



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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ADDRESS LABEL

Hawaii longshore members raise their hands as they vote to approve a historic agreement which puts them ahead of the ILWU West Coast longshore for the first time since the industry was unionized. Hawaii fought for many years to achieve parity with the West Coast and has always played catch up to match the Mainland wages and benefits.

Hawaii longshore breakthrough

Hawaii's basic longshore and wharf clerk members approved separate 6-year agreements which maintain and improve benefits and increase wages by \$5 an hour over the life of the agreement.

For the first time, the wages of Hawaii longshore members will jump ahead of the West Coast. In the past, the agreement between the ILWU on the West Coast and the Pacific Maritime Association set the pattern, and Hawaii longshore would seek the same increases. In this negotiations, the West Coast will get the same hourly increase, but those increases come near the end of the contract, while Hawaii's increases start from the beginning.

Wage differentials for skilled classifications will increase by an additional one dollar by the end of the agreement.

Longshore employers will continue to provide fully paid medical and dental benefits for active workers and retirees.

Improvements were made in a number of benefit areas. The years of service required to earn five weeks of vacation was reduced to 17 or more years, and 22 or more years will earn

six weeks of vacation. Group life insurance will increase to \$75,000. Funeral leave will be extended to include stepchildren.

Pension windows were created to encourage earlier retirements. Workers aged 59-1/2 to 62 retiring between August 1, 2009 and January 31, 2010 will receive a pension benefit of \$165 times their credited years of service not in excess of 37 years.

Another window from August 1, 2012 and January 31, 2013 will provide a benefit of \$170 times their credited service not in excess of 37 years for workers 59-1/2 to 62.

The wharf clerk agreement also made an important breakthrough in protecting their jurisdiction and work. Night differentials were also increased.

Hawaii longshore chair Nate Lum credits a strong, hard working union negotiating committee and the solidarity of the longshore grouping for the good settlement. "Everyone's on the same page now. We respected each other's jurisdiction and stayed united as a group."

Members of the basic longshore union committee were: Wesley Furtado, Nate Lum, William Haole IV, Dustin Dawson, Kimo Brown, Nelson Rita, Samuel Kaaihue, and Raymond Carvalho.

Negotiations have started with Young Brothers and with the longshore maintenance shops, container yard, and container freight station.

Vote "No" on Constitutional Convention

On absentee ballots and on November 4, 2008, Hawaii voters will be asked whether the state should hold a Constitutional Convention.

The ILWU urges a "NO" vote on this issue. There is no need for a Hawaii State Constitutional Convention at this time. A survey by OmniTrak Group found that 78 percent of Hawaii's voters would have nothing new to propose to the Constitution. In other words, the Constitution is working as it should and nothing major needs to be fixed.

A Constitutional Convention would be expensive. Delegates would have to be selected from all parts of the state. They would have to be informed and educated about

the more complex issues. Delegates would have to be paid for the months of meetings required. Estimates of the cost range from \$10 million to \$20 million.

If necessary, the Constitution can always be changed by the State Legislature with the approval of the voters. About 71 percent would prefer this less costly method of making needed changes to the Constitution.

There is a danger that a small minority of delegates could tie up the convention on emotional and moral issues which do not belong in a legal document like the Constitution.

For these reasons, the ILWU urges a "NO" vote on holding a Constitutional Convention.

Vote "Yes" on Honolulu rail system

Oahu voters will vote on four charter amendments in the General Election. One amendment will be whether to move forward on the mass transit system for Honolulu. The amendment will ask: "Shall the powers, duties, and functions of the city, through its director of transportation services, include the establishment of a steel wheel on steel rail transit system?"

The ILWU urges a "YES" vote on the rail system. Steel rail is a tried and tested system with the lowest long-term maintenance cost. Noise levels can be

reduced by design and new technology.

Rubber wheels and magnetic levitation would be far more expensive to maintain and operate. An elevated bus system would not be adequate to handle future increases in passenger loads.

The federal government will pay \$900 million of the cost of construction, estimated at \$3.7 billion.

This is a project which will take many years to complete. The project will provide jobs and stimulate the local economy. The current economic situation should not be a reason to delay.

Political Action

General Election Recommendations

Make your vote count for working families! Support your union's recommendations in the General Elections this November 4, 2008. ILWU members and families are urged to vote for those candidates listed below. Cut out these lists and keep them in your wallet as a reminder when you vote.

Your Political Action Committee made these recommendations after interviewing the candidates, studying their voting records, and asking them if they would support issues important to working families. Some of these issues included support for workers compensation and the right of workers to unionize.



Hawaii Division • ILWU Endorsements General Election • Tuesday, November 4, 2008

- U.S. President Barack Obama, U.S. Vice President Joe Biden, U.S. House Mazie Hirono, State Senate 1 Dwight Takamine, Mayor Billy Kenoi

State House

- 1 N. Hilo-Hamakua Mark Nakashima, 3 South Hilo, Keaau Clifton (Clift) Tsuji, 4 Puna Faye P. Hanohano, 6 Kailua-Keauhou Denny Coffman, 7 N. Kona-S. Kohala OPEN

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



Maui Division • ILWU Endorsements General Election • Tuesday, November 4, 2008

- U.S. President Barack Obama, U.S. Vice President Joe Biden, U.S. House Mazie Hirono, State Senate 5 Kapalua, Lahaina, Kihei Roz Baker, 6 Hana, Upcountry, Lanai J. Kalani English

State House

- 9 Kahului-Paia Bob Nakasone, 10 West Maui Angus McKelvey, 11 South Maui Joe Bertram, 12 Upcounty Kyle Yamashita

Board of Education

- 1st Dept. Hawaii Herbert S. Watanabe, 7th Dept. Kauai Maggie Cox



Kauai Division • ILWU Endorsements General Election • Tuesday, November 4, 2008

- U.S. President Barack Obama, U.S. Vice President Joe Biden, U.S. House Mazie Hirono, State Senate Gary Hooser, Mayor Bernard P. Carvalho Jr.

Board of Education

- 1st Dept. Hawaii Herbert S. Watanabe, 7th Dept. Kauai Maggie Cox



Oahu Division • ILWU Endorsements General Election • Tuesday, November 4, 2008

- U.S. President Barack Obama, U.S. Vice President Joe Biden, U.S. House Dist 1 Neil Abercrombie, U.S. House Dist 2 Mazie Hirono, 43 Ewa Beach-West Loch Kurt Fevella, 44 Honokai-Nanakuli Karen Leinani Awana, 45 Waianae Maile S. L. Shimabukuro, 46 Kahuku-N Shore Michael Magaoay, 47 Haiku-Kahului Jessica Wooley, 51 Waimanalo Chris Kalani Lee

State Senate

- 12 Iwilei-Waikiki Brickwood Galuteria, 21 Ko Olina-Kaena Colleen Hanabusa, 23 Kahuku-Kaneohe Clayton Hee

State House

- 17 Kalama-Hawaii Kai Amy Yukiko Monk, 19 Kaimuki-Waiialae Michael (Mike) Abe, 20 St. Louis Hts.-Palolo Calvin K. Y. Say, 23 Waikiki-Kakaako Tom Brower, 24 Manoa Isaac W. Choy, 27 Liliha-Puunui Sesnita Der-Ling Moepono, 29 Kalihi-Sand Island Joey Manahan, 35 Waipahu Henry James C. Aquino, 36 Pearl City-Palisades Roy M. Takumi, 38 Mililani-Mililani Mauka Marilyn B. Lee, 40 Makakilo-Kapolei Sharon E. Har, 41 Waipahu-Waikele Jon Riki Karamatsu, 42 Waipahu-Ewa Rida T. R. Cabanilla Arakawa

OPEN ENDORSEMENT:

An "OPEN" endorsement means that the union has no recommendation for any candidate and members may vote as they choose. "No" means no support or vote for that candidate.

More reasons to vote NO on a Constitutional Convention

- Most of the public have nothing new to propose or change in our State's Constitution. This says the Constitution is working as it should and there is no need for major changes. A Constitutional Convention would be a waste of time and money. We would have to elect delegates; it would take months of meetings; delegates would have to be paid for their time; and the delegates would have to be educated about the issues. It could cost \$10-20 million or more. A small minority of people do want to make changes to the Constitution, but some of these are special interests which could threaten Hawaiian rights, civil rights, and workers' rights. The Legislature can always propose amendments to the Constitution which would be on the ballot for voter approval. This would allow for more discussion, debate, and an informed decision.

Other ILWU endorsed candidates

The ILWU Local 142 Political Action Committee endorsed the following candidates who will not appear on the General Election ballot. They are (Senate): Josh Green, Clarence Nishihara, Robert Bunda, and Mike Gabbard; (House): Jerry Chang, Clifton Tsuji, Bob Herkes, Joe Souki, Mele Carroll, Hermina Morita, James Tokioka, Roland Sagum, Lyla Berg, Scott Nishimoto, Scott Saiki, Della Belatti,

Sylvia Luke, Karl Rhoads, John Mizuno, Glenn Wakai, Blake Oshiro, K. Mark Takai, Ryan Yamane, Marcus Oshiro, Ken Ito, and Pono Chong.

Empty rectangular box for candidate information.

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Editor: Mel Chang

The next Local 142 Executive Board (LEB) meeting is scheduled for Dec. 18-19, 2008, in Honolulu at the ILWU building on 451 Atkinson Drive. The meeting begins at 10:00 a.m. on December 18. ILWU members are welcome to attend as observers.

Collective Bargaining

Sheraton Princeville Kauai gets first ILWU contract

Employees at the Princeville Resort on Kauai's North Shore recently voted overwhelmingly in favor of their first union contract. Just a few months earlier, in December 2007, Princeville Resort employees voted in a federally-supervised election to unionize with the ILWU Local 142

PRINCEVILLE, Kauai—The union contract was completed just in time to provide workers with job security, seniority rights, and medical benefits while the hotel closes for a seven month face lift.

The renovation of the Princeville Resort was planned long before the union election last December. The hotel is scheduled to close in late September 2008 and reopen in April 2009. The hotel will be re-branded as the St. Regis Princeville, part of the Starwood Hotels & Resorts Luxury Collection.

"This contract provides strong protection for the jobs and seniority of the Princeville Resort members," stated ILWU Kauai Division Director Clayton Dela Cruz. "In addition, medical benefits for these members will continue during the closure. It was very important to negotiate these protections for our members to help them during these tough economic times."

Back pay to July

Princeville Resort employees received a pay increase retroactive to

July 1 of this year. Effective October 12, non-tipping workers will receive wage increases of \$1.35 per hour and as high as \$2.76 per hour compared to their June wages.

For tipped workers, wages will increase by 30¢ to 75¢ per hour compared to their June pay. Most tipped workers will also enjoy increased vacation benefits and the ability to receive three times their hourly wage for working on holidays.

"Our negotiating committee worked very hard to get pay and benefits to the highest levels on the island," stated Business Agent Michael Machado, the ILWU spokesperson in negotiations. "In addition to a substantial wage increase upon reopening, Princeville Resort workers in non-tipping jobs will receive raises every six months totaling 14% over the life of the contract. Tipped workers will receive an additional 30¢ an hour."

Job rights are protected

"We were also able to protect current full-time and part-time employees so they won't lose their



Photo by Michael Machado

Members of the Princeville union negotiating committee worked hard to represent all departments and all classifications of workers at the hotel. Clockwise from left: Scott Bacon, Toppo Miyashiro, Bret Kykhouse, Ron Clough (organizer), CJ Fu, Tracy Takano (ILWU Intl Representative), Makana Bacon, Mila Pauletto, Chad Pacheco, Jack Pommeraning, Ua Hashimoto, Cathy Llego, Ardie Constantino, and Randy Murata.

seniority and benefits during the closure and during any slow period that may occur immediately after the reopening.

Employees win because their jobs,

benefits, and rights are improved and secured; and the new St. Regis Princeville wins because this hotel will open with a top-notch, skilled and trained workforce," said Machado.

Hilton Waikoloa Village wins 17% increase

A new five year agreement between the ILWU and the Hilton Waikoloa Village Resort on the Big Island will increase wages, maintain benefits, and clarify the language in a number of contract sections.

With over 800 ILWU members, the Hilton Waikoloa Village is the largest and most important employer on the Big Island.

Richard Baker Jr. and Corinna Salmo served as co-spokespersons. Members of the committee included Steve Hoffmann, Freda Ezzo, Jun Ignacio, Mark Liebl, Wesley Martinez and Orrin Honda. Also present was Isaac Fiesta.

The new contract will increase wages for non-tipping workers every six months for a total of 17 percent. Tipping workers will receive increases every year for a total increase of 7 percent.

The job titles of lead workers will be changed by dropping the term "supervisor." This change more clearly and correctly identifies these workers as members of the union and not part of management.

The hotel will increase contributions to the pension plan and will continue to pay 100 percent of the

cost of the health and welfare plan. Full-time and part-time employees do not pay for their medical or dental coverage.

In 2013, Martin Luther King Day will be added as an additional holiday.

Bell portage for handling baggage of newly contracted tour or group movements will increase to \$3.00 for each check-in and \$3.00 for each check-out. In 2010, the portage will increase to \$3.50 and in 2012, the portage will increase to \$4.00.

Room delivery charges for newly contracted groups will give bell workers \$1.00 for items left at the door and \$2.50 for items left in the room.

Housekeepers will receive a premium of \$1.75 for rollaway beds starting in 2011. It will increase to \$2.00 in 2012.

Food and beverage service charges were also improved.

Foodland members approve new statewide agreement



Membership meetings were held at 24 Foodland stores on all islands to give workers a full report on the tentative agreement and an opportunity to vote on the contract. The meetings were held over four days from Sept. 25 to 28.



Business Agent Karl Lindo (right) thanked the rank-and-file negotiating committee for working very hard in representing the membership's proposals and issues very well. Lindo also recognized and gave credit to the company for listening to the committee's concerns and working in good faith to reach a fair agreement for both parties. "We hope to continue to build on this working relationship in the future," said Lindo.

Your Union Contract

You're not alone—your right to union representation

As a union member, you have the right to ask for a union representative in any disciplinary meeting with management.

Weingarten Rights refers to the U.S. Supreme Court decision that an employee has a right to a union representative during an investigatory interview which might lead to disciplinary action. **The employee must ASK for representation!**

Rule 1. The employee must make a clear request for a union steward before or during the interview and cannot be punished for making this request.

a. This includes phone calls from the boss.

b. This covers any line of questioning which you believe may lead to discipline.

c. The company can bring in any union steward. You can not request a specific person such as the business agent.

d. The boss is under no obligation to tell you about the right to have a steward present. You have to know your right and ask to use it.

Rule 2. After the employee makes

the request, management must:

a. Grant the request and stop questioning until the union steward arrives and has a chance to talk privately with the employee; or

b. Deny the request and end the interview; or

c. Give the employee a choice of: (1)

continuing the interview without representation or (2) ending the interview.

Rule 3. If management denies the request for a union steward, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. Management may not discipline the employee for such a refusal.

Rule 4. Once management grants the request and a union representative is present, the employee must then answer the questions truthfully.

Role of union steward

What should you do if you are the union steward called into a disciplinary meeting?

You should first ask to speak privately with the member to find out as much as you can about the situation.

As soon as the meeting resumes and before management starts asking questions, you should try to get as much information from management as possible. Ask management what the meeting is all about, why they are questioning the member, what kind of discipline might be involved, etc.

When management asks a question which could get the member in trouble, you should interrupt and ask the member if they understand the question. You could rephrase the question so the member knows exactly what it means.

If the member starts to say too much, gets angry, or begins to lose their self-control, you should interrupt and ask for a private talk with the member.

You should take detailed notes of everything said by both management and the member.

What to Say if Management Asks Questions That Could Lead to Discipline

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions."

Where to get help, who to call when you lose your job

ILWU union contracts provide important rights and benefits to members in the event of an extended or permanent layoff. Depending on your contract, some of these rights and benefits include:

- Layoff in order of seniority;
- Bumping rights or displacing less senior workers in a layoff;
- Recall rights by seniority when the company needs to rehire workers;
- Severance or separation pay;
- Cash out of saved vacation;
- Vesting of pension benefits.

Whenever a company informs the union about a layoff, the ILWU will automatically call meetings to inform members of their rights.

If the layoff involves only a few people, the company may not tell the union. In these cases, you should inform your unit officers ILWU or business agent as soon as possible.

Help is available

The ILWU will also inform you about help available from the government and private agencies.

Following are some of the benefits available from the state, federal, and county governments:

- 60 days advance notice if the layoff involves 50 or more workers;
- Unemployment insurance up to 26 weeks;
- Extended unemployment, retraining; moving and relocation

allowance; and health care credit may be available under Trade Adjustment Assistance;

- Income subsidy for older workers may be available under Alternate Trade Adjustment Assistance;
- Continued medical coverage under COBRA (but you pay the full cost);
- Medical coverage for your children (there is an income eligibility requirement but no asset test);
- Help with job search and placement;
- Retraining for a new job and adult basic education;
- Financial assistance and food stamps.

Social Agencies

Non-government social agencies also provide assistance to laid off workers.

- Labor's Community Services in partnership with the United Way;
- Consumer credit counseling.
- Food Bank;
- 211 information and referral service;
- Red Cross;
- Alu Like.
- Catholic Charities.

Booklet Available

These benefits and services are described in a "useful information" booklet produced by the ILWU. You can get a copy by calling your Division Office or Joanne Kealoha at 808-949-4161.

Examples of employment and training services available on Maui

Employment and Training

Worksource Maui (phone 984-2091)—These are State run one stop centers for employment and training in each Division. Learn job search skills, get job training, job placement, and on-the-job training. Services are free to workers who are laid off.

Maui Economic Opportunity (phone 249-2970)—This is a nonprofit organization which offers employment and training services to low-income residents, immigrants, farmworkers, and the elderly.

Unemployment Insurance

State unemployment insurance provides up to 26 weeks of financial assistance to qualified, unemployed workers. You must actively look for work to receive a weekly payment. This usually means applying for at least 3 jobs each week. It's to your benefit to take a part-time or temporary job. If you are denied benefits or have any problem, call the ILWU for help.

Education

Maui Community School for Adults (phone 873-3082)—Earn your high school diploma, get basic literacy skills, learn English or how to use a computer.

Maui Community College—credit and noncredit courses.

Medical Coverage

Spouse—If your spouse is employed, try to get covered by your spouse's plan. You may have to pay an additional charge.

COBRA—Federal law requires your former employer to offer a medical plan for up to 18 months or 36 months for your dependents. However, you must pay the full cost of the plan and an additional 2% for administration costs.

Med-Quest and State Children's Health Insurance—The State provides a health insurance plan for children if your family income is within the federal guidelines for your family size.

Financial help & Food Stamps

Welfare and food stamps are available from the State Department of Human Services based on family income and assets.

Consumer Credit Counseling

This nonprofit organization (phone 242-8399) helps you budget and manage your finances. They can help consolidate your debts and work out a payment plan with your creditors.

Call the ILWU for help or more information.

The Economy

NLRB slams HTH for violations of law

A long awaited decision by the National Labor Relations Board has brought Pacific Beach Hotel workers one step closer to justice.

The labor board's Region 20 director issued a complaint against HTH Corporation on August 29, 2008, charging the company with numerous and serious violations of US labor law. HTH owns the Pacific Beach Hotel in Waikiki and the Pagoda Hotel on Rycroft Street, mauka of the Ala Moana Center.

The 33-page document contains a long list of charges which details

unlawfully firing and discriminating against employees for their union activities; refusing to bargain in good faith with the ILWU; making unilateral changes in working conditions without bargaining with the union; unlawfully interfering with the right of employees to form and support a union; making overly restrictive house rules to discourage union activities; and illegal surveillance of employees.

Hearings before an NLRB administrative law judge are scheduled to begin on November 4, 2008, at the Prince Kuhio Federal Building in Honolulu.

The Hawaii NLRB will present its case and will also seek an injunction which will require HTH to immediately comply with the law, even if the company appeals to the National Labor Relations Board in Washington D.C.

HTH has appealed similar charges by the NLRB in 2002 and 2005. The NLRB rejected the appeals.

By willfully delaying the process, HTH management has shown no respect for the law or regard for the rights of its employees.

This bad behavior of HTH owners is why the ILWU has urged Japan and the Hawaii community to boycott the Pacific Beach and Pagoda hotels.

As consumers, we can choose where to spend our money. Until HTH Corporation shows it will obey the law, we should refuse to stay at either hotel or eat at any of their restaurants.

Boycotts: social justice through peaceful means

Boycotts are democratic, peaceful, and a respected form of protest

All of us are consumers and we are free to choose where we spend our money. We can choose to support a cleaner environment by buying goods made from recycled materials. We can choose to support Hawaii farmers by buying local produce. We can choose to support justice for workers by not giving our business to bad employers such as the Pacific Beach Hotel.

The practice of **boycotting** got its name from a British land agent, Captain Charles Cunningham Boycott (1832-97). Irish tenants on the estate of Lord Erne in County Mayo asked for rent reductions and

refused to pay their full rents. Mr. Boycott ordered their eviction from their farms and homes in 1880.

Irish nationalist leader, Charles Stewart Parnell urged everyone to refuse all communication with Mr. Boycott and to avoid any dealings with his family. The policy was successful and Mr. Boycott was forced to give up the evictions and leave. The practice of not communicating, supporting, or cooperating with a person or company became known as boycotting.

Famous boycotts in our times

Colonial America - 1770: Refusal to buy British goods. After the British imposed taxes on tea and other imported goods to the American colonies, the colonists responded by refusing to buy British goods or deal with local merchants who sold British goods. The boycott decreased British trade, and in 1770 most of the British Acts were repealed.

Mahatma Gandhi - 1930: March to the Sea: In March 1930 Gandhi led a boycott of commercial salt. He encouraged Indian people to defy the

British colonial government by refusing to buy salt (which had a government tax attached) and instead making their own salt from sea water. These efforts would eventually lead to India's independence from British colonial rule.

Martin Luther King - 1955: Montgomery Bus Boycott: Rosa Parks, a 43-year-old black woman, refuses to give up her seat on a bus to a white person. Her arrest led to a massive boycott by black citizens of the Montgomery public bus system organized by a then relatively-unknown Martin Luther King, Jr. For months, people walked, cycled or shared private cars to get around Montgomery. The boycott helped end segregation and discrimination against blacks and the movement for civil rights expanded across the United States.

Cesar Chavez - 1960s: Grape Boycott: Boycotts organized by Cesar Chavez and the United Farm

Workers Union brought attention to the plight of migrant workers who tried to organize into unions to improve their conditions. Grape growers were ruthless in opposing the workers efforts to unionize. American consumers responded by refusing to buy grapes. The boycott ended when growers began to accept the union and signed contracts which improved the conditions of migrant workers.

Nelson Mandela - 1980/90s: Anti-Apartheid Boycotts: Public outrage pressured many nations and companies to refuse financial dealings with South Africa because of that country's racist "apartheid" policy of unequal treatment and keeping blacks separated from white people. The economic pressure led to the collapse of the racist South African government and the abolition of apartheid.

Today, boycotts are used by unions to educate the public about companies that do not deserve our business.

Boycott HTH Corp. Pacific Beach Hotel



Gay & Robinson to quit growing sugar

Gay & Robinson (G&R) on Kauai, one of the oldest sugar companies in Hawaii, announced its intention to quit the sugar business. The rising cost of diesel fuel and a big increase in the cost of fertilizer made it financially impossible for the company to continue to farm sugar cane.

The company plans to expand its hydroelectric operation and is looking into producing energy or fuel from plant material or biomass.

G&R has stopped planting and has laid off 40 workers. The company intends to harvest the present sugar crop which would employ some

workers until 2010.

As workers are permanently laid off, they will receive separation pay as provided under the union contract. There are about 180 ILWU members employed by the plantation.

The ILWU is negotiating with Gay & Robinson over the details of the phase out, what will happen with the plantation housing, and the company's plans for the future.

While the arrangements have not been finalized, both Gay & Robinson

and Pacific West Energy have announced plans to use G&R equipment, mill and sugar lands to produce up to 12 million gallons of ethanol a year from sugarcane.

At this point, there is no timetable on when and even if this would happen. The ILWU is pressing both companies for more information and will keep G&R members informed of any new developments.

Maui's HC&S has no plans to quit sugar.

**unfair to workers
BOYCOTT  times.com**

Membership Services

55th annual ILWU golf at Waikoloa

WAIKOLOA, Hawaii—The Big Island played host to the 55th Annual ILWU Statewide Golf Tournament on August 30 and 31, 2008. Tournament committee members Wally Ishibashi Jr., Corinna Salmo, and Cassius Ching worked hard to make the tournament—which was held at the Waikoloa Beach Course—a success for all participating ILWU members and guests. If you like golf and would be interested in playing in next year’s tournament, call your Division or Business Agent. The tournament is always held on Labor Day weekend.

Top winners

<i>Men's A Flight</i>	<i>Gross/Net</i>
Michael Dela Cruz (Hawaii).....	163/131
Oscar Cabal (Oahu).....	172/134
Apolonio Acidera (Hawaii).....	171/135
<i>The Men's B Flight</i>	<i>Gross/Net</i>
Donny Bruno (Hawaii).....	187/139
Laurence "Ray" Glimberg (Seattle).....	189/149
Michael Johnson (Seattle).....	195/151
<i>Men's C Flight</i>	<i>Gross/Net</i>
Patricio Inocencio (Hawaii).....	190/142
Wayne Napihau (Hawaii).....	192/144
Lindo Matsu (Hawaii).....	197/149
<i>Women's Flight</i>	<i>Gross/Net</i>
Suzanne Tamashiro (Hawaii).....	189/145
Paula Trask (Oahu).....	191/153
<i>Guest Flight</i>	<i>Gross/Net</i>
Peter Burns (Oahu).....	177/139.



Hawaii Division’s Suzanne Tamashiro (left, with Division Sports co-coordinator Wally Ishibashi Jr.) was the top Women’s Flight winner, taking both the Overall Low Gross with a two round total of 189 and Overall Low Net with 145.



Hawaii Division also swept the Men’s Category with winner Michael Dela Cruz’s Overall Low Gross score of 163 and Overall Low Net score of 131. Dela Cruz accepts his trophy from Division Sports Co-coordinator Corinna Salmo.

2008 Bouslog Scholars

Congratulations to this year’s winners of the Harriet Bouslog labor scholarships.

Catherine A. Bala, a graduate of Honokaa High School, will be attending University of Hawaii-Hilo. Catherine is the daughter of Roseller who is an ILWU member at the Hapuna Beach Prince Hotel and Editha Bala.

Kapeka S. Estrada, a graduate of Hilo High School, will be attending the UH-Hilo. Kapeka is the daughter of Felix Estrada who is an ILWU member at HITCO.

Brice Murayama, a graduate of Kamehameha Schools Maui, will be attending the UH-Hilo. Brice is the son of Glenn, who works for Maui Pine, and Roxanne Murayama.

Jasper-Louise Rivera, a graduate of Baldwin High School, will be attending the University of Hawaii-Manoa. She is the daughter of Lourdes, who works at the Westin Maui Hotel, and Gaspar Rivera.

Kele-Jo K. DeMello, a graduate of Lahainaluna High School, will be attending the UH-Hilo. She is the daughter of Jerrybeth, who is a Maui Division business agent, and Ronald DeMello.

The scholarships come from the generosity of the late Harriet Bouslog, an attorney who worked with the ILWU from 1944 to 1978. Harriet started the scholarship because of her affinity to the union and her desire that ILWU children

would have a chance at a college education. The scholarship is limited to those who are attending the University of Hawaii at Manoa or Hilo (not community colleges or other universities) because she wanted to support and promote the four-year state university program in Hawaii. Harriet has a similar scholarship in her name at Indiana University, her alma mater. More than 150 students have been awarded the scholarship. Among them are those who have become lawyers, university professors, nurses, engineers, etc.

Bouslog sold some of her real estate investments to start a trust which funds the annual scholarships.

The scholarships pay as much as \$8,000 in tuition over 4 years at the University of Hawaii at Manoa or Hilo. Since the program began in 1989 (19 years ago), it has supported the education of over 150 ILWU children with close to \$1 million. The scholarship is open to high school seniors who have a parent or grandparent who is an active or retired member of the ILWU. For more information or an application, call your ILWU Division office. Hawaii - Hilo 935-3727 or Waimea 885-6136; Maui Division - 244-9191; Kauai Division - 245-3374; Oahu Division - 949-4161.

Take a stand and vote



Longshore members Del Bezley (left) and Jesus Salud (second from left) pictured here with KGMB staff, star in a 15 second commercial on Channel 9. The commercial will run 102 times until the General Election. “Unions have given workers many basic benefits we take for granted today. But these things came about only because working people like you took a stand,” says Bezley. Adds Jesus, “You can do your part. Get involved in your workplace and your community. Join a union. And vote.”

TWIC delayed, but still required

The U.S Department of Homeland Security (DHS) has delayed the final compliance date for the Transportation Worker Identification Credential (TWIC) program to April 15, 2009.

Honolulu is tentatively scheduled for compliance on February 12, 2009. Compliance dates for Neighbor Island ports are yet to be determined. However, the Coast Guard plans to give a 90 day notice as soon as compliance dates are confirmed.

Members who need TWIC cards should apply well before this deadline. You can pre-apply online at

<http://twicinformation.tsa.dhs.gov/twicinfo/> or call 1-866-347-8942.

If your application is denied, you have the right to apply for a waiver or appeal the decision.

All workers who require unescorted access to secure areas of ports and vessels are required to go through a security screening and obtain a TWIC card.

It is estimated that more than one million workers including longshoremen, truckers, port employees and others will be required to obtain a TWIC.

Tips on health care billing errors

Check your doctor and hospital bills, especially large bills. If there's anything you don't understand, call your health care provider or health plan.

If you ate at a restaurant and ordered the hamburger dinner, you would question your bill if you were charged for a lobster and a bottle of wine. You should do the same review of your medical bills.

The Medical Billing Advocates of America found 80 percent of hospital bills contained some errors. The errors they found included:

- **Duplicate billing** - charging twice for the same service, drugs, or supplies.
- **Typing errors** - entering incorrect billing codes or dollar

amounts.

- **Canceled work** - charging for a test your doctor ordered, then canceled.
- **Upcoding** - inflating a charge; for example, your doctor prescribed a generic drug, but the bill lists a costlier, brand-name drug.
- **Wrong coding** - doctors and hospitals use codes to identify various services and procedures. Your health insurance plan interprets these codes. You could be mistakenly charged for a procedure which should be covered by your health plan if the wrong code is entered by your doctor or hospital.
- **Inflated operating room fees** -

charging for more time than the anesthesiologist's records show you used or for more time in an operating room than used.

Hospital billing errors are so common that a new business has developed that specializes in auditing your hospital bills. These companies typically charge one-third of whatever they save on your medical bill.

If they save you nothing, you pay nothing. If you have a \$20,000 hospital bill, and the auditors save you \$6,000--you would pay the hospital \$14,000 and you would pay the auditing company \$2,000.

Keep your records

Save everything. Keep your doctor

bills and receipts of payments. Save these records for at least one year. Use a file folder or a small plastic storage container which can protect your papers from water damage or bugs.

When you send a claim for reimbursement to HMA or other health care insurance company, keep a copy of everything you send them. Make a copy of the claim form, the bills from your doctor, and the receipts.

It's a good idea to save all your important papers, such as fire and homeowners insurance, pay stubs, receipts of major purchases and warranties of your appliances.

If you itemize your income taxes, save your receipts of any deductible expenses and donations to charities.

ILWU retirees have fun, stay active at pensioner conference



Hawaii Division pensioners entertain the crowd.



Pensioner conference delegates join in the "chicken dance."



Naalehu and Pahala pensioners combine for a Ka'u kanikapila.



Pensioners enjoy "Casino Bash" courtesy of Hawaii County Parks & Recreation.



First-time delegates Don and Kimi Matsuda with Haruye Ichiki of the Love's Bakery club.



Video "slots" were a hit!



Hawaii Division team cooks for 3,000

The Hawaii Division Political Action Team pulled together under the leadership of Political Action Committee Chairman Wallace Ishibashi to prepare enough beef stew to feed 3,000 supporters of Big Island mayoral candidate Billy Kenoi.

Guided by Chef Arthur Reeves, Unit Chairman for the Fairmont Orchid at Mauna Lani, the team cut 500 pounds of vegetables, and 500 pounds of beef prior to cooking the stew. The event which was held at Hilo's Afook-Chinen Civic Auditorium was held on Saturday, August 2nd and drew an estimated 3,500 attendees.

Arthur Reeves, center, directs the team of volunteers who prepared enough beef stew to feed over 3,000 people for an event in support of union endorsed candidate Billy Kenoi, who is running for mayor of Hawaii County.

Photo by Greg Gauthier

Labor Day Celebrated by All Divisions



HAWAII DIVISION

Big Island - 1,500 union members attended the Labor Day event at the Waimea Community Center on the Big Island. There was bingo for the older folk.



The younger people could try their skill at rock climbing and the kids could fish for prizes. The event was sponsored by the Hawaii State AFL-CIO.



MAUI DIVISION

Maui - 2000 gathered at the Maui Community Center in Wailuku to get together with old friends, eat some ono food, and win some door prizes.



MC Mike Victorino (r) introduced union endorsed candidates Neil Abercrombie, Roz Baker, Mazie Hirono, Joe Souki, Kyle Yamashita, and Joe Bertram.



KAUAI DIVISION

Kauai - frisbee tossing, golf putting, and balloon popping were new games at the Kauai pensioners picnic at the ILWU Hall in Lihue on August 9.



The smiling faces say it all. Kauai retirees know how to have a good time as they get together for their annual picnic.



OAHU DIVISION

Thousands of union members gathered at the Waikiki Shell to enjoy a day of fun and relaxation in honor of the working men and women of Hawaii. Fiji, Iao, the Royal Hawaiian Band, Melveen Leed, Touch of Gold, Kapena (left), Ten Feet, Beach Fire, and Andy Bumatai entertained the crowd at the Shell.



Union members who visited the ILWU booth helped themselves to hotdogs and showed their support for Pacific Beach Hotel workers by signing letters of support.

Working people have the power of an organized vote

Local 142 President Fred Galdones urged union members to use their votes to elect union endorsed candidates.

"The high cost of gasoline; the closing of Weyerhaeuser in Honolulu, ATA, Aloha Airlines, and Molokai Ranch. The layoff of 200 workers at Maui Pine.

"These events remind us that these are uncertain times. These closures and layoffs are the result of global economic forces, and we have little control or power to prevent this from happening.

"But there is one place where working people DO have the power and more control over what happens—and that is on-the-job when workers

are organized into unions.

"Working people also have the power of our votes. Working people are the majority and we could win any election. But this can only happen when workers are organized and united in making their vote count.

"This is why unions have political action committees and why unions endorse candidates who run for public office. These candidates have proven records in support of working people.

"When you vote for your union's recommendations, your vote is organized and gains the collective power of thousands of other union members.

"This is how you make your vote count for working people."

The General Election is November 4, 2008. Employers may be required to give you at least 2 hours time off to vote. Check your contract or call your Division office or Business Agent.

Photos by Dixie Youls

Photos by Michael Machado