



# VOICE OF THE ILWU

HONOLULU HAWAII  
LOCAL 142

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November/December 2009

## Local 142 elects new officers

**Union-wide elections held in November 2009 elected 25 full-time officers, 13 members to the Local Executive Board, and 19 Delegates to the International Convention. All officers serve a term of three years, beginning January 2, 2010 and ending on January 1, 2013.**

Members elected a new president—Isaac Fiesta Jr. from the Big Island. Vice President Donna Domingo was re-elected to serve a third term. Guy Fujimura was elected to serve his eighth term as the union's secretary-treasurer, a position he has held since 1985.

The next highest positions are the four division directors—Hawaii, Maui, Kauai, and Oahu—who administer the work of the union in their division. Richard Baker Jr. was re-elected as Hawaii Division director; Willie Kennison was re-elected as head of Maui Division; and Dave Mori was returned to office as the Oahu Division director. Former business agent Michael Machado was elected as the Kauai Division director.

The division directors are charged with the responsibility of directing the work of their division and supervising the work of the business agents and division office staff.

The three titled officers, the four island division directors, and the Hawaii Longshore Division director also serve as the union's executive committee and meet monthly to coordinate the work of the union,

particularly in the areas of contract negotiations and grievance handling.

### Business Agents

On the Big Island, the business agent team will be: Greg Gauthier, Elmer Gorospe, Wallace Ishibashi Jr., George Martin, and Corinna Salmo.

Maui members will continue to see familiar faces serving as their business agents. Incumbents Robert Andrión Jr., Teddy Espeleta, Claro Romero Jr., Stephen Castro Sr., and Jerrybeth De Mello won their elections.

On Oahu, five incumbent business agents were returned to office—Shane Ambrose, Karl Lindo, Larry Ruiz, Brian Tanaka, and Michael Yamaguchi.

The Kauai business agents are Pamela Green and Alan "King" Kimura.

### Local Executive Board

The ILWU Local Executive Board is composed of 20 people—the three top titled officers, the four island division directors, and 13 rank-and-file members.

Elected to the executive board are

the four division trustees—Mary "Swanee" Rillanos (Hawaii), Douglas Cabading (Maui), Doreen Kua (Kauai), Nathan "Nate" Lum (Oahu); four division representatives—Myra Spencer (Hawaii), Mike Bunyard (Maui), Jon Garcia (Kauai), and Dillon Hullinger (Oahu); and five industrial group representatives—Nelson K. Rita (longshore), Kelly Ruidas (sugar), Mathew Rodrigues (pineapple), Juanita Pedra (general trades), and Lee Ann Perez (tourism).

International Executive Board members from Hawaii also sit on the Local Executive Board as observers. They are: Aurora Raposas (sugar), Samuel Kaaihue (longshore), Douglas Cabading (pineapple), Francis Kamakaokalani (general trades), and Cyrus Kodani (tourism).

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ADDRESS LABEL

## Convention actions ratified

ILWU members approved the actions of the 25th ILWU Local 142 Convention by a wide margin in dozens of ratification meetings held from October 14 to November 10. The vote was 72 percent "Yes" and 28 percent "No."

### Dues increase approved in statewide vote

Members approved a number of Constitutional amendments which

creates a new Hawaii Longshore Division and increases union dues by one-half of one percent. The dues increase will take effect on January 1, 2010.

A report on other Constitutional amendments, resolutions, and reports of the Convention are on Pages 4, 5, 6 and 8. The Convention was held from September 15-18, 2009, in Honolulu.

## Truth Commission stunned by HTH Corp. mistreatment of workers

"What we found disturbed all of us. For a state that relies, above all, on the ability of working- and middle-class families to support themselves in the tourism industry, the developments at Pacific Beach Hotel are very troubling. We offer our findings in the hope that they will spur our community as a whole to forge a quick and just solution to this crisis."

The Commission found that Pacific Beach Hotel management maintained a climate of intimidation, fear, and threats to prevent workers from supporting the union. Workers suspected of supporting the union would have their hours cut, given punitive work assignments, or punished for minor infractions.

The Commission found that

workers supported the union but didn't attend rallies or show their support because of fear of having their hours cut or losing their jobs.

Despite the low pay, understaffing, heavy workload, and mistreatment, the hotel's employees were loyal, faithful, and "remain committed to helping make the Pacific Beach Hotel a top-quality, successful and prosperous business." The Commission concluded that "signing a fair contract would benefit management, employees, the general public and the hotel industry of Hawai'i."

The Commission interviewed dozens of workers, both pro- and anti-union, from every major department of the hotel.

The Commission to Investigate Labor and Management Practices at

the Pacific Beach Hotel is an independent, non-partisan commission composed of religious, community and academic leaders. Members of the Commission are: Rev. Sam Cox, United Methodist Church, Chair; Rev. John Heidel, Interfaith Alliance Hawai'i; Dr. Raymund Liongson, Leeward Community College; Prof. Robert Perkinson, University of Hawai'i at Manoa; and Prof. Mari Yoshihara, University of Hawai'i at Manoa.

A copy of the Truth Commission's full report can be found at <http://ilwulocal142.org/pdf/pdfs/TruthComReport.pdf>.

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Election results  
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**The next Local 142 Executive Board (LEB) meeting is scheduled for March 2010, in Honolulu at the ILWU Union Hall at 451 Atkinson Drive. The meeting begins at 9:00 A.M. ILWU members are welcome to attend as observers.**

# ILWU Local 142 election results

## Voting tallies for divisions

### LOCAL TITLED OFFICERS

*\* Elected*

President	Hawaii	Maui	Kauai	Oahu	Total
*Fiesta Jr., Isaac	1,631	1,377	563	1,627	5,198
Medeiros, Jason	213	1,178	290	577	2,258
Vice President	Hawaii	Maui	Kauai	Oahu	Total
*Domingo, Donna	1,343	2,147	710	1,781	5,981
Secretary-Treasurer	Hawaii	Maui	Kauai	Oahu	Total
*Fujimura, Guy K.	1,315	1,987	666	1,734	5,702

### INDUSTRIAL GROUPING LOCAL EXECUTIVE BOARD MEMBERS

*\* Elected*

Sugar	*Ruidas, Kelly	303
Longshore	*Rita, Nelson K.	495
Pineapple	*Rodrigues, Mathew	138
General Trades	*Pedra, Juanita	2,242
Tourism	*Perez, Lee Ann	2,377

### HAWAII DIVISION

*\* Elected*

<b>Division Director</b>	*Baker, Jr., Richard	1,403
<b>Division Trustee</b>	*Rillanos, Mary "Swanee"	1,308
<b>Local Executive Board</b>	*Spencer, Myra I.C.	1,266
<b>Business Agent At-Large - 5 to be elected</b>		
	*Gauthier, Greg	1,111
	*Gorospe, Elmer C.	1,134
	*Ishibashi, Jr., Wallace A.	1,066
	*Martin, George	1,039
	*Salmo, Corinna	1,058
<b>Hawaii Division - 2012 International Convention Delegates</b>		
<b>Longshore—No Candidates</b>		
<b>General Trades</b>		
	*Butterfield, Christeen "Teena"	483
<b>Tourism</b>		
	*Masuhara, Francine L.	766
<b>At-Large (2 to be elected)</b>		
	*DeCambra, Robyn A.	1,171
	*Saniatan Sr., Dennis	1,053

### MAUI DIVISION

*\* Elected*

<b>Division Director</b>	Casumpang, Jr., Nicanor E.	1,008
	*Kennison, William "Willie"	1,594
<b>Division Trustee</b>	*Cabading, Douglas	1,824
<b>Local Executive Board</b>		
	*Bunyard, Michael L. "Mike"	1,565
	Friday, Michael	563
<b>Business Agent At-Large - 5 to be elected</b>		
	*Andrion, Robert "Bobby"	1,583
	Baltero Sr., Jeofrey Bello	823
	*Castro, Stephen Sr.	1,545
	*DeMello, Jerrybeth (J.B.)	1,262
	*Espeleta, Teddy B. (Bear)	1,616
	Kahooanohano, Jr., Abel L.	1,120
	*Romero, Jr., Claro Pascua	1,408
	Truong, David "Pac Man"	511
	West, Stephen	911
<b>Maui Division - 2012 International Convention Delegates</b>		
<b>Sugar—No Candidates</b>		
<b>Longshore—No Candidates</b>		
<b>General Trades—No Candidates</b>		
<b>Tourism</b>		
	*Manibog, Georgi Gail	1,055

### KAUAI DIVISION

*\* Elected*

<b>Division Director</b>	*Machado, Michael	734
<b>Division Trustee</b>	*Kua, Doreen	655
<b>Local Executive Board</b>		
	*Garcia, Sr., Jon D.	650
<b>Business Agent At-Large - 2 to be elected</b>		
	*Green, Pamela	659
	*Kimura, Alan "King"	395
<b>Kauai Division - 2012 International Convention Delegates</b>		
<b>Sugar—No Candidates</b>		
<b>Longshore—No Candidates</b>		
<b>Pineapple—No Candidates</b>		
<b>General Trades</b>		
	*Garcia, Sr., Jon D.	204
<b>Tourism</b>		
	*Costa, Robert (Bobby) J.	261
	Kelekoma, Jonalen D.	259

### OAHU DIVISION

*\* Elected*

<b>Division Director</b>	*Mori, Dave K.	1,635
<b>Division Trustee</b>	*Lum, Nathan "Nate"	1,790
<b>Local Executive Board</b>		
	*Hullinger, Dillon	1,618
<b>Business Agent At-Large - 5 to be elected</b>		
	*Ambrose, Shane A.	1,236
	Bajo-Daniel, Brandon	749
	*Lindo, Karl	1,370
	*Ruiz, Lorenzo "Larry"	994
	*Tanaka, Brian S.	1,522
	*Yamaguchi, Michael	1,411
	Young, Gordon	938
<b>Oahu Division - 2012 International Convention Delegates</b>		
<b>Longshore</b>		
	*Dawson, Dustin	368
<b>Pineapple—No Candidates</b>		
<b>General Trades Grouping—No Candidates</b>		
<b>Tourism</b>		
	*Oyamot-Maeha, Donna Lee Kehau	89
<b>At-Large—No Candidates</b>		



St. Regis Princeville opened in September 2009 on Kauai. It is the first St. Regis Resort to open in Hawaii and is Starwood Hotels main luxury brand. The hotel will add over 300 members to Kauai Division. Pictured are the newly organized unit's 1st vice chair Chad Pacheco and 2nd vice chair Topy Miyashiro.

# Justice prevails for workers of the Pacific Beach Hotel

**J**ames M. Kennedy, Administrative Law Judge of the National Labor Relations Board, issued a scathing decision against HTH Corporation, the owners and management of the Pacific Beach Hotel in Waikiki.

The 51-page decision charged HTH management with 15 violations of federal labor law and ordered the hotel to resume recognition of the ILWU as the workers' union, rehire and pay back wages to seven members of the union negotiating committee, pay the union's cost of negotiating since 2005, rescind all changes made without the agreement of the union, and more.

HTH has appealed the decision to the NLRB Board in Washington D.C., which will only delay the remedies ordered by Judge Kennedy.

The NLRB decision can be found here: <http://ilwulocal142.org/pdf/PACBEACHDECISION.pdf>

Every appeal by HTH has been denied in the past, even when the majority of board members were pro-management individuals appointed by President George Bush. President Obama has appointed labor friendly members to the Board which is expected to uphold Judge Kennedy's decision and deny HTH's appeal.

The officers of HTH Corporation are Corine Hayashi Watanabe, John Hayashi, and Robert "Mick" Minicola. HTH was a family corporation formed by the late Herbert Hayashi to run the Pacific Beach Hotel, the Pagoda Hotel, and other businesses owned by Hayashi.

Visit the ILWU 142 website at [www.ilwulocal142.org](http://www.ilwulocal142.org) or visit <http://pacbeachworkers.ilwulocal142.org>



Members of the Commission to Investigate Labor & Management Practices held a press conference and met with elected officials on Oct. 15, 2009. (L-r) Rep. Rida Cabanilla, reporter and Filipino community leader Mila Medallon Kaahanui, Senator Will Espero, commissioners Robert Perkinson, Rev. John Heidel, and Rev. Sam Cox, Rep. Henry Aquino, Senator Clarence Nishihara, and Rep. John Mizuno.

## HTH will be required to post NLRB notice at hotel

**Judge Kennedy ordered the hotel to post a notice of their violations and to hold meetings with employees, read the notice, and have an NLRB agent present to answer employee questions. The main content of the notice follows below, however, hotel management has appealed the decision and has not posted the notice.**

WE WILL NOT coercively poll you concerning your support for International Longshore and Warehouse Union, Local 142 or any other labor union and WE WILL NOT interrogate you about your union activities, sympathies and desires.

WE WILL NOT impose overbroad policies which interfere with your employee rights under §7 such as confidentiality and conflict of interest rules which would interfere with your legitimate union activity.

WE WILL NOT discharge any of our employees because of their activities protected by the National Labor Relations Act, including activities on behalf of Longshore and Warehouse Union, Local 142 or any other union.

WE WILL NOT collectively bargain without any intention of reaching an agreement with Longshore and Warehouse Union, Local 142.

WE WILL NOT withdraw recognition of Longshore and Warehouse Union, Local 142 as your exclusive bargaining representative in the certified bargaining unit nor refuse to recognize and bargain with that labor organization.

WE WILL NOT unilaterally change the terms and conditions of employment of our bargaining unit employees without first bargaining with Longshore and Warehouse Union, Local 142, including discharging employees or imposing changes in employee behavior rules.

WE WILL NOT fail and refuse to furnish Longshore and Warehouse Union, Local 142 with information it requested which is necessary and relevant information to collective bargaining and for its ability to properly represent you.

WE WILL NOT threaten any of you with loss of your job or some other unspecified punishment because you have chosen to engage in Union activity.

WE WILL NOT in any other manner interfere with, restrain, or coerce any of you if you exercise your rights guaranteed you by law as listed above.

WE WILL immediately resume recognition of Longshore and Warehouse Union, Local 142 as the exclusive representative of the employees in the certified bargaining unit and, upon the Union's request, bargain in good faith in that bargaining unit as if the initial year of certification had been extended for an additional 1 year from the commencement of bargaining pursuant to the Board's Order in this case and, if an understanding is reached, WE WILL embody it in a written, signed agreement.

WE WILL, on the Union's request, rescind all of the unilateral changes, whether found in the employee handbook or some other location, and restore the previously existing wages and other terms and conditions of employment as they existed prior to December 1, 2007, and WE WILL make unit employees and former unit employees whole for any losses suffered as a result of those unilateral changes. However, the Union has the option of determining which of these shall be rescinded.

WE WILL furnish the information requested by the Union in April, August, and September 2007 and in April 2008.

WE WILL, within 14 days from the date of this Order, offer Keith Kapena Kanaiaupuni, Darryl Miyashiro, Todd Hatanaka, Rhandy Villanueva, Virginia Recaido, Ruben Bumanglag and Virbina Revamonte full reinstatement to their former jobs or, if those jobs no longer exist, to substantially equivalent positions displacing, if necessary, any more junior employees, without prejudice to their seniority or any other rights or privileges previously enjoyed and WE WILL make them whole for any loss of earnings and other benefits suffered as a result of the discrimination against them.

WE WILL, within 14 days from the date of this Order, remove from our files any reference to the unlawful discharges of Keith Kapena Kanaiaupuni, Darryl Miyashiro, Todd Hatanaka, Rhandy Villanueva, Virginia Recaido, Ruben Bumanglag and Virbina Revamonte, and within 3 days thereafter notify each of them in writing that this has been done and that the discharges will not be used against them in any way.

WE WILL preserve and, within 14 days of a request, or such additional time as the Regional Director may allow for good cause shown, provide at a reasonable place designated by the Board or its agents, all payroll records, social security payment records, timecards, personnel records and reports, and all other records, including an electronic copy of such records if stored in electronic form, necessary to analyze the amount of backpay due under the terms of this Order.

WE WILL pay to Longshore and Warehouse Union, Local 142 the costs and expenses incurred by it in the preparation and conduct of collective-bargaining negotiations subsequent to January 5, 2005, such costs and expenses to be determined at the compliance stage of this proceeding. WE WILL also make whole employee negotiators for any earnings lost while attending bargaining sessions.

WE WILL, within 60 consecutive days of the date of the Board's Order, convene the bargaining unit employees during working time at the Respondent's facility, by shifts, and a responsible management official, in the presence of a Board Agent, will read this notice to you. Afterwards, you will be permitted to ask the Board Agent to explain what has happened.

**VOICE OF THE ILWU**  
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# Report on the Local Convention

## Adopted Constitutional amendments

Deletions are bracketed and struck through and additions are underlined.

### 1. C-2 & C-3 - Local Convention - Article IV - Section 4.02

4.02 The Convention shall be composed to the following: Titled Officers, Division Directors, the Hawaii Longshore Chairperson/ Division Director and full-time Committeemen, Business Agents, Local Executive Board Members, Local 142 International Executive Board Members, Official International Executive Board Observers, Division Political Action Committee Chairs, Local Board of Trustees, Division Representatives and representatives from every unit or section on the following basis, one of whom shall be the unit chair or their alternate.

Units with 10 to 75 membership, 1 delegate; Units with 76 to 250 membership, 2 delegates; Units with 251 to 500 membership, 3 delegates; Units with 501 to 750 membership, 4 delegates; Units with 751 to 1,000 membership, 5 delegates; Units with 1,001 or more membership, 6 delegates.

### 2. C-4 - Delegates to International Convention - Article XI - Section 11.02

11.02 Units may elect additional delegates and they shall serve at the expense of the respective units. Delegates sent at the expense of the respective units shall be entitled to their pro rata share of the Local votes. Should a properly elected unit delegate take vacation or otherwise pay their own expenses, they shall not be denied their pro rata share of the Local votes.

### 3. C-5 - Nominations - Article XIII - Section 13.04

13.04 It shall be the duty of the Secretary-Treasurer to draft the ballots in accordance with the Constitution. The Secretary-Treasurer shall be responsible for the

correctness of the ballot. [~~By October 15th all candidates shall be sent a sample copy of the ballot by certified mail and they shall have until 4:00 p.m. of October 20th in which to reply and challenge the correctness of the ballot.~~] All candidates shall be mailed a sample copy of the ballot no later than October 7. If candidates wish to submit a reply and challenge the correctness of the ballot, it must be received by the Local Secretary-Treasurer no later than 4:00 p.m. seven calendar days after the sample ballot is mailed. The ballot shall be divided, with the Titled Officers on one section, and the Division Officers on the other.

### 4. C-6 - Elections - Balloting Committees - Article XIV - Section 14.03.2.1

14.03.2.1 Members of the Unit Balloting Committee may consist of one or more members of the Division Balloting Committee and one or more unit members. A Chair and Secretary shall be elected from the members of the Unit Balloting Committees with composition of not more than:

Units with 25 to 50 [51] membership 2 members; Units with 51 to 150 membership 3 members; Units with 151 to 400 membership 4 members; Units with 401 to 600 membership 5 members; Units with 601 to 800 membership 6 members; Units with 801 or more membership 8 members.

Units with membership of less than 25 shall be combined for balloting purposes [~~by the Division Director, who will inform the Division Balloting Committee of such combinations~~]. Balloting shall be conducted in such combined units by a committee of not less than 2 members according to the schedule.

### 5. C-7 - Elections - Article XIV -

### Section 14.04.2

14.04.2 In order to orientate the Division and Unit Balloting Committee with the procedure of elections, pre-election meetings will be held in each Division by the Local Secretary-Treasurer or their representative [~~not later than the first week of October~~].

### 6. C-8 - Runoff Elections - Article XIV - Section 14.05

14.05.1 In the event of a runoff, [~~the same procedure shall be followed as in the general election.~~] the runoff shall be conducted within 45 days after [F]the Secretary-Treasurer receives the certified results of the balloting. The Local Election Committee shall immediately make arrangements for the taking of a runoff election.

14.05.2 [~~The Unit~~] Balloting Committees shall conduct the runoff election to commence as soon as possible, provided that all members shall be mailed a notice of election not less than fifteen days prior to the election [on the first Monday in December and concluding 4:00 p.m. Friday of said week].

14.05.3 [~~The Unit~~] Balloting Committees will turn in the ballots after the close of the election but no later than 9:00 a.m. of the next Monday following the election, and the Division Balloting Committee will promptly commence tabulating the votes.

### 7. C-9 - Bylaws - Retired Candidates Running for Office Section 18. Retirement, Pension and/or Severance Pay.

Any full-time elective officer or appointed staff member who receives retirement, pension and/or severance pay from ILWU Local 142 because of normal or early retirement, resignation before their term has expired and other reasons as agreed upon by the Local Executive Board shall not thereafter again be eligible to be a candidate for full-time office, unless they thereafter retain or reestablish membership in the Local and repay all sums received in [~~retirement, pension and/or~~] severance pay.

### 8. C-12 - Meetings - Article XXXII - Article 32.06

32.06 Division Executive Board. The Division Executive Board shall endeavor to meet once every month, but not less than 11 times a year, to act on all matters affecting the Division.

### 9. C-13 - Meetings - Article XXXII - Article 32.09

32.09 Unit Chairs Meetings. The Division may call special meetings of the Unit Chairs as needed. The Local shall pay lost wages, subsistence and mileage for the Unit Chair to attend one (1) meeting per Triennial. Lost wages for any additional meetings of the Unit Chairs shall be at the Units' expense.

### 9. C-14 - Political Action Fund - Article XXXIII - Section 33

33.01 The Local Political Action Fund shall consist of individual contributions from members.

33.02 The Local Convention shall determine the amount of contribution to the Local Political Action Fund by each member.

33.03 Those members who wish to make a political action contribution directly to the Fund, may do so in any amount and whenever they wish. Non-members may also contribute in accordance with State of Hawaii requirements.

33.04 The Secretary-Treasurer shall submit a written financial report to the Local Executive Board during its regular quarterly meeting. The financial reports must include the total amount of contributions and detailed expenses incurred by division.

### 10. C-15 - Amendments - Article XXXVI - Section 36.01.1

36.01.1 Amend the second (2<sup>nd</sup>) sentence in this section to read as follow:

All proposed amendments shall be submitted to the Local Secretary-Treasurer at least 30 days before the opening day of the Local Convention, and shall be legibly typewritten specifying the Article and Section to be amended and signed by the unit or the Local titled Officer or any Division submitting such changes.

### 11. C-16 - Creates the Hawaii Longshore Division - new Article XXXVII

37.01 Among the various Divisions of Local 142, ILWU is the Hawaii Longshore Division (called, "Hawaii Longshore Division"). In view of its unique financial wherewithal and multi-island jurisdiction, the Hawaii Longshore Division shall operate as a fully autonomous Division within Local 142, governed exclusively by its Longshore Division membership, Longshore Division officers, Longshore Division executive board and Longshore Division committees in accordance with the provisions of this Article XXXVII and the Hawaii Longshore Division Bylaws, which Bylaws may be amended from time to time by the Hawaii Longshore Division in accordance with section 37.08 below. The Longshore Division shall provide the Local with a copy of its Bylaws and amendments.

37.02 The members of the Hawaii Longshore Division are bound by each and all of the provisions of the Constitution and Bylaws of Local 142, except as modified and superseded by the provisions of this Article XXXVII and by the Hawaii Longshore Division Bylaws, which Bylaws may be amended from time to time by the Hawaii Longshore Division as it sees fit in accordance with section 37.08. The Chairperson/ Division Director of the Hawaii Longshore Division shall have a seat

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## Island mayors sing for ILWU



All four county mayors attended the ILWU's Convention Banquet on September 17, 2009. Maui Mayor Charmaine Tavares, Kauai Mayor Bernard Carvalho, Honolulu Mayor Mufi Hannemann, and Hawaii County Mayor William Kenoi sang several songs to the delight of members and guests. The attendance of the four mayors demonstrate the respect and strong community and political support earned by the ILWU in Hawaii.

# Report on the Local Convention

## Summaries of adopted resolutions

### R-1 Quality Health Care For All

The 25th Convention of the ILWU Local 142 strongly supports universal health care and the national health care reform being proposed by Congress and President Obama.

### R-2 Salutes Achievements of ILWU Hotel Workers

ILWU hotel units have organized and involved members following the principles of ILWU democratic, rank and file unionism. By mobilizing members, our hotel units have won good contracts and protected members' jobs even in times of economic trouble.

The 25th Convention of ILWU Local 142 salutes our hotel members, their units, and unit officers for their tremendous accomplishment in improving the lives of thousands of hotel workers.

### R-3 Commemorating the 60th Anniversary of the 1949 Longshore Strike

Over the last 60 years, Hawaii longshore members have carried on this tradition of solidarity and militant unionism. The longshore grouping continues to be a powerful force within Local 142 in upholding the principles of democratic rank and file unionism, involvement in social issues, and political action. Their strong unit structures and regular membership and executive board meetings set an example for other ILWU units to follow.

On this 60th Anniversary of the 1949 longshore strike, the 25th Convention of ILWU Local 142 honors the longshore members for their unity, solidarity, and contribution in making the ILWU a great union.

### R-4 Organizing the Unorganized and Mobilizing Our Membership

ILWU members must be committed to the importance of organizing the unorganized and mobilizing its membership. The strength of the Union depends on it. A strong union will mean that ILWU members will see further gains in wages, benefits and working conditions through collective bargaining and job protections.

The 25th Convention of the ILWU Local 142 urges all members to make organizing, both external and internal, a priority and commits to the principle that "each member is an organizer"; and in particular, ILWU members will aid efforts to organize agricultural workers into Local 142; and the ILWU supports passage of the Employee Free Choice Act, which will level the playing field in organizing and bring the benefits of unionization to more workers in the U.S. and Hawaii.

### R-5 Resolution Ah Quon McElrath

To honor the life of this great woman, contributions may be made to the Hawaii Labor Heritage Council, a 501(c)3 tax-exempt

organization, and designated for the Ah Quon McElrath Fund for Economic and Social Justice. The Fund will be managed by Ah Quon's daughter, Gail Long, with assistance from the ILWU and a committee of community leaders.

The ILWU was Ah Quon's union. Though she may not have been a union member from the ranks, her commitment to social justice, civil rights, and a world at peace embodies the progressive principles for which the ILWU stands.

The 25th Convention of the ILWU Local 142 honors the life of Ah Quon McElrath, labor icon and social advocate; and all ILWU members should embrace the union principles that Ah Quon believed in and promoted throughout her life; and the 25th Convention of the ILWU Local 142 urges members and units to contribute to the Ah Quon McElrath Fund for Economic and Social Justice.

### R-6 Retirement of Clayton Dela Cruz

At the end of 2009, Clayton Dela Cruz will retire as Kauai Division Director after 43 years as a member of the ILWU and 23 years of service as an ILWU leader.

Clayton's style of work and leadership was never imposing. He was a friend to all and believed in maintaining civility and camaraderie above all. Not one to elevate himself because of his position, Clayton could always be counted on to set up tables, clean up after an event, and cook for union functions.

Clayton's signature contribution to the ILWU has been the Sports Program that he inherited from Fred Paulino. Clayton's genial good nature will serve as an example to all that during dark times we often need light moments to see us through. Clayton does not see retirement as an end to his involvement with the ILWU. He plans to join the Kekaha ILWU Pensioner Club and participate with his friends to support ILWU programs.

The 25th Convention of the ILWU Local 142 extends sincere appreciation to Clayton Dela Cruz for his years of service to the ILWU.

### R-7 Support Pacific Beach Hotel Workers

Over 400 workers of the Pacific Beach Hotel in Waikiki have been fighting to unionize into the ILWU for over seven years since January 2002.

This Convention of the ILWU thanks Zenkowan, RENGO, Service Rengo, ITF, Labor Now, the AFL-CIO, Canadian unions, TUCP, FFW, AIHRWU, and the many other organizations for their solidarity and support in this struggle for justice at the Pacific Beach Hotel.

### R-8 Recognition of Retiring Unit Leaders

The strength of the ILWU comes from its rank-and-file. Rank-and-file

members are the front line of the union movement, policing their contracts, helping fellow workers, and dealing with problems in the workplace everyday.

ILWU unit leaders do all of this on a voluntary basis, receiving no extra pay or perks for their time and efforts. Many do not even receive our thanks. But they continue to serve us, knowing that although they do not receive accolades or material gain, they are protecting their union brothers and sisters, they are doing the work that needs to be done, and they are helping to keep the union strong.

The Twenty-fifth Convention of the ILWU Local 142 extends these retirees good wishes for a long and happy retirement with the sincere hope that their involvement with the ILWU will continue.

### R-9 "Aloha" To Closed Units

The ILWU bids a fond "aloha" to several units whose companies closed down in the past triennium. These units include:

Del Monte Fresh Produce (Oahu Division - January 2007); Renaissance Wailea Beach Resort (Maui Division - September 2007); Weyerhaeuser Co. (Oahu Division - April 2008); Molokai Properties/Molokai Ranch (Maui Division - May 2008); Kaluakoi Golf Course (Maui Division - May 2008); Maui Pine Honolua (Maui Division - Mid 2008); Maui Pine Kahului Cannery (Maui Division - October 2008); Hawaii Superferry (Oahu & Maui Division - March 2009); Asset Realty Corporation (Kauai Division - January 2007); Kilauea Agronomics (Kauai Division - December 2006); Hawaii Agricultural Research Center (Oahu/Kauai Divisions - January 2008); Yamada Transfer (Hawaii Division - March 2009)

The 25th Convention of the ILWU Local 142 thanks these members whose companies have closed for their loyalty and commitment to the ILWU and extends to each of them our aloha and the hope that they will

join us again as members one day.

### R-10 Retirement of Fred Galdones

After two terms as Local President, four terms as Hawaii Division Director, and 44 years as a member of the ILWU, Fred Galdones will be starting a well-deserved retirement in 2010.

From January 1987, Fred began his career as a Full-Time Officer for the ILWU. He served first as a Business Agent in Hawaii Division, then in 1992, was elected Hawaii Division Director, a position he held until 2004 when he was elected Local President.

Fred's career in the ILWU demonstrates the steady, deliberate nature of a man who has been characterized as the "gentleman" of the ILWU. Fred has always maintained a calm, good-natured presence throughout difficult times.

His two terms as Local President have not been easy, but Fred has led the Union with grace and humility. The recent economic downturn capped a slow decline in membership, which has posed severe challenges to the ILWU's financial stability. Some will second-guess leadership decisions, but there is no doubt that Fred struggled with every decision and agonized over the effects on members, their families, FTOs, and staff.

The 25th Convention of the ILWU Local 142 extends a sincere "mahalo" to Fred Galdones for his many years of service to the ILWU and wish him a healthy and fulfilling retirement.

### R-11 Support Water for Sugar Cane Production

The 25th Convention of the ILWU Local 142, its delegates and observers, recognizes the significant benefits that HC&S contributes to the people of Maui and the State of Hawaii by providing jobs and green spaces and understands that use of stream water for irrigation is vital to the survival of HC&S.

Convention delegates and observ-

—continued on page 6



Sui Ling Poy, president of the Hawaii Office Workers Union which represents the ILWU's office workers, was given special permission to address the Convention. She thanked Fred on behalf of the union's office workers. Fred thanked the Convention and all ILWU members for the honor and privilege of allowing him to serve as Local 142 President. Fred believes union officers should see themselves as servants of the membership.

# Report on the Local Convention

## Summaries of adopted resolutions—continued from page 5

ers implore the Commission on Water Resource Management, when setting interim instream flow standards for East and West Maui streams, to ensure that an adequate amount of stream water is available to HC&S for the irrigation of its crops so that the benefits provided by HC&S to this community are sustained and the vast green fields of Central Maui are kept in agricultural production.

Convention delegates and observers urge members of the legislature, state administration and County officials to support HC&S' beneficial use of stream water for the irrigation of sugar cane in light of the significant economic and social benefits provided to the people of this state.

### R-12 The ILWU Stands for Equality

The ILWU has always stood for unity of all workers and has taken the lead in fighting against practice and attitudes that divide workers by race, sex, national origin, age, religion, or political beliefs. In 1997, the 30th Convention of the International ILWU reaffirmed this commitment to unity and equality by changing the name of the union from the "International Longshoremen's and Warehousemen's Union" to the "International Longshore and Warehouse Union".

The change in name says that the union belongs to men and women members equally. It was done out of respect for women and recognizes the presence, status, and important role of women in our union. It was the right thing to do. It was farsighted and progressive.

Language can be a powerful influence on attitudes, behavior and perceptions. Male-biased language can be an obstacle to equality between men and women. Male-biased words can dehumanize and demean women, make wrong and incorrect assumptions about people, and perpetuate harmful stereotypes and lead to unequal treatment and injustice.

The 25th Convention of ILWU Local 142 reaffirms the name of our International as the "International Longshore and Warehouse Union" and urges all Local 142 units to set an example by avoiding the use of gender-biased words in the work of our union and in our collective bargaining agreements.

### RCA-1 Promote ILWU VEBA Trust

Medical coverage is crucial to everyone's well-being. With insurance, health care can be affordable and accessible. Without insurance, however, a person must decide between getting needed health care and doing without, leading to potentially more serious and costly medical conditions.

Yet for many ILWU members, medical coverage ends just when their need is the greatest. Very few ILWU members have medical

coverage when they retire. Instead, they are forced to purchase medical insurance on their own or pay for all medical expenses out-of-pocket until they become eligible for Medicare.

That is why delegates to the Local Convention in 2003 took action to establish a Voluntary Employee Beneficiary Association (VEBA) Trust when sufficient numbers of members voted to participate in the program. By 2005, after numerous meetings with members on all islands, the VEBA program was put into place and contributions to the Trust began. With these contributions, participating members are expected to receive a benefit toward payment of expenses for medical costs when they retire.

However, the amount that a member may receive when eligible is likely to be small, even with contribution investments, because the monthly contribution itself is relatively small (\$3). That is why the Local encourages members participating in the VEBA Trust to increase their monthly contributions with voluntary Supplemental Contributions.

Supplemental Contributions may be made at any time and in any amount, but the earlier the contributions are made, the greater the potential for investment earnings.

The 25th Convention of ILWU Local 142 encourages units to participate in the ILWU Local 142 VEBA Trust to allow unit members to benefit from post-retirement benefits; and encourages members of participating units to consider Supplemental Contributions to increase future benefits.

### RMS-1 Support the United Way

The United Way has a unique partnership with labor and financially supports the Labor's Community Services Program. On Oahu, Maui, and the Big Island, labor liaisons assist laid-off union members with food, offer seminars and workshops on services to benefit union members, and participate in programs like the annual Letter Carriers' food drive which brings together union volunteers to support food banks on all islands.

The United Way embodies the ILWU slogan, "An Injury to One is an Injury to All." If one in our community is hurting, we all are and must pull together to help. In recognition of Jack Hall's founding role and in support of the valuable programs and services provided through the United Way's partner organizations statewide, all ILWU members, staff, and full-time officers are encouraged to contribute to the United Way.

The 25th Convention of the ILWU Local 142 promotes the United Way and its work to support agencies that provide services to the community. ILWU members, staff, and full-time officers are encouraged to contribute

to the United Way, preferably through payroll deduction. The ILWU supports the Labor's Community Services Program.

### RMS-2 Appreciation of ILWU Pensioner Participation in Union Programs

ILWU pensioners, individually and through pensioner clubs, provide support to the union in various ways. In political action, they signwave for endorsed candidates, help with campaign mailings, and appear at legislative hearings. In organizing, they urge their relatives and friends to support the ILWU and share their organizing experiences with new organizers and prospective members. In other union activities, they come out to show support and be a part of the ILWU contingent whether walking a picket line, joining a Martin Luther King Day parade, or coming to a Labor Day event.

While pensioner involvement in the ILWU benefits both the Union and the pensioners themselves, the ILWU is grateful for the participation of pensioners in union programs. They provide numbers when active union members cannot turn out. They enhance the public's image of the ILWU. They lend credibility and respectability to the Union's position.

The 25th Convention of the ILWU Local 142 extends sincere appreciation to the pensioners who have participated in the pensioner pro-

gram and supported ILWU programs. ILWU Local 142 reaffirms its commitment to the ILWU pensioner program and involvement of pensioners in Union activities. All ILWU members are encouraged to join existing ILWU pensioner clubs or form new ones.

### RPAC-1 Resolution on ILWU Political Action

Political action is a major part of the ILWU's program and has aided the Union in securing benefits for members through changes in laws that affect working people in general and the ILWU in particular. Political action should be viewed as part and parcel of the Union's efforts to negotiate contracts that provide for good wages, benefits and working conditions. The strength we demonstrate at the polls and the influence we have on elected officials play a role in our bargaining position.

ILWU members must participate in the Union's political action program if we are to remain a viable and effective organization working on behalf of its members.

The 25th Convention of ILWU Local 142 supports a strong Union political action program. All ILWU members are urged to participate actively in the Union's PAC program by registering to vote, getting out to vote, and helping to elect ILWU-endorsed candidates.

## Longshore volunteers send relief containers to Samoa

**When longshore workers of Samoan descent wanted to help their native land after the Sept. 29 tsunami, they sought help from their fellow ILWU members. Longshore workers stepped up to volunteer their labor, Local 13 leadership offered their support, and International President Bob McEllrath worked with PMA President Jim McKenna.**

### LONG BEACH, California—

More than 75 longshore workers from Locals 13, 63 and 94 volunteered a full day's work to load 15 containers full of donated relief supplies on the Cap Tapaga, which should arrive in Samoa in a few weeks. Los Angeles Councilwoman Janice Hahn met several of them on the waterfront to thank them for their work.

The Long Beach Press-Telegram wrote: "The ILWU worked with shippers, relief agencies and members of Carson's Samoan community, which represents the world's largest Samoan population outside their native land. ... The containers, donated by Hamburg Shipping and Polynesia Line, carry a capacity of 23,525 cubic feet, which were filled to the brim. Space aboard the ship was made available by the shipping company, International Transportation Services, who also agreed to waive the

regular \$45,000 shipping fee."

"About 75 longshoremen chipped in to help with loading throughout the day, and the ship, Cap Tapaga, departed by nightfall."

The Journal of Commerce wrote: "This is a worthy cause and we commend the ILWU for its efforts. We are happy and honored to have the opportunity to contribute," said Alex Cherin, the Port of Long Beach's Managing Director of Trade Relations and Port Operations.

George Malauulu, an ILWU Local 13 longshoreman whose parents live in Samoa, was among several who coordinated the effort. He said, "The union, the shippers, the community-based groups, volunteers from around the community and the country—before you knew it, our shared passion turned a little pebble into a big boulder."

The Samoa Disaster Relief Coalition for American Samoa and Samoa continues to collect goods through their web site, at HelpSamoa.com.

## Tips On Tips

# Proven techniques to increase your tips - Part 6

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 Tips #12: Forecast good weather

Sunny weather puts people in a good mood, and people in a good mood leave bigger tips than those in a bad mood. Even the prospect of sunny weather elevates people's moods. This suggests that servers who live where the weather is highly variable can increase tips by telling their customers that sunny weather is on the way.

To test this idea, Bruce Rind and David Strohmets had a waitress at a mid-price Italian restaurant in New Jersey write a weather forecast on the back of some of her checks but not others. The favorable weather forecast read:

The weather is supposed to be really good tomorrow. I hope you enjoy the day!

The waitress received an average tip of 22.2 percent when she forecast good weather, but an average tip of 18.7 percent when she made no forecast. That is a 19-percent increase!

Although you should not mislead your customers, you too should try to profit from favorable weather forecasts. Simply keep up with the local weather forecast and remind your customers that good weather is on the way when the forecast really is positive. You can try giving these forecasts orally, but I would recommend writing them on the check as was done in this study. Speaking is quicker and easier than writing, but spoken words can be easily missed or ignored while written ones cannot. In addition, part of the effectiveness of the written forecasts in the study may have depended on the perceived effort of the server. If so, you will want to duplicate that effort.



### Mega Tips #14: Give customers candy

People generally feel obligated to reciprocate when they receive gifts from others. You can benefit from this feeling by giving your customers mints or candies. Upon receiving such gifts, most customers will reciprocate by increasing their tips.

David Strohmets and his colleagues tested this expectation in two studies. One study conducted in Ithaca, New York, found that giving customers fancy chocolates increased tips from 15 percent of the bill to 18 percent. The second study, conducted in New Jersey, found that gifts of less-expensive chocolates also increased tips. The highest tips were received when the server gave dining parties one piece of candy per person and then spontaneously offered them a second piece per person. In that condition, the average tip was 23 percent of bill size, as compared to an average tip of 19 percent when no candy was given.

These findings suggest that you should "sweeten the till" by giving your customers candies of some kind. If your restaurant does not supply mints or candies to be given to customers, you should procure them yourself. Miniature chocolates, for instance, can be purchased at little cost, and the investment should more than pay for itself.

### Mega Tips #13: Call customers by name

Calling people by their names tells them that they are considered important. Most people find such recognition flattering and enjoyable. Thus, you should get larger tips when you call your customers by name (which you can learn from their credit cards or when waiting give their names while waiting for a table).

The effect of calling customers by name was tested by Karen Rodrigue at several restaurants in Kansas. The study focused on customers paying by credit card. Waiters and waitresses randomly assigned those customers to a name or a no-name condition. In the name condition, the servers noted the customers' names on their credit cards and thanked them by name (e.g., "Thank you, Mr. Jones") when returning the credit cards and charge slips. In the no-name condition, servers thanked the customers without using their names.

Customers left an average tip of 14 percent in the no-name condition and an average tip of 15.4 percent in the name condition. In this instance, saying just two words—the customer's name—increased the servers' tips by 10 percent. This finding suggests a new answer to the old question "What's in a name?" That answer is, "bigger tips."

## News Around the Union

# Results of ILWU International Election

The International Executive Board, meeting in San Francisco on Oct. 15-16, 2009, confirmed the results of the International election.

Elected officers of the union are:

**International President:** Robert McEllrath; **International Secretary-Treasurer:** William E. Adams; **International Vice-President, Mainland:** Ray A. Familathe; **International Vice-President, Hawaii:** Wesley Furtado; **California Coast Committeeman:** Ray Ortiz Jr.; and **Northwest Coast Committeeman:** Leal Sundet.

### Executive Board Members

Elected members of the International Executive Board are:

**Southern California:** Luisa Gratz, Mike Mitre, and Peter Peyton; **Southern California Mining:** Bruce Wade; **Northern**

**California:** René Ducroux, Melvin Mackay, and Fred Pecker; **Oregon/Columbia River:** James D. Daw and Ryan Takas; **Washington/Puget Sound:** Herald Ugles and Max Vekich Jr.; **Alaska:** Debbie Manowski; **Canada:** Tom DuFresne; **IBU:** Alan Coté; **Hawaii:** Douglas Cabading (pineapple), Francis Kamakaokalani (general trades), Aurora Raposa (sugar), Samuel Kaaihue (longshore), and Cyrus Kodani (tourism).

### Trustees

The board selected Alan Coté, Max Vekich, James Daw and Douglas Cabading to serve on the Board of Trustees.

## Corrected vote count

The September-October Voice of the ILWU contained incorrect numbers of votes for each candidate running for International office.

Following are the corrected vote counts for each candidate for ILWU International Officers and Executive Board Members from Hawaii.

ILWU Region	President *McEllrath	VP Mainland *Familathe	VP Hawaii *Furtado	Sec-Treas *Adams
Southern California	2,842	3,039	2,830	2,811
So. Cal. Desert Area	71	75	68	73
Northern California	587	551	555	575
Oregon & Columbia River	652	623	628	640
Puget Sound	618	590	591	616
Alaska	90	85	88	93
Canada	440	393	409	406
IBU	338	328	330	333
<b>Hawaii</b>	<b>1,022</b>	<b>945</b>	<b>1,096</b>	<b>994</b>
<b>Grand Totals</b>	<b>6,660</b>	<b>6,629</b>	<b>6,595</b>	<b>6,541</b>

### Hawaii Members of the International Executive Board

*Aurora Raposas - Sugar	850
*Samuel Kaaihue - Longshore	905
*Douglas Cabading - Pineapple	629
Harold Gouveia - Pineapple	571
*Francis Kamakaokalani - General Trades	868
*Cyrus Kodani - Tourism	838

\* Elected

## Adopted Constitutional amendments—continued from page 4

on the Local Executive Committee and a seat on the Local Political Action Committee. Accordingly, the Longshore Division shall be bound by and support all policies, positions and programs adopted by Local 142, except for those concerning the administration, governance and collective-bargaining affairs of the Longshore Division, which shall remain the exclusive domain of the Longshore Division.

37.03 Any person admitted to Longshore Division membership by the Hawaii Longshore Division shall automatically and by virtue of such Longshore Division membership also be deemed a member in Local 142. Hawaii Longshore Division members shall have the same and equal membership rights of all other Local 142 members with respect to the governance and administration of Local 142, including the right to vote for and run for Titled Officer in Local 142, but not for offices below Titled Officer, except for Local Board of Trustees, in any geographical Division.

37.04 Recognizing the continued interdependence of the Hawaii Longshore Division and Local 142, the Longshore Division hereby agrees to continue to have Longshore Division members, permit members and Longshore Division financial core nonmembers pay dues and/or fees and assessments directly to Local 142, on behalf of the Hawaii Longshore Division, in accordance with the practices in existence as of May 1, 2009, subject to the following terms and conditions:

37.04.1 The Hawaii Longshore Division shall on a monthly basis remit to Local 142 50% of Local dues that the Division receives from Longshore Division members, permit members and Longshore Division financial core nonmembers. Monies

retained shall be used by the Hawaii Longshore Division as it sees fit in accordance with its Longshore Division Bylaws.

37.04.2 In consideration for the financial support from the Hawaii Longshore Division, Local 142 shall provide to the Division, in a timely and satisfactory manner and without restrictions, the services of its officers and staff, as well as the use of Local 142 facilities, office equipment and office supplies, to assist the Division with respect to its organizational and collective-bargaining needs as requested by Division Officers. In addition, the Division may, on its own, directly hire, employ and supervise Division staff as it sees fit, using Division funds.

37.04.3 Local 142 shall provide compiled financial statements on a quarterly and cumulative basis to the Hawaii Longshore Division concerning the amount of monies received from, remitted to, and expended for the sole benefit of the Longshore Division.

37.04.4 The Longshore Division shall have its own federal tax I.D., number for its accounts and funds. Unless otherwise directed by the Department of Labor, the Hawaii Longshore Division shall file a separate annual LM-2 report, which shall be prepared by the Local's accountants when they prepare the LM-2 report for Local 142, and which shall be signed by the Longshore Division officers. All Local 142 and Longshore Division officers shall cooperate in the timely completion and filing of the annual LM-2 report.

37.05 In view of the fact that the Hawaii Longshore Division is responsible for its own affairs and collective bargaining, the Longshore Division shall assume full and sole responsibility for legal representa-

tion and legal defenses with respect to its operations, decisions and actions. Accordingly, the Hawaii Longshore Division shall indemnify and hold harmless Local 142 as to all such matters and related expenses, except in the case where Local 142 may interfere in or act contrary to the legal positions and defenses of the Longshore Division.

37.06 Except as modified by this Article XXXVII and by the Hawaii Longshore Division Bylaws, as may be amended from time to time by the Longshore Division, all organizational and financial relationships between the Hawaii Longshore Division and Local 142 shall remain in place. Local 142 shall remain the named Union signatory to all Hawaii Longshore Division collective bargaining agreements. However, the Longshore Division Officers shall sign all Longshore Division contracts and agreements on behalf of Local 142.

37.07 Whenever any question arises concerning interpretation of the Local 142 Constitution as it applies only to the Longshore Division or of the Division Bylaws, it shall be submitted to the Longshore Chairperson/Division Director who shall issue an interpretation within five (5) days after it is received and whose interpretation shall be final and binding unless appeal is taken as herein provided. Any Local 142 member aggrieved by the Longshore Chairperson/Division Director's interpretation of the Local 142 Constitution or of the Longshore Division Bylaws may appeal to the Longshore Division Executive Board and the Longshore Division Executive Board upon such appeal being made to it, may adopt, reverse or modify the interpretation by a majority vote. Pending any appeal, the interpretation of the Longshore

Chairperson/Division Director shall remain in full force and effect. The Longshore Division's interpretation of the Local 142 Constitution as applied only to the Longshore Division and the Longshore Division's interpretation of its Bylaws shall supersede any conflicting interpretations made by the Local 142 President, the Local Executive Board, or the Local Convention under Article XXI or any other provision of the Local 142 Constitution.

37.08 None of the provisions of this Article XXXVII may be changed, modified or amended without the mutual consent of both the Longshore Division and Local 142.

37.09 Any disputes between Local 142 and the Hawaii Longshore Division arising out of the administration of any of the provisions of this Article XXXVII may be referred to the International Executive Board, whose decisions shall be final and binding on all parties.

### 12. C-11 - Income - Article XXV - Section 25.02

25.02 The amount of Local dues shall be two and one half percent (2.5%) [~~two percent (2%)~~] of gross monthly wages of the member or person represented by the Local, provided that a lower rate than 2.5% [~~2%~~] may be set by the Local Executive Board in accordance with the program needs and priorities of the Local. Wages shall include vacation pay, holiday pay, overtime payments, incentive payments, bonuses, gratuities, tips, which are reported to the Internal Revenue Service for income tax purposes, and other forms of compensation, but excludes sick leave payments, workers' compensation payments, lump sum severance payments and pension payments.