



# VOICE OF THE ILWU

HONOLULU HAWAII  
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Volume 54 • No. 3

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

May/June 2014

## President Donna Domingo confirmed for Hawaii Tourism Authority board



(L-r) Senate President Donna Mercado Kim, Senator Glenn Wakai, ILWU Local 142 President Donna Domingo, and Senator Gilbert Kahele, chair of the Senate Tourism Committee.

HONOLULU—On April 15, 2014, the Hawaii State Senate confirmed the appointment of ILWU Local President Donna Domingo to the Hawaii Tourism Authority (HTA) Board of Directors.

The HTA is a state agency that develops policy, coordinates research, and implements and manages plans and programs that ensure a healthy tourism industry in Hawaii. The HTA Board of Directors consists of twelve members, who are appointed by the governor and confirmed by the legislature.

ADDRESS LABEL

## Support all ILWU endorsed candidates

HONOLULU—ILWU Local 142 released the complete list of the union endorsed candidates for congressional, state and county races (See page 8).

Endorsements were made only in the Democratic Party races and ILWU members, families and friends are urged to take a Democratic ballot in the primary elections on Saturday, August 9, 2014.

Three levels of endorsements were made:

- An “endorsement” of a candidate means that the union and their families are urged to vote and support the candidate. The union and its officers may actively support the candidate.

- An “open endorsement” means that the union has no recommendation for the race and members are free to vote for any candidate. However, ILWU officers and stewards should not publicly support any candidate, as that can be seen to mean support by the union.

- A “no endorsement” means members are urged NOT to support or vote for any of the candidates in that race.

The following statewide candidates are endorsed by the ILWU:

- U.S. Senate .....Colleen Hanabusa
- U.S. House Dist. 1... Donna Mercado Kim
- U.S. House Dist. 2 ..... Tulsi Gabbard
- Governor ..... Neil Abercrombie
- Lt. Governor ..... Shan Tsutsui

You still have time to register to vote in the primary election on August 9, 2014—the deadline is July 10. Call your Division office for voter registration forms today!

### 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 (2013) for nonrepresentational activities (such as political activities, lobbying of issues not reasonably related to accomplish the union’s representational duties); that nonmembers can object to having their union security payments spent on such activities; that those who object will be charged only for representational activities; and that if a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, Hawaii 96814.

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

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

**The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on September 19, 2014, 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 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

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

by payroll deduction.

This form also serves as an application for membership in the union.

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,

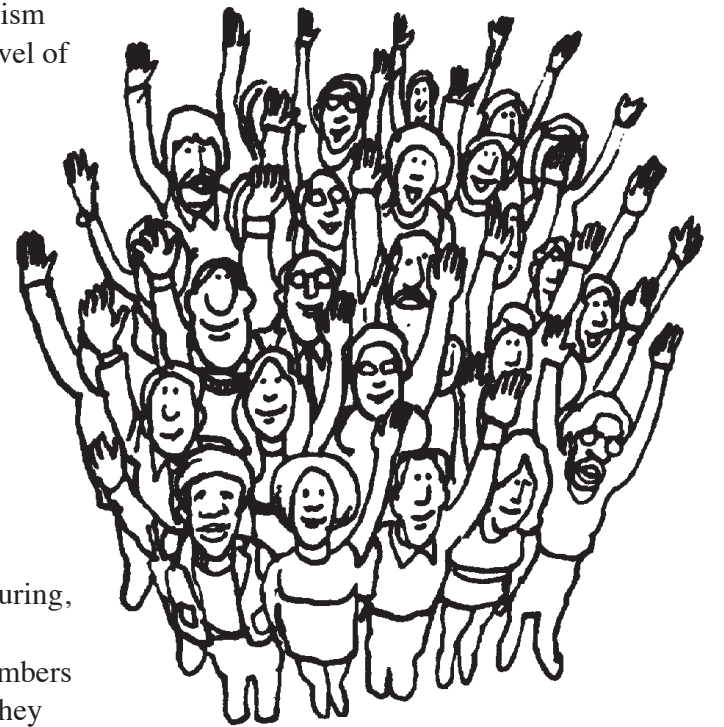
government employees, or postal workers. A third kind of union, like the ILWU, organizes and includes workers from many different industries.

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.



## “An injury to one is an injury to all”

“An injury to one is an injury to all”—you may have heard this slogan used in conjunction with the ILWU before. The slogan means that we stand together as workers.

As a member of the ILWU, you belong to an organization with a long and proud history in Hawaii, the west coast, and Canada. The ILWU is respected and admired within the labor movement in the U.S. and around the world, and now includes a local in Panama.

Community and political leaders appreciate how the ILWU improved the lives of the entire community. Employers respect the ILWU as a strong, yet reasonable union.

Historians credit the ILWU with organizing a powerful, industry-wide, interracial union which made it possible for Hawaii to become a modern democracy with the highest standard of living of any pacific island.

- The ILWU is respected for its internal democracy. The members run the union. There has never been top-down leadership where the union is controlled by a few powerful individual officers. All top officers are elected by direct vote of the membership.
- The ILWU is known for honesty and integrity. There has never been a taint of corruption in any ILWU leader. ILWU members have the power to remove any officer who misuses their position. The wages of ILWU officers are set by members who meet in convention every three years. The convention approves the union’s budget and programs. Members serve as

trustees and watch every expense the officers make. ILWU dues are among the lowest of any union and ILWU officers earn far less than the officers of other unions.

- The ILWU is respected for its commitment to civil rights and racial equality. The ILWU was the first union to successfully organize workers of all races into a union. Hawaii’s employers divided workers by race and the only way the ILWU could succeed was by fighting against discrimination of any kind. When the employers tried to use the government and the courts to break the union, the ILWU survived by fighting to protect the constitutional and civil rights of working people.
- The ILWU is known for its active involvement in political action that has improved lives for the whole community, and not just its own members. The ILWU has worked to fund rural hospitals, increase funding for public schools, improve roads, protect the environment, provide social services for the needy, and increase the minimum wage. ILWU members live on every island and work in every industry. Lifting the standards for the whole community also brings up the standards of ILWU members.
- The ILWU is respected for its progressive view that workers of the world share a common interest and unions should work for world peace. The ILWU has its roots in the longshore industry which is based on global trade. ILWU members understand the need for international solidarity. Only employers profit from war, while workers are the soldiers who fight and die in war. The ILWU took a lead in opposing the wars in Vietnam and Iraq.
- The ILWU is known for its militancy and ability to fight for its membership, but is ready to work cooperatively with reasonable employers for the long-term survival of an industry. The ILWU has negotiated some of the best contracts of any union. However, ILWU members have also agreed to defer wages and benefits to help employers get through tough economic times.
- The ILWU is respected for upholding union principles and labor solidarity. The ILWU has always worked to unify the labor movement and has good working relations with other unions. The ILWU has always organized the unorganized to bring the benefit of unionism to all workers. The ILWU has such a diverse membership because it organized in every industry where workers wanted and needed to be unionized.

**The ILWU was founded as a progressive, democratic, rank-and-file union. These principles are embedded in our union’s culture and traditions and guide our daily activities. These principles are written into the constitution and bylaws of our union.**

### VOICE of the ILWU 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 the Local 142 Office at:

**(808) 949-4161, ext. 219**



The VOICE of the ILWU (ISSN 0505-8791) is published every two months by Hawaii International Longshore & Warehouse Union, 451 Atkinson Drive, Honolulu, Hawaii 96814. Periodicals postage paid at the post office of Honolulu, Hawaii.

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

Editor: Gordon Y. S. Young

# A Guide to the ILWU: What every member should know

## 9 reasons why unions are good for the community, good for business, and good for workers

**1** Unions are the only organization in our society that stands up for the interest of working people. There are many different kinds of organizations in our community such as social clubs, sports leagues, churches, interest groups, and political parties. Unions are the only organizations that advance the interests of working people.

Unions fought for the 8-hour day, for weekends, for holidays, for workplace safety, for unemployment insurance, for minimum wage, for workers compensation, and much more. Unions continue to defend these standards and benefits which could be taken away if not for the labor movement.

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

Before unions, workers who had problems with management quit, went on strike and walked off the job, called in sick, slowed down production, and sometimes destroyed machinery.

With unions there is an orderly and peaceful process to settle conflicting interest between workers and management. By bringing organization to the workforce, unions prevent chaos and disorder. Unions help to manage the workforce through democratic means. Workers are able to discuss their issues and vote on agreements with management. If a majority of workers vote to accept an agreement, the union will maintain discipline among the workers to uphold the terms of that agreement.

**3** Unions help to create a high performance and organized workforce by maintaining a core of senior workers with higher skills and more experience. Management comes and goes but the long-term success of many businesses often lies in the hands of a core of skilled, senior workers.

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

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

**4** Unions democratize the workplace. This empowers and motivates workers to do a better job. When workers are unionized, they take ownership of their jobs. They take

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

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

Without unions, if workers don't like what is happening, they often have no choice but to quit and work somewhere else. If all workers did this, nothing would be done to correct mistakes and change bad management practices.

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

**6** Unions spread wealth more evenly, create and enlarge a middle class, and increase internal consumption which drives the economy.

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

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

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

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

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

**9** Society is most effective when government, employers, and unions work together.

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

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

### Organization for mutual benefit

A 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.

*"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 Hawaii 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 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 2012, 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.

**Get help from the Union, page 7**



Photo courtesy of Aloha United Way

ILWU Local 142 was recognized as one of the Top 10 Unions for its outstanding fundraising in the Aloha United Way (AUW) 2013 campaign. Local 142 Secretary-Treasurer Guy Fujimura (third from left) accepted the award at the 2014 AUW Spirit of Community Luncheon held at the Sheraton Waikiki Hotel Hawaii Ballroom on May 9, 2014. In 1966, Jack Hall, along with other community leaders, transformed the Honolulu Community Chest into the Aloha United Fund, a single fundraising entity to support many charitable agencies. Today, that organization is known as the Aloha United Way and the other United Way agencies throughout the state.

## A Guide to the ILWU: What every member should know

### Contract negotiations is a good example of ILWU democracy in action.

Unit members meet to propose changes to their union contract and elect members to their negotiating committee. The union negotiating committee should include members from different departments and job classifications. While committee members may come from different departments or jobs, they should work for a contract that is best for the entire membership.

The union committee then meets with management, who may also have proposals to change the contract. In these meetings, one side will explain their proposals and the other side may accept, reject, or make counter proposals. As these meetings continue, both sides gain a better understanding of each other, problems are solved, and agreements are reached on many issues.

When the union committee and management feel they have bargained over all the important issues and have an acceptable contract, the union will hold membership meetings to explain the details of the settlement and take a vote. ILWU policy requires membership approval of any settlement reached by their negotiating committee on a new contract.

## How negotiations

- 1) ILWU members prepare for contract negotiations at least six months before the contract expires. They hold membership or department meetings to propose changes to their union contract. These proposals address problem areas, try to obtain long standing goals such as job security, or seek improvements in wages and benefits. The unit will organize members to support the union.
- 2) Unit members meet to approve the final set of proposals and elect a committee of their fellow workers who will meet with management to negotiate a new contract. The committee is usually composed of unit officers and members who should represent the interest of all groups within the membership. This ensures unity and solidarity among all groups within the unit.
- 3) An ILWU full-time officer will serve as the spokesperson for the unit's negotiating committee. At the first meeting with management, the union explains their proposals, and management may also introduce proposals. Each side will meet separately to discuss the proposals. They then meet together to accept, reject, modify, or drop the proposals.
- 4) This process of meeting and discussion over proposals by each side can take weeks or months. During this process, the original proposals often change as both sides must compromise to reach an agreement.
- 5) In tough economic times, some employers may demand wage and benefit cuts in negotiations. The union may propose a joint union-management committee to find other ways to cut costs or require management to have a financial plan for recovery. The union

## Negotiations Update

### Love's Bakery ratifies new statewide contract



Love's Bakery Negotiating Committee (standing, l-r): Oahu Division Business Agent Brian Tanaka, Jade Kaneshiro, Jason Oshiro, Cary Oshiro, Dennis Brock, Patrick Souza, Boyd Isnec, and Oahu Division Business Agent Wilfred Chang Jr. (Sitting, l-r): Dorothy Pugay-Correa, Michael Wakita, Barrett Hayashi, Local Vice President/Spokesperson Teddy Espeleta, Lynden Koerte and Anthony Corniel. Not pictured: Hawaii Division Business Agent Francine Molina, Kauai Division Business Agent Calvin Corpuz, and Maui Division Representative Steven Lee.

HONOLULU—Did you know that half the sliced, sandwich-style bread sold in stores throughout the state is baked and frozen on the mainland, shipped across the ocean

to Hawaii, then thawed out before being sold in stores?

If that doesn't sound very fresh or appealing to you, don't worry—your union brothers and sisters at Unit 4402 - Love's Bakery produce 206 varieties of bread, 70 varieties of buns and rolls, and 14 varieties of cakes, all baked fresh in Hawaii. Love's

Bakery has been in business for over 162 years since 1851 and employs more than 250 ILWU members, including all employees of the production, sales, clerical and maintenance departments. Love's also has seven thrift store outlets throughout the islands.

ILWU-Love's Bakery contract ratification meetings were held April

1-10, 2014, at locations throughout the state and the memorandum of agreement (MOA) was approved overwhelmingly. The duration of the new contract is five years with a 12% wage increase over the life of the agreement. The union was also able to obtain a substantial increase in contributions to the pension plan.

# A Guide to the ILWU: What every member should know

## Work in the ILWU

may agree to temporary reductions but will require management to show proof of their financial condition. The union negotiating committee must keep their members united and informed during negotiations.

- 6) ILWU policy requires the final agreement must be approved by the members affected. The union will hold membership meetings to explain the agreement and take a vote. If a majority of members approve the agreement, then that becomes their new union contract. If the majority votes against the agreement, then the union may ask members if they are willing to strike or support other economic action to get a better agreement. The union will then go back into negotiations with management.
- 7) After a settlement is approved, a new contract is prepared by the union or employer. The union committee will meet to make sure every word of the new contract is correct. The contract is signed by an ILWU titled officer and the employer. Copies of the contract are printed and given to all members.
- 8) Members should read their contract and know their rights and benefits. Members should always see their unit officers or shop steward if they have questions about the contract or a problem on the job. Unit officers and stewards are trained to enforce the union contract, solve problems with management, and involve members in the union.
- 9) Every ILWU unit has a business agent assigned to service that unit. The business agent regularly visits each unit to assist unit officers and stewards. Business agents should take unit officers

and stewards with them whenever they meet with management. The business agent should help units recruit stewards from every department.

- 10) **The union is strongest when every member is involved. This is the foundation of ILWU rank-and-file unionism.**

### Negotiations: An ongoing process

Union members should think of negotiations as a continuing process that doesn't end when a new contract is approved. Members need to read and understand their contract, so they know their rights. Unit officers and shop stewards must be alert to make sure management follows the terms of the contract and members get the full benefits they are entitled to receive.

When a contract is in place, a step-by-step process called the grievance procedure is used to handle disputes and violations of the contract. When members feel the company has violated their rights or if there are problems on the job, they should talk to their union steward or unit officers. The union will work on the member's behalf to settle the problem with management.

## Negotiations Update

### Mauna Loa Macadamia Nut Corp. workers ratify contract

HILO—Mauna Loa Macadamia Nut Corp.'s first macadamia nut trees were planted in 1946 in Keaau. In 1976, Mauna Loa began converting old sugar plantations to macadamia plantations when the sugar industry began to wane on the Big Island. Mauna Loa's primary nut processing plant is located in Keaau and currently employs 170 ILWU members.

Negotiations between the ILWU and Mauna Loa began in the second week of April 2014 and lasted slightly over a week. "Negotiations went smoothly due to the diligence and cooperation of both the union negotiating committee and management," said spokesperson and Hawaii Division Director Elmer Gorospe. "I believe that efforts to build a good working relationship between the union and management over the past years have had a positive impact on collective

bargaining."

On April 21, 2014, ILWU members voted overwhelmingly to accept their new collective bargaining agreement (CBA). "The negotiating committee deserves thanks and recognition for all their hard work," said Gorospe. "They made some very difficult decisions and did a good job in negotiating a contract that balances the needs of different groups of workers, and is beneficial for the unit as a whole."

The new contract will be in effect for five years, with a 13.5% wage increase over the duration. Other improvements include wage adjustments for all trade workers, classification upgrades, a \$1.00 increase in pension contribution for both intermittent and regulars employees, and a secured co-share payment for five years under the ILWU Local 142 (General Trades) Health & Welfare Trust.



The members of the Unit 1402 - Mauna Loa Macadamia Nut Corp. negotiating committee bargained a contract for the largest general trades unit on the Big Island. Front row, left to right: Leonor Corpuz, Mercedes Habab, Jeanne Yoshizawa, Sonia Tejada, and Wilma Revilla. Back row, left to right: Division Director and spokesperson Elmer Gorospe, Burton Wallen, Mel Morales and Business Agent George Martin.

**It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.**

—U.S. President Barack Obama, Labor Day 2010

# A Guide to the ILWU: What every member should know

**Whether you are a new member, or even if you have been a member for a long time—the article at right contains useful information.**

**Just take a few minutes to read it, clip it out of the paper, and put it in your wallet, purse, or work locker.**

**It can help you or a fellow member if an incident occurs at work.**

## Rights and responsibilities of ILWU membership

Every ILWU member is advised to see a steward or unit officer first about problems or concerns on the job. As a member, you are advised never to try to settle your problems with management by yourself.

- There are four reasons for this:
- 1) the member will not have the strength of the union behind them;
  - 2) the member may make a deal with management that could hurt other members or even be a violation of the contract;
  - 3) the member is not trained to handle the grievance properly and may miss time limits and make other mistakes; and
  - 4) it weakens the union because management knows that workers who bypass the union are not strong union members and will use these workers to divide the union.

**Work first and grieve later**  
Members should be advised to “work first and grieve later.” This means a member should obey their supervisor’s order and do the work, even if they believe it is a violation of the contract or unfair treatment. They should politely inform their supervisor that they will be seeing their union

**Hawaii Division - 935-3727  
Kauai Division - 245-3374  
Hawaii Longshore Division 949-4161**

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

**You have the right to a union representative**  
Members should be educated that they have the right to ask for a union representative when management calls them into a meeting or asks them questions which could lead to disciplinary action. This includes a telephone call from the boss.  
This is called Weingarten Rights. Once the member asks for a union representative, the company should stop the discussion, and the member should not answer any more questions.  
The company can call any steward available—the member cannot insist on a

particular unit officer or business agent. When a union steward arrives, the member should consult with the steward first, but the company can continue the questioning.  
The union contract isn’t enforced by the steward alone or by the business agent. The individual member is just as responsible as anyone else for seeing that the contract is enforced. In fact, unless members know their rights under the contract, the officers and stewards cannot possibly do their job.

**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.

My Steward’s Name & Contact Information: \_\_\_\_\_  
My Unit Officer’s Name & Contact Information.: \_\_\_\_\_  
My Business Agent’s Name & Contact Information \_\_\_\_\_

## How can YOU support your union?

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

1. Know the terms of the contract so that they can recognize violations by the employer and help other workers learn about the contract.
2. Call all violations of the contract to the attention of their union steward or business agent.
3. Assist the steward in every way to find all the facts about a given violation or grievance.
4. Go with the steward or business agent, if asked, to see the supervisor. In these meetings, the individual member should follow the tactics agreed upon in advance, let the steward or business agent do most of the talking, and be prepared to support them with the facts when called upon.
5. Recognize that sometimes their grievance is not a good one and that the steward is correct in refusing to handle it. It may not be a good grievance because the member doesn’t understand the contract. If the steward fails to convince the member that his grievance is a poor one, the member has the right to speak to the unit officers or business agent.
6. Attend union meetings and volunteer for union political action. Read the union bulletin board, The VOICE of the ILWU, and help make and carry out union policy.
7. See to it that the members who work beside them are good union members too; that they are members in good standing; that they attend union meetings, and do their part in building the union.

**Need a copy of your union contract?  
Changed your address?  
Got married and changed your name?  
Have a problem with your medical plan?**

**Call the union!**

ILWU Local Office: (808) 949-4161  
Hawaii Division Hilo: (808) 935-3727  
Hawaii Division Honokaa: (808) 775-0443  
Maui Division Wailuku: (808) 244-9191  
Kauai Division Lihue: (808) 245-3374  
Oahu Division Honolulu: (808) 949-4161  
Hawaii Longshore Division: (808) 949-4161

# A Guide to the ILWU: What every member should know

## Getting help and contacting your Union

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

Unit officers and stewards are elected by the members of your unit to help their fellow union members on the job.

They serve as volunteers and receive no extra pay or special privileges. Their names should be posted on the union bulletin board.

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

### About your business agent

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

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

If you don't know your business agent's name, call the ILWU division office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday. The office may be closed on some holidays.

If your business agent is not in the office, you should leave a message with a phone number and a good time when you can be reached. Division phone numbers are listed below.

### The ILWU Unit

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

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

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

Units should hold regular membership meetings where members may discuss what is happening in the workplace and propose policies for the unit and the ILWU.

Unit members elect delegates to the ILWU Local 142 Convention, which is held every three years (the next one is scheduled for September 2015).

The ILWU Convention gives ILWU members the power to set union policy, to vote on the union's finances and budget, to hear reports on the work of the union, and to approve future union programs.

In November 2015, after the Local 142 Convention, all ILWU members will have the opportunity to vote for the union's statewide officers. ILWU members of each division (Hawaii Island, Maui County, Kauai, Oahu, and Longshore statewide) will also vote to elect their division officers such as business agents, division directors, and local executive board members.

### ILWU LOCAL 142 STATEWIDE OFFICERS

Honolulu Phone: (808) 949-4161  
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814  
 Donna Domingo, President  
 Teddy B. Espeleta, Vice President  
 Guy K. Fujimura, Secretary-Treasurer

### ILWU INTERNATIONAL REGIONAL OFFICE

Honolulu Phone: (808) 949-4161  
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814  
 Wesley Furtado, International Vice President - Hawaii  
 Tracy Takano, International Representative  
 Mathew Yamamoto, International Representative

### HAWAII DIVISION

- Hilo Phone: (808) 935-3727  
 Fax: (808) 961-2490  
 E-mail: hawaiiidivision@ilwulocal142.org  
 Hilo Office: 100 W. Lanikaula Street, Hilo, HI 96720
- Honokaa Phone: (808) 775-0443  
 Fax: (808) 775-0477  
 E-mail: honokaa@ilwulocal142.org  
 Honokaa Office: 45-3720 Honokaa-Waipio Road, Honokaa, HI 96727
- Kona Phone: (808) 329-2070  
 Fax: (808) 331-2571  
 Kona Address: Kaiwi Square, 74-5565 Luhia Street, #A-3a, Kailua-Kona, 96740

### MAUI DIVISION

- Wailuku Phone: (808) 244-9191  
 E-mail: mauidivision@ilwulocal142.org  
 Fax: (808) 244-7870  
 Wailuku Office: 896 Lower Main Street, Wailuku, HI 96793
- Lahaina Phone: (808) 667-7155  
 Fax: (808) 667-7124  
 Lahaina Address: 840 Wainee St. Unit H4 & H5, Lahaina, HI 96761
- Lanai Phone: (808) 565-6927  
 Lanai Address: 840 Ilima Avenue, Lanai City, HI 96763

### KAUAI DIVISION

- Lihue Phone: (808) 245-3374  
 Fax: (808) 246-9508  
 E-mail: kauaidivision@ilwulocal142.org  
 Lihue Office: 4154 Hardy Street, Lihue, HI 96766

### OAHU DIVISION

- Honolulu Phone: (808) 949-4161, ext. 225  
 E-mail: oahudivision@ilwulocal142.org  
 Fax: (808) 941-5867  
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

### HAWAII LONGSHORE DIVISION

- Honolulu Phone: (808) 949-4161  
 E-mail: Hawaii.Secretary@ilwu.org  
 Fax: (808) 941-9298  
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

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

# Vote for union endorsed candidates

## 2014 election at-a-glance

Primary election deadlines and dates

Primary voter registration: **July 10, 2014**

Early walk-in voting: **July 28, 2014 - August 7, 2014**

Primary absentee application: **August 2, 2014**

Primary election: **August 9, 2014**

General election deadlines and dates

General voter registration: **October 6, 2014**

Early walk-in voting: **Oct. 21, 2014 - Nov. 1, 2014**

General absentee application: **October 28 2014**

General election: **November 4, 2014**

### ILWU Kauai Division Primary Election Endorsements Saturday, August 9, 2014

**U.S. Senate** ..... Colleen Hanabusa  
**U.S. House Dist. 2** .. Tulsi Gabbard

**Governor** ..... Neil Abercrombie  
**Lt. Governor** ..... Shan Tsutsui

**State House**  
District 14..... Derek Kawakami  
District 15.....Dylan Hooser  
District 16...Daynette "Dee" Morikawa

**Mayor** ..... Bernard Carvalho

**Kauai Division is currently completing its County Council endorsements.**

**Please be on the lookout for your union endorsement card, which will be available after June 20th and distributed by your Business Agent or Unit Officers.**

### ILWU Hawaii Division Primary Election Endorsements Saturday, August 9, 2014

**U.S. Senate** ..... Colleen Hanabusa  
**U.S. House Dist. 2** ... Tulsi Gabbard

**Governor** ..... Neil Abercrombie  
**Lt. Governor** ..... Shan Tsutsui

**State Senate**  
District 1.....Gilbert Kahele  
District 3.....Josh Green  
District 4..... Malama Solomon

**State House**  
District 1..... Mark Nakashima  
District 2..... Clifton Tsuji  
District 3.....Richard Onishi  
District 4.....Faye Hanohano  
District 5..... Richard Creagan  
District 6..... Nicole Lowen  
District 7 ..... NO ENDORSEMENT

**Office of Hawaiian Affairs Trustee**  
At-Large.....Kama Hopkins  
At-Large.... Lorraine Pualani Shin-Penn

**County Council**  
District 1..... Valerie Poindexter  
District 2..... Aaron Chung  
District 3..... Dennis "Fresh" Onishi  
District 4..... Greggor Ilagan  
District 5.... OPEN ENDORSEMENT  
District 6..... Maile David  
District 7..... Dru Kanuha  
District 8..... Karen Eoff  
District 9..... Ron Gonzales

**OPEN ENDORSEMENTS:** An "OPEN" endorsement means that the union has no recommendation for any candidate and members may vote as they choose.

**NO ENDORSEMENTS:** A "NO" endorsement means do not support or vote for any candidate.

### ILWU Maui Division Primary Election Endorsements Saturday, August 9, 2014

**U.S. Senate** ..... Colleen Hanabusa  
**U.S. House Dist. 2** ... Tulsi Gabbard

**Governor** ..... Neil Abercrombie  
**Lt. Governor** ..... Shan Tsutsui

**State Senate**  
District 5..... Gil Keith-Agaran  
District 6..... Roz Baker  
District 7..... J. Kalani English

**State House**  
District 8..... Joe Souki  
District 9..... Justin Woodson  
District 10..... Angus McKelvey  
District 11 .....Kaniela Ing  
District 12..... Kyle Yamashita  
District 13..... Mele Carroll

**Mayor** ..... Alan Arakawa

**County Council**  
East Maui..... Robert Carroll  
West Maui..... Rick Nava  
Wailuku-Waihee-Waikapu... Mike Victorino  
Kahului..... Joseph Pontanilla  
South Maui .....Don Couch  
Makawao-Haiku-Paia ...Mike White  
Upcountry ..... Gladys Baisa  
Lanai..... Riki Hokama  
Molokai .....Stacy Crivello

**Office of Hawaiian Affairs Trustee**  
At-Large..... Kama Hopkins  
At-Large...Lorraine Pualani Shin-Penn

**U.S. Senate** ..... Colleen Hanabusa  
**U.S. House D1** ... Donna Mercado Kim  
**U.S. House D2** ..... Tulsi Gabbard

**Governor** ..... Neil Abercrombie  
**Lt. Governor** ..... Shan Tsutsui

**State Senate**  
Dist. 12 .....Brickwood Galuteria  
Dist. 16 .....NO ENDORSEMENT  
Dist. 17 ..... Clarence Nishihara  
Dist. 18 .....Michelle Kidani  
Dist. 21 .....Maile Shimabukuro  
Dist. 23 ..... Gil Riviere  
Dist. 24 ..... Jill Tokuda

**State House**  
Dist. 17 ..... Chris Stump  
Dist. 18 ..... Mark Hashem  
Dist. 19 ..... Bert Kobayashi  
Dist. 20 ..... OPEN ENDORSEMENT

### ILWU Hawaii Longshore Division and ILWU Oahu Division Primary Election Endorsements Saturday, August 9, 2014

Dist. 21 .....Scott Nishimoto  
Dist. 22 ..... Tom Brower  
Dist. 23 ..... Isaac Choy  
Dist. 24 ..... Della Au Belatti  
Dist. 25 ..... Sylvia Luke  
Dist. 26 ..... Scott Saiki  
Dist. 27 ..... Takashi Ohno  
Dist. 28 ..... John Mizuno  
Dist. 29 ..... Karl Rhoads  
Dist. 30 ..... NO ENDORSEMENT  
Dist. 31 ..... OPEN ENDORSEMENT  
Dist. 32 .....Linda Ichiyama  
Dist. 33 ..... Arnold Wong  
Dist. 34 .....Gregg Takayama  
Dist. 35 ..... Roy Takumi  
Dist. 36 ..... Marilyn Lee

Dist. 37 ..... Ryan Yamane  
Dist. 38 ..... Henry Aquino  
Dist. 39 ..... Ty Cullen  
Dist. 40 .....Rose Martinez  
Dist. 41 ..... Matthew LoPresti  
Dist. 42 ..... OPEN ENDORSEMENT  
Dist. 43 ..... Stacelynn Eli  
Dist. 44 ..... Jo Jordan  
Dist. 45 .....Michael Magaoay  
Dist. 46 ..... Marcus Oshiro  
Dist. 47 ..... Kent Fonoimoana  
Dist. 48 .....Jarrett Keohokalole  
Dist. 49 ..... Ken Ito  
Dist. 50 ..... OPEN ENDORSEMENT  
Dist. 51 ..... Chris Lee

**Office of Hawaiian Affairs Trustee**  
At-Large..... Kama Hopkins  
At-Large Lorraine Pualani Shin-Penn

**Honolulu City Council**  
District II..... Ernie Martin  
District IV ..... Tommy Waters  
District VI ..... Carol Fukunaga  
District VIII ..... Brandon Elefante

**NO ENDORSEMENTS:** A "NO" endorsement means do not support or vote for any candidate.

**OPEN ENDORSEMENTS:** An "OPEN" endorsement means that the union has no recommendation for any candidate and members may vote as they choose.