



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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

May/June 2012

Oahu Division and Hawaii Longshore Division endorse Kirk Caldwell for Mayor of Honolulu



A press conference was held on April 26, 2012 at the ILWU Local 142 headquarters, to announce the endorsement of Kirk Caldwell for Honolulu Mayor. Caldwell is endorsed by the ILWU and a majority of labor unions because of his commitment to the working families of Honolulu.

Voting is a choice.

The Honolulu Civil Beat conducted a poll, in April, asking likely voters and registered voters who have not voted historically how they view the act of voting. "Is Voting a Duty or a Choice?" Likely voters feel that it is a duty. Non-voters perceive it as a choice. Likely voters find the time to vote. Non-voters say time is problematic for them.

—continued on page 2

"Likely voters [in Hawaii] are generally better educated, wealthier and whiter than non-voters."

—Honolulu Civil Beat

IMPORTANT

All ILWU Local 142 members will be receiving a special mailing of the June 2012 issue of the ILWU International's newspaper sometime in early July. That issue of *The Dispatcher* will contain ILWU International Election candidate information, so please look for it and be sure to read it!

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 3% of funds were spent in our most recent accounting year (2011) 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.

ADDRESS LABEL

Voting is a choice. Choose wisely.—continued from page 1

Likely voters perhaps do have more time to get out and vote. It might be likelier for them to be able to step out of their workday to perform their civic duty. They have the luxury of perceiving voting as a duty, because their life enables them to.

Hawaii is famous for being a state that doesn't vote. We hold the title of one of the lowest voter turnout states in the country. About 40% of the state's registered voters show up for the primary election. It is safe to estimate a 50% turnout on non-presidential years and a 60% range of turnout for a presidential year, in the general elections.

Hawaii had a huge voter turnout in the 1960s to 1980s—back when the middle class was a force to be reckoned with. The middle class demanded to challenge the *status quo*. Labor unions were strong because the workers rose up and fought for fairness. The middle class built Hawaii's roads, sewers, and landfills—the infrastructure that has allowed for locals and visitors alike to enjoy this paradise.

As the middle class began to break down in the last three decades, so has voter turnout. Labor unions began to face membership numbers dwindling. The middle class became weak. Today, we know exactly where the potholes are on the way home. We know where the sewer stench is. We see the trash.

That's how long we have allowed

this to go on. The working class of Hawaii has allowed the 1% to make all of our important decisions for the last thirty years.

It isn't because we, the working class, don't care about Hawaii. We've been busy working, sometimes two jobs. Fighting to feed our families. Making sure our children have good clothes for school. Taking care of our ailing aunts.

The poll said that non-voters feel like voting is a choice. This is true.

Some might say, "That's just an excuse to be lazy and not vote." But that dismissive attitude isn't true. Workers in Hawaii are anything but lazy.

Non-voters have a lot of choices. When your daughter is sick at school, non-voters know how to make picking her up happen. When your cousin is the first college graduate in your family, non-voters know how to make sure their shift is covered to celebrate. Non-voters—workers—are busy living a full life.

But how full will that life be if we continue to allow the wealthy to elect people that oppress us, for the sake of their own interests and the companies that influence them? How much more can us workers overlook? The choice is ours.

People are more likely to show up to the general election than they are the primary. With Barack Obama running a critical election to keep the progress of this country moving forward, Hawaii will show up to vote. He is *ohana*.

The primary elections are on August 11, 2012. August 11 is a Saturday. Early voting (walk-in) for the primary election is between July 30 – August 9, 2012.

Newspapers, television, radio, and friends can all try to tell you how important this primary election is. But it doesn't matter. On August 11, it is your choice to make it happen. And we know that when you need to make things happen, you know how.

The ILWU Local 142 union halls are open to helping you make it happen, too. Your union will show you how to submit an absentee ballot because you have work on that Saturday. Your fellow union members will carpool to the voting booth on your lunch break. Your political action coordinator will explain to you why we stand with someone. You just have to ask.

Voting is a choice.

Choose wisely.

“This is a make or break moment for the middle class, and for all of those fighting to get into the middle class. Because what's at stake is whether this will be a country where working people can earn enough to raise a family, build a modest savings, own a home, secure their retirement. I believe this country succeeds when everyone gets a fair shot, when everyone does their fair share, when everyone plays by the same rules. And I believe America is on the way up.”

—U.S. President Barack Obama



Voice Announcement: Letters to the Editor

To the Reader,

You are invited to open a conversation on issues of the day. Your letter to the editor could be a story of your unit and your efforts, or in memoriam of a friend in your unit. Write a letter, or type a letter. I welcome all letters, but especially from the reader who has no title after their name. I enjoy hearing about what moves you, or what works you up. No subject is off-limits, within the bounds of good taste.

The Editor of the Voice is not some faceless authority at the Local office in Honolulu. In fact, I will read your letter and either publish it or respond to you, personally.

A few important ground rules: Letters should be kept to about 250 words. They should be exclusive to our Union or affairs that affect workers' lives. Please include your contact information, so if your letter is selected, I can contact you to ask if you would like to include an image. Letters are subject to editing, as is anything that appears in a newspaper, but I will send you the edited letter for your approval.

My door is always open, so send me your Voice. This paper is our Voice.



ILWU members, pensioners and family with Maui Mayor Alan Arakawa in front of the ILWU Union Hall in Wailuku. Supporters turned out for a press conference on April 26, 2012 held by the ILWU Hawaii Longshore Division to announce its endorsement of Arakawa for Maui Mayor. (Front, l-r) Hawaii Longshore Division Director Nate Lum, Mayor Arakawa, Unit 2201 Chair Sam Kaaihue, former Maui Division Director John Arisumi, Unit 2201 Vice Chair Michele Stisher, and Maui Division Director William Kennison.

Photo by Lynn Araki-Regan

2012 Election At-A-Glance

Primary Election Registration Deadline: **July 12, 2012**

Primary Election Absentee Application by: **Aug. 4, 2012**

Primary Election: **Aug. 11, 2012**

General Election Registration Deadline: **Oct. 8, 2012**

General Election Absentee Application by: **Oct. 30, 2012**

General Election: **Nov. 6, 2012**

Voter Information: <http://hawaii.gov/elections>

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 am on June 22, 2012, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

A Guide to the ILWU: What every member should know



Are You a New Member? Then this is for you!

Welcome to the ILWU!

As a member of ILWU Local 142, you are part of a long and proud tradition where workers join or form organizations for their mutual benefit and to promote fairness and justice on the job. These organizations are called labor unions, trade unions, or just unions.

In Hawaii, one out of every four workers are members of a labor union. The most common kind of union is based on the job the worker does. For example, there are unions of airline pilots, firefighters, bricklayers, teachers, and nurses, and only workers who do those jobs are members of those unions. Another kind of union is based on an entire industry—such as hotel workers, government employees,

or postal workers. A third kind of union, like the ILWU, organizes and includes workers from many different industries. This kind of unionism brings the highest level of unity to workers.

There are 18,000 ILWU members on all major islands in Hawaii, which makes the ILWU one of the largest unions in Hawaii. ILWU members work in every major industry including: tourism, longshore, sugar, pineapple, manufacturing, transportation, and hospitals. ILWU members hold diverse jobs—they include mechanics, drivers, cooks, hotel housekeepers, store cashiers, computer clerks, hospital technicians, and more.

Are you a new employee, hired within the last twelve months? If so, this issue of the Voice of the ILWU was prepared especially for you. As a union member, you are entitled to many rights and benefits and some responsibilities. This issue will help get you started with the essential information you need as a member of the ILWU. (Even longtime members may find the information useful.) First of all, the Voice of the ILWU is the official newspaper of the ILWU Local 142. You are receiving the newspaper because you are now a member of the ILWU. Your membership in the ILWU started when you were hired into your job. At the time you were hired, you signed a form, which allows for the automatic payment of union dues by payroll deduction. This form also serves as an application for membership in the union.

—More on pages 6, 7 and 8



Not registered to vote?
Need a copy of your contract?
Contact your Business Agent.

Organization for mutual benefit

A third and very important benefit of union membership goes far beyond your job. You are now a member of a workers' organization—dedicated to defend your interests as a worker and to promote the general welfare of you and your family.

This is spelled out in the ILWU Declaration of Principles:

We, the men and women working under the jurisdiction of ILWU Local 142 Hawaii, in order to build and maintain a strong local organization and provide for the defense of our common interests, promote the general welfare of our members, their families and other wage earners in the community, and uphold the rights and dignity of our labor and its organized expression, have determined

that we shall be guided by the following principles . . .

One of the most important ways the union defends our interests is through union political action. The legal system is extremely important to working people. Laws can be passed to give additional rights and protection to workers or, just as easily, take away workers' rights and protections. In our country, the U.S. Congress and our State Legislature have the power to make new laws and change old laws. Every year in Hawaii, our State Legislature considers thousands of bills that propose changes in our laws—some of these proposals benefit

workers and some take away rights and benefits. For this reason, the ILWU and other unions must be actively involved in the legislative process, monitoring all of the bills, stopping legislation that would hurt working families, and urging legislators to pass legislation that benefit workers.

The success or failure of union political action depends on numbers—it takes a majority of legislators to pass a piece of legislation. This is why the ILWU and other unions endorse certain candidates over others during the elections. In the last election in 2010, the ILWU Political Action Committee interviewed dozens of candidates and questioned them on issues important to workers.

Union members were then urged to vote for only those candidates who would support working families.

A Guide to the ILWU: What every member should know continues on page 6



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Editor: Maya Ross

In today's political discourse, the argument of "trickle-down economics" reigns within the Republican Party as a way to protect the top-bracket tax breaks of the richest Americans. The GOP has successfully argued for many years that this will then improve the standard of living for the working class. The idea is that jobs will be created, wages will be raised for the average worker and there will be an overall upturn in our economy. As it turns out, it's not only a bad idea but also a tactic to broaden income inequality.

According to the Organization for Economic Cooperation and Development (OECD), in 2009, about one-quarter of U.S. workers were in low-wage jobs. A low-wage worker is considered someone who makes less than two-thirds of the nation's median hourly wage. So, in 2009, the median hourly wage was \$15.95. That means that a low-wage worker would have made less than or equal to \$7.25 (the federal minimum wage in 2009) to \$10.63 per hour.

The OECD dates back to 1960, when 18 European countries, the United States and Canada joined together to create an organization dedicated to global development. Today, there are 34 member countries, including some of the world's most advanced countries, like the UK, Germany, Spain, Japan, France and Italy.

Of these highly advanced countries, the United States has the highest share of employees in low-wage work. If low-wage jobs were a stepping-stone to higher-paying jobs than this large share of low-wage American workers would be a happy problem. Unfortunately, low-wage work is not only persistent and recurring for many workers; low wages have contributed to a growth in income and wealth inequality.

The U.S. will not outgrow low-wage work

The Gross Domestic Product (GDP) is the market value of all a country's official final goods and services produced within a period of time, usually marked annually. The GDP per capita (per person) is not an absolute measurement of the standard of living within a country, but it is used as an indicator under the belief that all citizens

would benefit from their country's increased economic production.

However, when people use the GDP as an indicator of the average standard of living, they frequently overlook that the GDP per capita does not provide any information relevant to the distribution of income – income inequality. When it comes to low-wage workers, the United States high level of GDP per capita has not reduced the share of low-wage workers. Thus, income inequality is exacerbated and Occupy movements are born.

Labor unions raise wages

The most important influence in lowering levels of low-wage work is labor unions. Labor unions provide collective bargaining to a large number of workers at a company. Labor unions increase wages for members as well as raise standards—and increase wages for nonmembers. Unions are heavily involved in political action creating influence of economic program development helping create and strengthen the middle class. Labor unions are instrumental in pushing for and defending Social Security, Medicare, family leave, the minimum wage and health care reform.

In fact, in Hawaii if union membership increased by 10 percent, middle class households would earn \$1,724 more per household. In an article by Bruce Western and Jake Rosenfeld, it was found that the decline of union membership accounts for one-third of the rise in economic inequality in the United States over the past 30 years. One-third!

According to the Bureau of Labor Statistics (BLS), food preparation and serving related occupations have the largest share of workers earning a wage at or below the poverty level. The next largest shares include: farming, fishing and forestry occupations, personal care and service occupations, building grounds, cleaning and maintenance, and healthcare support occupations.

The BLS does not project a dramatic change in the share of workers employed in any major occupation groups by 2020. In fact, contrary to the popular rhetoric that a future American workforce will need higher education and training, jobs will actually not require a significantly greater level of education or training than what

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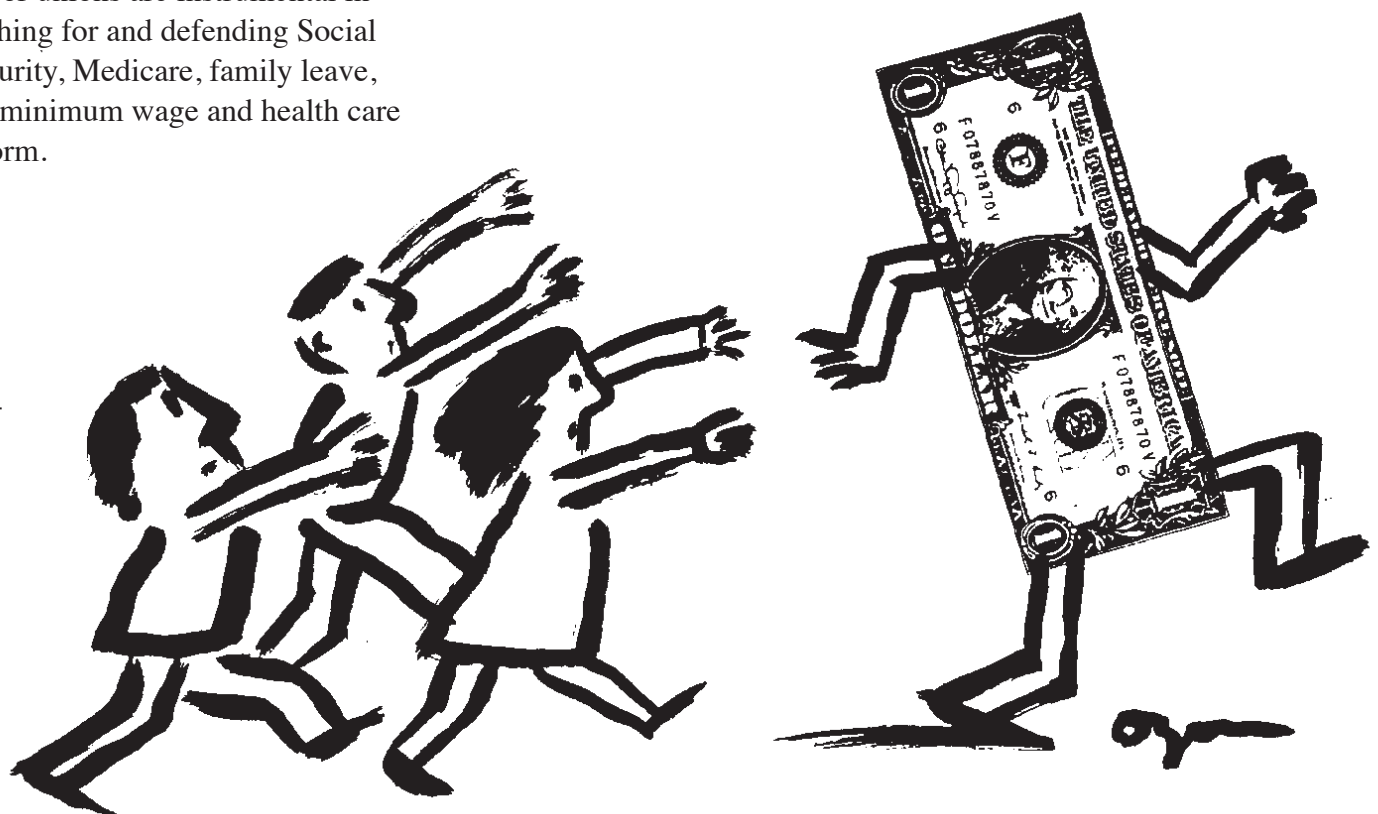
workers currently hold. The BLS findings reveal that an increase in the share of workers with a college degree will not guarantee an economy that is any more equitable or better than today.

As a matter of fact, low-wage workers today are better educated than they were three decades ago, when wage inequality first began to rise. Education does not necessarily result in the avoidance of low-wage work.

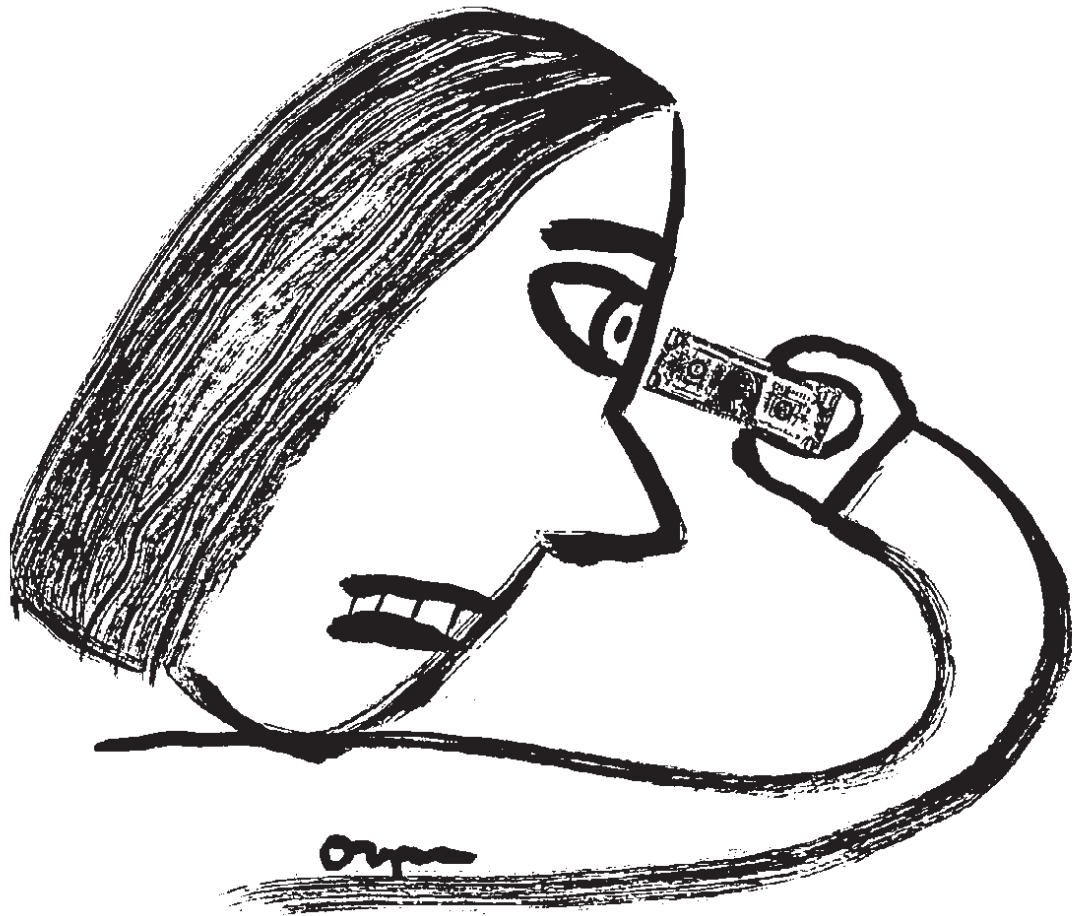
The U.S. minimum wage is too low

The U.S. Census Bureau data of 2011 reveals that as labor union membership decreases, so does the middle class. States with the lowest percentage of workers in unions all have relatively weak middle classes. The share of income going to the middle class in North Carolina, Georgia, Arkansas, Louisiana, Mississippi, South Carolina, Tennessee, Virginia, Oklahoma, and Texas is well below the national average.

In 1968, when the share of income going to the nation's middle class was 53.2 percent, the percentage of all workers who were members of unions was 28 percent. In 2010, the middle class only



Unions Strengthen Middle Class



received 46.5 percent, as union membership dropped to less than 12 percent of workers.

When unions weaken a larger share of the economy's gain goes to the wealthy. That is a fact. That is why the GOP and the 1% have waged a war on the working class and labor unions. In order to protect the growing income inequality, labor unions must be taken out of the picture. Between 1974 and 2007, the richest 1% of Americans enjoyed an income increase of 9 percent to 23 percent. The top 0.1 percent enjoyed an income that quadrupled from 2.7 percent to 12.3 percent. Those percentages seem small, but think of what an income of 12.3 percent looks like, in terms of billions of dollars. Now think of what your income look like, in terms of the cents that are increased every three to five years.

Workers have bigger issues than wages

Wages aren't the biggest problem for American workers, believe it or not. U.S. labor law offers few

protections compared to other advanced, wealthy countries. Of the OECD, the United States has the lowest level of job security, no legal rights to paid vacations, paid sick days or paid parental leave. Because of the low membership numbers of labor unions in the United States, there are many workers who don't have any contractual guarantees of protection.

Even bigger than the job securities stated above is the lack of access to health care for workers. More than half of low-wage workers do not have employer-provided health insurance and more than a third have no health insurance of any kind.

Raising wages for the low-wage worker will not in turn address the other issues that these workers face. With the help of collective bargaining and union membership, these workers would benefit from contracts providing access to health insurance, paid sick days, family leave, paid vacation and holidays as well as benefits that are usually reserved for higher-wage workers.

"Once social change begins, it cannot be reversed. You cannot uneducate the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore. We have seen the future, and the future is ours."

– Cesar Chavez, United Farm Workers Labor Leader

In today's news cycle, pundits are constantly propagandizing a message for the American worker to believe that there simply isn't enough money to go around. That if a company is to increase wages, than they will be forced to outsource their work to another country so that they may compete in the world market.

These wealthy and educated top bracket Americans will do anything to protect their astronomical gains and greed. Think about the old sugar bosses of Hawaii. The economy of Hawaii was controlled by a handful of families. They relied on pitting the Chinese against the Koreans against the Filipinos against the Japanese against the locals. The ILWU was successful in bringing racial unity to the workers and only then were the workers able to challenge the top 1% of the old days.

Now frame that to today, all across the United States. No different. We are just a larger group of workers; with a larger range of diversity, with a cleverer 1% pitting the workers against each other.

When you hear people talking about labor unions being the reason work is outsourced, or wages cannot be increased because there simply isn't enough money, be empowered with these facts:

- The United States has the highest share of employees in low-wage work of 34 of the most advanced countries in the world.
- Yet, since 1975, almost all of the productivity gains have gone to the owners of capital, as the wages for workers have not increased.
- Low-wage workers in the U.S. are more likely to stay in low-wage work or fall out of the workforce completely.
- Low wages have contributed to a huge growth in income and wealth inequality.
- When labor union membership decreases, so does the middle class.
- A strong middle class is a sign that labor unions exist and are using their collective bargaining mechanisms to protect the American worker.
- In Hawaii if union membership increased by 10 percent, middle class households would earn \$1,724 a year more per household.
- In Hawaii there are 113,000 union members or 21.5% of the workforce. If we mobilized 11,300 more members, you would see an increase in your household income by \$1,724.
- An increase in the share of workers with a college degree does not guarantee an economy that is any more equitable or better than today.
- Low-wage workers today are better educated than they were three decades ago, when wage inequality first began to rise.
- When labor unions weaken a larger share of the economy's gain goes to the wealthy.
- Raising low wages isn't the solve-all for strengthening the middle class.
- With collective bargaining and union membership, workers benefit from contracts providing access to health insurance, paid sick days, family leave, paid vacation and holidays as well as benefits that are usually reserved for higher-wage workers.

A Guide to the ILWU: What every member should know

Dignity and Respect in Unions

Believe it or not, most workers organize into unions because of bad working conditions and poor treatment by management and not for higher wages and benefits. When workers are organized into unions, they gain the power to change their working conditions and demand respect and fair treatment from management.

With a union, **workers have job security** and can no longer be fired, transferred, or demoted at the whim of their bosses. In the United States, workers are hired “at-will.” This is a term which means workers are not slaves and can quit their job at their choice—or at their will. **It also means an employer can fire a worker for any or no reason**—or at the employer’s will. U.S. and Hawaii law only protects a worker from being fired for an illegal reason—such as discrimination by race, sex, age, religion, sexual orientation, ancestry, disability, marital status, or arrest and court record. However, unionized workers have a **written contract which gives them additional protection** against unjust or unfair firing or treatment on their job.

With a union, **workers gain the power to meet with management on equal terms** and bargain collectively to improve their wages and benefits. Union workers no longer have to go to their boss as individuals and beg for an increase in wages. With a union, workers have a voice on the job because management is required to negotiate with them on any changes in the terms and conditions of employment. With no union, management can take back benefits and change things on the job at anytime with no notice and no need to consult with workers.

Unions give workers dignity, respect, and a voice on the job. Many workers consider these to be the most valuable benefit of having a union.

Get involved in your union!

Know your rights. Read and understand your rights and benefits under the union contract and the ILWU Constitution. You can get copies from your union representative. **Take an active part in shaping your working life.** Get to know your union stewards and get involved with union activities. The union is only as strong as its members.

Come to union meetings. You’ll learn about your rights as a working

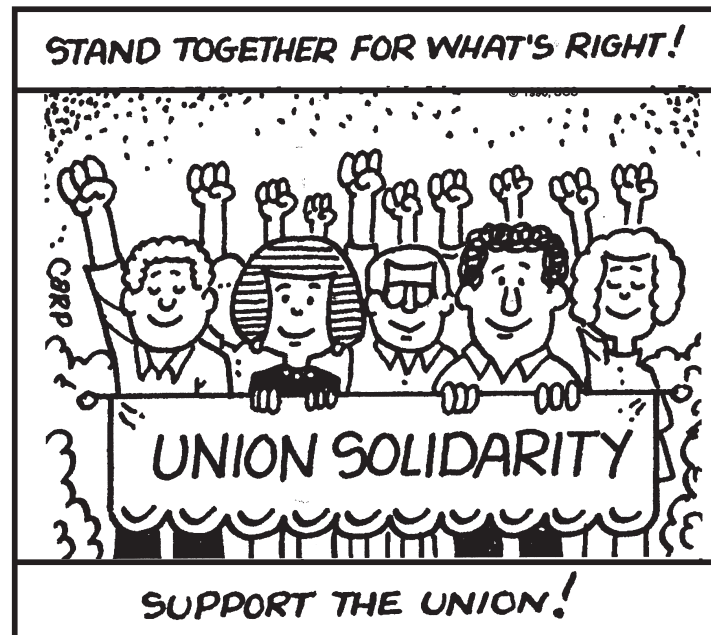
person. It’s an education that will make you a better person and your employment at your company more rewarding and enjoyable. Your participation in the union is always welcome and you will be glad you got involved. Meeting notices are posted on the union bulletin board, along with other important announcements. **Make it a practice to regularly read the notices on the union bulletin board.**

Know non-union workers who need help organizing?

The ILWU represents workers in the following industries: transportation, agriculture, tourism, automotive, retail, healthcare, and more!

If you know workers at a non-union company who need help securing their jobs and making improvements at their workplace, let your union representative know! Call the ILWU and ask for the Organizing Dept. at your Division Office:

**Hawaii: (808) 935-3727 • Maui County: (808) 244-9191
Kauai: (808) 245-3374 • Oahu: (808) 949-4161
Hawaii Longshore: (808) 949-4161**



Changed your address? Let us know!

Did you know members have a duty to keep us informed of your latest home address?

The U.S. Post Office will only forward mail for 60 days, so send us a card to let us know you moved. We need your name, old address, and new address. Send the card to: **Mailroom, ILWU Local 142, 451 Atkinson Drive, Honolulu HI 96814**

You have rights on the job

As a member of a union, you have rights on the job. With the ILWU you have the combined strength and experience of the union on your side.

You have the right to have a union steward or business agent help you with any problem on the job. You have the right to ask for a union representative if the company calls you into a meeting which may lead to disciplinary action.

You put yourself at a disadvantage when you try to settle a problem by yourself, or when you fail to let your union know of problems you and your fellow workers have.

If you have a question or problem on the job, the first thing you should do is talk to your on-the-job union steward.

Your company is called a “unit” within the ILWU structure. Each unit has its own elected officers and union stewards, who serve as volunteers. They get no special treatment or privileges from the company or from the union, but they are ready to help you and your fellow workers.

The benefits of union political action

A single worker is powerless to bargain with his employer for good wages and conditions. In the same way, a single voter can’t do much to influence the legislature.

Workers join unions so they can bargain as an organized group, and this pays off in better wages, working conditions, and job security. Likewise, unionized workers can organize their votes, which gives them the power to get laws passed that benefit workers and their families.

Through union political action, working people in Hawaii have passed

many good laws that have improved the conditions for all working people. Four examples of these laws are:

1) Workers Compensation Insurance; 2) Temporary Disability Insurance; 3) the Minimum Wage; and 4) the Pre-paid Health Care Act which requires employers to provide medical plans to covered workers.

A Guide to the ILWU: What every member should know

Your union contract—what is it?

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

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 the negotiation process.**

Before the old contract expires, the union members at your company (which we call a Unit in the ILWU) 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.**

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 parts of your unit are represented. A hotel unit, for example, might select a committee with members from different departments like housekeeping, food and beverage, maintenance, and front desk.

The Local or Division office will also assign a full-time business agent or officer to 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 in other activities.**

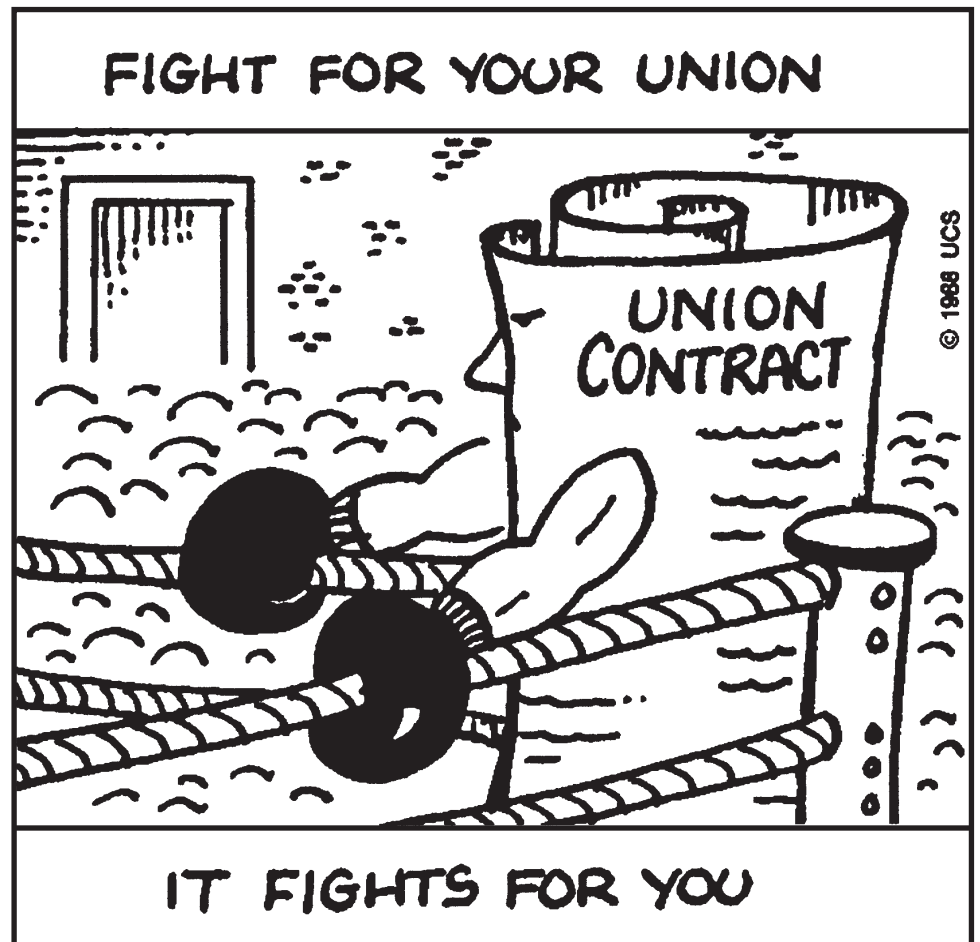
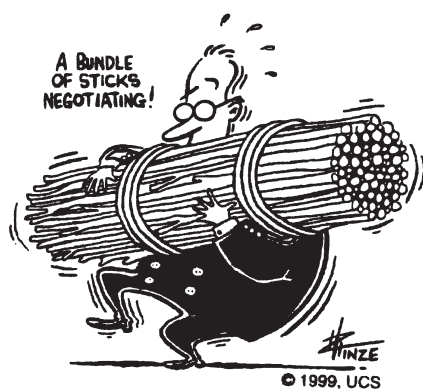
When your committee thinks a fair settlement with management has been reached, they must get your vote of approval before the

new contract can be finalized. This happens at a membership meeting where your committee will report on the settlement and where your unit members can 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. Again, 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 should challenge management whenever they violate the contract. You can get a copy from your unit officers.

WHICH IS STRONGER?



What to do if you need help

If you are given an oral or written warning or are disciplined by management, you should contact your union representative immediately. You have a right to ask for a union representative, if you are called into a meeting with management and you believe the meeting may result in disciplinary action.

The company may have House Rules, Standards of Conduct, Dress Codes and work policies that are separate from the union contract. These are the company's rules, however, the union may get involved if you are disciplined as a result of any of these rules or if these rules are unfairly applied, are unreasonable, or unrelated to the business objectives of the company.

The company may not discipline or discharge any employee, except for just and proper cause. Just and proper cause involves the following principles:

1. **The company must give the employee forewarning** or foreknowledge of the possible or probable disciplinary action as the result of the employee's conduct.
2. **The company's rule must be reasonably related to the orderly, efficient and safe operation** of the employer's business, and the performance that the company might properly expect of the employee.
3. **Before administering discipline to an employee, the company must make an effort to discover** whether

the employee did in fact violate or disobey a rule or order of management.

4. **The company's investigation must be conducted fairly** and objectively.

5. **When the company conducts its investigation it must obtain substantial evidence** or proof that the employee was guilty as charged.

6. **The company must apply its rules, orders and penalties evenhandedly** and without discrimination to all employees.

7. **In determining the degree of discipline the company must show that the penalty is reasonably related** to the seriousness of the employee's proven offense and shall consider the employee's record of service and length of employment with the company.

The union will work on your behalf to investigate if the company acted properly in taking disciplinary action against you. If you are disciplined, there is a time limit within which to contact the union and have the union file a grievance. Because of this time limit, do not delay. Contact the union representative as soon as you can.

The Voice: Mail Subscriptions

Are you planning to retire soon? If you enjoy receiving the Voice in the mail and would like to continue your mail subscription, please contact Maya Ross at the Local 142 Office, (808) 949-4161, ext 235.

"What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures."

—Samuel Gompers
American labor leader, 1850-1924

A Guide to the ILWU: What every member should know

Contacting the Union

If you cannot reach a unit officer or steward you can call your business agent at the ILWU Office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday.

Hilo..... PH: 935-3727 FAX: 961-2490
 Honokaa PH: 775-0443 FAX: 775-0477
 Kona PH: 329-2070 FAX: 331-2571
 Wailuku PH: 244-9191 FAX: 244-7870
 Lihue PH: 245-3374 FAX: 246-9508
 Honolulu..... PH: 949-4161 FAX: 941-5867

If your business agent is not in the office, you should leave a message, a phone number and a time when you can be reached. If you have a serious problem, you should contact the union as soon as possible. There is a time limit on reporting any problem.

HAWAII DIVISION

HILO: 100 W. Lanikaula St., Hilo HI 96720

HONOKAA: 45-3720 Honokaa-Waipio Road, Honokaa, HI 96727

Wallace Ishibashi Jr. Acting Division Director
 Delbert DeRego Business Agent
 Greg Gauthier Business Agent
 Elmer Gorospe..... Business Agent
 George Martin..... Business Agent
 Corinna Salmo Business Agent
 Ann Chong/Sui Sin Coloma Hawaii Division Clerks

MAUI DIVISION

WAILUKU: 896 Lower Main St., Wailuku, HI 96793

William Kennison Division Director
 Robert "Bobby" Andrion Business Agent
 Steve Castro Business Agent
 Jerrybeth DeMello..... Business Agent
 Teddy Espeleta Business Agent
 Abel Kahooohanohano Business Agent
 Claro Romero Business Agent
 Steve West Business Agent
 Joycelyn Victorino/Joyce Naruse..... Maui Division Clerks

KAUAI DIVISION

LIHUE: 4154 Hardy St., Lihue, HI 96766

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

OAHU DIVISION

HONOLULU: 451 Atkinson Dr., 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 Oahu Division Clerk

HAWAII LONGSHORE DIVISION

HONOLULU: 451 Atkinson Dr., Honolulu, HI 96814

Nate Lum Division Director
 William "Baba" Haole IV..... Vice Division Director
 Henry Kreutz..... Vice Division Director
 Kimo Brown Secretary-Treasurer
 Dennis Morton Business Agent
 Tyrone Tahara..... Business Agent
 Lynette Mau Executive Secretary

LOCAL OFFICERS

Donna Domingo..... President
 Guy Fujimura Secretary-Treasurer

INTERNATIONAL REGIONAL OFFICE

Wesley Furtado..... International Vice President, Hawaii
 Tracy Takano International Representative
 Mathew Yamamoto International Representative

ORGANIZING DEPARTMENT

Colleen Antonio (Hawaii) Organizer
 Ron Clough (Hawaii)..... Organizer
 Merlita Crespín (Maui) Organizer
 Carmelita Labtingao (Oahu) Organizer

SPECIAL NOTICE For ILWU Local 142 Future Retirees VEBA Accounts

Three-year statements of VEBA accounts will be available for pick-up from July 15 to August 31, 2012 at Division Offices. Members of the units listed below are asked to go to their Division Office in Honolulu, Lihue, Wailuku or Hilo for their statements or contact their Business Agents.

ML Macadamia Orchards, LP - Ka'u
 Mauna Loa Macadamia Nut Corp.
 Hu Honua Bioenergy
 Yamada Diversified Corp.
 BEI (Phonenix V) - Big Island
 Tropical Hawaiian Products
 Sack 'N Save - Hilo
 Sack 'N Save - Puainako
 Foodland Super Market - Waimea
 Foodland Farms - Waimea
 Sack 'N Save - Hilo Gas & Co.
 Foodland Super Market - Keaau
 Mauna Kea Beach Hotel
 Mauna Kea Resort
 The Fairmont Orchid
 Mauna Lani Bay Hotel & Bungalows
 Hilton Waikoloa Village
 Castle & Cooke - shuttle
 Castle & Cooke - heavy division
 Four Seasons Resort Lanai - non-resort
 Hawthorne Pacific - Maui
 Star Ice & Soda
 Tri-Isle, Inc.
 Ameron - Maui
 Hawaiian Cement - Maui Concrete
 Maui Blocks
 Paradise Beverage - Maui
 Island Movers - Maui
 Hale Makua
 Waikapu Golf (MMK)

Kapalua Land (cart barn)
 Royal Lahaina Resort
 The Westin Maui
 Kaanapali Beach Hotel
 Maui Eldorado AOA
 Maui Eldorado Resort
 Four Seasons Resort Lanai
 Makena Beach and Golf
 Hyatt Regency Maui
 Hotel Wailea Maui
 Maui Tropical Plantation
 Ritz-Carlton, Kapalua
 Ritz-Carlton Club & Res.
 Foodland Super Market - Waipouli
 Foodland Super Market - Princeville
 Meadow Gold - Kauai
 Pacific Service & Develop.
 Mid Pac Auto Center
 Kauai Toyota (Servco)
 Kauai Commercial
 Princeville Resort (golf course)
 Troon Golf
 Princeville Utilities Co.
 Grand Hyatt Kauai
 Dole Food Company - Fresh Fruit
 Love's Bakery
 BEI (Phoenix V) - Oahu
 Simmons Bedding Co.
 Pepsi Beverages Company
 Macsteel (Ferro Union)

Foodland Super Market - Oahu
 Eggs Hawaii
 Sack 'N Save - Oahu
 Hawaii Logistics
 Oahu One Credit Union
 Island Movers - Oahu
 Honolulu Ford
 Servco Pacific - Oahu
 Diamond Head Memorial Park.
 Nuuanu Memorial Park
 Hawaiian Memorial Park
 Mililani Memorial Park
 Mililani Town Association
 Oahu Cemetery Association
 Valley of the Temples
 Kaiser Hospital - Oahu
 Kuakini Medical Center
 Kapiolani Medical Center
 Wahiawa General Hospital
 Straub Clinic & Hospital
 Liberty Dialysis
 Hawaii Pacific Health
 Hawaii Medical Center
 Pearl Country Club (golf course)
 Pearl Country Club (restaurant)
 Waialeale Country Club
 Turtle Bay Golf Club
 Ohana Honolulu Airport Hotel