



# VOICE OF THE ILWU

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## Fresh Del Monte Kunia to shut down immediately



Del Monte workers met on November 22 at the Kunia Gym to get information to help them deal with the sudden loss of their jobs.

**Fresh Del Monte Produce announced that it would shut down its Kunia, Oahu operations two years earlier than expected. Notice was given to workers by letter on November 17, 2006, that all production, operations, and shipments out of Hawaii would cease immediately with layoffs of all employees to take place around January 22, 2007. The shutdown will affect 551 remaining Fresh Del Monte Produce employees in Hawaii, of whom 516 are ILWU members.**

**T**he notice gives workers 66 days notice, a little more than the 60 days minimum advance notice required by the US Worker Adjustment and Retraining Notification Act (WARN). WARN requires 60-days notice before any actual “employment loss” such as a termination of employment, layoff of more than six months, or a cut in hours of more than 50 percent for six months.

The intention of giving advance notice is to provide workers and their families some transition time to adjust to the loss of employment, to seek and obtain another job and, if necessary, to enter skill training or retraining that will allow these workers to successfully compete in

the job market. WARN also provides notice to the State dislocated worker units so that worker assistance can be promptly provided.

### **Pineapple left to rot**

Fresh Del Monte’s earlier shut-down means the company has chosen to abandon thousands of acres of pineapple worth an estimated \$23 million. This figure is based on the current price of \$600 per ton for fresh pineapple, a yield of 7.5 tons per acre, and an estimated 5,000 acres of pineapple in the field. [Del Monte has 8,000 acres.]

The decision to abandon the pineapple crop is surprising, as final harvests are almost always profitable. In a final harvest, there is no

replanting and no cultivation or maintenance of the replanted fields which greatly reduces the cost of operation.

It appears that Fresh Del Monte executives made the decision to abandon Hawaii in mid-October. On October 11, 2006, the company announced a cash dividend of 5 cents a share. On October 31, 2006, the company canceled the cash dividend and reported a loss of \$84 million for the third quarter of 2006. Included in that loss was \$23.1 million for the “impairment of deferred growing crops in Hawaii” and \$1.5 million for severance and shut-down expenses in Hawaii.

Business has not been that bad for Fresh Del Monte. Sales were down slightly and costs were higher due to oil prices. There was some bad weather in California and Europe which cut into some sales. Bananas and pineapple did okay. There was an unusual recall of \$16 million worth of pineapple jam produced by Fresh Del Monte Kenya, because the product contained too much iron content.

What is really spooking Del Monte is a steep drop in their stock price, which has been in a free-fall since

the end of 2005 when it traded for over \$30 a share to less than \$15 a share on November 22, 2006. This represents a paper loss of \$446 million for Mohammad Abu-Ghazaleh and nine members of the Abu-Ghazaleh family who own 51.2% or 29,692,861 shares of Fresh Del Monte stock.

In a statement released on October 31, 2006, Fresh Del Monte’s Chairman and Chief Executive Officer Mohammad Abu-Ghazaleh announced that the company was responding to tough times with tough measures. “We have initiated a major turnaround effort at Fresh Del Monte Produce, which involves reorganizing at every level, in every geography, and in every business of our global enterprise.” ♦

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**Next Local Executive Board Meeting scheduled for March 22-23, 2007 • 10:00 am • ILWU Union Hall, Honolulu**

ADDRESS LABEL

# Longshore Industry Update

## Not to worry—our ports are safe?

“Not to worry,” insists the Bush Administration. We screen on hundred percent of every container entering the US. High risk or suspicious containers are X-rayed and checked for radioactivity.

### The statement is misleading.

Over 9 million containers are never physically screened. The only thing screened is the cargo manifest that describes the content of the container. The screening is not done by a human being, but by a computer and an artificial intelligence program called the “Automated Targeting System.”

**Over 9 million containers are never physically screened.**

The program is supposed to look at a number of risk factors and identifies those high-risk containers that require additional screening by radiation detectors, X-ray imaging, or by opening and inspecting the contents of the container. A certain number of containers are also picked at random. About 5 percent or 500,000 containers are physically screened in this way.

The Bush Administration calls this a multi-layered approach to security and insists the ports are safer. This may sound good, but experts in security and supply chain logistics see little or no improvement in port security. The problem lay with President Bush’s policy of outsourcing critical government functions to private business and the people he put in charge of the Department of Homeland Security (DHS).

President Bush appointed career politicians and attorneys to head Homeland Security who had no real-world experience in

supply-chain operations or security tradecraft. DHS was under political pressure to come up with something fast. Since the agency

had no in-house research or scientific staff, DHS was forced to pay outside consultants to

come up with recommendations and plans.

DHS executives, lacking their own experience and expertise, ended up being influenced by business interest groups, academics and internal politics. They got sold on particular technologies like the smart card for Transportation Workers Identification Credential (TWIC) and the radiation

portal monitors. Their “one size fits all” approach led to heavy

**In one case, auditors found only three people tracking the performance of contractors—a job that normally requires 90-100 people.**

investments and commitments in these technologies, and when the systems didn’t work as planned, they added another layer to fix the problem.

The Government Accountability Office (GAO) found that DHS was throwing money at a lot of different projects, was not prioritizing this spending on the most important projects, did not provide adequate staffing for critical programs, and basically lacked an overall strategic plan.

Billions of dollars in government contracts were handed out to private business with little oversight or accountability. In one case, auditors found only three people tracking the performance

of contractors—a job that normally requires 90-100 people. In another case, DHS paid contractors to watch over other contractors.

The results were predictable—systems don’t perform as required; work was not completed on schedule; projects are delayed for years or left unfinished; billions of taxpayer dollars are wasted. But businesses got their profits, guaranteed by cost-plus government contracts.

Every layer of President Bush’s multi-layer port security program is behind schedule, not working properly, and is costing more than expected.

**Every layer of Bush’s multi-layer port security program is behind schedule, not working properly, and is costing more than expected.**

more than expected. Other programs that are known to be far more effective and important are underfunded—such as the need to expand and modernize the Coast Guard’s aging fleet. Top-level positions in FEMA and other DHS agencies are filled by people with no experience but plenty of connections to the Bush campaign and Republican Party. Critical government functions are left to private contractors. ♦

## Does this make you feel safer?



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# Longshore Industry Update

## Flaws and delays in Port Security

*After five years of effort and billions of tax dollars spent, the Bush Administration's multi-layer approach to security has done little to secure our ports.*

### Problems with cargo screening and manifests

Every manifest of all containers entering the US is screened. Foreign shippers are required to send the manifest to US Customs 24 hours before the containers are loaded. High security seals are used to lock the container doors and detect tampering with the container.

**The problem—most terrorists do not mark their shipments as “weapons of mass destruction”** and even with normal shipments the contents of the container do not match the manifest over 30 percent of the time.

Another problem—The destination port must check the number on each seal to make sure it hasn't been cut off and replaced. The top, bottom, and sides of each container must also be inspected in case someone cut a hole to access the container.

“Trusted” shippers are supposed to submit true and accurate manifests and secure containers from tampering. Over 5,000 shippers and companies have applied and have been granted certification under the

Customs-Trade Partnership Against Terrorism (C-TPAT) program. Shipments from certified shippers are given priority treatment and are subject to less inspections.

**The problem—less than 500 of these shippers have been validated by the handful of inspectors hired by the Customs and Border Protection (CBP)** and it will take three or more years to finish the job. The validation process is also very limited, as CBP makes no attempt to verify that all the security measures are actually in place. CBP sees this as a voluntary partnership and will work with shippers to decide which security elements and which locations will be inspected, so shippers know in advance when and where an inspection will take place.

**CBP's solution to the backlog?** If a shipper's container is seized because of an illegal shipment, they get a higher priority for a validation inspection. ♦

### Problems with the Transportation Worker Identity Credential (TWIC)

Every port worker must have a tamper proof identity card and must pass a background and security check. This is the Transportation Worker Identity Credential (TWIC) card which has taken the Bush Administration four years to get off the ground. Homeland Security Secretary Michael Chertoff, in a press conference on April 25, 2006, called port workers and longshoremen “potentially the greatest risk to our security” and wants to start issuing the cards by the end of this year to 400,000 port workers. The next phase will cover 750,000 truck drivers, railway and vessel crews.

**The problem—Longshore and port workers are not the greatest risk to port security.** Every scenario involving our ports say the threat will come from the outside—a bomb inside a container, people smuggled inside a container, an attack from the land side, a small boat used to sink a container ship, or hijacking a ship. **Far from being a threat, port workers have been the first line of defense in mak-**

**ing the ports safer.**

More problems—Homeland Security received almost 2,000 comments about the TWIC cards and almost all of the comments pointed out why the “one card for everyone” program is a bad idea: TWIC duplicates existing identification systems and doesn't work as well; it uses old technology and is more expensive than other types of cards; it is not flexible enough to use on existing door access control; it is not color coded to allow instant recognition of improper access; the smart cards used by TWIC are not difficult to hack; once hacked the card can be used at any facility; the use of fingerprints and PIN numbers is too complex and cumbersome; there is no relationship between criminal or arrest record and terrorism; the list of disqualifying reasons are too board and not shown to be relevant to security; the master list of suspected terrorists is faulty and includes names that should be removed; the faulty name list will produce a lot of false posi-

—continued on page 8

### Problems with radiation

Every port will have radiation portal monitors to detect radioactivity. Honolulu received its first radiation portal monitor this April 2006. As of Feb. 2006, there were 143 radiation portal monitors (RPM) installed out of 300 sea ports. Including international airports, international mail facilities, border crossings, and other facilities a grand total of 670 RPMs have been installed at a cost of \$300 million. Bush requested only \$125 million for RPMs in the 2006 budget. At this rate, it will take 10 years to install the 3,034 monitors needed.

**The problem—these monitors only detect moderately shielded radioactive materials and will not detect anything that is highly shielded. The portal monitors are very good at detecting kitty litter—one-third of the false alarms come from kitty litter.** The machines are supposed to identify the source of radiation but are not working as they should. As a result, natural radiation from kitty litter, toilet bowls, floor tiles, and granite counter tops are producing a lot of false positives which waste a lot of time since every false alarm must be checked out.

**Another problem, these monitors only detect radiation and do not detect dangerous chemicals or biological agents.** Advanced Spectroscopic portal monitors can detect the chemicals but costs about \$400,000 each.

**A third problem is inadequate procedures and training.** In December 2005, undercover inspectors from the Accountability Office (GAO) succeeded in transporting radioactive materials into the US from Mexico and Canada by using a fake letter from the Nuclear Regula-

tory Commission. The radiation monitors detected the radioactive materials but border guards were fooled by the fake letter.

High risk containers are scanned by gamma-ray machines which are supposed to catch the highly shielded material. To test this, in July 2004, ABC News shipped a briefcase containing 15 pounds of depleted uranium inside a lead-lined pipe. The briefcase was harmless but had the same radiation signature of a suitcase dirty bomb. It was shipped by rail from Hungary to Turkey then in a container to the port of New York where it was scanned but not detected. ABC News repeated the experiment in the port of Los Angeles in August 2004 by shipping the fake briefcase bomb in a container load of furniture from Jakarta, Indonesia. **The container was flagged for x-ray screening since it came from Jakarta but again the container was cleared and the briefcase was not detected.**

The problem—the gamma ray imaging takes about 40 seconds per container, but it takes a human operator another two minutes to analyze and interpret the image. It also requires a lot of experience and training to recognize a shielded weapon among other cargo. Because looking at the image would take too long, the images are stored and examined by a human operator only when there is a problem.

**The gamma ray is also the most deadly of the x-ray machines available and poses a serious health hazard to dock workers and truck drivers.** Gamma rays can penetrate the body and increases the risk of cancer or can cause radiation poisoning. ♦

### Problems with automated computer systems

Customs and Border Protection uses the “Automated Targeting System” to screen 100 percent of the cargo manifest to catch the high risk containers.

**The problem—No one knows if the system works.** According to a March 30, 2006 report by the Government Accountability Office (GAO), the system has still not been field tested to see if it actually works. Plans to test the system by shipping weapons or chemicals from various

locations have not yet been conducted. There were delays in getting security clearances for the employees of the company contracted to do the test.

**Another untested component is the validity of the risk factors programmed into the artificial intelligence software.** Anyone who watches the TV series Numb3rs can tell you the wrong algorithm will give you the wrong answers. ♦

## More on the problems with TWIC, page 8



## Local 142 Convention

### What did you like best about the Convention?

The Convention is much more than a 5-day long, working meeting. It is one of the only times when ILWU members from every island, every industrial group, and every unit can come together, meet each other, and talk story. It is a learning experience for many new delegates who will learn first-hand what the union is all about. It is when old-timers can pass on the culture and legacy of the union to younger members. And, finally, the Convention builds solidarity and tightens the bonds that tie the diverse membership of the ILWU into a single organization.

Delegates shared their thoughts of what they liked best about the Convention in their evaluations. Most of the delegates who responded thought the education and wealth of information they received from the speakers and the materials were the best part of the Convention. Meeting new people, seeing old friends, and building solidarity were other common high points of the Convention. Many delegates were proud of the top-notch facilities of the Ritz-Carlton Kapalua and the excellent service provided by the hotel workers.



Convention participants work hard setting Local 142's policies, programs, and budget for the next three years.

#### Strength and Solidarity

"Solidarity of union members—our union brothers and sisters."

"Working together and building a stronger union."

"Getting together with our brothers and sisters and seeing how strong we are."

"How we support each other and hearing the words 'an injury to one is an injury to all.'"

"The encouragement to be a good member and participate in union functions."

"Seeing everyone come up with feedback. People come from other places and we are very united in trying to make a difference together."

"Democratic process, where everybody can be heard."

"Meeting the people in charge and learning more in depth on union function and procedures."

"The best thing was learning all aspect of the union and how changes and improvements are made to the ILWU 142 constitution."

#### Meeting our Brothers and Sisters

"Meeting our brothers and sisters. Different islands and unit and good learning lessons to bring back to our unit."

"Meeting and speaking with other units. Learning how important PAC was to us as a union and as an individual."

"It's a great learning experience. To meet all other rank and file and delegates in other divisions of the ILWU."

"I learned so much and I also met a lot of ILWU members. I also got so much ideas."

#### Education

"My first time to attend this Convention and I learned a lot, especially the importance of political action and the Bylaws and Constitution of the ILWU."

"Being the first time attending a convention, it was a very educational experience. I've learned so much of why we are ILWU!"

"My first, so information, education to take back to my unit."

"First time to attend this convention, its wonderful, learned a lot of new ideas."

"Learning about politics and who is not helping us as working people or our Union and what they stand for. Learning that political action is very important."

"All about the politics and recognizing all the individual and the people who work hard for the union." ♦

### Speakers at the Convention

Political Action was the dominant message throughout the Convention—it was a theme repeated by almost every speaker.

The following speakers addressed the 24th Convention: Maui Division Director Willie Kennison welcomed the Convention to Maui; Local 142 President Fred Galdones challenged the delegates to adopt a Convention program to build a better future; Maui County Chairperson Riki Hokama welcomed the Convention on behalf of Maui County; Hawaii State AFL-CIO President Randy

Perreira spoke of the need for people to vote and become more active in politics; retired ILWU Social Worker Ah Quon McElrath talked about learning from the union's past; candidate for Governor Randy Iwase and candidate for Lieutenant Governor Malama Solomon thanked the union for its support; and candidate for US House of Representative Mazie Hirono spoke of the need to shift the national priorities of our country.

Congressman Neil Abercrombie provided a video-taped message and

Senators Daniel Inouye and Daniel Akaka sent written messages.

The International ILWU officers also spoke at the Convention. President Robert McElrath talked about solidarity. Vice President Mainland Joe Radisich talked about the importance of political action. Vice President Hawaii Wesley Furtado talked about the upcoming longshore negotiations, political action, and the need to organize. And Secretary-Treasurer Willie Adams spoke of the need to restore the balance of justice and rebuild America. ♦

### Report on the work of Local 142 Convention union for

The Convention is the highest 142. It is held once every three of the most active and dedicated members whom hold positions of leadership. Convention review the work of the union the policies and programs of the ILWU.

This was the 24th Convention 25-29, 2006, at the Ritz-Carlton Maui. This was the first time the Convention Neighbor Island and the first time Monday morning instead of Sunday Monday afternoon. To increase participation delegates to more of the union's assigned to two committees.



Convention Sgt. at Arms kept order, distributed Officers to make sure the Convention ran smoothly. Advertiser), Galen Teraoka (Pepsi Bottling Co. from Island Movers), Aurelio Mina (Yamada Co. Kapalua), Bobby Andrión (Maui Business A Co.), Joey Silva (Grand Hyatt Kauai), and Jo



Local President Fred Galdones (right) adds Resolutions and Organizing.



# Local 142 Convention

## of the 24th Convention Local 142 on moves forward

The governing body of ILWU Local 142 meets every two years and is attended by some 100 members of the union, many of whom are delegates to the convention. These delegates to the convention elect officers and have the power to set the ILWU for the next three years.

The 24th Convention was held from September 25-29 at the Ritz-Carlton Kapalua on the Island of Maui. The convention was held on a beautiful beachfront at an ILWU organized hotel. To save on travel costs, delegates traveled in groups. The convention started with a keynote address and participation and to expose delegates to various activities, delegates were



...ted material, and coordinated with the Local 142 group. (L-r) Patrick DeCosta (The Honolulu Commercial Group), Claro Romero (Maui Business Agent Diversified), Amy Kawaguchi (The Ritz Carlton Maui), Sugar Garcia (Kauai Commercial) and



...resses the committee on Officer's Report,

## Changes to the Constitution

The ILWU Constitution sets the rules by which the Union and its members operate. Ten Constitutional amendments were adopted by the 24th Convention. Four of the amendments made small changes so the requirements would be more realistic and practicable. These dealt with how often to hold meetings and how to fill a vacancy for unit chairperson. Four other amendments made corrections—dealing with election procedures, associate membership fees, and the International ILWU's name.

A total of 16 Constitutional amendments were submitted to the Convention. Ten were adopted, five were rejected by the Constitution Committee, and one was withdrawn by the maker.

1. **Amendment C-2** adds new language to Article 1 on the "Composition of the Union" which gives the Local Executive Board the power to disclaim an existing bargaining unit that no longer meets the legal requirements of union representation, where the unit wants to get out of the union, or where the unit refuses to comply with the ILWU Constitution. This is a rare event but clarifies some of the conditions where a unit can be "disowned" by the Union.

2. **Amendment C-5** changes Article 2 Section 2.02.3 by reducing the six elected business agent positions for Hawaii, Maui, and Oahu Divisions to five. There is no change in the two positions for Kauai. This would take effect for the next union elections in 2009. The intent is to fill these positions with appointed Full-Time Officers and to provide better service to the membership by having a combination of elected and appointed officers.

### Practical amendments

3. **Amendment C-9** modifies Article 7 Section 7.01 by removing the requirement for the Local Executive Board to hold at least one meeting in each Division. It now gives the officers the option of holding meetings on a Neighbor Island if there is a need to do so.

4. **Amendment C-13** modifies Article 17 Section 17.06 dealing with a vacancy in the office of unit chair. The unit now has the option of appointing the next officer in succession or to conduct a special election. The old language required a special election within 60 days.

5. **Amendment C-15** modifies Article 32 which required the Titled Officers to meet at least once a week. The new language gives them the option to meet once a month or more often as needed.

6. **Amendment C-16** modifies Article 32 Section 32.07 which required the Unit Executive Board and Stewards' Council to meet at least once every month. The new language gives the unit the option to meet once every six months or more often as determined by the unit. Reference to the Stewards'

Council is removed.

### Corrections to Constitution

7. **Amendment C-1** corrects a reference to the International Longshoremen's and Warehousemen's Union in the "Declaration of Principles." The ILWU's name was changed to International Longshore and Warehouse Union.

8. **Amendment C-3** changes Article 1 Section 1.04 on the "Composition of the Union" to require staff employees of ILWU Local 142 who are not members or eligible to be members to become Associate Members of ILWU Local 142 and pay associate membership fees. The old language required them to become Associate Members but to pay Local 142 dues.

9. **Amendments C-12 and C-14** changes an election procedure for handling extra ballots in Article 14 Section 14.03.1.3 for local elections and Article 18 Section 18.05 for unit elections. The old procedure called for randomly removing and not counting extra ballots which is probably a violation of federal rules that govern union elections.

## Get your Souvenir Convention Photo

Use the order form below if you want to buy Convention group photos printed with the following words on them: "ILWU Local 142 - 24th Convention, Sept. 25-29, 2006 - Ritz-Carlton, Kapalua."

Five photos are available—the entire Convention group, Hawaii Division, Maui Division, Kauai Division, and Oahu Division. All of them will be printed with the same words as above.

The photos are 8 by 12 inches and are \$7.00 each, which includes postage. Please allow 3-4 weeks for delivery.

### I want the following number of Convention Group Photos:

Entire Group                       Hawaii Division                       Maui Division  
 Kauai Division                       Oahu Division

Enclosed is \$ \_\_\_\_\_ for \_\_\_\_\_ photo(s).

*(Make check payable to "ILWU". Each photo is \$7.00.)*

Mail to (please print) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Phone or email (in case we have to contact you) \_\_\_\_\_

# Local 142 Convention

## Resolutions set union policy

The 24th Convention adopted 15 Resolutions which define the policy of the union on certain issues or express the sentiment of the delegation. Following are summaries of these resolutions.

1. **Resolution R-1 reaffirms the policies adopted by the 33rd International Convention of the ILWU held in Vancouver, Canada in May 2006.** The Convention called on ILWU members to get more active in union political action, to organize the unorganized, to protect the environment and reduce pollution in an around the ports, to promote universal health care and affordable housing, to demand an end to the war in Iraq, and to insist that the United States guarantee workers rights at home and abroad. Local 142 pledges whole-hearted support to work towards the goals expressed in those policies and resolutions.

2. **Resolution R-2 commemorates the 100th Anniversary of the Sakada and salutes the Sakadas for their accomplishments** in improving the lives of their families in the Philippines and in Hawaii and for the tremendous contributions they made to the labor movement in Hawaii.

3. **Resolution R-3 supports Local 142 Tourism Bargaining.** The union stands in solidarity with our brothers and sisters in the hotel industry as they negotiate new contracts and applauds their tremendous achievement in raising the conditions of hotel workers in Hawaii.

4. **Resolution R-4 supports Longshore Bargaining in 2008.** The union stands in total solidarity with our brothers and sisters in the Longshore industry and will work to educate all ILWU members and the community and expose the media propaganda and political attacks

that will be directed at our Longshore Division.

5. **Resolution R-5 welcomes 800 members in new units organized during the past triennium—Wailea Golf Club Attendants, Sheraton Keauhou Bay Resort and Spa, Kamaaina Motors, Pacific Beach Hotel, Mid-Week/Star-Bulletin inserters, Grand Wailea Concierge, Kaluakoi Golf Course, Sodexo Maintenance, Luana Hills mechanics and Hawaiian Fluid Power.**

6. **Resolution R-6 bids Aloha to units whose companies closed down in the past triennium—Schuman Carriage, HT&T Hauling and Repair, Hawaii Naniloa Resort, and the Kapalua Bay Hotel.**

7. **Resolution R-7 supports Del Monte Hawaii Workers in their fight for transitional benefits.** Convention delegates and observers pledge to circulate petitions at their units and in their communities to support the Del Monte workers and to inform the public that Del Monte pineapple will not be Hawaii-grown when Del Monte leaves Hawaii.

8. **Resolution R-8 puts the ILWU Local 142 on record urging changes to Medicare Part D,** specifically to: 1) allow the federal government to use its buying power to negotiate with drug manufacturers for lower prices; 2) offer simplified benefits with no coverage gap; 3) and reconsider privatization of the program. Convention delegates and observers pledge to take advantage of Medicare Part D while



Convention speakers included Mazie Hirono, who has since been elected to the US House representing Hawaii's Congressional District 2 (rural Oahu and the neighbor islands).

educating themselves, their members, and their families about the pitfalls of the program.

9. **Resolution R-9 extends good wishes to Big Island Business Agent Roy Jardine** on his retirement in August 2006.

10. **Resolution R-10 extends warm wishes to Local Executive Board member Daisy Nakamoto** for a happy retirement spent with her family and friends—and the ILWU.

### Contract Administration

11. **Resolution RCA-1 supports the ILWU Health and Welfare Trust Fund** and will strive to educate members to support the Fund as part of a long-term strategy to control medical costs. For those current contracts that have an agreement to re-open the contract if a Health and Welfare Fund is established, the employer will be contacted to initiate such discussions.

### Political Action

12. **Resolution RPAC-1 challenges all Units to increase their**

**involvement with the ILWU Political Action Program** and make it their goal to register at least 80% of their eligible members and achieve a voter turnout of 70% or better.

### Membership Services

13. **Resolution RMSD-1 supports the VEBA Trust which stands for Voluntary Employee Beneficiary Association.** The future of the ILWU VEBA Trust will depend on members' commitment to the concept and willingness to recruit other units into the program. The Convention strongly supports the ILWU VEBA Trust and delegates are urged to help their unit members to understand the VEBA program and encourage participation.

14. **Resolution RMSD-2 supports the United Way in the tradition of Jack Hall and this support is extended also to the Labor's Community Services Program of Hawaii.** The Convention urges all members to donate to the United Way. The ILWU will also promote volunteerism and involvement in the community. ♦

## Break-even budget adopted

Convention delegates unanimously adopted a three-year budget that maintains existing services of the union with no increase in union dues. The recommended 2007-2009 budget is a "break-even" budget, with expenses almost equal to income. The projected deficit over the three years of the triennium is \$272,935.

One of the major expenses of the new budget was the mandatory contribution to the Staff Pension Plan, which provides

retirement benefits to all full-time officers of the union and other employees of the union. The recently enacted Pension Reform

Act basically requires any underfunding in a pension plan to be made up in seven years beginning in 2007. This would have cost more than \$1.5 million for the current plan with significantly increasing amounts required each year. To reduce the funding requirement to \$1.4 million annually for seven years, the Staff Pension Plan will be amended to provide for a benefit based on a "career average formula" instead of the "high five" years.

All scheduled pay increases for

Full-Time Officers in the next triennium are suspended, but the increase for January 1, 2007 is budgeted. The pay increases may be released, in whole or partially, by the Titled Local Officers.

The union's finance policies were revised to increase mileage for non-full time personnel from \$.30 to \$.40 per mile and to allow the Titled Officers to authorize donations up to \$5,000.

There is no increase in Local dues which will remain at 2 percent of gross wages. ♦



# Pineapple Industry Update: Del Monte Fresh Del Monte Kunia show pride, resilience

Despite the unexpected announcement of the immediate closure of Del Monte in Hawaii on November 17, workers showed up to work the next day with a positive attitude. They worked hard and supported each other, keeping their spirits up—even though many knew it would be their last day of employment with Del Monte (left, top and bottom; below).



One day after the closure was announced Del Monte had already instructed workers to start plowing under fields that it did not intend to harvest. Despite Maui Pineapple Company's show of interest in harvesting the fruit, by mid-day rows and rows of pineapple were plowed under.



The ILWU arranged for state agencies to provide information to Del Monte workers on November 29-30 about job search, job training, and unemployment benefits.

*If you are a Del Monte worker and have any questions about the layoff, your benefits or transitioning to another job, please call the ILWU at 949-4161 and ask for Social Services Coordinator Joanne Kealoha or Business Agent Brandon Bajo-Daniel.*



Del Monte workers have already been participating in job training and other classes. Pictured above are students in the diploma class: (l-r) Bella Tolentino, Aguida Rivera, Sheila Alapati (instructor), Gregoria Padilla, Ahmel Bracerros, Virginia Garo, Darlina Gumayagay, Remy Sagocio, and Lilia Guira.



# Union Political Action

## Hawaii and national election results

**Union Political Action did very well in Hawaii. Our Congressional Delegation is stronger than ever with Daniel Inouye, Danny Akaka, Neil Abercrombie, and the newly elected Mazie Hirono.**

There was no change in the State Senate with 20 Democrats and 5 Republicans. A previously Democratic seat held by Brian Kanno went to Republican Mike Gabbard. But this was offset by Democrat, Jill Tokuda, winning the seat previously held by Republican Bob Hogue.

In the State House, the Democrats picked up two additional seats for a total of 43 members, while the Republicans lost 2 seats and are down to just 8 members in the House.

The only bad result of the elections was the strong showing of Republican Governor Linda Lingle with 61.7% of the vote. Lingle had 20 times more money than the Democratic challenger Randy Iwase, with \$6.5 million in campaign funds compared with Iwase's \$330,000. Lingle's campaign ads ran constantly on radio and television before the General Elections, and she took credit for everything good that ever happened in Hawaii.

ILWU endorsed candidates on the county levels also did well.

**Democrats win big**

The overall results in this year's

state legislative races across the nation show a dramatic rejection of the Republican brand of government and a swing toward the Democrats. In races for state Senate, which usually undercount urban areas, the Democrats went from a 48 percent minority to a 51 percent majority; in state House races, they went from 49 to 55 percent of all seats. Prior to the election, Republicans controlled 20 state legislatures, the Democrats 19, and ten were split between House and Senate (Nebraska's legislature is non-partisan). After the election, Democrats controlled 23, Republicans 15, and eleven were split.

Democrats also won 6 more governorships and hold a 28 to 22 majority of state governors. In the US Senate, Democrats added 6 senate seats to gain a majority of 51 to 49 (includes independents who will caucus with the Democrats). In the US House, Democrats took away 29 seats from the Republicans for a 233 to 202 majority (In Florida District 13, the Republican is certified as the winner but that is being challenged in the courts. Technically, the seat is still undecided). ♦

### TWIC problems—continued from page 3

tives; there is no procedure for removing names; many terrorists are unknown and not on the list; it would be a financial burden on small tour boat operators, cruises, whale watching, etc.; Customs and Border Protection does not require similar background checks for foreign port workers under the C-TPAT program; the cards don't make sense for hula dancers and musicians playing dockside for a cruise ship; it would hinder emergency access required by utility crews and first responders;

Homeland Security doesn't have the budget, staff, and planning to implement the program; the web based update system used by the cards are vulnerable to hacking; and on and on.

The large number of excellent and appropriate comments opposed to the TWIC program would cause any rational person to step back and take a reality check. Unfortunately, the Bush Administration will most likely "stay the course" with the flawed TWIC program. ♦



Local 142 longshore leadership met to receive an update on port security issues on November 17, 2006 at the ILWU hall in Honolulu.



ILWU members campaigned for and elected new legislators like Karl Rhodes, (with sunglasses) pictured above picketing in support of Pacific Beach Hotel workers' fight for a fair first contract.

### Democratic gains: state legislatures, governors, US Congress

State Legislatures	2006	2007
Democrats	19	23 +4
Republicans	20	15 -3
Split	10	11 +1
Nebraska (non partisan)		
Governors	2006	2007
Democrats	22	28 +6 [adding CO, OH, NY, MA, MD, AK]
Republicans	28	22 -6
US Senate	2006	2007
Democrats	45	51 +6 [adding MT, MO, OH, PA, VA, RI]
Republicans	55	49 -6
US House	2006	2007
Democrats	202	233 +31
Republicans	232	202 -30
Independent (VT)	1	

<http://www.ncsl.org/statevote/StateVote2006.htm>



Unit 4406 - The Honolulu Advertiser member Gordon Young "sign-waving" in support of Senator Daniel Akaka. Union members played an important role in getting Akaka re-elected to the US Senate.