



VOICE OF THE ILWU

HONOLULU HAWAII
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LOCAL 142

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ADDRESS LABEL

Demonstrations were held in every state in the nation on April 4, 2011 to oppose the attacks on workers' rights to bargain collectively. Over 1,000 people attended the demonstration at the State Capitol in Honolulu including ILWU participants (l-r) Maurice Bisbee (4402 - Love's Bakery), Oahu Business Agent Brian Tanaka, Kenneth Ige (4412 - Servco Pacific), Archivist-Librarian Rae Shiraki, IBU Regional Director Warren Ditch, Oahu Business Agent Mike Yamaguchi, Contract Administrator Michael Murata, Local Vice President Donna Domingo, Oahu Business Agent Dillon Hullinger, International Representative Mathew Yamamoto, Local President Isaac Fiesta Jr., Local Secretary-Treasurer Guy Fujimura, and Ruby Shimabukuro (4405 - Foodland Super Market Ltd.).

Why unions are good for the community, good for business, and good for workers

1 Unions are the only organization in our society that stands up for the interest of working people.

There are many different kinds of organizations in our community such as social clubs, sports leagues, churches, interest groups, and political parties.

Unions are the only organization that advances the interest of working people. Unions fought for the 8-hour day, for weekends, for holidays, for workplace safety, for unemployment insurance, for minimum wage, for workers compensation, and much more.

Unions continue to defend these standards and benefits which could be taken away if not for the labor movement.

2 Unions prevent industrial conflict and disruption to the economy by providing a peaceful and orderly process to settle differences between workers and management.

Before unions, workers who had problems with management quit,

went on strike and walked off the job, called in sick, slowed down production, and sometimes destroyed machinery.

With unions there is an orderly and peaceful process to settle con-

flicting interest between workers and management.

By bringing organization to the workforce, unions prevent chaos and disorder. Unions help to manage the workforce through democratic

means. Workers are able to discuss their issues and vote on agreements with management. If a majority of workers vote to accept an agreement, the union will maintain discipline

—continued on page 4

IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, AFL-CIO, AND YOUR RIGHTS UNDER LAW

As a result of your current employment, you are eligible for membership in the International Longshore and Warehouse Union, Local 142, AFL-CIO. Union membership is a right and privilege to be proud of.

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union.

Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and Bylaws.

We believe that most people would want to become active members of the ILWU Local 142, and desire to fully participate in the affairs of their Union. Strong, active and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, by law, you also have the right to refrain from becoming an active member of the Union and you may elect to satisfy the requirements of a contractual union security provision by paying monthly dues and fees to the Union which reflect the representational expenditures of the ILWU Local 142. Please be advised: That 4.0% of funds were spent in our most recent accounting year (2010) for nonrepresentational activities (such as political activities, lobbying of issues not reasonably related to accomplish the union's representational duties); that nonmembers can object to having their union security payments spent on such activities; that those who object will be charged only for representational activities; and that if a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, Hawaii 96814.

Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU Local 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections; and all other rights, privileges and benefits established for and provided for ILWU Local 142 members by its Constitution and Bylaws.

We are confident that after considering your options, you will conclude that the right to participate in the decision making process of your Union is of vital importance to you, your family, and your co-workers, and you will complete and transmit your application for membership in ILWU Local 142. Thank you.

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on June 17, 2011, at the ILWU union hall, 451 Atkinson Drive, Honolulu. ILWU members are welcome to attend as observers.

Don't mourn, organize! Public workers are not to blame

“Don't waste any time mourning. Organize!”
These were the last words of union organizer and song writer Joe Hill before he was executed by the State of Utah on November 19, 1915. Hill was a member of the IWW and was in Utah organizing mine workers.

Public workers do not get higher pay and benefits than private workers.

Most truthful and correctly done studies show that public workers receive lower pay and slightly better health and retirement benefits for people with similar jobs, education, and skill levels. Where public workers receive higher pay, it's because a lot of them have advanced college degrees (master's degrees), specialized skills, and longer lengths of service (more experience).

If we look at Management and Professional jobs, managers and professionals working in public jobs received an average wage of \$33.36 an hour and \$15.58 in benefits according to the Bureau of Labor Statistic's 2010 compensation survey.

In private business managers and professionals received a higher pay of \$34.99 an hour and slightly lower benefits of \$14.46 an hour. Private managers and professionals averaged \$.53 an hour more in total wages and benefits.

	Total	Wages	Benefits
Public Management/Professional	\$48.93	\$33.36	\$15.58
Private Management/Professional	\$49.46	\$34.99	\$14.46
Difference	\$0.53	\$1.63	(\$1.12)

Private business managers and professionals receive much better vacation, sick leave, and premium pay benefits than public managers and professionals. Public workers received better health and retirement benefits.

	Total	Leave	OT	Health	Retire	Legal
Public Mgt/Professional	\$15.58	\$3.38	\$.24	\$5.14	\$3.84	\$2.78
Private Mgt/Professional	\$14.46	\$4.17	\$1.51	\$3.11	\$1.98	\$3.43
Difference	(\$1.12)	\$.20	\$1.27	(\$2.03)	(\$1.86)	\$.65

If we look at government service-providing jobs, which are mostly teachers and medical workers, public teachers earned an average wage and benefit package of about \$40.32 an hour. Private teachers earned a total package of about \$42.96 an hour. Private wages were \$4.72 an hour higher but benefits were \$2.10 less for private teachers.

These wage and benefit comparisons do not account for the fact that public workers usually have a longer length of service on the job.

	Total	Wages	Benefits
Public Service Providing	\$40.32	\$26.47	\$13.86
Private Service Providing	\$42.96	\$31.19	\$11.77
Difference	\$2.64	\$4.72	(\$2.10)

	Total	Leave	OT	Health	Retire	Legal
Public Service Providing	\$13.86	\$3.03	\$0.33	\$4.66	\$3.27	\$2.42
Private Service Providing	\$11.77	\$3.23	\$0.16	\$3.34	\$2.08	\$2.97
Difference	(\$2.10)	\$.20	(\$.18)	(\$1.33)	(\$1.19)	\$.55

Comparing public and private wages and benefits can be very misleading.

The average government compensation in Service Jobs is \$29.99 an hour. It is \$13.90 an hour in the private sector.

This is very misleading because government service jobs were mostly protective services such as police and firefighters, while private service jobs included fast food workers, hotel workers, and personal service workers.

The U.S. Department of Labor Bureau of Labor Statistics does an annual report on the Employer Costs for Employee Compensation. You can view their December 2010 report at <http://www.bls.gov/news.release/ecec.htm>.

The Bureau cautions against making direct comparisons between government and private workers. "Compensation cost levels in state and local government should not be directly compared with levels in private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities but are rare in state and local government. Professional and administrative support occupations (including teachers) account for two-thirds of the state and local government workforce, compared with one-half of private industry."

	Total	Wages	Benefits
Public Service Occupations (police/fire fighters)	\$29.99	\$17.95	\$12.04
Private Service Occupations (fast foods, hotels)	\$13.90	\$10.50	\$3.40
Difference	\$16.09	\$7.45	\$8.64

Unions did not cause the loss of U.S. manufacturing jobs to foreign countries.

The average total compensation paid to Norwegian workers in 2008 was \$57.18. It was \$32.26 in the United States. Fifteen countries pay higher wages and benefits than the U.S.—Norway, Denmark, Germany, Austria, Belgium, Ireland, Finland, Netherlands, Sweden, Switzerland, France, Australia, the United Kingdom, Italy, and Canada.

These countries have strong labor movements and far superior worker rights than in the U.S. Employers, unions, and government in these countries have learned to work together to create high performance economies and productive workplaces that are able to beat out U.S. companies even with the low wages and benefits paid to U.S. workers. These countries have labor rights we can only dream about.

The U.S. is failing to compete in the global market because U.S. employers fight unions and treat workers badly. Employers and the wealthy have turned government into a tool to serve their interests, and the U.S. economy and standard of living has suffered setbacks because of this.

From 1975 to 1986, U.S. workers were number one and received the highest compensation package in the world. After 1986, workers in other countries began earning higher wages and benefits than U.S. workers. From number one in the world, U.S. workers have dropped to number 16 in the world. This is the lowest standing for U.S. workers in the past 22 years from 1986 to 2008.

2008 Total			08 Total		
Country	Compensation		Country	Compensation	
1 Norway	\$57.18		11 France	\$41.94	
2 Denmark	\$51.28		12 Australia	\$36.88	
3 Germany	\$48.22		13 United Kingdom	\$35.81	
4 Austria	\$47.72		14 Italy	\$35.77	
5 Belgium	\$47.14		15 Canada	\$32.69	
6 Ireland	\$44.80		16 United States	\$32.26	
7 Finland	\$44.48		17 Japan	\$27.80	
8 Netherlands	\$44.32		18 Spain	\$27.71	
9 Sweden	\$43.33		19 Israel	\$19.61	
10 Switzerland	\$43.28		20 Greece	\$19.58	

Total compensation of production workers for 2008. Source: Bureau of Labor Statistics International Labor Comparisons <http://www.bls.gov/fls/home.htm#comp>

Private industry workers should unionize and raise their wages and benefits.

Only about 7.7 percent of private sector workers are unionized. But in every industry where private workers are unionized, they earn much higher wages and benefits than non-union workers. In the public sector, 40 percent of the workers are unionized. Much of the better benefits earned by public workers is due to the advantage that unionized workers have over non-union workers.

Unionized workers earn higher wages and almost twice the benefits as non-union workers. Union workers earn better medical benefits and three times more in retirement benefits. Over a 20-year period, a union worker will earn \$425,000 more in wages and benefits than a non-union worker.

The solution is simple. Don't drag government workers down to the lowest level of non-union workers. Raise yourself by organizing into unions and negotiating higher wages and benefits.

	Total	Wages	Benefits	Total	Leave	OT	Health	Retire	Legal	
Union workers (all industries)	\$37.35	\$22.86	\$14.49	Union workers (all industries)	\$14.49	\$2.77	\$1.08	\$4.60	\$2.60	\$3.14
Non-Union workers	\$26.72	\$19.30	\$7.43	Non-Union workers	\$7.43	\$1.79	\$0.72	\$1.81	\$0.80	\$2.19
Difference	\$10.63	\$3.56	\$7.06	Union Difference	\$7.06	\$0.98	\$0.36	\$2.79	\$1.80	\$0.95

Public ignorance about unions is bad for American society

The most comprehensive electorate survey—the American National Election Studies (ANES)—were carried out by the University of Michigan beginning in the late 1940s. What these studies showed was that Americans fall into three categories with regard to their political knowledge. A tiny percentage know a lot about politics, up to 50%-60% know enough to answer very simple questions, and the remaining 40% know next to nothing.

Agnology is a word coined by Robert Proctor, a historian of science at Stanford University. The word means the study of ignorance that is deliberately manufactured, or politically or culturally generated. Proctor says, “But ignorance also comes from people literally suppressing truth—or drowning it out—or trying to make it so confusing that people stop caring about what’s true and what’s not.”

It appears that ignorance about unions is deliberately promoted by newspapers, television, and radio stations which are owned and controlled by business people who are anti-union. Little or nothing is taught about unionism in schools. What we do hear about unions is one-sided, deliberately misleading, or simply untrue.

Following are our responses to some of the comments expressed

by readers of the Honolulu Star-Advertiser about recent labor disputes at the Hilton Hawaiian Village and Hyatt Regency Waikiki. The widespread ignorance about unions is unfortunate for the future of America, because unions are one of the most important means of raising living standards and creating a more just and democratic society.

YOU DON'T NEED UNIONS WITH ALL THE LAWS THAT PROTECT YOU.

Unions pushed to pass these laws in the first place. The events in Wisconsin prove you can lose these legal protections by electing the wrong people to office. The wrong people may cut the funding and staff of labor departments. They may appoint anti-worker people to run the department. They may discourage or prohibit labor departments from investigating violations, enforcing laws, or penalizing businesses that violate the laws.

UNIONS PROTECT LAZY AND BAD WORKERS.

Unions are required by law to represent all members fairly and equally. This means the union must represent any member who is disciplined or fired by management. This is similar to the role of a public defender who must represent individuals accused of a crime. The worker is presumed to be innocent and management must prove their case.

UNIONS WERE NEEDED AT ONE TIME FOR UNSKILLED FACTORY WORKERS, BUT MANAGEMENT WILL REWARD WORKERS WHO ARE EDUCATED, HAVE A GOOD ATTITUDE, AND WORK HARD.

Companies change ownership and change policies and operations all the time. Managers come and go. You may have an understanding with one manager, but if that manager goes, you have no guarantee of anything. All workers should have a written contract and negotiating such contracts is one of the most important job of a union. Top managers will often have a written contract. Professional sports players are unionized. Airline pilots are unionized. Musicians are unionized. Their union contracts usually allow for different wages based on education and job skills. Unions are necessary for all workers because organization prevents management from dividing and using workers against each other and lowering the standards of all workers.

SENIORITY IS UNFAIR TO YOUNGER WORKERS WHO MAY HAVE MORE EDUCATION AND WORK HARDER.

Most union contracts give senior employees the preference for work opportunity or a promotion when other qualifications are relatively equal. A young worker might have more education and may have more energy while they are still young. A senior worker has a proven record of reliability, loyalty, experience, and compatibility in working with existing employees. Management also recognizes the value of senior workers, which is why most companies will promote the senior worker.

UNION LEADERS MAKE A LOT OF MONEY AND JUST WANT YOUR DUES.

The law requires union leaders to be elected, to get membership approval for their wages, to publicly disclose all of the unions spending, and to follow the union’s constitution. No other organization is required to operate as openly or as democratically as unions in the United States. Members elected those leaders and approved their wages. Union leaders earn far less than business executives.

YOU DON'T LIKE IT JUST QUIT.

Unions work to stop unfair treatment. If you quit and do nothing to change management’s bad behavior, their unfair and poor management will continue.



Moved or changed your address?
We want to keep in touch with every member!
We often need to mail important legal notices to all members, and also send you the union’s newspaper. Contact us to let us know when you move—we need your name, old address, and new address. Send a postcard to: Mailroom, ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814 or e-mail deank@ilwulocal142.org

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U.S. workers produce more, get paid less

From the year 2000 to 2009 the increase in productivity of U.S. workers was 6 percent, the fourth highest in the world.

Every year the U.S. Department of Labor compares the wages, benefits, and productivity of U.S. workers and workers in countries that do a lot of business and trade with the U.S. See <http://www.bls.gov/fls/home.htm#comp>.

Chart 1 right shows the increase in output per hour for the nine years from 2000 to 2009. Workers in Korea, Taiwan, the Czech Republic, and the United States increased their productivity by 6 percent or better.

Chart 2 shows the Change in Compensation which includes wages and benefits from 2000 to 2008.

Czech workers were rewarded with an increase in compensation of 17.5 percent. Korean workers received an

increase of 3.3 percent in wages and benefits, which put them at number 24 compared to other countries.

Workers in the United States received one of the lowest increases of 3.3 percent. This put U.S. workers at number 30. Only workers in Taiwan, Hong Kong, and Japan received lower increases in compensation for this eight year period.

More profits for owners

If U.S. workers increased their output by 6 percent but only got a pay increase of 3.3 percent, what happened to the difference? The difference went to the stockholders and owners of U.S. business as higher profits.

The main reason for this is the constant propaganda attack on unions and public ignorance about the real value of unions. This has

resulted in a weak labor movement in the U.S. where only a little over 12 percent of the workforce are represented by unions.

Workers get bigger share

In many countries where unions represent over half of the workforce,

workers received increases in compensation that were much higher than their increase in productivity.

Norwegian workers, for example, won a 10.4 percent increase in compensation while their productivity increased by only 2.6 percent. Workers in France got a 9.1 percent increase in compensation while their productivity was up by only 2.1 percent.

Norwegian workers earned an average compensation package of \$57.18 an hour and French workers received a pay package of \$41.94 an hour (see chart on the right side of page 2). U.S. workers earned a much lower average of \$32.26 an hour in 2008.

This means stockholders and owners of companies in these countries received a smaller share of the profits, while workers received a larger share of the profits.

Putting more money in the hands of workers is not destroying business nor hurting the economies of these countries. In fact, the increased buying power of workers is why the economies of these countries are strong, healthy, more democratic, and more equitable.

Chart 1 • Increase in Output Per Hour, 2000 - 2009

Country	Output/Hr
1 Korea, Republic of	6.9
2 Taiwan	6.6
3 Czech Republic	6.5
4 United States	6.0
5 Finland	5.2
6 Sweden	4.3
7 United Kingdom	3.2
8 Denmark	3.0
9 Netherlands	2.6
10 Norway	2.6
11 Germany	2.2
12 Japan	2.1
13 Belgium	2.1
14 France	2.1
15 Singapore	1.7
16 Australia	1.2
17 Spain	1.2
18 Canada	1.0
19 Italy	-0.2

Chart 2 • Change in compensation, 2000 - 2008 (percentage)

Country	2000-2008	Country	2000-2008	Country	2000-2008
1 Czech Rep.	17.5	12 Portugal	9.2	23 Switzerland	7.3
2 Hungary	15.6	13 France	9.1	24 Korea, Rep. of	6.6
3 Poland	14.4	14 Netherlands	9.0	25 United Kingdom	6.6
4 Ireland	11.2	15 Brazil	8.9	26 Israel	5.3
5 Australia	10.9	16 Belgium	8.8	27 Mexico	4.7
6 Spain	10.8	17 Austria	8.7	28 Sri Lanka	4.5
7 Norway	10.4	18 Luxembourg	8.4	29 Philippines	3.7
8 Italy	10.1	19 Singapore	8.3	30 United States	3.3
9 Denmark	9.9	20 Sweden	8.0	31 Taiwan	1.5
10 Finland	9.9	21 Germany	7.9	32 Hong Kong	1.0
11 New Zealand	9.6	22 Canada	7.4	33 Japan	0.8

Reasons why unions are good for everyone—continued from page 1

among the workers to uphold the terms of that agreement.

3 Unions help to create a high performance and organized workforce by maintaining a core of senior workers with higher skills and more experience.

Management comes and goes but the long-term success of many businesses often lies in the hands of a core of skilled, senior workers.

Unionized workplaces promote seniority rights which encourages workers to stay with a company. This creates a core of experienced and skilled workers who maintain continuity and pass on their knowledge and skills to new workers.

This leads to increased productivity, innovation, and keeps business competitive.

4 Unions democratize the workplace. This empowers and motivates workers to do a better job.

When workers are unionized, they take ownership of their jobs. They take pride in doing a good job and providing the best service. If workers are treated like employees who can be replaced at any time, they won't care about the success or future of the business.

5 Unions enforce economic justice and promote best practices in the workplace.

If you don't like it, quit and work somewhere else. If all workers did this, nothing would be done to correct mistakes and change bad management practices.

With unions, workers stay on the job and try to better the workplace and improve management.

6 Unions spread wealth more evenly, create and enlarge a middle class, and increase internal

consumption which drives the economy.

Unions created the middle class by raising workers from poverty to a living wage. Workers spend most of their money on locally produced goods and services. This leads to a growth of small business and a strong and healthy local economy.

This creates jobs and raises the standards of living for all workers.

7 Unions educate workers and train working class leaders in organizational skills, labor history, political economy, and leadership skills.

Unions have been the only source of education and the development of leadership skills for thousands of workers.

8 Unions are essential for a democratic society to remain democratic. Democracy could not exist without unions.

The wealthy in the U.S. have always held the power of big money. Absolute power is the source of dictatorships. Unions moderate the absolute power of management which creates a more just and fair society.

9 Society is most effective with government, employers, and unions.

The world's most wealthy and successful countries operate by involving business, union, and government in a mutually beneficial and cooperative relationship.

The U.S. is failing because of the anti-union attitude of business and the exclusion of unions from civic life.

Need a copy of your union contract? Contact your steward or unit officer.

VOICE Correction: Union-Yes states earn higher wages than Work-for-Less states

The numbers for "% Union" in the chart on page 4 of the March/April 2011 Voice of the ILWU are incorrect. Following are the corrected figures for the percentage of union members for each state in 2009. Work-for-less states have laws which prohibit unions and employers from agreeing to a contract which require workers to pay union dues as a condition of employment. This makes it harder for unions to function and these states have a lower percentage of workers organized in unions. As a result, all but one of these work-for-less states have lower average wages than union-yes states where unions and employers are free to negotiate contracts that require workers to pay their fair share of union dues.

State/District	Wages	%Union	State/District	Wages	%Union	State/District	Wages	%Union
1 Dist of Columbia	\$70,740	9.1%	18 Hawaii	\$42,760	21.7%	34 Maine	\$38,550	11.6%
2 Massachusetts	\$52,710	4.5%	19 Oregon	\$42,540	16.2%	35 Kansas*	\$38,530	6.9%
3 Connecticut	\$50,950	16.7%	20 Pennsylvania	\$42,040	14.7%	36 Indiana	\$38,330	10.9%
4 New York	\$50,790	24.3%	US Average	\$41,893	12.3%	37 Idaho*	\$37,920	7.2%
5 New Jersey	\$50,010	17.1%	21 Georgia*	\$41,340	4.0%	38 Alabama*	\$37,500	10.1%
6 California	\$49,550	17.5%	22 Texas*	\$41,100	5.4%	39 Kentucky	\$37,370	9.0%
7 Maryland	\$49,510	11.6%	23 Vermont	\$40,940	11.8%	40 Tennessee*	\$37,360	4.6%
8 Alaska	\$48,690	23.1%	24 Arizona*	\$40,910	6.4%	41 Nebraska*	\$37,310	9.2%
9 Washington	\$47,770	19.5%	25 Nevada*	\$40,400	14.9%	42 South Carolina*	\$37,040	4.7%
10 Virginia*	\$46,360	4.6%	26 Ohio	\$40,300	13.7%	43 Iowa*	\$36,960	11.3%
11 Delaware	\$46,270	11.4%	27 Wisconsin	\$40,190	14.2%	44 Louisiana*	\$36,610	4.4%
12 Illinois	\$46,110	15.5%	28 Wyoming*	\$39,910	7.3%	45 North Dakota*	\$36,010	7.3%
13 Colorado	\$45,990	6.6%	29 Florida*	\$39,440	5.6%	46 Oklahoma*	\$35,830	5.4%
14 Minnesota	\$44,940	15.6%	30 North Carolina*	\$39,420	3.2%	47 Montana	\$35,090	12.6%
15 Rhode Island	\$44,320	16.4%	31 Missouri	\$39,250	9.9%	48 Arkansas*	\$34,640	4.1%
16 New Hampshire	\$43,720	10.1%	32 Utah*	\$39,220	6.6%	49 West Virginia	\$34,580	14.8%
17 Michigan	\$42,930	16.5%	33 New Mexico	\$38,920	7.3%	50 Mississippi*	\$33,570	4.4%
						51 South Dakota*	\$33,320	5.6%

* Right to Work-for-Less States

AROUND THE UNION

Rank-and-filers help organize



Maui Kaiser Permanente members Kaulana Kaa'a, Rusty Helm, and Bryan Nakamoto help the ILWU organize new members in the health care industry. The Kaiser members are highly skilled medical diagnostic imaging technicians who do computerized tomography (CT), radiologic (X-ray), and mammography scanning.

Kauai solidarity rally



Kauai unions and ILWU Kauai Division members rallied along the highway to the airport in support of workers' rights on April 4, 2011. Pictured are: retired Division Director Alfred Castillo (extreme left), Jon Garcia and Business Agent Pam Green holding banner, Kenny Nobriga, and IBEW member Richard Jose.

Photo by Michael Machado

Island Movers in contract talks



Unit 4409 - Island Movers Ltd. are currently in contract talks with the employer. Negotiating committee members (l-r): Oahu Business Agent Michael Yamaguchi, Ricky Cabrerros, James DeJesus, Unit Chair Timothy Luk, and Unit Secretary-Treasurer Eddie Sekigawa.

Oahu Division outstanding leaders



Oahu Division presented awards to its 2010 outstanding leaders at their Division Executive Board meeting on Feb. 25, 2011. Kenneth Ige (top left) from the Servco Pacific unit was named the Most Inspirational Leader of active members and Dorothy Sakamoto (top right, with Business Agent Karl Lindo) was named the Most Inspirational Retiree Leader. Dorothy is active with Oahu pensioners club. Wilfred Chang (left) was named Honorable Mention Leader of the Year. Leader of the Year was Lance Kamada.

2010 average CEO pay at S&P companies

According to the Federal Reserve, U.S. corporations held a record \$1.93 trillion in cash on their balance sheets in 2010. But they are not investing to expand their companies, grow the real economy or create good middle-class jobs. Corporate CEOs are literally hoarding their company's cash—except when it comes to their own paychecks.

In 2010, Standard & Poor's 500 Index company CEOs received, on average, \$11.4 million in total compensation—a 23 percent increase in one year. Based on 299 companies' most recent pay data for 2010, their combined total CEO pay of \$3.4 billion could support 102,325 median workers' jobs.

Fortunately, the 2010 Dodd-Frank Wall Street Reform and Consumer Protection Act contains new tools to

help limit runaway CEO pay. Shareholders now have a "say-on-pay" vote on executive compensation, and companies must disclose the ratio of CEO-to-worker pay at each company.

Salary.....	\$1,093,989
Bonus	\$251,413
Stock Awards.....	\$3,833,052
Options Awards	\$2,384,871
Nonequity Incentive Plan Compensation.....	\$2,397,152
Pension & Deferred Compensation Earnings ...	\$1,182,057
All Other Compensation	\$215,911
TOTAL	\$11,358,445

Source: AFL-CIO analysis of pay data from 299 companies, provided by salary.com



Barrett Hayashi, seated at right front with the Unit 4402 - Love's Bakery negotiating committee, was named the Oahu Division's Outstanding Unit Leader of 2010. Sitting (l-r) Lynden Koerte, Carey Oshiro, spokesperson Dave Mori, Hayashi. Standing (l-r) Anthony Corniel, Dennis Brock, Melvin Tom, Judith Root, Stephen Cariaga, Danford Calica, Keahi Fleming, Vandalee Kauuwai, Boyd Isneq.

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Rights and responsibilities of ILWU membership

Every ILWU member should be taught to see a steward or unit officer first about problems or concerns on the job. They should be advised never to try to settle their problems with management by themselves.

There are four reasons for this:

- 1) the member will not have the strength of the union behind them;
- 2) the member may make a deal with management that could hurt other members or even be a violation of the contract;

- 3) the member is not trained to handle the grievance properly and may miss time limits and make other mistakes; and
- 4) it weakens the union because management knows that workers who bypass the union are not strong



Division Executive Board meetings bring ILWU members together from many industries and makes them feel part of a larger union organization. Hawaii Civil Rights Commission Executive Director William D. Hashijo (third from left) explains how the HCRC helps workers who have suffered discrimination on the job to the Oahu Division Executive Board.

You're invited to attend your Division Executive Board meetings

Most of the work of the ILWU takes place at the Division level, which is made up of all ILWU members on your island, or in the case of the Hawaii Longshore Division, all the members of the longshore industry. Maui Division includes members on the islands of Lanai and Molokai.

The Division Executive Board (DEB) meets monthly to advise the elected full-time officers of the Division (the division director and business agents). The Division Executive Board may also take up concerns from the units and plan Division activities such as Labor Day celebrations.

The officers of every unit in your Division are official members of the Division Executive Board. However, all ILWU members and retirees are welcome to attend these meetings.

When you attend the Division Executive Board meetings, you will have the opportunity to meet ILWU members who work in other industries. You will hear reports and learn about the work of the entire union.

See the big picture

The ILWU is more than just the workers at your workplace. When you attend the Division Executive Board meetings, you will understand you are part of a statewide organization of workers. You will learn how the ILWU works to improve conditions of all working people in Hawaii.

You can also ask questions and share your ideas on how your union can improve its work. Some Divisions have educational programs or guest speakers at these meetings. All Divisions provide food before their meetings.

Division Executive Boards have

a big role in the Local 142 Convention which is held every three years. Divisions are represented at the Convention based on the number of members in each division. Divisions may propose union policies and amendments to the ILWU Constitution at the Convention.

ILWU members may also attend and observe the quarterly Local Executive Board meeting where elected representatives from all Divisions meet to direct the work of the union and carry out the policies set by the Local 142 Convention. The Local Executive Board meeting is usually held in Honolulu at the ILWU's Atkinson Drive building.

Meeting Dates

Below are the dates, times, and locations of these meetings.

Hawaii Division - Last Wednesday of every month at 6:00 p.m., 100 W. Lanaikaula Street in Hilo, Harry Kamoku Union Hall. In December, the DEB will be held on Dec. 14, 2011.

Maui Division - Third Wednesday of every month at 6:00 p.m., 896 Lower Main Street, Wailuku ILWU Union Hall.

Kauai Division - Second Wednesday of every month at 6:30 p.m., Lihue ILWU Union Hall.

Oahu Division - Fourth Friday of every month at 6:00 p.m., 451 Atkinson Drive, Honolulu ILWU Union Hall.

Hawaii Longshore Division - Usually held the week following the Local Executive Board meeting, dates and times to be announced, 451 Atkinson Drive, Honolulu ILWU Union Hall.

union members and will use these workers to divide the union.

Members should be educated that they have the right to ask for a union representative when management calls them into a meeting or asks them questions which could lead to disciplinary action. This includes a telephone call from the boss. This is called "Weingarten Rights."

Once the member asks for a union representative, the company should stop the discussion, and the member should not answer any more questions. The company can call any steward available—the member cannot insist on a particular unit officer or business agent. When a union steward arrives, the member should consult with the steward first, but the company can continue the questioning.

Members should be advised to "work first and grieve later." This means a member should obey their

supervisor's order and do the work, even if they believe it is a violation of the contract or unfair treatment. They could politely inform their supervisor that they will be seeing their union steward about the matter.

There are only three exceptions to "work first and grieve later"—if the job is dangerously unsafe, illegal, or immoral. You should protest to the boss and offer to do something else. You still risk being disciplined for insubordination, but if the job was really unsafe, illegal, or immoral, the discipline will probably not be upheld.

The union contract isn't enforced by the steward alone or by the business agent. The individual member is just as responsible as anyone else for seeing that the contract is enforced. In fact, unless members know their rights under the contract, the officers and stewards cannot possibly do their job.

How members support their union

Union members can do their part in supporting their union. Specifically each member should:

1. **Know the terms of the contract** so that they can recognize violations by the employer and help other workers learn about the contract.
2. **Call all violations of the contract to the attention** of the steward or union.
3. **Assist the steward** in every way to find all the facts about a given violation or grievance.
4. **Go with the steward or business agent, if asked**, to see the supervisor. In these meetings, the individual member should follow the tactics agreed upon in advance, let the steward or business agent do most of the talking, and be prepared to support them with the facts when called upon.

5. **Recognize that sometimes their grievance is not a good one** and that the steward is correct in refusing to handle it. It may not be a good grievance because the member doesn't understand the contract. If the steward fails to convince the member that the grievance is a poor one, the member has the right to speak to the unit officers or business agent.

6. **Attend union meetings and volunteer for union political action.** Read the union bulletin board, The Voice of the ILWU, and help make and carry out union policy.

7. **See to it that the members who work beside them are good union members too;** that they are members in good standing; that they attend union meetings, and do their part in building the union.

Get involved in your union!

Know your rights. Read and understand your rights and benefits under the union contract and the ILWU Constitution and Bylaws. You can get copies of the Constitution or union contract from your unit officers or business agent.

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

Attend union meetings. You'll learn about the labor movement and your rights as a worker. If you get involved in the union, you'll learn organizational and leadership skills. Meeting notices are posted on the union bulletin board, along with other important announcements.

Read the Voice of the ILWU which is mailed to your home. It is a good source of information from the workers' point of view.

Your union contract—the results of years of struggle

Your union contract is a written agreement with your employer. It guarantees your wages, benefits, conditions of employment, and rights. It is enforceable through a grievance procedure and ultimately in a court of law.

The union contract is like a constitution governing union-management relations. Like the constitution it sets forth your rights on the job. The contract is a symbol of the past victories of workers in getting their rights recognized. It is the result of struggles over many years, in which workers got employers to recognize their union, to bargain with the union, and to put the agreement down in writing.

In the course of these struggles many workers made great sacrifices. Some of them lost their jobs and were deported. Many went on strike and endured tough times in order that we might enjoy the benefits of the union contract today. Because of them we don't have to face these hardships.

It is our duty to fight to preserve and improve the union contract. We owe it to ourselves and we owe it to our fellow workers who have pioneered the way for us.

Know your rights

But we can't obtain our rights under the contract, no matter how good it is, unless we know what those rights are. A lawyer must know something of the law before going to court.

You must know your contract and how it is applied at your workplace before you can successfully handle grievances. In too many cases, stewards learn the provisions of the contract from management, and they learn it too late — after the grievance has been lost.

In explaining the contract to members, you may find that some parts of the contract are weak. We should explain clearly that these parts are weak because they were the best the union could get at the time. But if we all stick together and make the union stronger, we can improve the contract in the next negotiations. Instead of fighting among ourselves and blaming the union for weak sections of the contract, we should realize that the boss, not the union, is responsible for our grievances, and that we must work together to make the union stronger if we want to get a better contract.

We should pick out the best parts of our contract and get every benefit out of them. If we do this we learn what improvements are needed in the next negotiations. We educate our membership to the benefits which come from united action and strengthening our union.

Preparing for negotiations

Most union contracts are renegotiated every three years, although some contracts run for only one year and others run for as long as six years. How long the contract runs is up to you and your negotiating committee.

The ILWU is a democratic union and members are involved in every step of negotiating a new contract.

Months before the old contract expires, the union members at your company will be asked for their input and ideas on what to change in the contract. This is usually done at a membership meeting, called by the officers of your Unit. This is one good reason why you should attend union meetings—it's your chance to improve your union contract.

Committee of workers

Your unit will also select a committee to represent them in negotiations with management.

This committee is usually composed of your elected unit officers, but many units will expand the committee to make sure different groups or departments in your unit are represented.

A hotel unit, for example, might select a committee with members from different departments such as housekeeping, food and beverage,

food preparation, maintenance, and front desk. A local officer, division director or business agent will work with your negotiating committee as your spokesperson.

During negotiations, unit members may be asked to support their committee by wearing union buttons, attending rallies, and mobilizing other activities.

When your committee believes a fair settlement with management has been reached, they must get your vote of approval before the new contract can be finalized.

This happens at a membership meeting where your committee will report on the settlement and where your unit members will vote to accept or reject the settlement.

This is another part of ILWU democracy, which requires membership approval for all contract settlements. In rare cases, management may refuse to agree to a fair settlement and your committee may ask you to authorize a strike. ILWU democracy requires membership approval for a strike.

Your union contract is a very important document. You should read the contract and be familiar with its terms. You can get a copy of your contract from your unit officers or Division Office.

Contract highlights

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

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

Some facts about the ILWU

There are about 20,000 members in ILWU Local 142 in Hawaii. ILWU members work in many different industries—from memorial parks to hospitals—on all major islands.

ILWU Local 142 is one of 60 ILWU locals which make up International Longshore and Warehouse Union. The International ILWU is affiliated with the National AFL-CIO.

Local 142 is not like other unions which represent workers in a single industry or craft. Local 142 unites workers from many different industries into a single union.

This is a source of strength for the ILWU, as the combined membership makes the ILWU the largest private sector union in Hawaii and the diversity of membership makes the ILWU

truly representative of the people of Hawaii.

The largest industry in the ILWU is the tourism industry. Hotels and golf courses make up about half of the our membership. The next largest group of about 1,500 members work in supermarkets.

Hospitals, care homes, and other healthcare related Units have about 1,100 members. Longshore has about 1,000 members. There are 700 members in the auto industry and trucking. Sugar, food manufacturing, pineapple, macadamia and other agriculture industries have a total of about 1,800 members.

Other industries organized by the ILWU include credit unions, power plants, newspapers, and laundries.

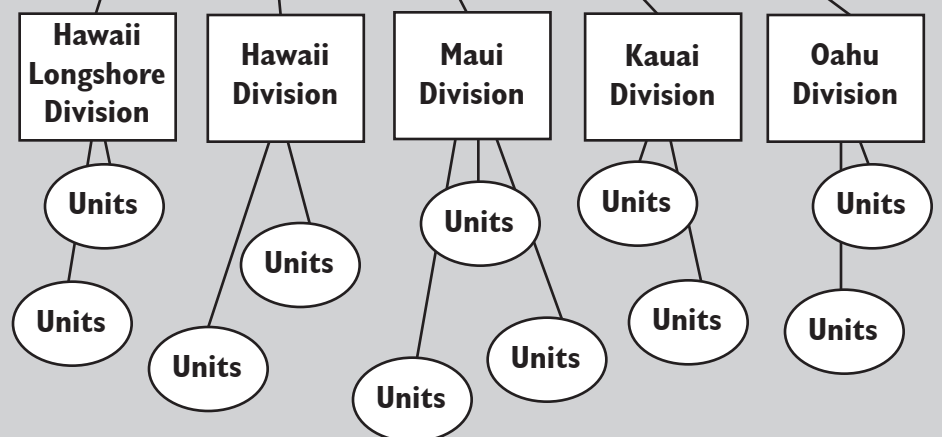
Structure of the ILWU



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

ILWU Local 142

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



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

Getting help and contacting your Union

If you want more information about your union or union contract; if you have a problem on the job; if you want to become more involved with your union, the first person you should talk to is your union steward or Unit officer.

Unit officers and stewards are elected by the members of your unit to help their fellow union members on the job. They serve as volunteers and receive no extra pay or special privileges. Their names should be posted on the union bulletin board.

If they can't help you, they will put you in touch with the ILWU business agent assigned to service your unit.

Business agents are elected every three years by the ILWU members on your island (or county for Maui Division, or industry for the Hawaii Longshore Division) to work full-time for the union. Each business agent is as-

signed to work with specific units and should visit your workplace every week or as needed. Business agents assist unit officers and stewards, negotiate contracts, and work directly with members on their problems.

If you don't know your business agent's name, call the ILWU Division Office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday. If your business agent is not in the office, you should leave a message, a phone number and a good time when you can be reached. **The phone numbers are listed below.**

"Units" are what we call the

ILWU organization at your workplace. This means that some time in the past, the workers at your company organized and a majority voted to unionize with the ILWU. The workers then negotiated a collective bargaining agreement (also called union contract) with your employer which puts in writing your wages, benefits, working conditions, and rights on the job.

The contract defines which workers are covered by the union. Some categories of workers—such as management, confidential employees, or security guards—are excluded by law.

Units are democratic. Every worker covered by the union contract is a member of the unit and the ILWU. **Unit members elect their own officers and union stewards to help members on the job.** Unit members also elect their negotiating committee to negotiate the union contract. Units should hold regular mem-

bership meetings where members may discuss what is happening in the workplace and propose policies for the unit and the ILWU.

Unit members elect delegates to the **ILWU Local 142 Convention, which is held every three years** (the next one is scheduled for September 2012). The ILWU Convention gives ILWU members the power to set union policy, to vote on the union's finances and budget, to hear reports on the work of the union, and to approve future union programs.

In November 2012, after the Local 142 Convention, all ILWU members have the opportunity to vote for the union's statewide officers. ILWU members of each Division (Hawaii Island, Maui County, Kauai, Oahu, and Longshore statewide) will also vote to elect their Division officers such as business agents, division directors, and executive board members.

HAWAII DIVISION

Hilo Phone: (808) 935-3727 • E-mail: hawaiiidivision@ilwulocal142.org
Hilo Office: 100 W. Lanikaula Street, Hilo, HI 96720
Honokaa Phone: (808) 775-0443 • E-mail: honokaa@ilwulocal142.org
Honokaa Office: 45-3720 Honokaa-Waipio Valley Road, Honokaa, HI 96727
Kona Phone: (808) 329-2070
Kona Address: Kaiwi Square, 74-5565 Luhia St, #A-3a, Kailua-Kona 96740

- Richard Baker Jr. Division Director
- Greg Gauthier Business Agent
- Elmer Gorospe Business Agent
- Wallace Ishibashi Jr. Business Agent
- George Martin..... Business Agent
- Corinna Salmo Business Agent
- Ann Chong (Hilo) Division Clerk
- Sui Sin Coloma (Honokaa)..... Senior Clerk

MAUI DIVISION

Wailuku Phone: (808) 244-9191 • E-mail: ilwumaui@yahoo.com
Wailuku Office: 896 Lower Main Street, Wailuku, HI 96793
Lahaina Phone: (808) 667-7155
Lahaina Address: 840 Wainee St. Unit H4 & H5, Lahaina, HI 96761

- William Kennison Division Director
- Roberto "Bobby" Andrión..... Business Agent
- Stephen Castro Business Agent
- Jerrybeth De Mello..... Business Agent
- Delbert DeRego Business Agent
- Teddy Espeleta..... Business Agent
- Abel Kahooohanohano..... Business Agent
- Claro Romero Business Agent
- Joycelyn Victorino Division Clerk
- Joyce Naruse Senior Clerk

LOCAL 142 STATEWIDE OFFICERS

Honolulu Phone: (808) 949-4161
Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

- Isaac Fiesta, Jr. President
- Donna Domingo Vice President
- Guy Fujimura Secretary-Treasurer

KAUAI DIVISION

Lihue Phone: (808) 245-3374 • E-mail: kauaidivision@ilwulocal142.org
Lihue Office: 4154 Hardy St., Lihue, HI 96766

- Michael Machado Division Director
- Pamela Green Business Agent
- Alan Kimura Business Agent
- Melissa Ragasa Division Clerk

OAHU DIVISION

Honolulu Phone: (808) 949-4161 • E-mail: oahuidivision@ilwulocal142.org
Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

- Dave Mori Division Director
- Shane Ambrose Business Agent
- Dillon Hullinger..... Business Agent
- Karl Lindo Business Agent
- Brian Tanaka Business Agent
- Michael Yamaguchi Business Agent
- Lisa Maehara Division Clerk

HAWAII LONGSHORE DIVISION

Honolulu Phone: (808) 949-4161 • E-mail: lynette.mau@ilwu.org
Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

- Nate Lum Division Director
- William Haole IV Vice Division Director
- Dennis Morton Business Agent
- Tyrone Tahara Business Agent
- Lynette Mau Executive Secretary

INTERNATIONAL REGIONAL OFFICERS/STAFF

Honolulu Phone: (808) 949-4161
Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

- Wesley Furtado International Vice President - Hawaii
- Tracy Takano International Representative
- Mathew Yamamoto International Representative

**Health & Welfare - HMA Office 866-377-3977 • Akamai Line 866-331-5913
Catalyst RX 888-869-4600 • Kaiser 800-966-5955**