



VOICE OF THE ILWU

HONOLULU HAWAII
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Volume 50 • No. 6

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

November/December 2010

ILWU and UNITE HERE Local 5 pledge to cooperate with each other in dealing with major hotel chains

ADDRESS LABEL



ILWU officers, members and staff join UNITE HERE Local 5 members and stand in solidarity with them at a rally held at the Hilton Hawaiian Village on November 16, 2010. Maui Division Business Agents Steve Castro and Delbert DeRego were among the ILWU support group.

The political solidarity of the working class means the death of despotism, the birth of freedom, the sunrise of civilization

—Eugene V. Debs
American Labor Leader

A historic solidarity agreement between the two unions that represent most of Hawaii hotel workers will give the unions more power and leverage in negotiating fair labor agreements with the major corporations that now dominate the world's hotel industry. Large hotel corporations have become gigantic hotel companies by building more hotels and buying out smaller chains.

Ten hotel corporations now own or manage over 82 percent of the hotel rooms and properties in the world. Among the top ten are Hilton, Starwood, and Hyatt hotels that own or manage many Hawaii hotels and have labor agreements with ILWU Local 142 and UNITE HERE Local 5. There is a growing trend where policies that come out of corporate headquarters will dictate the terms of local labor agreements and set the policies of local hotels. To face this corporate power, unions like the ILWU and Local 5 need to work closer together to defend, maintain, and

improve labor standards for their members.

The Solidarity Agreement between the national presidents of the International Longshore and Warehouse Union (ILWU) and the UNITE HERE Union will expand cooperation and mutual assistance as the two unions negotiate collective bargaining agreements with the Hilton, Starwood, and Hyatt hotel chains.

Unity among hotel workers

The Solidarity Agreement calls for the ILWU and UNITE HERE

—continued on page 6

The next ILWU Local 142 Executive Board (LEB) meeting is scheduled for March 25, 2011, in Honolulu at the ILWU building at 451 Atkinson Drive. The meeting starts at 9:00 a.m. ILWU members are welcome to attend as observers.



Best wishes for peace, prosperity, and solidarity in the new year from the officers and staff of ILWU Local 142

Dems & labor candidates win big in Hawaii

Democrats and union-endorsed candidates did very well in Hawaii's November 2 General Election. Democrats won all of the most important races—the governor's race, the three congressional races, and 13 state senate seats, including one seat that was held by a Republican. In the Hawaii State Senate there is now only one Republican, along with 24 Democrats.

In the 51-member Hawaii State House, Republicans picked up two seats and now have eight members in the House, while Democrats won election to 43 seats.

When the 76 members of Hawaii's State Legislature convene in 2011, there will be nine Republican members while the Democrats will have 67 members.

Hawaii now holds the first place record of the highest percentage of Democrats in the State Legislature—88 percent. Rhode Island was in first place but dropped to 84 percent after the 2010 election.

Out of 59 union endorsed candidates in statewide races and in the state legislature, 55 won their elections and four lost. Of the four losses, one was an incumbent (Joe Bertram); one was a long shot challenge to a Republican incumbent; and two were open seats with no incumbents.

In county races, the ILWU endorsed 26 candidates—19 won and seven lost. The most important loss was the mayor of Maui, Charmaine Tavares who was defeated by former mayor Alan Arakawa.

Hawaii votes Democratic

Hawaii Republicans had high hopes this year. The mood of the country seemed to be shifting their way. They expected Duke Aiona to win the governor's race and Charles Djou to win the U.S. House District One seat. They were hoping to pick up 15 seats in the State Legislature, where there were 10 open seats with no incumbents.

Public opinion polls showed Aiona gaining support and trailing Abercrombie by only five percent the week before the elections. Two polls showed Djou winning by 3-4 percent and one poll showed Hanabusa winning by 5 percent. [Source: Real Clear Politics]

Outside organizations spent millions of dollars in Hawaii to sway the elections, mostly by attacking the person running against the candi-

date they favored. Organizations that supported Democrats would attack the Republican opponent, and organizations that supported Republicans would attack the Democratic candidate. Some of these attack ads informed and educated the public on the issues, but just as many ads were designed to mislead the public and make the candidate look bad.

Some of the worst negative ads came from Republican support groups. These television attack ads used pictures which made the candidate look ugly, made deliberately deceptive statements about the candidate, or twisted the facts about the candidate's record.

Hawaii voters were not fooled by the negative campaign and attack ads and elected Democrats by wide margins. Hawaii's Republicans lost two and won two—for a new gain of zero. Republicans lost the U.S. House District 1 race and lost one seat in the Hawaii Senate—they won two seats in the House. They lost the governor's race by a wide margin of 17 percent and Colleen Hanabusa beat Charges Djou by 6.1 percent.

Why so many attack ads?

A January 2010 Supreme Court ruling lifted the limits on contributions and spending by individuals and organizations, as long as the spending was independent and the candidate was not involved in any way. Democrats wanted to require public disclosure of the names of donors and the amount they contributed, which is already required for contributions made to candidates or political parties. Republicans opposed open disclosure, saying it would discourage donors. As it stands now, wealthy individuals and corporations can make their contributions in secret.

The money is still being counted, but at least \$4 billion was spent to influence the 2010 elections and 89 percent of the spending favored Republicans. The money was used for attack ads which ran 9 to 1 against



Longshore members like Dana Kea (left, with Delburn Sequenza and Shawna Rapoza in the background) worked hard for ILWU-endorsed candidates. Brad Scott (right) brought out his young son Kama to the regular longshore sign-waving on Nimitz Highway.

Democrats. In many states, the attacks against Democrats were far worse than those seen in Hawaii. You can get more information on how much money was contributed to influence the elections and how much was given to individual candidates at www.opensecrets.org or the Federal Election Commission (www.fec.gov).

Obama & Democrats mistakenly blamed

Many Americans are afraid of losing their jobs and frustrated that the federal government isn't doing enough. Some Americans are angry about the bailouts of big business and Wallstreet bankers and the huge federal deficit to pay for the bailouts and stimulate the economy. A new political movement appeared to gain popularity—the TEA Party (Taxed Enough Already)—which demanded lower taxes and smaller government.

Much of the country's financial crisis and growing government debt had roots in policies passed during the Bush Presidency when Republicans controlled the White House and Congress. When Barack Obama was elected President, the financial crisis deepened and the federal government had to take drastic steps, bailout banks, and pump money into the economy to prevent the situation from getting worse. After the economy stabilized, Republicans did everything they could to block and undermine Obama's efforts to make some real changes.

Very little of this was accurately or fairly reported in the media, which is heavily biased in favor of Conservatism and Republican ideology. The Conservative propaganda machinery played on the public's anger and fears and blamed everything on President Obama, the federal government, and the Democrats. False and misleading claims were made that the Democrats and government would control our lives, kill jobs, drive small business into bankruptcy, and destroy America.

Worried about jobs

Democrats kept control of the U.S. Senate, but lost seven seats to Republicans. Democrats lost the majority in the House of Representatives, where Republicans and TEA Party candidates (who say they will caucus with Republicans) picked up

60 seats.

The Conservative media played up the election results as a stunning rejection of Obama and the Democrats. A close analysis of the results review the elections was not a rejection of President Obama's policies or Democrats, nor were the elections an endorsement of Republicans and their conservative ideas.

No big change

Big money spent on negative attacks on Democrats led to losses in a number of closely divided districts which were barely won by Democrats in 2008 and 2006. The misinformation spread by the conservative media led to larger voter turnout among white men, seniors, and conservatives which favored Republicans and TEA Party candidates. On the other hand, Democrats were hurt by lower than usual turnout among young voters and minorities who favor Democrats.

Half of the seats lost by Democrats were held by members of the Conservative Blue Dog Coalition, who often sided with Republicans and voted against their Party.

Exit polls, which ask voters about their choices after they vote, reviewed the bad economy was their single greatest concern. They wanted government to do more to create jobs, even if that meant spending more money. Their anger and frustration more often resulted in a vote against the incumbent Democrat.

The conclusion? Get ready for the 2012 elections. Register your family, friends, and co-workers to vote. Keep informed about the real issues and don't be misled by the Conservative media (like FOX). Get more involved with your union's political action program and volunteer more time to help.



Kauai Division PAC Coordinator Doreen Kua worked hard with Division Clerk Melissa Ragasa and ILWU members to elect Governor Neil Abercrombie (center) in the Nov. 2 General Election.



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

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

Editor: Mel Chang

President Obama made many changes that benefit you

If you repeat a lie often enough, some people will begin to believe the lie is true.

Republican and Conservative propaganda in the media want you to believe that the Obama Administration and the Democratic majority has done nothing to help working families in the last two years.

The truth is President Obama and the Democrats were successful in passing many new programs and laws which helped the economy recover sooner, prevented the loss of even more jobs, and laid the groundwork for a much better future. Republicans tried to block and kill most of these bills, but Democrats and President Obama still managed to pass a large number of programs that benefit you.

Here are just 10 of the major improvements made by President Barack Obama and the Democratic majority in Congress that benefit you, your families, and our communities.

1. Fraud Enforcement and Recovery Act - gives federal agencies the power to investigate and prosecute fraud and deception in the lending industry which led to the housing and financial crisis.

2. Helping Families Save Their Homes - provides help to families in danger of losing their homes through foreclosures by the banks.

3. Credit Card Accountability, Responsibility and Disclosure Act - puts a stop to unreasonable fees, late charges, and other unfair practices of banks and credit card companies which hurt consumers.

4. Wall Street Reform and Consumer Protection Act - puts new regulations on the financial sector to protect consumers and prevent another financial and credit crisis.

5. American Recovery and Reinvestment Act - provides funds to make government buildings more energy efficient and save millions on energy costs, funds for mass transit, money to repair aging highways and bridges, incentives to encourage development of alternate energy, extends unemployment insurance to workers, provides tax breaks to working families by reducing payroll tax taken out of your paycheck.

6. Veterans Health Care Budget

Reform - provides more funds to fix and improve Veteran Hospitals which the Republicans and Bush Administration allowed to deteriorate.

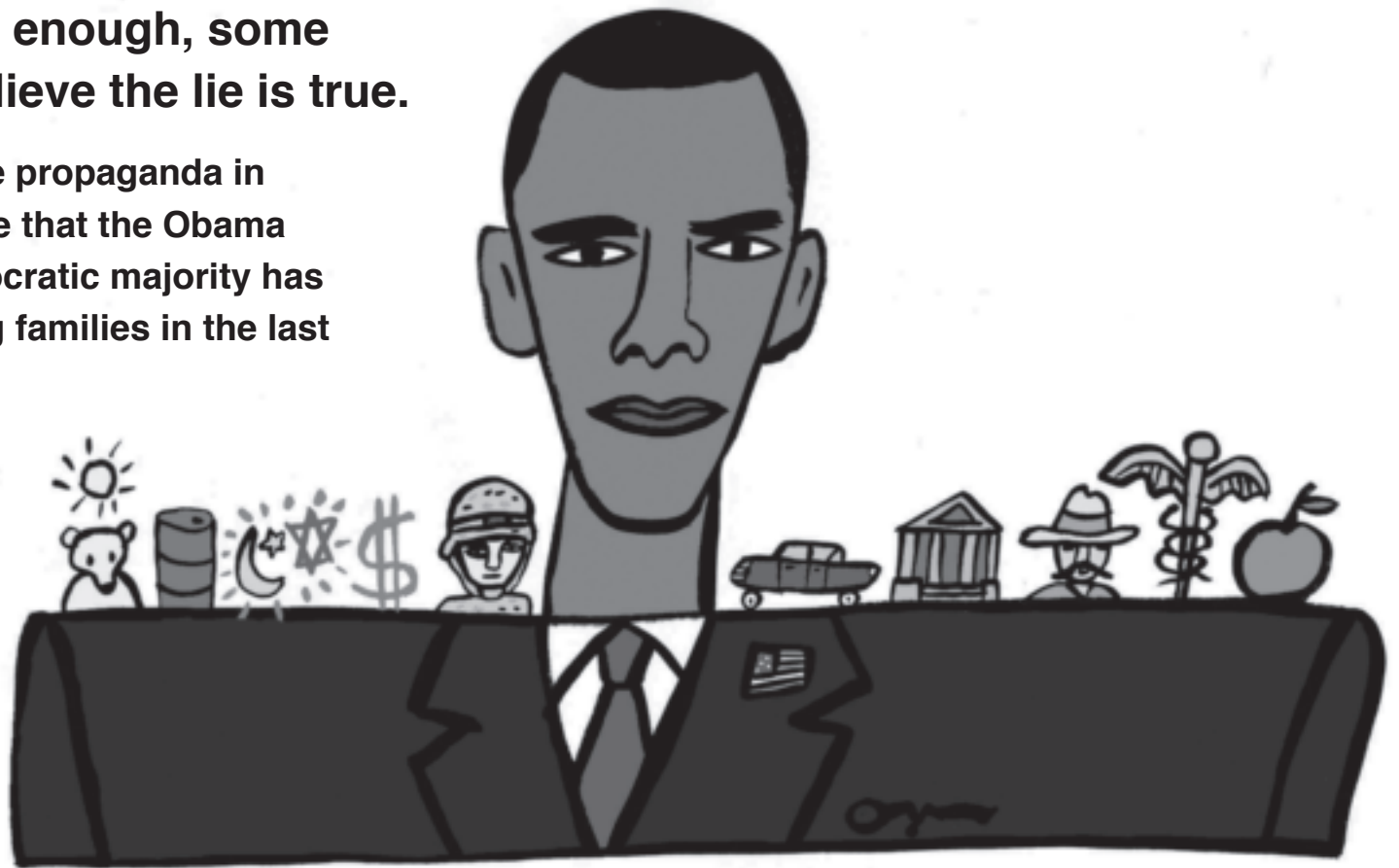
7. Health care for children - continues funding for SCHIP which provides medical care to children of low income families.

8. Workers Homeownership and Business Assistance Act - gave tax breaks for first time homeowners which increased housing sales and helped the economy recover sooner.

9. Patient Protection and Affordable Care Act (Health Care Reform) - makes health care a right for all Americans (the U.S. finally joins the rest of the advanced countries in the

world by recognizing health care as a basic right), expands consumer protection and rights under medical plans, removes lifetime and annual limits, prohibits exclusion of pre-existing conditions, and lowers the long term cost of health care by expanding coverage to more people (as Hawaii has done under our Pre-Paid Health Act.)

10. Weapons System Acquisition Reform Act - stops fraudulent overcharges by military contractors such as Blackwater and wasteful practices by the Pentagon and government agencies. Hires enough auditors to review subcontractors performance, overcharges, and outright fraud.



Hawaii gets unfair reputation for lowest voter turnout

What's the matter with Hawaii's people? Government statistics say Hawaii has the lowest percentage of registered voters and the worst voter turnout of any state. According to the U.S. Census Bureau and the Hawaii State Office of Elections, voter registration is only about 69 percent and voter turnout was 45 percent in 2008 and voter turnout was only 38 percent in 2010.

Political reporters call it shameful, an "embarrassment," a sign that Hawaii's people don't care about their right to vote, politics, or government. Political analysts also note that voter participation appears to be declining across the United States.

There's nothing wrong with Hawaii's people. We participate in civic affairs and vote at about the same rate as citizens in any other state. The problem lies in the fact that our government uses the wrong numbers to measure voter registration and participation, and Hawaii, as an island state, has some unusual population movements that occurs only in Hawaii.

Persons of voting age

The U.S. Census Bureau uses a

number based on "persons of voting age." This is everyone over age 18, including military personnel and their dependents, non-citizens, non-residents, and people in prison and mental hospitals. This comes out to about 1,005,000 people in Hawaii, but included in this number are a lot of people who are not eligible to vote.

You are eligible to vote if you are a U.S. citizen, age 18 by the date of the elections, a legal resident of Hawaii, not a convicted felon, and not declared mentally incompetent. To be a legal resident of Hawaii, you must declare your intent to be a legal resident and accept the obligations as a resident. Some of the requirements of residency is filing a Hawaii State income tax return, living in Hawaii for the previous 12 months, having a Hawaii's driver license, owning property in Hawaii, not voting in another state, or some similar evidence of residency.

Residency required

In Hawaii, military personnel are not automatically considered residents but have the right to become residents. Unless they intend to stay in Hawaii, military personnel

probably remain registered to vote in their home states. Hawaii has more military bases and the highest percentage of military personnel compared to our population than any other state—there are 37,000 active duty military and 61,000 military dependents.

Eligible to vote

Hawaii has about 100,000 non-citizens. There are also about 20,000 foreign and out-of-state students attending the UH, HPU, or other school who are not eligible to vote. We have 40,000 or more citizens from other states who live and work in Hawaii but who have no intention of making Hawaii their legal residence. There are also about 70,000 Hawaii residents attending school, working, or living out of state. This comes out to about 120,000 people who are not eligible to vote and another 80,000 or more who could be eligible (such as military personnel) but do not register to vote because of our strict residency requirements.

If you take out the ineligible and unlikely-to-be-eligible to vote people, there are only about 800,000 likely eligible voters in Hawaii. This gives

Hawaii a voter registration rate of 74 percent and a voter turnout rate of 48 percent for 2010. This would move Hawaii from one of the lowest in the nation to 7th place for voter turnout in 2010.

Set the record straight

It would be far more accurate for the government to estimate voter turnout by using a population figure based on people eligible to vote. Professor Michael McDonald of George Mason University in Virginia calls this the "Voting-Eligible Population" or VEP. McDonald's United States Elections Project gives estimates of voter turnout for all 50 states based on the VEP on his website at <http://elections.gmu.edu/index.html>.

McDonald's research shows no decline in U.S. voter participation since 1972 when only the "voting eligible population is counted. What appears to be a decline is caused by an increase in ineligible non-citizens, who are counted as part of the "voting age population."

Based on our Voting-Eligible Population, Hawaii's voter registration and voter turnout rates are higher than the U.S. average.

Hotel Industry News

ILWU hotel members prepare for negotiations

Division Directors Richard Baker and Michael Machado led a discussion at the Tourism Caucus on September 27-28, 2010 on mobilizing members and preparing for negotiations.

In an earlier session, Division Directors William Kennison and Dave Mori talked about how the union should never give the company any concessions without getting something in return.

Each unit then worked separately on plans to form separate negotiating and mobilizing committees and to recruit stewards from all major departments.

Unit leaders then shared their ideas with the entire group and offered practical tips and advice based on their experience.

Keep members informed

Hawaii Division Director Richard Baker, Jr. talked about the old days of sugar negotiations. "We used to go into negotiations thinking everything had to be kept secret," said Richard. "Now we realize that members need to be kept informed and involved."

Jason Medeiros from the Grand Wailea Resort talked about the power of unity. "With one person, the boss will dictate. With the unit behind you, the boss will negotiate."

Jason promised himself that

what happened when KSL bought the Grand Wailea in December 1998 would never happen again. At first, KSL wanted every

worker to reapply for their jobs, but when 1,200 workers stood united with the ILWU, KSL agreed to negotiate with the union and rehire the workers.

Kehau Oyamoto-Maeha from the Ohana Honolulu Airport Hotel has already started to get everyone involved and mobilized. Their

contract expires on Dec. 31, 2010.

Swanee Rillanos from the Mauna Kea Beach Hotel talked about how they reopened their contract to get into ILWU Health and Welfare Trust Fund.

James Moeller

from the Hapuna Prince Resort talked about the importance of having a network of people who can serve as the "eyes and ears" for the union.

"Take advantage of people who can get the word out to everyone. Have a network of contacts and ask what is happening in each department."

Star Medeiros from the Westin Maui reminded everyone that one-on-one and building a net-

We used to go into negotiations thinking everything had to be kept secret," said Richard. "Now we realize that members need to be kept informed and involved.

—Richard Baker Jr.
Hawaii Division Director

Take advantage of people who can get the word out to everyone. Have a network of contacts and ask what is happening in each department.

—James Moeller
Hapuna Beach Prince Resort



Division Directors Michael Machado (seated) and Richard Baker (standing) led a discussion at the Tourism Caucus on mobilizing members to prepare for negotiations.



Royal Lahaina Resort will be negotiating a contract this year. Unit officers are Stephanie Smythe, Charil Jose, Cora Castillo, Imelda Dela Cruz, and Camila Lanse.

work are not new ideas. "These have been part of this union since day one," said Star. "We just need to get back to basics."

Blaming the union

Star talked about a problem with people who lose grievances, or who have a problem which cannot be solved by the union or grievance procedure. They go home and complain that the union does nothing for them and the word gets around.

Hanalei Peters from the Kaanapali Beach Hotel had a solution for this problem. "Don't let them leave pissed off when you lose the

grievance. I make it a point to go out to the parking lot with them and talk about what happened. I bring their folder out and point out that they were tardy 10 times in the last 6 months. I explain the union cannot perform miracles. The main thing is they get it off their chest, and they leave without blaming the union."

In closing the caucus, Local 142 President Isaac Fiesta, Jr. told the tourism leadership that if the financial situation continues to improve, the union will likely call another tourism caucus in 2011.

Visit the ILWU Local 142 website at www.ilwulocal142.org

Hotel Industry News

Survey shows strong support for union, less for boss

Tourism caucus attendees filled out a survey which asked six questions about how they thought the workers at their hotels felt about the union and management.

They were asked to rank those feelings on a scale of one to nine. A score of 1 was "Very negative," 3 was "Negative," 5 was "Neutral," 7 was "Positive," and 9 was "Very Positive."

The same survey was done at the Tourism Conference held in 2006, which allows us to see how workers' attitudes and feelings have changed over the last four years.

The results shown here are an average of all the responses, but there was a very definite change in attitudes.

In 2006, feelings towards their hotel brand, top management, and their immediate supervisor was slightly better than neutral at 5.2.

In 2010, feelings towards management went negative in all three categories at 4.5.

How do your members feel about your hotel brand? In 2006 the number was 5.8. In 2010 the

number dropped to 4.9.

How do your members feel about top management? In 2006 the number was negative at 4.7. In 2010 the number dropped to 4.1.

How do your members feel about their immediate supervisor? In 2006, it was slightly above neutral. In 2010 it dropped to 4.5.

Feelings about their hotel brand dropped the most by 15.5 percent. Feelings about top management dropped by 12.8 percent and feelings about their immediate supervisors dropped by 11.8 percent.

There were some hotels in the survey that got very positive scores of 7 and 8, but most hotels

got 5 and some got 1 or 2.

Feelings about the union

Overall feelings towards the union were positive and changed only slightly from 2006 to 2010.

How do your members feel about the union? In 2006 it was 6.2 and in 2010 it remained positive at 6.2.

How do your members feel about their union business agent?

In 2006 it was more positive than the union at 7.0 and remained unchanged at 7.0 in 2010.

How do your members feel about their unit officers? In 2006 it was positive at 6.7. In 2010 it dropped slightly to 6.5.

Overall the change in feelings towards the union was only a 3 percent difference in one category, which shows the union continues to have strong support.



Hotel members prepare for negotiations—continued from page 4



(Above) Honolulu Airport Hotel unit officers Owen Castagan and Kehau Oyamoto-Maeha work on their plan to get every member involved with the union. They have already started mobilizing as their contract expires on December 31, 2010. (Left, top) Hyatt Regency Maui tourism caucus participants. (Left, bottom) Kaanapali Beach Hotel participants included family members Lani Moala (daughter), Momi Peters (mother) and Hanalei Peters (father).

Hotel Industry News

Hilton's explosive growth puts it in first place as largest U.S. hotel company

In 2009, Hilton Worldwide ranked as the third largest hotel chain in the U.S. based on the number of guest rooms. This is according to the annual survey of the Top U.S. Hotel Companies conducted by Hotel & Motel Management.

The Wyndham Hotel Group held the number one spot with 464,660 rooms and 5,968 US properties. Marriott International held second place.

In one year, Hilton Worldwide added 174 hotels and 23,567 rooms to its U.S. inventory to jump to first place as the largest U.S. hotel chain, pushing Wyndham and Marriott down to second

and third. The 2010 survey shows Hilton with 481,829 rooms in the United States and a worldwide total of 597,211 rooms at 3,626 properties.

No other hotel chain grew as fast as the Hilton in 2010.

Starwood Hotels and Resorts remained at seventh place and Hyatt Hotels remained at 10th place in both the 2009 and 2010

survey. Hyatt added 46 properties and 7,793 rooms to its U.S. inventory, while Starwood expanded outside of the United States. Most of the Hilton and Hyatt hotels are in the U.S.—81 percent of Hilton's rooms and 72 percent of Hyatt's rooms are in the U.S.

Starwood is more equally divided with 48.6 percent of its rooms in the U.S. and 51.4 percent outside of the U.S.

You can see the full survey at: http://images.questex.com/HMM/2010/HMM_Surveys/hmm092010_tophotelco.pdf.

The three hotels chains, Hil-

ton, Starwood, and Hyatt, own or manage seven hotels with ILWU contracts and employ close to 4,000 ILWU members.

Hilton operates or manages two of the largest ILWU hotels—the Grand Wailea Resort on Maui and the Hilton Waikoloa Village on the Big Island.

Hyatt operates the Hyatt Regency Maui and the Grand Hyatt Kauai.

Starwood manages the Westin Maui, the St. Regis Princeville Resort on Kauai, and the Sheraton Keauhou Bay Resort on the Big Island.

ILWU and UNITE HERE Local 5 solidarity agreement—continued from page 1

to build mutual cooperation and assistance and promote inter-union solidarity in dealing with their common employers—mainly the Hilton, Starwood, and Hyatt hotel chains. The unions will share and consult on contract proposals and keep each other informed about the status and terms of bargaining with their common employers. Each union will still retain complete control over how they negotiate and the settlement they may reach with the hotels. The Agreement will run until both unions complete their negotiations, but either union has the right to terminate the Agreement if there are problems.

Each union may also invite the other union to attend negotiation sessions with the employers. Hilton and Hyatt management

were caught by surprise when ILWU Local 142 President Isaac Fiesta, Jr. attended some of Local 5's meetings with management and Local 5 Financial Secretary-Treasurer Eric Gill attended one of ILWU's meetings with Hyatt management. Management got the clear message that both unions stood united.

In Hawaii, the agreement means the ILWU Local 142 and UNITE HERE Local 5 will build a new relationship based on cooperation, mutual respect, and unity. In the past, the ILWU and Local 5 were often rivals as both unions competed to organize new hotels. Both unions would criticize the other union, pointing out the flaws in their contracts and internal affairs. The agreement is intended to put an end to this rivalry and build a new spirit of

unity between the two unions and Hawaii hotel workers.

Waikiki negotiating now

UNITE HERE Local 5 labor agreements with most of the major Waikiki hotels expired on June 30, 2010, and the union is currently negotiating with hotel management on the terms of new agreements. Local 5 has about 9,000 hotel members in Hawaii, most of whom work in Hilton, Starwood, or Hyatt hotels in Waikiki. Local 5 wants the hotels to put more money into the workers' pension and medical funds, while hotel management wants to hold costs down and make up for losses during the 2008-2009 recession.

Local 5 held a one-day strike on September 2 at the Hyatt Waikiki and a five-day strike at the Hilton Hawaiian Village in Waikiki from October 14-19, protesting "Hilton's efforts to lock workers into cheap recession contracts." The ILWU supported the Hyatt Waikiki workers by joining the pickets and leafleting ILWU members at the Hyatt Regency Maui and Grand Hyatt Kauai. ILWU members on Oahu joined the pickets at the Hilton Waikiki.

UNITE HERE members also struck Hilton Hotels in San Francisco and Chicago, where 8,000 workers in Chicago have been working without a contract since August 2009.

Hilton Worldwide is now owned by one of Wall Street's largest private equity firms—the Blackstone Group. In negotiations with UNITE HERE, Hilton manage-

ment has proposed increasing family health care costs by hundreds of dollars a month, freezing pensions, reducing staffing, and increasing workloads. One management proposal would increase housekeepers workload from 14 rooms to 20 rooms a day.

ILWU Local 142 has about 10,000 members working in Neighbor Island hotels. ILWU contracts with hotels owned or managed by Hyatt, Hilton, and Starwood still have two or three years before they expire, and the ILWU will not be negotiating new contracts at these hotels until 2012 and 2013. However, under the solidarity agreement, UNITE HERE Local 5 will help the ILWU as needed.

ILWU and UNITE HERE

Local 5's parent union, UNITE HERE, has roughly 240,000 members in the United States and Canada. About 100,000 of these members work in 900 hotels and the other 140,000 members work in casinos, laundries, catering and cafeteria operations at airports, universities, hospitals, stadiums, amusement parks, and other institutions.

Local 142's parent union, the International Longshore and Warehouse Union (ILWU) has about 42,000 members in Hawaii, California, Oregon, Washington, and Alaska. Another 3,000 workers are members of the ILWU, Canada. Outside of Hawaii, ILWU members work mainly in the longshore and warehouse industry. In Hawaii, the ILWU represents workers in almost every industry.



UNITE HERE Local 5 members rally on the beach fronting the Hilton Hawaiian Village on November 16. They were joined by hundreds of supporters, including the ILWU and union representatives who were attending a convention of the International Foundation of Benefit Plans.

News You Can Use

ILWU hotel contracts expire on different dates over the next 4 years—when does your contract expire?

The contracts for just two ILWU hotels expired in 2010—the Royal Lahaina Resort contract expired in September and the Honolulu Airport Hotel expires in December—but over the next four years, many more are expiring. ILWU units should begin preparing and mobilizing their members for contract negotiations at least six months before their union contract expires. Larger units should start their preparations at least 12 months before their contract expires. At right is a list of ILWU hotels and expiration dates.

2011 Hotel Contract Expirations	Number of Members	Expires in:
1. Makena Beach Hotel - Landmark.....	242.....	May
2. Maui Lu Resort - Aston.....	30.....	June
3. Maui Beach Hotel - independent.....	53.....	November
4. Kaanapali Beach Hotel - independent	198	December
Total 533		
2012 Hotel Contract Expirations	Number of Members	Expires in:
1. Keauhou Beach Resort - Outrigger.....	77.....	February
2. Hapuna Prince Hotel - Prince Hotels	300.....	May
3. King Kamehameha's Kona Beach Resort - Pacifica.....	114.....	May
4. Maui Eldorado Resort - Outrigger	20.....	May
5. Mauna Kea Beach Hotel - Prince Hotels.....	347.....	May
6. Four Seasons Lanai - Four Seasons	454.....	June
7. Point at Poipu - Diamond Resorts.....	90.....	August
8. Hyatt Regency Maui - Hyatt Hotels.....	618.....	September
9. Lahaina Shores Beach Resort - Classic Resorts	34	November
Total 2,054		
2013 Hotel Contract Expirations	Number of Members	Expires in:
1. Grand Wailea Resort Hotel & Spa - Hilton	927.....	March
2. Mauna Lani Bay Hotel & Bungalows - Pan Pacific	301.....	May
3. Napili Shores Resort - Outrigger	24.....	May
4. St. Regis Princeville Hotel - Starwood	367.....	June
5. Grand Hyatt Kauai Resort & Spa - Hyatt Hotels	578.....	September
6. Hilton Waikoloa Village - Hilton	681.....	September
7. Hotel Wailea	27.....	November
8. Ritz-Carlton Kapalua - Ritz-Carlton.....	395	November
Total 3,300		
2014 Contract Hotel Expirations	Number of Members	Expires in:
1. Ritz-Carlton Club & Residences - Ritz-Carlton	32.....	May
2. Fairmont Orchid, Hawaii - Fairmont Hotels.....	401.....	June
3. Westin Maui - Starwood	494.....	June
4. Sheraton Keauhou Bay Resort & Spa - Starwood	125	October
Total 1,052		

How to research your employer online

1. A good place to start is to find the owners of the property of the company you are researching. Start by getting the address of the company, then go to the real property division of your County. If you have a computer with internet access you can search the County's tax records to get the size of the property, the tax paid, permits, sales history, ownership and other information about the property.

If you don't have a computer with internet access, your public library will have computers you may use or ask your ILWU business agent for help. The websites of each County's real property search page are listed below:

Oahu - www.honolulupropertytax.com/Search/GenericSearch.aspx?mode=address

Hawaii - www.hawaiipropertytax.com/Search/GenericSearch.aspx?mode=address

Maui - www.mauipropertytax.com/Search/GenericSearch.aspx?mode=address

Kauai - www.kauaipropertytax.com/Search/GenericSearch.aspx?mode=address

2. Now that you know the owner, you can look up who the principal officers or agents of the company. Every company doing business in Hawaii must register with the State's Department of Commerce and Consumer Affairs.

Go to the State of Hawaii Business Registration Division at:

<http://hawaii.gov/dcca/breg/online>

Click on [Business Name Search](#) to get information on the company. Get on [View and Print Company Info](#) to get details on the company's officers, agents, parent company, and address of the parent company.

If the company is owned by one or more other companies, you may have to dig deeper and look up the owners of these other companies.

3. If the company raises money by selling shares on a stock exchange in U.S., you can get detailed financial and business information about the company from the U.S. Securities and Exchange Commission (SEC). These companies must file detailed reports with the SEC. Look for the 10-K reports which are filed every year and the 10-Q reports which are filed every 3-months.

You can search for the company's reports here:

<http://www.sec.gov/edgar/searchedgar/companysearch.html>

Privately owned companies do not have to file reports with the SEC. You can often find financial information about these companies on www.hoovers.com, finance.yahoo.com, or www.dnb.com.

Non-profit companies must file reports with the Internal Revenue Service and a good place to start is Guidestar at www.guidestar.org.

Organize to Thrive!

Oahu Division rank-and-file organizing training

“I’d like to grow the membership and make more powerful”

HONOLULU—Oahu Division rank-and-file members and Business Agents participated in an organizing training class on December 13, 2010, in order to learn how the ILWU organizes new members, as well as why organizing is so important to the ILWU.

“The ILWU has a very strong organizing program compared to other Hawaii unions,” said ILWU International Representative Tracy Takano, who was the lead instructor for the day-long training session.

Why Organize?

There are many reasons why the ILWU believes organizing unorganized workers is very important, including:

- **Organizing helps workers.** According to the AFL-CIO, the median weekly earnings of union members are 28% higher than non-union members. People who often face wage discrimination, like women and minorities, have the playing field leveled when they are union members. Union workers are 53% more likely to have employer provided health insurance than non-union workers, and 78% of union workers are covered by defined benefit pension plans, vs. only 20% of non-union workers.

- **Organizing builds union density for more strength in negotiations,** and more protection for previously negotiated gains. When more workers in a company, industry, or community are organized, the union has more leverage in collective bargaining. However, if union density is low, non-union competitors can make it difficult to improve wages and benefits—or even to maintain current standards—by undercutting their unionized counterparts.

- **Organizing builds political and community clout through numbers.** If large numbers of workers are unionized and act collectively, they can actually wield political or economic power—through their vote, which can determine the outcome of elections, or through their buying power.

Hawaii has the second highest percentage of unionized workers in the U.S. Twenty-five percent of Hawaii’s workforce is unionized, according to a 2010 report by the U.S. Bureau of Labor Statistics. Only New York is higher, with 25.2 percent.

Oahu Division Organizer Carmelita Labtingao, Rick DeCosta, who worked at Unit 4406 - The Honolulu Advertiser, and staff person Eadie Omonaka assisted Takano.

Members from several different Oahu units, including Love’s Bakery, Dole Food Company, and Ohana Honolulu Airport Hotel participated in the training. “I want to learn more about organizing,” said Brandon Ogawa from Unit 4405 - Foodland Super Market Ltd., “I really believe in the union, and I’m looking forward to helping people.” Unit 4405 - Hawaii Logistics 2nd Vice Chair Jose Miramontes, who already has experience organizing at his own workplace, told other participants that he’d “like grow the ILWU membership in Oahu Division and make it more powerful.”

Workers want to join a union

Oahu Division Director Dave Mori opened the class, telling everyone that he was active in organizing as a rank-and-filer working for Oahu Sugar Company. He encouraged the members to participate in the organizing program, reminding them that Oahu Division has the biggest opportunity for organizing because it has the largest population of workers in the state. “There are many workers who want to join a union, but there are so many obstacles for them, like fear. That’s why we have to speak to them from the heart, and really listen to what they have to say,” said Mori.

Mori also informed participants about a state law enacted in 2009 that makes it easier for



Shane Donnelly of Unit 4406 - Honolulu Star Advertiser and Jose Miramontes of Unit 4405 - Hawaii Logistics practice a house call as organizers with Rick DeCosta, who plays the role of a hotel worker. Donnelly and Miramontes focus on listening carefully to what DeCosta has to say.

agriculture workers covered by the Hawaii Labor Relations Act (HLRB) to organize and get a first contract. The Hawaii law is very similar to the Employee Free Choice Act, the most recent version of which was introduced in the U.S. Congress in 2009, but has since failed to move forward.

Why and how to organize

The training covered many topics, including why the ILWU organizes (see sidebar), what the ILWU’s organizing focus is, and how the union evaluates organizing targets.

Members also did a step-by-step review of the phases of a typical organizing campaign—from getting organizing leads and making first contact with targeted workers, to the actual election and what happens afterward.

Labtingao described what it was like for her when she voted to join a union. “It can be scary, actually, especially if you are a union supporter,” said Labtingao. “There are only three people there, the [National Labor Relations Board] agent, the company representative and someone from the worker’s side, but you look around to see if anyone is watching you. You are scared because you think someone from the company will know how you voted. I checked my ballot to make sure my name wasn’t written on it someplace, so nobody would know how I voted.”

In the afternoon session, members learned about the “house call”—an indispensable organizing tool. When organizers visit someone at his or her home to find out about workplace issues and build involvement in the union, that visit is a “house call.” The house call is important because employees may be afraid to talk about the union at work.

Class participants learned about typical topics and goals for house calls and got tips on effective communication. They practiced answering questions that are often asked during house calls, like “what can the union do for me?” or “can I get fired for signing a union card?” and did a role-playing exercise to practice house calling.

Building a pool of organizers

At the end of the training session, Takano encouraged participants to consider getting involved in the ILWU’s organizing program and to look for potential organizers among their fellow workers. “The ILWU continues to build a “pool” of trained rank-and-file organizers,” said Takano. “We believe union members make the best organizers, because nobody knows better than you the value of belonging to a union.”

If any member of the ILWU is interested in organizing, or organizing training, they should contact their Division office for more information.

Oahu Division Organizing Training
December 13, 2010
Honolulu, Hawaii

TIPS FOR SUCCESSFUL COMMUNICATION

- **LISTEN.** Don’t give speeches. Draw the person out. Let the person talk. Be responsive to the worker’s concerns. The best house callers are the best listeners. The best way to get someone talking is to ask questions. People talk about things they know about. If you can get someone talking about their job, you can have a conversation instead of a sales pitch.
- **DON’T ASSUME.** You may think you know what the issues are, but frequently you will be surprised. Different issues matter to different people. Ask and listen.
- **DON’T ARGUE.** You are not trying to win a debate or score points. Arguing makes people defensive. Always try to find points of agreement. Find common ground, then suggest other points of view.
- **DON’T MAKE A SALES PITCH.** An organizer is not a sales person. A union is not a product. A union is the people themselves. In order to gain a voice on the job, they must join together with their co-workers and stand up for their rights.
- **ALWAYS BE HONEST.** Don’t promise what the union can’t deliver. Never invent information. People respect honesty, not arrogance. If someone asks you a question to which you don’t know the answer, tell them you don’t know, but will find out and get back to them. Then, do it.
- **INVOLVE FAMILY MEMBERS.** The support of parents or spouses will be critical as the campaign progresses. Be friendly and relational; show people you are interested in them.

—from Organizing Guide for Local Unions
George Meany Center for Labor Studies