



VOICE OF THE ILWU

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

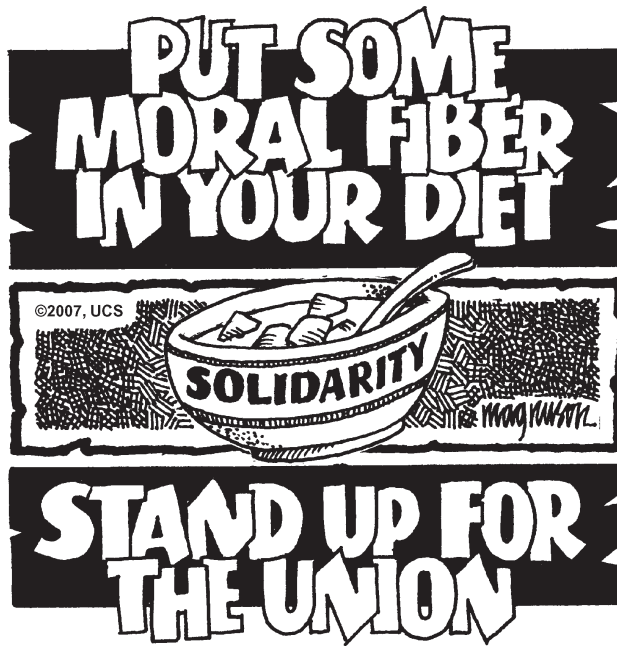
January 2007

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

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 2, 3, 6 and 7

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Volunteer to be Active in Your Union

Interested in becoming a union steward?
How about an unit bulletin editor?

Call your Division Office for more information
Hilo 935-3727 • Wailuku 244-9191
Lihue 245-3347 • Honolulu 949-4161

**Next Local Executive Board Meeting
scheduled for June 28-29, 2007
10:00 am • 451 Atkinson Drive, Honolulu**

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 By-laws.

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 2.37% of funds were spent in our most recent accounting year (2006) for nonrepresentational activities; 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 By-laws.

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.

A Guide to the ILWU: what every member should know

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 21,000 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. ♦

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 2006, 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. ♦

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**



Workers like Larry Tsuchiyama (above right) at Pacific Beach Hotel joined a union because their employer didn't treat them with respect. Workers at Pacific Beach received only one raise in eleven years, even though the hotel was doing well. The workers won their union representation election, and are now in negotiations for their first contract. Help Pacific Beach workers in their fight—sign a support postcard, available at your Division office now.

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. ♦



Maui ILWU pensioners participate in opening day at the State Legislature. There are pictured here with ILWU-endorsed State Representative Mele Carroll, second from right.

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. ♦

Changed your address? Let us know!

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

The US 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, 451 Atkinson Drive, Honolulu HI 96814



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Editor: Mel Chang

“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*

Labor History: Dr. Martin Luther King

LWU members and retirees were among the thousands of marchers who paraded through Waikiki on January 15, 2007 on the national holiday named after slain civil-rights leader Martin Luther King, Jr. Many of the marchers held signs calling for “Peace” and an end to the war in Iraq.

Martin Luther King, Jr. was born on January 15, 1929, in Atlanta, Georgia. He was assassinated at the age of 39 on April 4, 1968, in Memphis, Tennessee. King was in Memphis supporting 1,300 city sanitation workers who were on strike for their dignity and an end to racial discrimination.

Now let us maintain unity

King told a rally of 2,000 workers and their supporters at the Mason Temple on April 3, 1968:

“You are demanding that this city will respect the dignity of labor. So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so-called big jobs. But let me say to you tonight that whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity and it has worth.

“And that’s all this whole thing is about. We aren’t engaged in any negative protest and in any negative arguments with anybody. We are saying that we are determined to be men. We are determined to be people. We are saying that we are God’s children. And that we don’t have to live like we are forced

to live.

“Now, what does all of this mean in this great period of history? It means that we’ve got to stay together. We’ve got to stay together and maintain unity. You know, whenever Pharaoh wanted to prolong the period of slavery in Egypt, he had a favorite, favorite formula for doing it. What was that? He kept the slaves fighting among themselves. But whenever the slaves get together, something happens in Pharaoh’s court, and he cannot hold the slaves in slavery. When the slaves get together, that’s the beginning of getting out of slavery. Now let us maintain unity.

“Secondly, let us keep the issues where they are. The issue is injustice. The issue is the refusal of Memphis to be fair and honest in its dealings with its public servants, who happen to be sanitation workers. Now, we’ve got to keep attention on that.

“Now we’re going to march again, and we’ve got to march again, in order to put the issue where it is supposed to be. And force everybody to see that there are thirteen hundred of God’s children here suffering, sometimes going hungry, going through dark

Dr. Martin Luther King

The King holiday is unique in that it is a day of celebration for people of all nationalities and faiths to make this world a better place. This year let us celebrate! Act! A Day On, Not a Day Off. Do not use the holiday as a day of



“I AM a Man”—unions bring dignity and respect



Photo courtesy Workers World.

“I AM a Man,” read the picket signs carried by the mostly Afro-American workers of the sanitation department of Memphis, Tennessee. The year was 1968 and the workers—1,200 of them—were on strike to put an end to poverty level wages, racial discrimination, and unsafe working conditions. They were seeking the dignity that could only come by organizing themselves into a union.

The slogan on their signs carried many meanings. It was a statement that they were human beings, who would not be treated as inferiors or forced to live in poverty. They wanted decent wages so they could support their families with dignity. It was a statement that they were adults, not children, and they would decide on their own to join a union instead of relying on the city to “take care of them.” It was a statement they were men, and would no longer be called “boys” and treated like personal servants by their white supervisors.

The workers had been trying to organize as the American Federation of State, County, and Municipal Employees (AFSCME) Local 1733 union since 1963. The city refused to recognize the

union, but the workers continued to take their grievances to management. They were led by T.O. Jones, a refuse worker who was fired for union activity. They protested the lack of maintenance and broken down trucks assigned to black workers. They objected to the preferential treatment of white workers and the arbitrary treatment of black workers. They complained about the terrible working conditions and lack of benefits, and their average wage of \$1.80 an hour was so low that even after working full-time, many of the workers still qualified for welfare.

Crushed and killed “like garbage”

During a heavy rainstorm on

Labor History: Memphis Sanitation Workers

King Jr. holiday
that it brings together people
to do something to make the
holiday's theme, "Remember!
A Day Off!!", urged Americans
to provide service to humanity.



and dreary nights wondering how this thing is going to come out. That's the issue. And we've got to say to the nation: we know it's coming out. For when people get caught up with that which is right and they are willing to sacrifice for it, there is no stopping point short of victory."

A sniper's bullet

The next evening while King was leaving his motel room to attend a meeting to plan another march to support the workers for April 8, he was killed by a sniper's bullet, fired by James Earl Ray. After King's death, President Lyndon Johnson sent federal troops to keep order and Undersecretary of Labor James Reynolds to mediate a settlement between the union and Mayor Loeb.

40,000 march

On April 8 the march went on as scheduled. Mrs. Coretta Scott King took the place of her fallen husband, and 40,000 people marched through downtown Memphis in support of the striking workers and in tribute to Martin Luther King. Sixty-four days after the strike began, on April 16, 1968, the union announced that a settlement was reached and the strike was over. The city would recognize the union, increase wages by 15 cents, make merit promotions without regard to race, and ban racial discrimination.

King's death helped bring an end to the strike, but the struggle of the Memphis sanita-

tion workers had already grown to become a movement. The striking workers had broad support within the black community, religious leaders of all faiths, and the labor movement. There was a black boycott of downtown businesses. There were daily marches in support of the workers, and numerous demonstrations and vigils at city hall. Students and entire congregations were joining the marches. Hundreds of workers and their supporters were being arrested for acts of civil disobedience. Over 10,000 people attended a rally on March 14, and 17,000 attended a rally on March 18 when Martin Luther King first came to Memphis.

Dignity at work

Today, the conditions of Memphis sanitation workers have been transformed. Instead of working six days a week, they now work five. Before, they worked as long as it took to bring in the garbage, with no extra pay; now they work 8-hour shifts and are paid overtime. Before, they had no breaks; now there are two 15-minute breaks and time for lunch. Before, white supervisors could fire black workers on a whim; now they have a grievance procedure and there must be just cause to fire someone. With union collective bargaining, their wages and benefits have steadily improved.

For the Memphis sanitation workers, their struggle to unionize went hand in hand with the struggle for civil rights and justice. ♦

to workers

February 1, 1968, two black sanitation workers, Echol Cole and Robert Walker, had climbed into the back of their garbage truck to stay dry. An electrical short triggered the compactor mechanism and they were crushed and killed. "Like garbage," complained their fellow workers. The Memphis Sanitation Department gave the families of the slain workers a month's pay plus \$500 which barely covered the \$900 burial expense. As unclassified, hourly employees they were not covered by workers compensation and their families were left destitute.

Earlier that the same day, 22 black sewer workers had been sent home with only two hours pay. Under newly elected Mayor Henry Loeb, the sanitation de-



ILWU members, retirees, family and friends joined other union and community members in a march to celebrate Dr. Martin Luther King's life on January 15, 2007. The principles guiding Dr. King's work were very similar to the principles guiding our union, and he became an honorary member of the ILWU Local 10 in 1967.

partment revived an old practice where black workers could be sent home on rainy days. White workers, who held the supervisory positions, stayed on the job

with full pay.

The black workers were outraged and 1,200 walked off the job on February 12, Abraham Lincoln's birthday. They wanted

the city to recognize their union, a grievance procedure, and an end to racial discrimination. They wanted to be recognized as human beings. ♦

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.**

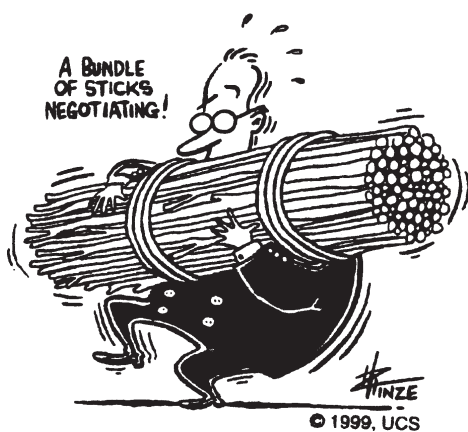
When your committee thinks a fair settlement with management has been reached, they must get your vote of approval before the

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?



ESSENTIALS



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 em-

ployee 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. ♦

Need a copy of your contract? Contact your Business Agent.

Hilo: (808) 935-3727 • Waimea: (808) 885-6136
Kona: (808) 329-2070 • Lihue: (808) 245-3374
Wailuku: (808) 244-9191 • Honolulu: (808) 949-4161

A Guide to the ILWU: what every member should know

WORDS AND PHRASES TO KNOW

at-will—When workers do not have union representation, they are considered to be “at-will” employees, who may be fired at any time—and for no reason.

Local Executive Board—The highest decision-making body of the union between Conventions. The Local Executive Board, also known as the LEB, is made up of representatives from Hawaii, Maui County, Kauai and Oahu Divisions, as well as industrial grouping representatives from longshore, sugar, pineapple, general trades, and tourism. ILWU trustees, Local Titled Officers, Division Directors, and International Executive Board members also sit on the LEB. The LEB meets quarterly (see meeting notice, page 1).

job security—Protection from “at-will” employment that is provided by a union contract. Workers may be disciplined or fired only for “just cause.”

jurisdiction—1) the limits or territory within which authority may be exercised; in the case of union jurisdiction, usually the limits or territory of a bargaining unit job. *Example: The manager shouldn't be watering the golf course, under our contract that is our jurisdiction.*

just cause—A legitimate and proper reason for termination or firing.

steward—A union member who represents co-workers in dealings with management. In the ILWU, stewards are rank-and-file members who volunteer or are elected to do the job.

Weingarten rights—your rights as a union member to representation in an investigatory interview. An investigatory interview is one in which an employee is questioned in order to get information that may lead to discipline, or an employee is asked to defend his/her conduct. Clip and save your union rights information (at right).

Definitions from Merriam-Webster online dictionary (<http://www.m-w.com/dictionary.htm>), University of Hawaii Center for Labor Education and Research (<http://homepages.uhwo.hawaii.edu/~clear/wein.html>) and the Canadian Union of Public Employees mini dictionary (<http://cupe.ca/www/FAQ/4845>).

YOUR UNION RIGHTS

- You have the right to ask to have a union Steward or Officer present if management asks questions that could lead to discipline.

Tell them: **“I request that my union representative, officer, or steward be present at this meeting.** Without representation, I choose not to answer any questions.”

- Don't sign or agree to anything before talking with the union.

- “Obey now, grieve later.” Follow any order by management unless it is clearly illegal or unsafe. If you feel it violated the contract, you should contact the Union to file a grievance after work or during your break as soon as possible.

- Know your Rights, know your Contract, know your Steward.

For a wallet-sized card or business card, call your Business Agent (see numbers below).

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
Waimea.....	PH: 885-6136	FAX: 885-0450
Kona	PH: 329-2070	FAX: 329-2070*01
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

WAIMEA: Uilani Plaza, Suite U, 64-1035 Mamalahoa Hwy., Kamuela HI 96743

Richard Baker, Jr.	Division Director
Isaac Fiesta Jr.	Business Agent
Greg Gauthier.....	Business Agent
Elmer Gorospe	Business Agent
Wallace Ishibashi Jr.	Business Agent
George Martin	Business Agent
Corinna Salmo.....	Business Agent
Ann Chong	Hawaii Division Clerk
Sui Sin Coloma.....	Hawaii Division Clerk

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
Delbert DeRego.....	Business Agent
Teddy Espeleta	Business Agent
Joseph Franco, Jr.	Business Agent
Abel Kahooanohano.....	Business Agent
Claro Romero	Business Agent
Wayne Takehara	Business Agent
Jocelyn Victorino	Maui Division Clerk
Joyce Naruse	Maui Division Clerk

KAUAI DIVISION

LIHUE: 4154 Hardy St., Lihue, HI 96766

Clayton Dela Cruz	Division Director
Pamela Green	Business Agent
Michael Machado	Business Agent
Melissa Ragasa	Kauai Division Clerk

OAHU DIVISION

HONOLULU: 451 Atkinson Dr., Honolulu, HI 96814

Dave Mori	Division Director
Shane Ambrose.....	Business Agent
Brandon Bajo-Daniel	Business Agent
Karl Lindo	Business Agent
Larry Ruiz	Business Agent
Tyrone Tahara	Business Agent
Brian Tanaka	Business Agent
Michael Yamaguchi	Business Agent
Lisa Maehara.....	Oahu Division Clerk

LOCAL OFFICERS

Fred Galdones.....	President
Donna Domingo	Vice President
Guy Fujimura	Secretary-Treasurer

LOCAL STAFF

Mel Chang	Communications Director
Desmond Kochi	Office Manager
Joanne Kealoha	Social Services Coordinator
Lynette McComas	Program Assistant
Michael Murata	Contract Administrator
Eadie Omonaka.....	Program Assistant
Rae Shiraki	Archivist
Arlyn Yoshinaga	Program Assistant

INTERNATIONAL REGIONAL OFFICE

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

ORGANIZING DEPARTMENT

Merlita Crespín	Organizer
Jing Tabudlo	Organizer
William Udani	Organizer

ILWU Political Action

2007 ILWU Legislative Priorities

Twelve priorities top the list of the ILWU's Political Program for the 2007 Hawaii State Legislature.

The full program contains over 94 points.

1 Defend the Workers Compensation program which protects injured workers;

- Maintain the existing "presumption clause" in the Workers' Compensation law.
- Provide that injured workers continue to receive workers' compensation benefits (wages and medical treatment) during any period that their claim is under appeal. Provide for timely payments when a claim is made.
- Provide that if an injured worker is denied compensability and then wins compensability on appeal, the cost of the appeal will be paid by the insurance carrier.
- Address problem of physicians declining to treat Workers' Compensation cases because of the paperwork and/or the low medical fee schedule.

2 Strong support for legislation and programs to address the need for affordable housing and affordable rental housing.

3 Support for increased spending to address critical repair priorities in the schools.

4 Support for legislation to discourage the conversion of hotel operations to time share or condotel operations.

Calculate the room tax (TAT) on time shares on a more realistic amount, instead of the maintenance fee.

5 Amend Hawaii's Dislocated Workers law to cover establishments with 50 or more employees and to cover layoffs for any reason by eliminating the condition that the dislocation must be from the sale or transfer of ownership of the company.

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. ♦

Not registered to vote?

Stop by the your union office—let us help you!
(See addresses below)

THE UNION FIGHTS



FOR WORKERS' RIGHTS

6 Employee Protection—support legislation to protect jobs and employment

when companies are purchased, ownership or management changes, a lease is transferred or assets are sold and/or transferred and the business operations continues in a similar mode as under the previous owner or management.

7 Protect the Unemployment Insurance fund.

Improve benefits by increasing the amount of earnings exempt from offset. Increase the weekly benefit. Provide for extended benefits when needed due to a mass dislocation. Provide for no-fault unemployment insurance benefits.

8 Provide for aid and assistance to Del Monte workers. Provide aid and assistance for Kunia and Poamoho Camp residents.

9 Provide for card check union recognition under the Hawaii Labor Relations Act.

10 Opposition to any so-called "right to work" legislation that would destroy unions

by banning union security agreements and allow some workers to "free ride" and obtain the benefits of the union contract without paying to support the work of the union.

11 Strong support for harbor development throughout the State of Hawaii which prioritizes the need to provide for cargo operations and safe working conditions of the employees.

12 Strong support for senior citizen programs. ♦