



VOICE OF THE ILWU

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March 2006

ILWU tourism conference prepares for the future



Tourism conference participants from Maui Division with officers and ILWU-endorsed candidate for Governor Randy Iwase (center) at the Maui Prince Hotel.

ADDRESS LABEL

Makena, MAUI—Over 100 rank-and-file leaders from 29 ILWU hotels met for two days at the Maui Prince Hotel on March 29-30, 2006 to review what was happening within the tourism industry, to talk about the major issues that concern hotel workers, and to build unity around the union's goals and strategy for upcoming contract negotiations with hotel management.

Over the next three years, almost the entire membership of the ILWU's tourism grouping will be negotiating new contracts with the management of their hotels. The tourism grouping is the largest within the union and makes up one-half of the ILWU's membership of 21,000. The other industrial groups within the ILWU are sugar, longshore, pineapple, and general trades.

In 2006, the ILWU will be negotiating contracts covering 2,800 members at 12 hotels. In 2007, only four hotels will be negotiating new contracts, but in 2008, contracts covering 4,700 ILWU members at 10 hotels will be up for renewal. These contracts set the wages, benefits, and working conditions for the unionized hotel workers.

—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 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 2.86% of funds were spent in our most recent accounting year (2005) 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.

Next Local Executive Board Meeting scheduled for June 22-23, 2006 • 10:00 am • King Kamehameha's Kona Beach Hotel, Kailua-Kona

Washington DC Report

2006 ILWU Legislative Conference

By Lindsay McLaughlin
ILWU Washington Representative

It could not have occurred at a more opportune time. More than 50 members of the ILWU met in Washington, D.C. from March 13-17 to lobby members of Congress on issues that matter to working families. Following on the heels of the Dubai Ports World controversy, politicians were more prepared to listen to the agenda of the ILWU.

Led by Legislative Action Committee members Max Vekich, Dawn Desbrisay, Lawrence Thibeaux, and Southern California leaders Mike Ponce and Joe Radisich, the delegates studied the issues of concern to the ILWU and lobbied very hard to convince Congress to adopt our agenda.

"The ILWU has been talking about port security for several years, yet it seemed Congress finally heard what we have been saying," said Dawn Desbrisay, Legislative Action Committee member from the Columbia River Region. "Democrats and Republicans were eager to hear what ILWU had to say and, even though we have been talking about the inspection of empties and inspecting seals for several years, it seemed like everyone agreed with us on this trip."

The Conference was centered around a number of core ILWU

issues:

- Port security
- Green ports/Saving lives campaign
- Pension protection
- Health Care
- Employee Free Choice Act
- Service Contract Act/ Alcatraz contract

The ILWU invited an impressive list of policy makers to address the union about port security. Dabney Hegg, Democratic staffer for the Senate Commerce Committee and Shay Hancock, Legislative Assistant to Senator Patty Murray addressed

the Conference its first day on two bills they helped draft, S. 1052, The Transportation Security Act, and S. 2008, the Green Lane Cargo Maritime Security Act. The two senior staffers heard from longshore workers on a number of port security topics, including the need to exclude labor disputes from what the Homeland Security Department (DHS) views as a transportation security incident. Current law includes a felony conviction on a "transportation security incident" to be a reason to exclude an individual from working in the ports. This change in the law is of the highest priority for the ILWU.

The Maritime Security Act and TWIC

Representative Frank LoBiondo (R-NJ) spoke about the need to fully implement the Maritime Transportation Security Act. He expressed exasperation that port security has not been adequately funded since Congress passed legislation to address the problem in 2002. He also spoke on the controversial issue of background checks and Transportation Worker Identification Cards (TWIC). Although the Maritime Transportation Security Act of 2002 mandated TWIC cards for workers, the DHS has failed to implement this mandate. Since the Conference, the DHS has announced plans to issue regulations this year and to implement background checks and TWIC cards in the 25 most vulnerable ports by March 2007. The ILWU continues to work on this critical issue in advocating that only crimes related to terrorism should be a matter of concern to the DHS. We are demanding a fair appeals process and if longshore workers are subjected to background checks, then every individual with access to terminals, including truck drivers, must be

subjected to the same checks.

Due process on appeals

The Chairman of the House Homeland Security Committee, Peter King (R-NY), spoke at a Congressional reception sponsored by the ILWU. King agrees *with the ILWU* that longshore workers deserve an independent Administrative Law Judge (ALJ) to hear appeals when a worker is denied a TWIC card by the Transportation Security Administration. It appears that an ALJ process may become law given that a provision is included in the Coast Guard Reauthorization Act that mandates an Administrative Law Judge process for port workers denied a transportation security card. The ILWU has lobbied hard for fair due process for our members and it looks like the hard work is finally paying off.

Longshoremen identify security problems

During the Conference, ILWU members packed a House Homeland Security Committee hearing on port security legislation. Subcommittee Chair Dan Lungren (R-CA) and Rep. Jane Harman (D-CA) introduced the SAFE Ports Act and scheduled this hearing on the subject. In the hearing, Rep. Lungren referred to his meeting with longshoremen when he discussed the issue of access control. Longshoremen brought to his attention the case of a man who breached security on three occasions and traveled on board ships bound for Los Angeles, Japan, and China. It was not until after the third incident that the Coast Guard asked for longshoremen's help in keeping this individual off the docks. As a result of information given to her by ILWU members, Representative Loretta Sanchez (D-CA) spoke of the need to address the threat of empty containers, and later introduced an amendment to the bill that sets up a pilot program to evaluate the empty container threat.

Curbing port pollution

Joe Radisich, President of the Southern California District Council spoke on our second topic: saving lives by promoting greener ports. Radisich spoke of working with Los

—continued on next page



Members of the Hawaii delegation meet with Senator Daniel Akaka (center), who has been endorsed by the ILWU as a candidate with a proven commitment to work for working families. (L-r) ILWU Washington Representative Lindsay McLaughlin, Local 54 Secretary-Treasurer Gene Davenport, Oahu Division Unit 4201 (longshore) Chairperson Nate Lum, Akaka, Local 142 President Fred Galdones, Kauai Division Director Clayton Dela Cruz, and Hawaii Division Director Richard Baker Jr.

LIST OF DELEGATES

Hector Aguilar	Scott Mason
Richard Baker, Jr.	Brian McDonald
David Balsley	Dan McKissen
Gene Banday	John McMahon
Floyd Bryan	Bill Moore
Everett Burdan	Emilei Noceti
Doug Carey	Rod O'Hearn
Farless Dailey	Fred Pecker
Gene Davenport	Mike Piazza
Mike Davenport	Mike Ponce
Jeff Davis	Dave Porter
Clayton Dela Cruz	Joe Radisich
Dawn Desbrisay	Mike Rosebrook
Adrian Diaz	Lee Sandahl
Richard Dines	Marina Secchitano
Fred Galdones	David Serrato
Martha Hendricks	Warren Shelton
Peter Hendrickson	Jeff Smith
Holly Hulscher	Lawrence Thibeau
Dan Hultgen	Harold Ughles
Jerry Jenkins	Max Vekich
Linda Kennedy	Nathan Wise
Nate Lum	Dennis Young



VOICE OF THE ILWU

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Editor: Mel Chang

Washington DC Report

2006 ILWU Legislative Conference—cont. from page 2

Angeles Mayor Antonio Villaraigosa in setting goals for a 20 percent ship emission pollution reduction by the year 2010 for all carriers that call at U.S. ports. He also noted that the efforts in Los Angeles have piqued the interest of the mayors of Seattle and Oakland.

Pension security for working people

Rep. George Miller (D-CA) mirrored our concern on pension security. Miller is outraged that corporate CEOs have written pension plans for themselves that cannot be taken away, but have no problem breaking the promise to their workers for lifetime benefits. Miller has introduced legislation to prohibit the practice of setting up two tiers of pension plans—one for the company bigwigs and another for the workers.

Delegates at the Conference lobbied to protect longshore pensions from being adversely affected by legislation currently being considered by Congress. An ILWU-supported amendment to the Pension Protection Act would protect the ILWU/PMA plan from reductions in benefits. The legislation is now in the hands of negotiators in the House and the Senate where we continue to lobby to retain the ILWU provision.

Universal healthcare push

To tackle the health care issue, we invited Joel Segal, Legislative Assistant to Representative John Conyers (D-MI), Jo Ann Volk, health care lobbyist for the AFL-CIO, George Romero, benefits specialist for the ILWU, and Kyle Weimann, Legislative Assistant for the ILWU, to participate on a panel to discuss and debate these important issues.

The ILWU has long advocated high quality comprehensive universal health care coverage for all

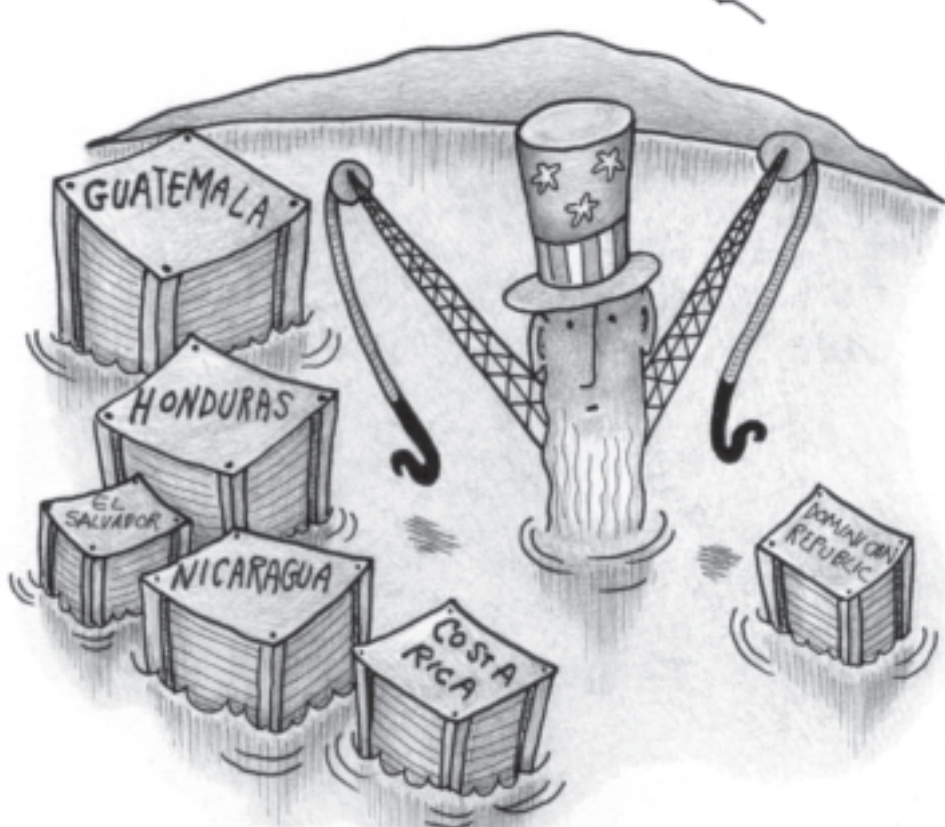
Americans. We believe that health care is a basic human right, one of a civilized society's central precepts. Rep. Conyers has introduced the United States National Health Insurance Act establishing a publicly financed, privately delivered health care system. It would use the already existing Medicare program, improving and expanding it to all U.S. residents and all residents living in U.S. Territories. This bill absolutely fits into the principles enunciated throughout the history of the ILWU. We are still studying it and may suggest amendments to make it a more feasible program to put into practice.

No to health savings accounts

Delegates also discussed and lobbied on our union's opposition to health savings accounts. People who create these accounts are permitted to save a portion of their income in a special tax-free shelter, to be withdrawn to cover medical expenses. These accounts are then combined with high-deductible health insurance. On the most basic level, these health savings accounts destroy the risk-pooling system of insurance we have used since the days of Franklin Delano Roosevelt and the New Deal. Sick Americans become consumers of health services instead of patients, forced to worry about the costs of every procedure and test their doctors recommend. Individuals are left to bargain with hospitals alone instead of with the bargaining power of a large, comprehensive health insurance plan.

Fair trade, not "free" trade

Rep. Peter DeFazio (D-OR) addressed the Conference on a number of topics, including the insane trade policies the U.S. has adopted. He began his speech by announcing, "We



In anticipation of CAFTA implementation, Del Monte Fresh in Hawaii announced it was leaving Hawaii, abandoning the 800 workers and their families who have served it well in search of cheap labor overseas.

have the best government money can buy." And he's right. Corporate money bought trade policies that devalue human work and allow multinational corporations to scour the earth searching for cheap labor and no regulations on their ability to foul up the environment.

We lobbied to put the brakes on free trade policies. The ILWU is not immune from job losses caused by trade policies. In anticipation of CAFTA implementation, Del Monte Fresh in Hawaii announced it was leaving Hawaii, abandoning the 800 workers and their families who have served it well in search of cheap labor overseas. Del Monte will be expanding its operations in Costa Rica (a CAFTA country) rather than continuing to employ Americans in the production of pineapple.

Employee Free Choice Act

We were particularly pleased that Rep. Nancy Pelosi (D-CA), the Democratic leader in the House of Representatives, addressed the Conference. She made a promise to the ILWU that if she becomes Speaker in November, she would place the Employee Free Choice Act (EFCA) on the floor of the House. The Act would greatly help the ILWU and other unions organize workers, strengthening the protections for workers' freedom to choose by requiring employers to recognize a union after a majority of workers sign cards authorizing union representation.

Prevailing wage law

Last, the ILWU lobbied to protect the sanctity of the Service Contract

Act. This Act is similar to the Davis-Bacon Act for construction workers in that it protects the prevailing wages for workers providing services to a government agency. The National Park Service has decided this act does not apply to them and has refused to apply it to the contract for ferry services for service to Alcatraz Island in the San Francisco Bay. Members of the Inlandboatmen's Union of the Pacific, the Marine Division of the ILWU, work aboard the Blue and Gold Fleet taking passengers and National Park service workers to Alcatraz. The National Park Service recently awarded this contract to a non-union employer, Hornblower, which refuses to pay union wages and to recognize the unions providing services to the island. As a result of lobbying by IBU Regional Director Marina Secchitano, Sen. Barbara Boxer (D-CA) placed a hold on the nomination of David Bernhardt the for Interior Dept.'s top attorney position to try to influence the National Park Service policy. We continue to monitor this situation and work to protect the jobs of these workers by lobbying for the sanctity of the Service Contract Act.

We ended the Conference with a debriefing and a chance for every delegate to get up and speak about the need for ILWU political action. I want to take this opportunity to thank the delegates listed below for the outstanding job and service they performed on behalf of the ILWU. If you have a chance please talk to these members and ask them what you can do to advance the ILWU agenda. ♦

The ILWU has long advocated high quality comprehensive universal health care coverage for all Americans. We believe that health care is a basic human right . . .



MSOTT

Build unity

Most of the rank-and-file leaders at the conference will probably serve as members of the union's negotiating committee for their hotels. Within the ILWU, the negotiating process is completely democratic. Members at each hotel give input on proposals and changes they want made in the workplace. They elect a negotiating committee of their co-workers to meet with management. They mobilize to show their solidarity and support for their union, and they vote to approve or reject the final agreement.

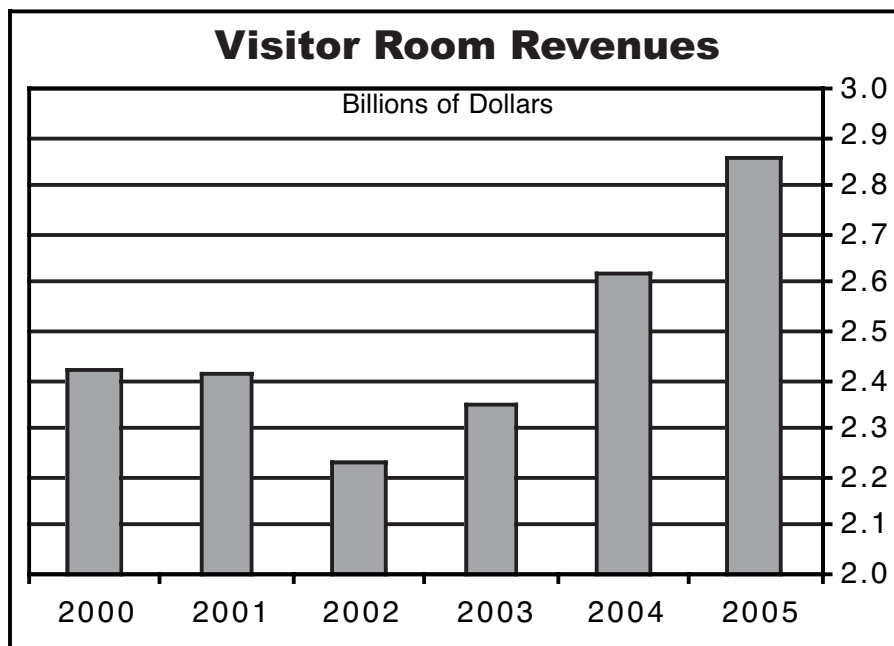
This democracy often means that negotiating committee members are more focused on what is happening at their individual hotels. The conference gave them the opportunity to look beyond the immediate issues at their hotel or island and see what was happening to workers in the tourism industry as a whole. It also gave them a chance to meet with their counterparts from hotels all over the state.

Big profits

ILWU hotel members will be seeking their "share of the profits" as the tourism industry has been enjoying its best and most profitable years in history. Visitor arrivals are breaking new records every month. In 2005, visitor arrivals passed the 7 million mark and peaked at 7,379,635. If arrivals continue at the same pace, the number of visitors to Hawaii may pass 8.4 million in 2007.

Hotels are selling more rooms, even as they increase the price to ever higher levels. In fact, since July 2003, revenues per available room has increased an average of 14 percent every month (compared to the same period in the previous year).

In 2005, visitors to Hawaii paid over \$2.86 billion to hotels and other vacation rentals for their lodging, for which the state received over \$207 million in Transient Accommodations Taxes (TAT). In 2004, hotels collected over \$2.62 billion in room revenues. In 2003, room revenues was \$2.35 billion—a strong year, but the industry was still recovering from the downturn following the 2001 recession and the disruptions to air travel after the 9/11 attacks on the New York World Trade Center



building and the Pentagon.

The increase in room revenues in Hawaii and elsewhere are showing up as huge jumps in profits for the big hotel chains. Hilton Hotels posted a corporate-wide operating income of \$805 million from \$4.48 billion in revenues in 2005. This was an average increase of 25% over the two years since 2003. Starwood Hotels had even better earning results. Starwood's operating income was \$822 million from \$5.98 billion in sales in 2005—almost double the income of \$427 million in 2003.

Starwood Hotels	2005	2004	2003
Revenues	5,977	5,368	4,630
Operating income	822	653	427
Net income	422	395	309

Hilton Hotels	2005	2004	2003
Revenues	4,437	4,146	3,819
Operating income	805	658	515
Net income	460	238	164

A limited supply of rooms is another factor that will push prices even higher. Very few new hotels have been built or are under construction. In addition, some of the older hotels are converting rooms to be sold as timeshare or residential units. The combination of more visitors coming to Hawaii and fewer hotel rooms will push room prices and hotel profits even higher for the near future.

Worker shortages

In the same way that a limited supply of rooms leads to higher

prices, a worker shortage will push wages and benefits higher.

Hotels are having a hard time finding workers because of Hawaii's extremely low unemployment rate of 2.3 percent. The unemployment rate on Maui and Kauai for February 2006 was an even lower 2.2 percent.

This means hotels will need to offer higher wages and benefits to prevent their best workers from finding work in other hotels.

Major concerns for tourism workers

In addition to higher wages, the Conference identified three major issues for the tourism grouping: 1) improving medical benefits by getting more hotels into the ILWU health and welfare fund; 2) strengthening the pension trust fund to provide for adequate retirement benefits; and 3) protecting workers' jobs and seniority when hotels are sold.

Improving medical benefits

One way to share the profit is to eliminate the worker's portion of health insurance by providing medical coverage under the ILWU Health and Welfare Trust Fund. The Hilton Waikoloa Village, the Hyatt Regency Maui, and the Grand Hyatt Kauai are currently in the fund and pay 100 percent of the cost of family or single medical coverage for their workers.

Workers benefit because they no longer pay a portion of the medical premium. The hotels benefit because they know what their medical expense is for each year of the collective bargaining agreement with the union. In addition, the fund is better able to manage and control costs.

The fund is jointly managed by a board of trustees chosen by hotel management and the union. The trustees work together to keep expenses down and yet provide

ILWU t confe prepar the fu

Over the next three years, almost all of ILWU's tourism grouping will be negotiating the management of their hotels. The conference is within the union and makes up one-third of 21,000. The other industrial groupings include longshore, pineapple, and general workers negotiating contracts covering 2,800 workers. Only four hotels will be negotiating contracts covering 4,700 ILWU members in renewal. These contracts set the stage for new conditions for the union.



ILWU says aloha and mahalo to Unit 2514 - Kona on April 7 and will be razed to make room for residential units. (L-r) Business Agent Wayne Kahalekulu, Janelle Kanekoa, and Business Agent

members with high quality and responsive medical care.

The ILWU Health and Welfare fund is only one year old—it began operating in January 2005. There were some problems in the beginning, which would be expected from any new operation. But the plan administrators, HMA, have worked



Big Island participants Frieda Ezzo, Evelyn Giel, Holly Sargent-Green, and Theresa Cabulizan. Job security, wages, and medical were the top three concerns of the hotel membership.

Low Unemployment February 2006

	Unemployment	Occupancy	Room Rate	Arrivals
Honolulu	2.3%	89.8%	\$160.00	353,703
Hawaii	2.6%	84.0%	\$189.00	133,090
Maui	2.2%	86.1%	\$246.90	186,671
Kauai	2.2%	80.6%	\$191.00	86,053

Source: http://www.hawaii.gov/dbedt/info/economic/data_reports/mei/MEI0206.pdf

Tourism Trends Prepares for Future

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...onized hotel workers.



Kapalua Bay Hotel members. The hotel closed a new resort development with transient and...
...ne Takehara, Kimo Tagupa, Lehua Ii, Kevin
...Agent Stephen Castro.

quickly to fix problems brought to their attention. Their website is at www.hma-inc.com.

Conference attendees suggested that both members and management need to be educated about how the fund works because it is something new.

Job security

Job security is another major concern for hotel workers. As Hanalei Peters put it, "what good is higher wages and better medical, if you don't have a job?"

With the booming visitor industry and higher profits, hotel properties are attracting the attention of large investors. In 2004 and 2005, a total of 28 hotels in Hawaii changed ownership. Most of the time the sale had little or no impact on the work-

ers, with only a few changes in top management. But in a growing number of cases, the new owners may fire all of the workers or substantially cut wages and benefits. This happened at the Hawaii Nanihoa Hotel when new owner Ken Fujiyama rehired only 20 of the 138 workers—118 workers lost their jobs.

The Conference covered examples of contract language that can protect jobs by making it a condition of the sale of the hotel to require the new owner to maintain the workforce and union contract. Such language protected the members at the Grand Wailea Resort & Spa when Hilton Hotels bought the management contract from KSL.

Strengthening the pension fund

Pensions or retirement benefits have not been a major priority for most union negotiating committees, but the Conference stressed the need to pay more attention to this important benefit.

The workplace pension for hotel members comes from a pension trust fund set up between the hotel industry and the ILWU. The union negotiates the amount each hotel contributes into the fund for every hour a member works. The funds are invested and are used to pay retirement benefits to retired hotel workers.

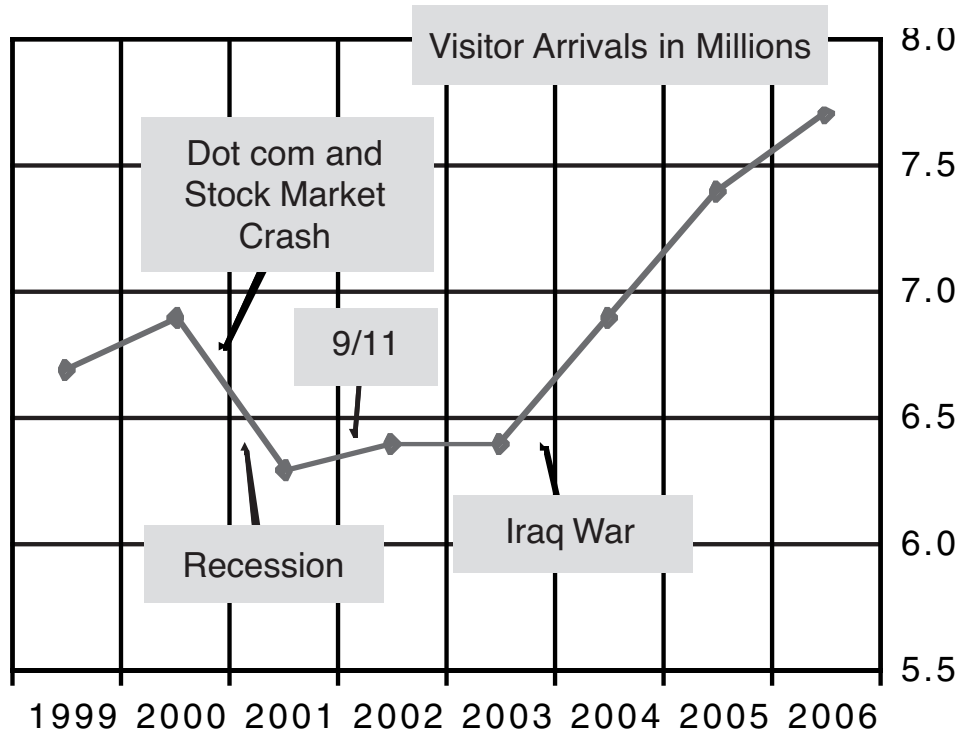
In the past, the fund grew quickly because of high earnings on investments, the hotel membership was younger, and there were fewer retirees. This situation is different today. The investment market has changed and earnings are much lower than before. The hotel membership is growing older and there are many more retiring workers. This means more money needs to be put into the pension fund, which will require the union to negotiate higher contribution levels from each hotel.

Hotel workers, like most American workers, will need to have retirement money coming from three different sources—from Social Security, from a workplace pension, and from personal savings. To maintain the same standard of living when you retire, your retirement income needs to be around 65-75 percent of your working income. You need less money when you retire, because some of your expenses, such as transportation, is related to your work. ♦



Oahu tourism members Larry Tsuchiyama, Owen Castagan, Darryl Miyashiro and Business Agent Karl Lindo in a small workgroup led by Oahu Division Director Dave Mori and Star Medeiros from Unit 2505 - The Westin Maui.

Visitor Arrivals Rebound



12 hotels negotiating in 2006—2,800 members

- Napili Shores Resort
- Maui El Dorado Resort
- Renaissance Wailea Beach Resort
- Koele Lodge
- Manele Bay Hotel
- Maui Lu Resort
- Molokai Ranch
- Royal Lahaina Resort
- Kaanapali Beach Hotel
- Hapuna Beach Prince Hotel
- Pacific Beach Hotel
- Honolulu Airport Hotel

4 hotels negotiating in 2007—1,800 members

- Maui Prince Hotel
- Fairmont Orchid Hawaii Hotel
- Hyatt Regency Maui
- Diamond Hawaii Resort and Spa

10 hotels negotiating in 2008—4,700 members

- Ohana Keauhou Beach Hotel
- Mauna Kea Beach Hotel
- Grand Wailea Resort
- Mauna Lani Bay Hotel
- King Kamehameha's Kona Beach Hotel
- Hilton Waikoloa Village
- Grand Hyatt Kauai Resort
- Sheraton Keauhou Bay Resort
- Ritz-Carlton Kapalua
- Lahaina Shores Beach Resort

Iwase is ILWU's choice for governor of Hawaii

Makena, MAUI—One hundred ILWU hotel workers cheered and gave Randy Iwase a standing ovation as he spoke about his vision for a better Hawaii and his reasons for running as the Democratic candidate for governor.

The ILWU officially endorsed Iwase for governor on March 28, 2006, and invited him to speak to a conference of its hotel leadership on May 30 at the Maui Prince Hotel in Wailea, Maui. The rank-and-file leaders came from 29 hotels in the State of Hawaii and represent 11,000 unionized ILWU members. The tourism grouping is the largest within the union and make up one-half of the ILWU's membership of 22,000. The ILWU also represents thousands of workers in sugar, pineapple, longshore, supermarkets, hospitals and other industries.

"Iwase's message of a proactive government that takes action to help the working people of Hawaii was well received by our tourism members at this conference," ILWU President Fred Galdones said. "Hawaii needs a governor like Randy Iwase who truly supports investing more money in public education, who would release the funds to build affordable housing for our elderly, and who takes a stand for workers' rights at places like the Nanihoa Hotel and Del Monte Pineapple."

The ILWU's endorsement means the union, its members, and retirees will work actively to support Iwase's campaign for governor.

Outstanding Hawaii units recognized for their contributions to the ILWU

“I want to extend my congratulations to the units and individuals we are honoring tonight. All of you, not just the winners of these awards, but all of you here—members, families, retirees, the full-time officers—have done a tremendous job in serving our members and your community. All the good work that our union, the ILWU, has accomplished this year in protecting our rights as workers and our civil rights in society, in making Hawaii a better place for working families—all that we have accomplished would not have been possible without your participation, without your contributions, and without your support. On behalf of the officers and members of this union, thank you.”

HILO—Local President Fred Galdones expressed his thanks to Hawaii Division members at their annual Awards Dinner on February 18, 2006 at the Harry Kamoku Hall in Hilo. Over one hundred members and pensioners attended the event, which is held each year to celebrate the outstanding units and individuals who work to strengthen and build the ILWU on the Big Island.

Division Director Richard Baker Jr. focused his remarks on the importance of supporting ILWU-endorsed candidates in the upcoming elections. “We need to stand up and get involved in the Political Action Program,” he said. “With the stroke of a pen, laws can be changed and your rights taken away. We need to get out there and vote, and vote for the right people—union endorsed candidates.”

Galdones also addressed the elections in his remarks, comparing the records of ILWU-endorsed Senator Daniel Akaka with Ed Case. “Case voted five times last year for business over labor,” Galdones said. Galdones explained that Case voted to cut funds for OSHA, voted to prevent companies from being sued, and voted with House Republicans over 40 percent of the time. Galdones also noted that in the AFL-CIO’s voting scorecard on impor-

tant labor issues, Neil Abercrombie scored 100%, 93% and 100% over the last three years, and Daniel Inouye scored 100%, 100% and 94%. Daniel Akaka had a perfect score of 100% every year, voting for working people on labor issues. Ed Case scored 86%, 80%, and 68%—voting against working people more often the longer he has been in office.

Awards

The following units were recognized for their achievements in 2005.

Outstanding Unit, 1-29 Members: Unit 1412 - Hawaii Transportation Co. and Unit 1418 - Kuwaye Trucking, Inc. Outstanding Unit, 30-99 Members: Unit 1412 - Yamada & Sons, Inc. Outstanding Unit, 100 & Over Members: Unit 1402 - Mauna Loa Macadamia Nut Corp. and Unit 1515 - The Fairmont Orchid. ♦



Senator Daniel Akaka attended the Hawaii Division awards dinner and was met with a standing ovation. Akaka thanked ILWU members and pensioners “for all that you’ve done for the families in Hawaii—all that you’ve done with spirit, pride, and hard work.” (L-r) Akaka, Business Agent Roy Jardine.



Jose Salinas and Arthur Reeves accept an award for Outstanding Unit, 100 and Over Members from their Business Agent Wallace Ishibashi Jr. Salinas and Reeves are members at Unit 1515 - The Fairmont Orchid. The Fairmont Orchid also won this award for the year 2004.



(Left) George Martin accepts the award for Outstanding Unit, 30-99 Members on behalf of Unit 1412 - Yamada & Sons, Inc. (Above) Richard Baker Jr. with Unit 1418 - Kuwaye Trucking, Inc. Chairperson Roland Shimaoka Jr. Shimaoka accepted the award for Outstanding Unit, 1-29 Members. Unit 1412 - Hilo Transportation Company also won an award for Outstanding Unit, 1-29 Members.



Benjamin Badua received honorary lifetime membership recognition from the union for his 22 years as an ILWU member. Badua was an active unit leader and helped to build Unit 1516 - Mauna Lani Bay Hotel and Bungalows. (L-r) Badua, Business Agent Richard Kaniho, Unit Secretary and Editor Theresa Cabulizan.

The ladies from Unit 1402 - Mauna Loa Macadamia Nut Corp. were out in force on the awards night, pictured here with Division Director Richard Baker Jr. and Business Agent Isaac Fiesta Jr. (center). Mauna Loa received one of two awards for Outstanding Unit, 100 and Over Members. This is the second year in a row that they have won this award.



Jeanne Yoshizawa of Unit 1402 - Mauna Loa Macadamia Nut Corp. won the Hawaii Division Outstanding Unit Editor award. (L-r) Yoshizawa and Unit Bulletin Coordinator Wallace Ishibashi Jr. *Not pictured:* Frankie Pang of Unit 1518 - Hapuna Beach Prince Hotel won the David E. Thompson Award for Statewide Excellence, for the best bulletin in the state. Pang was working and unable to attend the Hawaii Division awards dinner. Hawaii Division's Honorable Mention went to Anna Ater of Unit 1421 - Sack 'n Save Foods.



(Top) Everyone enjoyed live music provided by "EL-LEO." (Above) Pensioner Program Coordinator Elmer Goropse with the Pepekeo Pension Club, which was recognized for being "Most Active" in 2005.



Betty Pacheco (l), one of over 100 Hawaii Naniloa Resort workers not rehired when the hotel was taken over by new owner Ken Fujiyama, talks with Local President Fred Galdones. "I've been with Naniloa for fifteen years," she said. "It's very hard to see it end like this."

Kamaaina Motors ILWU members win first contract



(L-r) Unit Chairperson Aaron Rude, Christopher Raymond, Jared Yogi, Vice Chairperson Ronald Domenden, and Thomas Price. *Not pictured* are members Peter Abraham, Chase Augustine, Ralph Borling, Arnulfo Cafirma, Ruben Calamayan, Alken Kekaulua, Joseph Pihl, Colin Sakuma, and Jack Elbon.

HILO—Service technicians and service porters at Kamaaina Motors on the Big Island ratified their first contract by a 100 percent vote last December.

The workers at Kamaaina first filed a petition for union representation with the National Labor Relations Board (NLRB) in May 2005. Workers wanted to become unionized because their employer unilaterally implemented wage cuts to their base pay. Although work was plentiful, the workers felt it was unfair that their pay was reduced when they were working hard to make the company successful.

The workers maintained their commitment to becoming union throughout a tough organizing drive and won their union election in July by a large majority.

Over the next five months, the Kamaaina Motors union negotiating committee—led by chief spokesperson Isaac Fiesta Jr.—spent long hours on weekdays, weekends, and even holidays meeting with employers. An agreement was finally reached in November that provided improvements to the benefits and working conditions of Kamaaina ILWU members.

The new contract will be in effect for five years, with 16.5% in wage increases over the duration of the agreement. The workers will also have one extra day of vacation, but more important, they now have a binding document that protects their job security with a grievance procedure.

Congratulations to this tightly knit group of workers who used union solidarity to achieve their goals. ♦

ILWU History: Filipino Sakada

Honoring the Filipino Sakada, Part III

Leaders developed

The ILWU understood that earlier attempts to organize sugar workers failed because the unions consisted of a handful of leaders at the top and the workers had no lasting organization. The sugar industry could easily destroy the early unions by attacking the leaders, which was done by spreading rumors or by charging them with crimes and deporting them.

The 1946 sugar strike would be different. The ILWU developed a democratic union structure that reached into every plantation gang and plantation camp. Every member had a job to do, whether it was walking the picket line, gathering food, growing vegetables, cooking for the communal soup kitchens, printing news bulletins, or working on any of a dozen strike committees.

There was a committee that ran the communal soup kitchens to feed the striking workers and their families. This was cheaper than each family cooking their own food, and gave people a sense of community and solidarity. It also helped bring the ethnic groups together as they shared and ate each other's food. The food was supplied by hunting, fishing, and farming committees. A finance committee kept track of the money and bought food and supplies in bulk.

A publicity committee kept workers informed throughout the strike. Members of that committee learned how to write leaflets and operate a printing press. A morale committee showed movies and arranged entertainment; a transportation committee provided rides; a sports committee organized tournaments.

There were dozens of committees and each required a chairperson, a vicechair, and a secretary to take notes. In this way, hundreds of ordinary sugar workers were put in positions of leadership. They learned



Photo courtesy of the Hamilton Library Hawaiian Collection, University of Hawaii.

Filipino immigrants arrive in Hawaii, c. 1946.

how to speak in public, how to run a meeting, and how to run an organization. During the strike, the sakada and their fellow sugar workers learned new skills and developed as leaders.

Changed forever

When the strike ended, the workers went back to their jobs—cutting cane, fixing irrigation ditches, driving cane haulers, or running the mills. The jobs were the same, but

the workers were changed forever. They now had an organization of their own, and the skills to run that organization.

The sakada also worked in the pineapple industry, in hotels, in construction, and in many other occupations—but the story is very similar to what happened in the sugar industry.

The Sakadas played an important part in the working class movement that would transform Hawaii from a

plantation society to a democratic and progressive state. The Sakadas resisted the abuse and unfair treatment on the plantations. They overcame differences and united with workers of other races in a common struggle for dignity and justice. They joined unions, became leaders, and contributed their skills, energy, and dedication to the success of that movement.

The Sakadas can be proud of their 100 year history in Hawaii. ♦

Sugar plantations: creating a melting pot

In 1874, the sugar plantation workforce consisted of 3,186 Hawaiians and 660 contract workers from China and Japan. The plantations were using foreign workers, because there weren't enough native workers.

The Hawaiian population had been decimated by foreign disease and was down to 51,000 individuals and getting smaller every year. The Hawaiians also had other options besides plantation work and many farmed their own land or fished for a living.

In 1875, the Hawaiian Kingdom and the United States signed a free trade agreement, the Reciprocity Treaty, which eliminated duties on

certain products traded between the two countries. One of those products was Hawaiian sugar which could now enter the United States duty free.

This led to a tremendous expansion of sugar production which would continue for almost 60 years until 1932, when the industry reached its peak of 254,000 acres and produced over one million tons of sugar a year. There was no place left to expand—the industry had run out of suitable land and water sources.

Between 1870 and 1930, the Hawaii sugar industry brought more than 380,000 workers from 11 different countries to satisfy the labor needs of the plantations. Most of these workers, over 87% or 350,000, came from

Japan, the Philippines, China and Korea. They came under a 3 to 5 year contract and did the unskilled work on the plantations—clearing land, planting and cutting cane—for \$18 to \$20 a month. The vast majority returned home at the end of their contracts, but many stayed in Hawaii, creating our unique, multi-ethnic population.

The plantations also recruited workers from Portugal, Spain, Russia, Germany and Norway. The Europeans were mostly skilled workers—carpenters, masons, machinists, and engineers—or were used as lunas or foremen, overseeing gangs of field workers. ♦

People brought to Hawaii by the HSPA

Japanese (1886-1924)	180,000
Filipino (1907-1931)	115,000
Chinese (1852-1899)	46,000
Portuguese (1878-1913)	17,500
Spanish (1907-1913)	8,000
Koreans (1904-1905)	8,000
Puerto Ricans (1901)	5,800
South Sea Islands (1865-1885)	2,400
Russians (1897)	2,200
Germans (1881-1897)	1,300
Norwegians (1881)	615

Total **386,815**