt stamp will be counted, and the prior one(s) will be voided. However, where it is not possible to determine the latest postmark or receipt stamp, all ballots cast by the same voter will be voided.

Any ILWU member who has a question about the election may call the ILWU Election Procedures Committee at 1-415-775-0533 to leave a voice mail message. If you call before 9:00 a.m., after 5:00 p.m. or on weekends and holidays, dial extension 150 during the answering machine message to be connected to voicemail.

International Convention Actions

Highlights of the 34th International Convention

ILWU democracy is unique among American unions in that rank-and-file members make the policies that direct the work of their International union. They do this once every three years at a five-day Convention which was held this year in Seattle, Washington from June 8 - 12, 2009.

The ILWU Convention rotates to one of the seven areas of the ILWU every three years. The last Convention was held in 2006 in Vancouver, Canada. The next Convention in 2012 will be held in Southern California. Hawaii will host the Convention in 2015. The Convention will be held in Oregon in 2018, in Northern California in 2024, and in Canada in 2024.

A total of 317 delegates attended the Convention. The delegates are elected by the members of ILWU locals in California, Oregon, Washington, Alaska, Hawaii and Canada. Local 142 Hawaii sent 117 delegates. In addition, there were 31 fraternal delegates from ILWU pensioner groups and women's auxiliaries.

Maui Division was the largest group in Local 142 with 52 delegates. Oahu Division had 38 delegates, Hawaii Division sent 14 delegates, and Kauai had 13 delegates.

The business of the Convention kept the delegates working hard for five days and a few evenings. The Convention approved a budget for the next three years, adopted 7 constitutional amendments, 5 program policies, and 30 resolutions. All actions of the International Convention take effect upon adoption by the Convention.

Officers nominated

On June 12, the last day of the Convention, delegates nominated candidates for the union's titled officers and executive board. International President Robert McElrath, International Vice President, Hawaii, Wesley Furtado and International Secretary-Treasurer Willie Adams will run for re-election to their offices. Incumbent Vice President, Mainland, Joe Radisich will not seek re-election—he nominated Ray Familathe to run for



Local 142 members from each industrial group meet to nominate their delegate to the International Executive Board (IEB). The IEB meets three times a year and is the second highest policy making body of the International Union between the Conventions. Local 142 has 6 delegates on the IEB—one from each industrial group and the Local 142 President.

International Vice President, Mainland. All four candidates are running without opposition.

The following candidates were nominated to represent Hawaii on the International Executive Board: Sam Kaaiahue (Longshore grouping); Francis Kamakaokalani (General Trades grouping); Cyrus Kodani (Tourism grouping); and Aurora Raposas (Sugar grouping). Douglas Cabading and Harold Gouveia were

nominated to represent the Pineapple grouping and will face a run-off election to determine the winner.

Other ILWU areas also nominated their candidates for the International Executive Board, but those candidates will not appear on the Hawaii ballot. The International Election is conducted by mail and Hawaii members should receive ballots for the International Election in July.

A week of hard work, unity and solidarity

On the first day of the Convention, Local 142 President Fred Galdones requested that the Convention be dedicated in memory of Ah Quon McElrath, who passed away on December 11, 2008. The delegates unanimously approved the request and stood for a moment of silence in respect for Ah Quon's lifetime of dedication and contribution to the ILWU, the union movement, and all humanity.

International Solidarity

International solidarity was a theme repeated throughout the week. On the second day of the Convention, the ILWU and the All Japan Dockworkers Union (Zenkowan) renewed the Solidarity Agreement between the two unions.

Akinobu Itoh, President of the All Japan Dockworkers union Zenkowan, recalled the 50-year special relationship between the ILWU and Zenkowan and how both unions took action to support each other.

More recently, President Itoh took a leading role in building extraordinary support among Japanese unions for ILWU members of the Pacific Beach Hotel in Waikiki. The hotel draws most of its business from Japan and Local 142 has called for a boycott to put pressure on the hotel owners, HTH Corporation. ILWU members have been fighting for union recognition and a fair contract at the hotel for seven years. The



Zenkowan President Akinobu Itoh and ILWU President Robert McElrath sign a new Friendship and Solidarity Agreement which calls for both unions to take all legal action to support each other.

hotel owners have violated numerous labor laws and recently fired 31 workers who were strong union supporters and members of the rank and file negotiating committee. See Resolution R-26 thanking Zenkowan and Rengo for their support of the Pacific Beach Hotel workers.

Paddy Crumlin, National Secretary of the Maritime Union of Australia (MUA), challenged the ILWU to take the lead in building a new, progressive society. "An injury to one is an injury to all" is something that goes far beyond industrial rights and into the area of human and civil rights and lies at the very core of this union," Crumlin said. "You built a union of political independence and progress, that stands

on an understanding of your individual and collective self-worth and dignity...That is the hope for the future and that's the hope for workers here and everywhere," Crumlin concluded.

Russell Mayn, the Assistant General Secretary of the Maritime Union of New Zealand, spoke about how international solidarity helped the workers of Port Naproxen, a very small port in New Zealand.

The employer were trying to break the union just before the Christmas holidays and workers were afraid they would have no food for Christmas or money to buy gifts for their children.

Mayn appealed to the Maritime Union of Australia and the Austra-

lians came up with \$20,000 to help the members of Port Naproxen get through Christmas.

The workers won and now the Port is 100 percent unionized with 80 full-time workers.

Foreign Affairs and International Issues

The ILWU has never shied away from taking positions on world affairs. As Harry Bridges said to the 1947 Convention: "There are many who hold to the belief that in matters of foreign concern of foreign policy we should let well enough alone. There are plenty who think a union should not speak out, fight for or criticize the foreign policy of our government; that it should be a matter of our government, right or wrong, in matters of foreign policy. We have

—continued on page 3



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Editor: Mel Chang

International Convention Actions

Policies Adopted by the 34th Convention

Constitutional Amendments

C-1 Convention Locations - updates the rotation of the Convention to the seven areas of the ILWU: Southern California Area - 2012; Hawaii Area - 2015; Oregon/Colum-



“Whether we pass or fail a resolution, or bring it back and reword it a little, it’s interesting to see the whole process. You’re allowed to speak your heart and speak your voice. Whether you agree or disagree, at the end we’re all the same union.”

— Dennis Morton

bia River Area - 2018; Northern California Area - 2021; ILWU Canada - 2024; Washington/Puget Sound/Alaska - 2027; Southern California Area - 2030.

C-2 Political Action Fund - revises language referring to the “diversion” as that language is no longer appropriate. This is a house-keeping amendment and will have no effect on how the fund is currently operating.

C-3 Titled Officers Salaries - updates titled officers salaries which is based on the average of the percentage increase in the base rate of pay in the ILWU’s three major industries— Longshore, Northern California Warehouse, and Local 142’s major hotel agreements.

C-4 Officers and Staff Pension Plan - updates officers and staff pension plan to match the improvements negotiated in the longshore industry pension plan in 2008.

C-14 International Executive Board Wages - raises daily wages paid to board members attending meetings from \$100 to \$150 a day.

C-17 Revise 30 Percent Organizing Mandate - allows funding up to 30 percent of International union’s income for organizing instead of minimum of 30 percent.

C-20 Creating a Fraternal District

Council Delegate - establishes a fraternal delegate from each of the four ILWU District Councils to be funded by the District Councils— Southern California, Northern California, Columbia River, and Puget Sound.

International Affairs

R-1 Establishes Sister Port Solidarity between Sydney, Australia and the Puget Sound Region of the Inlandboatmen’s Union and the ILWU.

R-15 Withdrawal of American Troops from Iraq and Afghanistan and the Reinvestment in the Human Needs of American People - calls for the withdrawal of armed forces from Iraq and Afghanistan; an end to war profiteering; solidarity with Iraqi unions; support of Iraqi labor efforts to protect Iraqi sovereignty over its oil and natural resources; reversal of federal funding priority on war; restoration of civil and human rights suspended in the “war against terror”; build a network of union members who are veterans or in

—continued on page 7



Star Medeiros told the Convention how her mother, Edwina Smythe, was the first woman elected to the International Executive Board in 1981. Gender bias continues to create a glass ceiling which holds women back on the job.

A week of hard work, unity and solidarity—continued from page 2

never adhered to that belief. And the reasons are simple: the question of our welfare, our own interests, our own existence.”

The Convention called for the withdrawal of troops from Iraq and Afghanistan, the end to the Israeli siege of Palestinians in Gaza, free the Cuban 5, normalization of relations with Cuba.

Health Care for All

Health care reform was a big issue and the Convention approved four different resolutions dealing with changing the U.S. health care system. Resolutions called for



Philbert Secretario, a hotel worker from Maui, told the Convention how he booed union organizers and voted against the union when he was working at the Embassy Suites Hotel. Workers learned a bitter lesson of why they need unions when management later mistreated them and cut jobs.

building a mass movement to support a single payer system like Canada, support of House Resolution 676 for an “Expanded and Improved Medicare for All”, universal coverage where health care is a right of all people, and looking at all alternatives such as the health care systems in Great Britain, Germany or France.

Political Action

The need to continue union political action, reverse the damage of the Bush Administration, restore civil rights taken away in the name of fighting terrorism, vacate the anti-labor policies of the Bush labor board were some of the political goals adopted by the Convention.

The passage of the Employee Free Choice Act by the US Congress must be a major political priority for the ILWU. Members were urged to continue their voluntary contributions to the ILWU Political Action Fund and to work with their political action committees and district councils.

Equality and Civil Rights

Equality and advancing human rights remain core values of the ILWU. The country has come a long way in fighting discrimination and protecting civil rights, but much more needs to be done.

Equal rights for women, immigration reform, worker privacy and abolishing identification cards, abolishing the death penalty were some of the civil and human rights issues that came before the Convention.

Commitment to Organizing

Organizing will remain an important commitment of the International union. To allow more flexibility to deal with economic emergencies, the Convention approved a change that will allow the International union to spend up to 30 percent of the union’s income on organizing.

The previous policy required the International union to reserve 30 percent of the union’s revenues for organizing. This money could not be used for any other purpose except for organizing. There is sufficient money saved in the organizing fund to take care of the needs of the organizing program for the immediate future.

The change in policy will allow the International Union to build up a reserve fund, take care of other programs such as education and international solidarity, and still spend up to 30 percent on organizing if needed.

ILWU Leaders Set Example

A long line of speakers paid tribute to retiring ILWU leaders Richard Cavalli, John Tousseau, and Jack Wyatt, Sr. The democratic, rank-and-file, and progressive culture of the ILWU has produced many great and exceptional union leaders. The speakers spoke about the commitment, integrity, class, dedication, knowledge, and sacrifice of these veteran leaders who dedicated a lifetime to the ILWU. They told the Convention how they learned about

union, negotiating with the boss, caring for the membership, taking a stand for what is right.

The Union Budget

The Convention adopted a budget which recognizes the difficult economic times faced by all sections of the union. The budget maintains existing programs of the International at the same levels with small increases to account for expected inflation. It includes a modest increase in per capita dues of \$.50 and \$.75 cents in 2009, ten cents in 2010, and no increase in 2011. The \$.75 cent increase is on those locals whose members earn more than \$90,000 a year.

The increase in the International’s per capita dues will not be passed on to members of Local 142 Hawaii. Local 142 pays the International per capita dues directly out of its general fund.

The Convention approved an increase in the Titled Officers’ salaries, but due to the financial hardships faced by all ILWU locals, the Titled Officers (president, vice-presidents Hawaii and Mainland, and secretary-treasurer) have suspended their May 1, 2009 salary increase.

The ILWU Constitution provides the officers with an annual wage increase based on the average increase in the pay rate of longshore, Northern California warehouse, and Local 142’s major hotel agreements.

International Election Candidate Statements



**International President
Robert "Big Bob" McEllrath**

Brothers and Sisters of the ILWU:

I am honored and proud to have the opportunity to serve a second term as your International President. I truly appreciate the support I have been given and the confidence that the members have placed in me. The ILWU has been a part of my life since I was young when my father got his registration. I was fortunate to get into the Longshore Division in 1969 and I have never looked back.

During the 134-day strike in 1971, I learned to be prepared in case we needed to strike again and that this preparedness is another strength of our union. I attended the union meetings, worked with and listened to the "Old Timers," and learned the principals and history of our union. I count myself fortunate to have met and heard our founder, Harry Bridges, when he spoke at meetings during my younger years.

Being elected caucus delegate in the mid-'80s, I have been at every convention and caucus since, watching our ILWU history unfold. I have served the union as a Coast Committeeman for four years, and been the International Vice-President for six years, before being elected President three years ago.

I was elected to Small Port Negotiator for the Longshore Master Agreement in 1993 and again in 1996. In 1999 as a Coast Committeeman, I was elected Co-chair for the negotiating committee, and in 2002 as Vice President of the International was Co-Chair of the Contract Bargaining, and in 2008 as the ILWU president I was the Negotiating Committee Chairman. I also chaired the Shipboard Grain and In-House Grain Negotiations in the Pacific Northwest, and assisted in the All Alaska Longshore Negotiations and the Local 5 Powell's Book negotiations. I served as an officer under three of the five presidents the ILWU has had in its 75-year history, giving me the experience and the knowledge to lead this union through the term ahead.

Our nation is in a recession nearly as deep as the Great Depression, and employers are using this as an opportunity to try and whittle at the negotiated gains in all sections of our union. I can assure you I will lead based on my experience, my sense of right, and with input from the rank and file. We must continue to build our International relationships as well as being a strong voice for labor in the United States. We must be fair and right within our union, treat Locals equitably and minimize anything that divides us and weakens the structure of our organization.

We need to educate our members to understand and maintain our history and loyalty as opposed to forcing the union to spend countless hours and huge sums of money fighting within. My goal is to keep our union strong, clean, and focused on the greater good for the greater number of our members. Again, I thank you for your support. An injury to one is an injury to all.



**International Vice President,
Mainland - Ray A. Familathe**

I am proud to say this is my 21st year in the ILWU. For the last 16 years I've worked throughout the world expanding our international relations and solidarity. I currently serve as International Affairs Director for the Longshore Division and International. I have worked under the direction of International Presidents David Arian, Brian McWilliams, James Spinosa, Robert McEllrath, and the International Executive Board. During the 2002 and 2008 Longshore contract negotiations I coordinated our solidarity efforts worldwide with the International Transport Workers Federation (ITF) and International Dockworkers Council (IDC) which helped our Longshore division on the mainland secure successful contracts. But before all this, I began my career working at a railyard facility in Southern California.

In 1987 the ILWU had just won an organizing drive at the newly built \$54 million ICTF railyard in the ports of Los Angeles and Long Beach. The 175 workers overwhelmingly elected for ILWU representation. I was hired shortly after the election in 1988. The workers were excited about the future and their new contract with Local 13's Allied Division. In 1989 I was elected Business Agent representing this unit which had grown from 175 to 300 workers. I experienced many challenges to building this unit which required the need to educate shop stewards on grievance handling and arbitrations to better serve the membership. In late 1991 Southern Pacific Railroad, still bitter over the ILWU securing jurisdiction a mere four miles from the ports of Los Angeles and Long Beach, used their power and influence along with the city, state, and federal politicians to justify their "Lockout" of the ILWU workforce. This struggle received tremendous support from the entire ILWU family but was unfortunately lost. I am proud to say that many workers that endured this struggle have moved up in the ILWU ranks in various divisions/units and are our leaders today.

Having worked for many years as a casual longshoreman I was registered to Class B Longshore status in 1995 with Local 13. Since then I have been elected to the Executive Board, Caucus/Convention Delegate and Business Agent. I also worked with the ILWU's Organizing Department to organize the LAXT Coal Terminal in the Port of Los Angeles.

My passion for organizing workers comes from working with the ITF Flags of Convenience Campaign fighting for the rights of seafarers that come from developing countries who are exploited by ship owners. I get excited reading our rich history written by great leaders and organizers like Harry Bridges, Lou Goldblatt, Jack Hall and Ah Quon McElrath.

I have worked with most all of the locals/divisions of the ILWU and Canada. I believe we need strong local unions and a strong national labor movement, but the key to all this in the global economy is having an international program and network. I have helped to build the ILWU's for 16 years. My work has prepared me to take the next step by asking for your vote for International Vice President, Mainland.



**International Vice President,
Hawaii - Wesley "Wes" Furtado**

My name is Wesley "Wes" Furtado and I am seeking re-election as your ILWU International Vice President-Hawaii.

RANK AND FILE EXPERIENCE - As a rank-and-file union member of the Longshore industry I gained experience as a shop steward and negotiating committee member. It was these experiences that ignited my passion for unionism and helping fellow members.

ORGANIZER - From the 1980s to 2000s we helped organize large numbers of workers into our union. Those workers were employed at hotels, golf courses, agriculture companies, transportation companies, maritime companies and more. Working with a lot of different people from all different backgrounds and cultures taught me a lot about my fellow union members. As part of the Hawaii organizing department, we led many organizing campaigns and assisted with first campaigns and contract renewals in tourism, general trades, agriculture companies and the maritime industry. Although my personal role has changed over the years (from organizer, to Business Agent, to International Representative, to International Vice-President) my passion to strengthen expand our union remains strong.

HAWAII ORGANIZING - As International Vice President Hawaii, we have worked hard to adapt and improve how our union operates. In Hawaii we have adopted a strategic organizing strategy that has greatly improved our success and efficiency. This triennium has yielded high success rate for organizing campaigns and achieving first contracts for newly organized ILWU members. I personally negotiated agreements to organize new units in the maritime industry and assisted with a hotel organizing campaign and setting the tone for the first contract negotiations.

LONGSHORE NEGOTIATIONS - Over the last 12 months I was directly involved with the Hawaii Longshore Division Committee contract negotiations with Longshore and Inter-island Barge operation employers. Hawaii Longshore agreements covers Longshore, Clerks, Mechanics and CFS-CY. Interisland Barge agreements cover Longshore, Clerks, Mechanics, and Office Clerks.

POLITICAL ACTION - In addition to grass roots education and mobilizing we lobby elected officials on national and local levels and educate them on the interests of working people and the Labor movement. Grass roots efforts of union members in home districts makes our political action program effective. I can tell you that the contributions and efforts of individual members makes government officials truly listen when we meet them face-to-face to discuss issues with them.

If re-elected I will do my best to continue fighting to protect the gains that we have earned together and to organize new members into our union.

International Election Candidate Statements



**International Secretary-Treasurer
Willie Adams, Local 23**

Brothers and Sisters of the ILWU:

With great honor and humility I'm seeking my third term as International Secretary-Treasurer of this great union. I'm looking forward to talking with and seeing our membership as I hit the campaign trail, and calling upon all ILWU members that we must recapture our spirit of endurance and optimism. It is the struggle that shapes us, and it is the struggle we must shape. I'm very clear that my work is still not complete, and the fire still burns in my guts and the passion in my soul.

My varied ILWU experience includes Longshore Caucus delegate for 10 years; four times convention delegate (2000, 2003, 2006, 2009); Chairman of the Coast Jurisdiction Committee; member of the Coast Legislative Action Committee with 10 years of service in Washington D.C.; member of the International Executive Board and IEB trustee; and for the last six years, I've served as your International Secretary-Treasurer.

On the world stage on behalf of the ILWU I have traveled to Australia, Brazil, Holland, Germany, Belgium, South Africa, Vietnam, Singapore and Cuba. I have rolled up my sleeves, and have worked with all divisions of our union. I have worked without rest pounding the pavement in Washington D.C. to continue to build relationships with key players in both parties to raise the profile of the ILWU and to give our union more clout. I have devoted my time and energy to education programs, knowing we are nurturing our next generation of leaders who will take us even further. I also feel that we must do all within our might to raise the bar in organizing because the ILWU and labor movement must survive and grow; there is no other option.

Many of our members are hurting today. We're experiencing job losses, layoffs, and less work at the ports, so all of us are in some kind of pain. The economic recession is giving us a wakeup call. It's clear that as members of the ILWU, we need to reach beyond the anxiety and the depression of the last eight years and get back to our strengths. We must be adept at finding opportunity in adversity. The threats to our very existence, and consequently, that of our families, are the driving force behind us rebuilding our union to make it even stronger. And today, Brothers, Sisters, the present stands side by side with history; 75 years later we're still here.



**International Executive Board
Sugar - Aurora Raposas**
No statement submitted



**International Executive Board
General Trades - Francis Kamakaokalani**
No statement submitted



**International Executive Board
Pineapple - Douglas Cabading**

My name is Douglas Cabading (Doug known to many).

I am a contender for the IEB seat for Pineapple. I am interested in this seat to voice and support the pineapple and all other industries. I have concerns of the well being of our members.

I have experience in leadership:
Membership Service Chairman for Unit 2306, Unit 2306 1st Vice Chairman, Unit 2306 Chairman, Maui Division Assistant Sports coordinator, sits on pineapple industry negotiations, Maui division Trustee (current), sits on the Local Executive board, Delegate to the Local Convention and Delegate for the pineapple industry at the International Conventions, also was part of the constitution committee for both conventions.



**International Executive Board
Longshore - Samuel Kaaihue**

I have been a Longshoreman at the Port of Kahului on the Island of Maui for nearly twenty nine years.

Within the past few years I have served as a unit delegate and chairman for Unit 2201, Maui Longshore Division. During that time I have attended the 2006 and 2009 ILWU International Convention.

With my extensive knowledge and years of hard work and dedication, it would be an honor and privilege to be elected as an International Executive Board Member, to represent all Longshore workers in the State of Hawaii, and all my brothers and sisters of the ILWU.

Aloha and Mahalo!



**International Executive Board
Pineapple - Harold Gouveia**

Aloha fellow union members. My name is Harold Gouveia and I would like to be your next International Executive Board Member Representing Hawaii's Pineapple Seat. I am currently the chairman of Local 142/Unit 2307 – pineapple industry. I have been a union member in good standing for the past 31 years. I have previously served as a union steward, union vice chairman and represented the union membership on various safety committees. The welfare of our members is always my utmost priority. My energy and vision is for pineapple to stay in the United States as long as possible while maintaining fair treatment, pay and benefits for our members. I am not afraid to fight for you, your rights and your benefits as union members. I have been and will continue to be a strong, conscientious, vocal and attentive supporter of ALL members of Local 142 and ask for your vote to represent you. The Union is here for your protection and to keep a balance of fairness for our rank and file. I want to be a part of the decision making board that takes care of you....our members. I live on the island of Maui and am a third generation employee of the pineapple industry. Now more than ever, it is important to be aware of what is happening in our economy and our country as a whole and to make decisions that will benefit our union members. Again, my name is Harold Gouveia and I would like your vote for the position of International Executive Board Member – Hawaii – Pineapple Seat.



**International Executive Board
Tourism - Cyrus Kodani**
No statement submitted

These pages contain the photographs and statements of candidates running for election as your International ILWU Titled Officers and for the Hawaii Area International Executive Board. Their names will appear on the ballot mailed to Hawaii ILWU members.

Tips On Tips

Proven techniques to increase your tips, Part 5

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. "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.

Mega Tip #10: Draw something on the check

Occasionally, waitresses will draw a "smiley face" on the backs of checks. Perhaps, you or servers whom you know have done this. These drawings are likely to have any of three effects on consumers. First, they may personalize you to customers and increase their empathy for you as a person. Second, drawings of smiley faces may communicate to customers that you were happy to have served them, which would ingratiate you to the customer. Finally, seeing "smiley faces" drawn on checks may simply make customers smile themselves and, thereby, improve their moods. All of these potential effects suggest that drawing a smiley face on the backs of checks will increase tips.

Bruce Rind and Prashant Bordia tested this possibility in a study conducted at an upscale, Philadelphia restaurant. They had a waiter and a waitress at the restaurant conduct this study on lunch customers. Half of these customers received a check on which the server had drawn a smiley face and half received a check without the drawing. The decision about whether a table received a smiley face or no smiley face was made randomly at the end of the customer's meal, just as the server was about to deliver the check.

This manipulation significantly affected the waitress' tips, but had no statistically reliable effect on the waiter's tips. The waitress received an average tip of 28 percent when she drew nothing on the check, but received an average tip of 33 percent when she left a smiley check. Thus, drawing a smiley face increased the waitress's tips by 18 percent! In contrast, the waiter's tips averaged 21 percent when he drew nothing on the check, but only 18 percent when he left a smiley check. This decrease in tip size was not statistically significant, but it suggests that drawing a smiley face may actually backfire for waiters. The study didn't explain why this was so, but apparently smiley faces don't seem normal coming from waiters.

Based on the results of this study, I suggest that waitresses can improve their tips by drawing smiley faces on their checks. Waiters may still be able to personalize their checks with drawings, but they will need to choose a different object to illustrate. Perhaps waiters at an upscale seafood restaurant could make a simple line drawing of a lobster on the backs of checks. Alternatively, waiters could try drawing a picture of the sun. Indeed, when Nicolas Gueguen tested this idea at a bar in France, he found that drawing a picture of the sun on checks increased the percentage of customers leaving a tip from 21 percent to 38 percent. The drawing also increased the average size of the tips that were left from 19 percent of the bill to 26 percent.

The lessons from research are clear. You do not need to be Picasso to draw larger tips from customers. So pick up a pencil and start doodling!

Mega Tips #11:

Use tip trays with credit card insignia

Restaurants often post signs informing customers that credit cards are accepted. These signs and other displays of credit card insignia can be seen on restaurant doors, windows, counters, menus, table tents, tip trays, and cash registers. Although it is not clear why, research has found that simply seeing these insignia increases consumers' willingness to spend money. So, whenever possible, you should use those tip trays and folio booklets with credit card logos.

Michael McCall and Heather Belmont tested the effects of following this suggestion at two establishments—a family restaurant and a cafe—in upstate New York. The presence or absence of credit card insignia was manipulated in these establishments via tip trays, one set of which had credit card emblems on them while the other did not. These tip trays were randomly mixed, and servers were instructed to take trays as needed from the top of the stack. At both establishments, customers tipped significantly more when the bill was presented on a tip tray containing a credit card emblem. Tips increased from 16 percent to 20 percent of pre-tax bills at the restaurant and increased from 18 percent to 22 percent of pre-tax bills at the cafe. This effect was not due to an increased use of credit cards to pay the bill. In fact, all of the cafe's customers paid cash. Simply seeing the credit card insignia on the tip trays caused customers to tip an additional 22 percent!

In light of these results, you should ask your manager to make sure that all the tip trays or folio folders have credit card emblems. These tip trays can be obtained at little or no cost from credit card companies and using them will increase your tips.

14 methods of increasing your tips In Past Issues of the Voice

1. Repeat customers' orders - increases tip by 100% - Nov-Dec 2008 VOICE.
2. Big Smile - increases tip by 140% - Nov-Dec 2008 VOICE.
3. Write "Thank you" on the check - increases tip by 13% - Jan-Feb 2009 VOICE.
4. Wear something unusual (like a flower) - increases tip by 17% - Jan-Feb 2009 VOICE.
5. Introduce yourself by name - increases tip by 53% - Jan-Feb 2009 VOICE.
6. Suggesting drinks, appetizers, deserts - increases tip by 23% - Mar-Apr 2009 VOICE.
7. Squat next to the table - increases tip by 20-25% - Mar-Apr 2009 VOICE.
8. Touch your customers - increases tip by 22 to 42% - May-June 2009 VOICE.
9. Telling customers a joke - increases tip by 40% - May-June 2009 VOICE.

In this issue

10. Draw on the check - increases tip by 18% - July-Aug 2009 VOICE.
11. Use check folder with credit card insignia - increases tip by 25% - July-Aug 2009 VOICE.

Coming in the November/December issue

12. Forecast good weather - increases tip by 18%.
13. Call your customers by name - increases tip by 10% - July-Aug 2009 VOICE.
14. Give customers candy - increases tip by 18-21%.

International Convention Actions

Policies Adopted by the 34th Convention—continued from page 3

military families; take appropriate education and solidarity actions in line with this resolution.

R-30 Commends South African Dockers for their refusal to handle Israeli cargo in protest of the Israeli massacre of Palestinians in Gaza - calls for the immediate end to the continuing Israeli siege of Gaza which is blocking food, medical and construction supplies to rebuild.

R-33 Free the Cuban 5 - calls on President Obama to review the imprisonment and free five Cubans who infiltrated a Florida paramilitary group to stop the group's terrorist activities against the people of Cuba.

R-38 Change U.S.-Cuba Policy and Restore Diplomatic Relations - calls for an end to the U.S. embargo and travel ban to Cuba and to establish normal relations with the Cuban government and people.



Mike Bunyard from the Westin Maui Hotel thanked Local 142 President Fred Galdones and Vice President Donna Domingo for their help in negotiations with hotel management.

Political Action

P-4 Increased Union Political Action to Reverse Damage of the Bush Presidency - calls on ILWU members to continue support of the International Political Action Fund by individual contributions or payroll deduction; and calls on all levels of the union to educate and involve the rank and file in Union Political Action at the community, state, and national levels.

R-2 Abolishing Detrimental Bush Administration NLRB Rulings - calls on the ILWU and its locals to compile a list of NLRB rulings and decisions that are detrimental and contrary to unions and to present a formal request to vacate these rulings to Secretary of Labor Hilda Solis.

R-5 Legislation Creating Vacation Protections and U.S. Minimum Paid Time Off - calls on the ILWU to support legislation to pass comprehensive paid vacation protections and paid leave for all workers and to work with other groups, coalitions, and the labor movement to build support for this legislation.

R-14 Support of the Employee Free Choice Act - calls on the ILWU

to do everything in its power to make the Employee Free Choice Act the law of the land.

Health Care

R-7 Support of Single Payer Health Care - reaffirms the ILWU support of House Resolution 676; calls on the ILWU, AFL-CIO and Change to Win to join with and support other organizations in educating and mobilizing board public and political support for a single payer health care system; calls on the ILWU, AFL-CIO and Change to Win to help organize and support a "Healthcare is a Human Right" solidarity march and rally in Washington, DC.

R-12 Endorsing Single-Payer Universal Health Care - supports Congressman Conyers' House Resolution 676, "Expanded and Improved Medicare for All," and the California State Senate Bill 840 which would provide a single-payer health care system for California; calls on the ILWU to work with other unions and community groups to build a groundswell of popular support and action for single payer universal health care.

R-25 Universal Health Care, Pensions, Sick Leave, Family Leave - in finding long-term solutions to this economic crisis, we need to rationally consider the social programs adopted by other countries and reject the propaganda of the right wing that seeks only to protect their property and wealth; and supports the establishment of a universal health care system in the United States which can be based on many successful models such as Canada's single payer system, Great Britain's government run health care system, or France and Germany's government regulation of private health insurance companies.

R-27 Health Care For All - supports comprehensive health care reform, including a single payer system, that will ensure access to quality health care for everyone in the U.S. without compromising the employer-based system and encourages each ILWU member to promote



Lance Kamada urged ILWU locals to continue their boycott of the Pacific Beach Hotel and HTH Corporation.



"You get to see democracy at its best. We're really coming together to see what other parts of our union are doing and how they're accomplishing it and how it reaches us. It's so nice to see people really rally together; I'm from a tiny island of maybe 50,000 people, and to come here to a convention where we have people from all over the United States—it's just a tremendous feeling to be part of it. It's made me so proud to be a union member for the ILWU."

—Alanna Agustin

wellness for themselves and their families and participate in chronic disease management.

Support ILWU Locals

R-6 Support Local 30 in upcoming 2009 contract negotiations with RTM Borax.

R-8 New Charter Contract Negotiations - calls on the ILWU titled officers or a representative assist with contract negotiations on a first contract for newly chartered ILWU locals.

R-18 Support APM Terminals Pacific Workers - that the ILWU strongly supports the APM Terminal Pacific workers in their fight to keep their jobs and union jurisdiction; and calls on the International to provide full support to negotiations in process at APM Terminals Pacific in Oakland, California.

R-20 Supports Local 20 - calls on the International Union to assist Local 20, which has been reduced to 53 members, in their fight to protect their rights and collective bargaining agreement from continued violations by their employer, Rio Tinto.

R-26 Support Pacific Beach Hotel Workers - thanks Zenkowan, RENGO, Service Rengo, ITF, Labor Now, the AFL-CIO, Canadian unions, and the many other organizations for their solidarity and support in this struggle for justice at the Pacific Beach Hotel.

R-36 Support of Rite Aid Negotiations - supports ILWU workers in their negotiations with the Rite Aid Corporation.

Organizing

P-5 Organizing the Unorganized and Mobilizing Our Membership - strongly supports passage of the Employee Free Choice Act and encourages ILWU members to lend their support individually and through their locals; strongly supports the principle of organizing the unorganized to strengthen the power and influence of the ILWU in its commitment to advance the working class; and strongly supports the principle of organizing our rank-and-file and urges each ILWU member to get involved in the union, be educated and informed about union business and national and world events, and embraces the ILWU motto, "An Injury to One is an Injury to All," by supporting other workers in their struggles for justice.

P-6 Organizing of Alcatraz Cruises - supports the efforts of the ILWU organizing department in securing representation of the Alcatraz Cruises workers by the IBU/ILWU.

P-8 Importance of Organizing - calls on the ILWU International to maintain organizing as a top priority and core function of the International Union.

Resolutions on Human Rights

R-4 Opposition to National Identification Cards and Other Assaults on Worker Privacy - calls on the ILWU to actively oppose and future implementation of a National Identification Card or Worker I.D. such as the TWIC and similar programs as discriminatory and an attack on workers' rights.

R-13 Support of Immigrant Rights and May Day Marches in 2000 - encourages ILWU locals to participate in May Day marches and other protect activities in support of immigration reforms; calls on Congress to reform immigration laws in regards to legalization and equal rights for immigrant workers, stop ICE raids on immigrant workers, abolish guest worker programs, moratorium on deportations, and streamline the visa application process.

R-32 Oppose Racist Oppression and the Death Penalty - reaffirms the ILWU's opposition to the death penalty and supports Troy Davis' lawsuit that the execution of an innocent person is unconstitutional. Troy Davis has been in a Georgia prison since 1991 and will be executed if his appeals fail.

R-42 ILWU Supports Women's Rights in the Home, Workplace and in the World - calls for creation of domestic violence information centers; that ILWU contracts guarantee equal wages and promotion for women, stop workplace harassment, and provide flexible hours for working mothers; that the ILWU supports

—continued on page 8

ILWU LOCAL 142 NOTICE OF NOMINATION AND ELECTION OF OFFICERS FOR 2010-2011-2012

—PROCEDURES—

NOMINATION—September 1-15, 2009

Nomination Petitions (ILWU-E-Form 14) signed by 25 members in good standing must be submitted to the Local Secretary-Treasurer between September 1 and September 15, 2009, inclusive. The Local President, Vice President, Secretary-Treasurer, and members of the Local Executive Board At-Large from the Industrial Groupings shall be nominated from the floor at the Local Convention.

PRIMARY ELECTION (IF NECESSARY)—Nominations and primary election of the Local President, Vice President, Secretary-Treasurer and members of the Local Executive Board At-Large from the Industrial Groupings shall be held on the last day of the Convention (September 18, 2009).

ELECTION—November 14-20, 2009, to conclude 4 p.m. Friday, November 20, 2009, but not to exceed five (5) days. The specific date for the election in your Unit will be printed in the VOICE of the ILWU.

RUN-OFF ELECTION (IF NECESSARY)—December 7-11, 2009, to conclude 4 p.m. on Friday, December 11, 2009.

1. OFFICERS TO BE NOMINATED AT THE CONVENTION

TITLED OFFICERS

- Local President 1 to be elected by Statewide voting of the entire membership.
- Local Vice President 1 to be elected by Statewide voting of the entire membership.
- Local Sec.-Treas. 1 to be elected by Statewide voting of the entire membership.

INDUSTRIAL GROUPING LOCAL EXECUTIVE BOARD MEMBERS

- Sugar 1 to be elected by Statewide voting of all members in the sugar industrial grouping.
- Pineapple 1 to be elected by Statewide voting of all members in the pineapple industrial grouping.
- Longshore 1 to be elected by Statewide voting of all members in the longshore industrial grouping.
- General Trades 1 to be elected by Statewide voting of all members in the general trades industrial grouping.
- Tourism 1 to be elected by Statewide voting of all members in the tourism industrial grouping.

2. OFFICERS TO BE NOMINATED BY PETITIONS SIGNED BY 25 MEMBERS IN GOOD STANDING AND SUBMITTED TO THE LOCAL SECRETARY-TREASURER BETWEEN SEPTEMBER 1 AND SEPTEMBER 15, 2009, INCLUSIVE.

DIVISION OFFICERS	Hawaii	Maui	Kauai	Oahu
DIVISION DIRECTOR	1	1	1	1
DIVISION TRUSTEE	1	1	1	1
DIVISION LOCAL EXECUTIVE BOARD MEMBER	1	1	1	1
BUSINESS AGENTS—AT LARGE	5	5	2	5

DELEGATES TO THE 2012

INTERNATIONAL CONVENTION	Hawaii	Maui	Kauai	Oahu
AT LARGE	2	1	-	1
LONGSHORE INDUSTRIAL GROUPING	1	1	1	1
GENERAL TRADES INDUSTRIAL GROUPING	1	1	1	1
PINEAPPLE INDUSTRIAL GROUPING	-	1	-	1
SUGAR INDUSTRIAL GROUPING	-	1	1	-
TOURISM INDUSTRIAL GROUPING	1	1	1	1

*Contact your Division Office for nomination petitions:
Hilo - 935-3727; Honokaa - 775-0443; Wailuku - 244-9191; Lihue - 245-3374; Honolulu - 949-4161. Job descriptions for Business Agent and Division Director are available at your Division Office. Nomination petitions for above offices must be submitted to the Local Secretary-Treasurer between September 1 and 15, 2009, inclusive. Mail to: Local Secretary-Treasurer c/o 451 Atkinson Drive, Honolulu Hawaii 96814 OR hand deliver to same by 4:00 p.m.*

If you require accommodation for voting under the Americans with Disabilities Act please submit a written request to the Local Election Committee postmarked no later than September 15, 2009 c/o 451 Atkinson Drive, Honolulu Hawaii 96814.

International Longshore & Warehouse Union Local 142 • 451 Atkinson Drive • Honolulu, Hawaii 96814

International Convention Actions

Policies Adopted by the 34th Convention—continued from page 7

the nomination of Sonia Sotomayor to the Supreme Court.

Labor History and Education

R-3 Labor Education - calls on the ILWU to introduce and encourage federal legislation requiring labor education in history and social studies for all public schools at all grade levels and for the ILWU to assist in the development of these educational programs, materials, and resources.

R-16 75th Anniversary General Strike Commemoration Events - calls on the ILWU to endorse and support ILWU Local 10, Local 34, and Laborfest activities commemorating the 75th Anniversary of the General Strike. Some of the events planned include educational confer-

ences and the re-enactment of the July 5, 1934 funeral procession of workers killed during the strike.

R-17 Preserving 113 Steuart Street in San Francisco, which was the 1933 to 1935 headquarters of the ILA Local 38-79 which is now ILWU Local 10 - calls for 113 Steuart Street to become a landmarked labor history museum and labor education and training center.

R-21 Celebrate 60th Anniversary of 1949 Longshore Strike - celebrates the 60th anniversary of the 1949 strike and the accomplishments of the Hawaii longshore grouping over the last 60 years.

R-23 Reaffirm the Principles of Rank and File Unionism - we need to insure that the principles of ILWU rank and file unionism continue to guide our union; and urges the International and all ILWU locals to

develop programs to educate our members and train future leaders in the principles of ILWU rank and file unionism.

R-34 Supports the University of Washington Labor Archives - supports the efforts of the Washington State Labor community to expand and develop the labor archives of the University of Washington and request ILWU locals to make financial contributions to the archives.

Tribute to Leaders

R-22 Salute Achievements of Hawaii ILWU Hotel Workers - recognizes the accomplishment of Local 142 hotel units and their unit officers in improving the lives of thousands of hotel members.

R-24 In Memory of Ah Quon

McElrath - honors the life of Ah Quon McElrath, labor icon and social advocate; reaffirms the ILWU's commitment as a progressive union that organizes the unorganized, fights for social justice, and promotes solidarity; and urges locals and members to contribute to the Ah Quon McElrath Fund for Economic and Social Justice.operating.

R-37 Recognizes the contribution of Jack Wyatt Sr for his 40 years of service to the ILWU on his retirement from ILWU Warehouse Local 17.

R-40 Recognizes the contribution of Richard Cavalli for his years of service as an ILWU leader on his Retirement from ILWU Local 34.

R-44 Recognize Contribution of John Tousseau on his Retirement from Local 63 Marine Clerks.