



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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Members play a big role in ILWU 142 organizing

By Tracy Takano, International Representative

“One-to-one, worker-to-worker—that’s a big part of how we organize in the ILWU,” explained Wesley Furtado, International Vice President (Hawaii). This approach has worked for our Union over the years, including 2013 when over 500 new members were brought into Local 142 between September and November.

On September 1, 2013, the Andaz Maui at Wailea—a Hyatt brand resort—agreed to card check recognition and a first contract that will give Andaz Maui workers a 14.5% increase over 3.5 years. The Andaz is expected to eventually employ some 400 bargaining unit workers.

“The Andaz was the priority for our organizing in Local 142.” Furtado continued. “It was a brand new hotel built on the grounds of the former Renaissance Wailea Resort—an ILWU unit for many years. We wanted to make sure it continued to be an ILWU house so we could protect the standards we have at the two other Hyatt resorts represented by Local 142.”

Organizers and rank-and-file leaders from many Maui Division units identified Andaz applicants from around the island and signed these workers on union authorization cards. Thousands of family members, co-workers, and friends were contacted. Social media and many new and creative ideas were used to build on the ILWU approach of one-to-one, worker-to-worker.

In Hawaii Division, rank and file members were key in convincing a non-union department of the Sheraton Kona Resort & Spa at Keauhou Bay to organize. On September 6, 2013, Guest Service Agents voted 6 – 2 to join the ILWU in an election conducted by the National Labor Relations Board (NLRB).

On September 10, 2013, the NLRB conducted an election on Oahu for 45 drivers and warehouse workers at Anheuser-Busch Sales of Hawaii. The Anheuser-Busch workers took ownership of this organizing drive; leaders talked to co-workers, signed them up on ILWU cards, set up group meetings—and they won! The vote: 27 - 17.

Another NLRB election, this time for workers at Kaanapali Alii, was held November 20, 2013. Kaanapali Alii is a vacation condominium resort located between two longtime ILWU units, the Westin Maui Resort & Spa and the Hyatt Regency Maui Resort and Spa.

Organizers built a solid core of support through one-to-one contact with the workers, and this support grew stronger



Maui members getting involved! Westin Unit Chair Mike Bunyard and Hyatt Chair Steven Lee organized support for Kaanapali Alii workers. From left: Zenaida Andaya (HC&S) and Westin members Adeline Castillo, Erlinda Magbual, Josie Leano, Josie Macapugay, and Alex Ajolo.

as ILWU members who are family and friends of Kaanapali Alii employees urged them to “go union.” On election day, leaders and members from the Westin and Hyatt turned out to hold signs encouraging a “yes” vote. The 75 Kaanapali Alii workers responded, voting 49 - 22 for the ILWU.

In spite of these victories, organizing is tough. Most workers seeking to join a union in this country face an uphill battle

made even more difficult by weak labor laws. But one-to-one, worker-to-worker contact—especially by members who can talk firsthand about the ILWU—goes a long ways towards countering the fear and intimidation faced by many non-union workers. If you’d like to help a friend or family member to gain the strength and protection that comes from an ILWU contract, contact your Division office and speak to an organizer.

Maui Toyota ratifies new contract

KAHULUI—Maui Toyota is the only Toyota dealership on the Island of Maui. The dealership sits on the main highway (Hana Highway) in Kahului. It is a family run business headed by owner Damien Farias Sr. With no line of credit, Farias began the business by having to pay for new Toyotas one-by-one for his inventory, then flying each over to Maui in an old DC-3 from Honolulu. The dealership has been in business since 1978, and employs

nine ILWU members.

The ratification was held January 21, 2014, at the dealership and the memorandum of agreement (MOA) was approved overwhelmingly. The duration of the new contract is four years with a 3% wage increase retroactive to October 1, 2013. There is a provision for a reopening of the contract in 2015 and 2016. The reopener clause is limited to the reconsideration of wages and one

unspecified item. Depending on future health care costs, the company may be exploring the option of participating in the ILWU Local 142 (General) Health & Welfare Trust.

Members of the negotiating committee are as follows: Spokesperson and Maui Division Business Agent Cyrus Kodani, Steward Brian Bland, and Local Vice President Teddy Espeleta.

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The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on March 14, 2014, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

Negotiations Report

1,200 Grand Wailea workers have better working conditions, make pension and premium gains

WAILUKU—The Grand Wailea ILWU negotiating committee met on January 3, 2014, at the ILWU Hall on 896 Lower Main Street in Wailuku to review and check the new contract for any errors before sending it for signature by the union and the company. The union committee makes sure the new contract correctly contains all the agreements made during negotiations and no other section of the contract has been omitted or altered.

There have been cases where management or their attorneys have changed the language or left out sections of the contract without talking about these changes with the union. It has long been standard practice for the union's negotiating committees to compare every word of the new contract with the old contract to make sure every section of the contract is correct.

The Grand Wailea Resort is located adjacent to Wailea Beach on the southwest coast of the Island of Maui. There are 780 guest rooms and suites with private balconies and sitting areas. The hotel features a water complex with nine interconnected saltwater pools. The hotel was built in 1991 and employs almost 1,200 ILWU members.

The ratification was held December 6, 2013, at the Hotel and the memorandum of agreement (MOA) was approved overwhelmingly. The duration of the new contract is five years with a 6.5% wage increase over the duration. The union made substantial improvements in work conditions. Other improvements include a substantial increase in the contributions



Members of Grand Wailea, including Tanya Leong, Steward Heidi Namauu, and Jonathan Baker (left) now have a new 5-year contract that runs from April 1, 2013 to March 31, 2018.

The Unit 2520 - Grand Wailea union negotiating committee: (sitting, l-r) Kenneth Hunt, Adrienne Tsukiyama, and Valerie Salmon; (standing, l-r) Local President and spokesperson Donna Domingo, Business Agent Stephen West, Haren Soril, Nicole Scida, Perly Manlansing, Alex Garcia, Lei Sato, Robert Apo, Henry Oandasan, Merlina Valdez, and Dickson Manzano. Not pictured: Venessa Bautista and Kimberly Javier.

to the pension plan and increases in premiums for tour services and valet service charges. This is significant as there is no self-parking on the property. All guest vehicles must use the valet service. The company agreed to participate in the ILWU Local 142 (Hotel) Health & Welfare Trust. This will add an estimated 1800 participants to the Trust.

Negotiating committee members are: Committee and Unit Chair Robert Apo, 1st Vice Chair Helene "Lei" Sato, 2nd Vice Chair Merlina Valdez, Unit Treasurer Perlita "Perly" Manlansing, Unit Secretary Kenneth Hunt, Grievance Chair Nicole Scida, Venessa Bautista, Alex Garcia, Kimberly Javier, Dickson Manzano, Henry Oandasan, Valerie Salmon, Haren Soril, and Adrienne Tsukiyama.



New Sack N Save contract ratified by membership

HONOLULU—Sack N Save Foods ILWU negotiating committee met on January 10, 2014, at the ILWU Hall on 451 Atkinson Drive in Honolulu to review and check the new contract for any errors before sending it for signature by the union and the company. The union committee makes sure the new contract correctly contains all the agreements made during negotiations and no other section of the

contract has been omitted or altered.

There have been cases where management or their attorneys have changed the language or left out sections of the contract without talking about these changes with the union. It has long been standard practice for the union's negotiating committees to compare every word of the new contract with the old contract to make sure every section of the



(L-r): Maui Division Business Agent Bobby Andrión, Hawaii Division Business Agent Corinna Salmo, Starr Pascua, Helen Ann Benarao, Wanda Cravalho Logan, Anna Ater, Bob Barrett, Local President Donna Domingo, Oahu Division Business Agent and spokesperson Jose Miramontes. Not pictured: Noah Bennett-Drayer, Loretta Char, and committee Chairperson Gordon Ogawa.



Spokesperson Jose Miramontes, committee Chair Gordon Ogawa, Loretta Char and Bob Barrett at the bargaining table. Negotiations took a little over five months to complete.

contract is correct.

Foodland Super Market, Ltd. operates 32 grocery stores throughout Hawaii under the Foodland and Foodland Farms names. Sack N Save is a subsidiary and sister chain of Foodland and Foodland Farms. The company employs over 200 ILWU members in eight locations statewide.

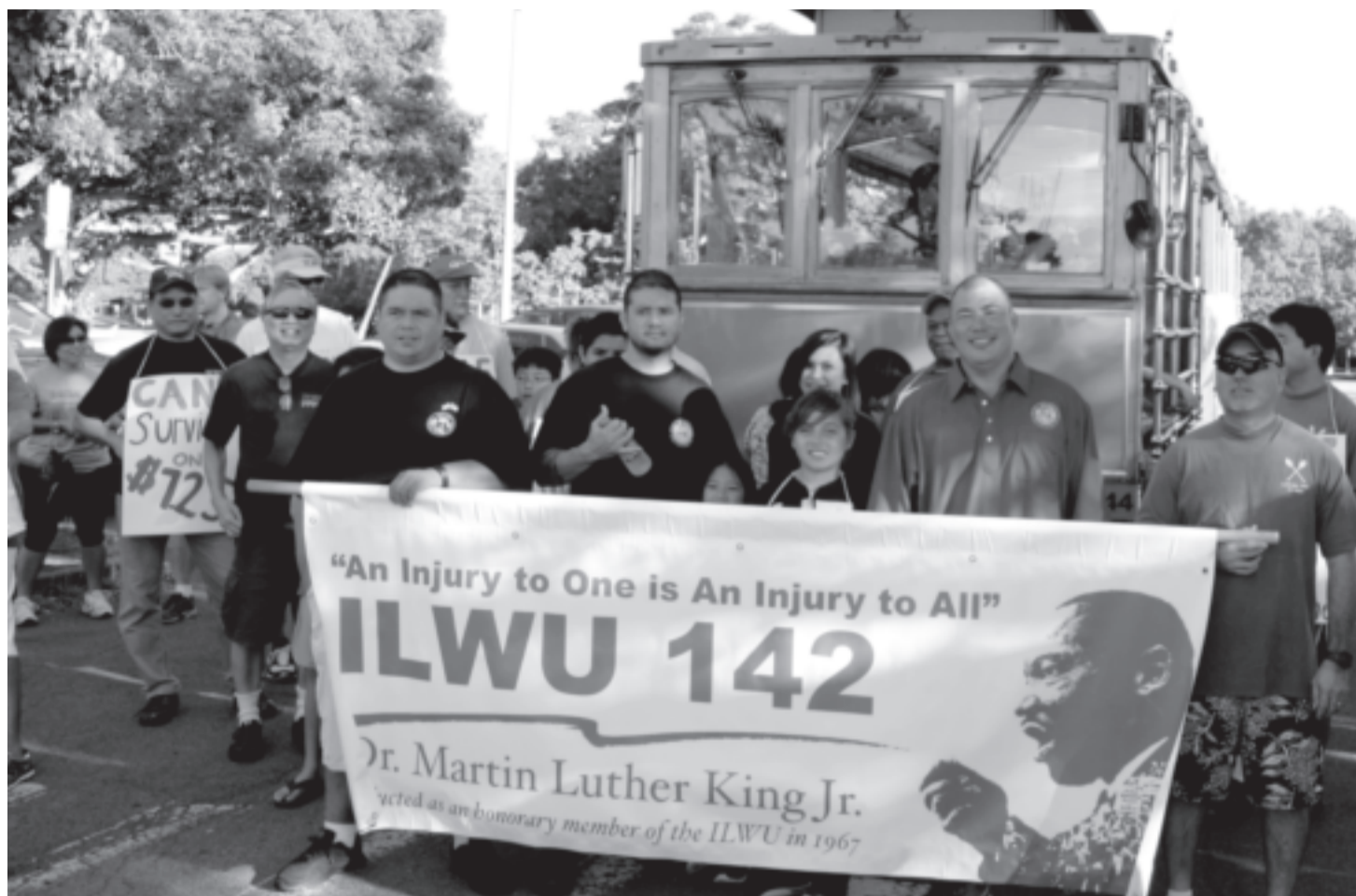
The ratification was held September 6, 2013, at the eight locations statewide and the memorandum of agreement (MOA) was approved overwhelmingly. The duration of the new contract is four years

with a 9% wage increase over the duration. The Union made substantial improvements in benefits. They include the company bearing the full cost of the TDI premiums and Group Life Insurance premiums. Previously, the premiums were shared between the company and the employee.

Among other improvements were a substantial increase in contributions to the pension plan, and the addition of grandparents and grandchildren as family members for the purpose of funeral leave.

Oahu Division honors Martin Luther King Jr.

Honolulu celebrated the Martin Luther King Day holiday with a parade through Waikiki and a rally at Kapiolani Park on Monday, January 20, 2014. ILWU Local 142's Oahu Division again joined the march, which re-affirms the community's commitment to social justice. In past years, ILWU participants held signs in support of workers at the Pacific Beach Hotel. This year, they held signs supporting an increase in the minimum wage.



The Division also passed out candy attached to cards explaining why the minimum wage should be raised and why Hawaii's \$.25 "tip credit" should be abolished (see card at right for explanation).

The holiday honors Martin Luther King, Jr., a Baptist minister from Montgomery Alabama, who was one of the leaders of the civil rights movement to end discrimination against African-Americans. In his later years, King spoke against poverty and the U.S. war in Vietnam.

King was assassinated on April 4, 1968 in Memphis Tennessee, where he was supporting the city's African-American sanitation workers' union strike for equal treatment. In one reported incident, black street repairman received two hours of pay when they were sent home because of bad weather, but white workers were paid for the full day. King was a strong supporter of unions and their goal of creating a better life for working people.

Martin Luther King spoke of the shared goals of the civil rights and labor movements, noting in his December 11, 1961 address to the fourth AFL-CIO national convention that both African-Americans and union members were fighting for "decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children, and respect in the community."

King was named an honorary member of the ILWU in 1967 because of his efforts on behalf of working families and the labor movement. In a speech to the state convention of the Illinois AFL-CIO in 1965, he said, "The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The Captains of industry did not lead this transformation; they resisted it until they were overcome."

Minimum Wage Earners Deserve a Raise

The minimum wage in Hawaii is \$7.25 an hour, last increased seven years ago on January 1, 2007. Hawaii's cost of living is among the highest in the nation, and many workers (including legislators) have received a pay raise, yet minimum wage workers have not. **An increase in the minimum wage is long overdue.**

In 2013, the State Legislature could not pass a minimum wage increase. **Something called a "tip credit" proved to be the stumbling block.**

What is a tip credit? For tipped employees (mostly waithelp), the tip credit may be applied to pay them less than the minimum wage. In Hawaii, the tip credit is 25 cents. For example, if the minimum wage is \$7.25 an hour as it is now, a tipped employee may be paid 25 cents less or

\$7.00 an hour. The federal tip credit is a whopping \$5.12. For states that use the federal minimum wage (currently also \$7.25) as their wage floor, **tipped employees may be paid as low as \$2.13 an hour!**

Restaurant owners and operators are trying to persuade legislators to increase the tip credit if the minimum wage is increased.

That makes no sense at all. Who pays the tips to the employee? Not the employer, who actually benefits from a "subsidy" provided by the tipping customer. And is that tip guaranteed? No, tips are customary but voluntary. There are any number of servers who get "stiffed" every day by customers who do not leave a tip.

As other states and municipalities increase their minimum wage to as much as \$9.32 in Washington state and \$10.55 in San Francisco

(both states with NO tip credit at all), and Congress is considering a minimum wage increase to more than \$9.00 or even \$10.00, Hawaii needs to step up.

Minimum wage earners are not just teenagers working their first job. They are not workers in entry-level positions getting experience to move on to other jobs. They may be working two or three minimum wage jobs just to make ends meet. They spend the dollars they earn and help to boost our economy. They deserve a raise.

Increasing the minimum wage will not make anyone wealthy, but it will allow low-wage earners to have hope for a better life. Contact your legislator and urge them to pass legislation to increase the minimum wage while keeping the tip credit at *status quo*—or eliminating it altogether. Elected officials need to do what's right and increase the minimum wage in 2014!

"There is nothing but a lack of social vision to prevent us from paying an adequate wage to every American citizen . . . There is nothing except shortsightedness to prevent us from guaranteeing an annual minimum and livable income for every American family."

—Dr. Martin Luther King Jr. 1967, "Where Do We Go From Here?"

For more information on raising the minimum wage, visit www.ilwulocal142.org

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Know non-union workers who need help organizing?

The ILWU represents workers in the following industries: transportation, agriculture, tourism, automotive, retail, healthcare, and more! If you know workers at a non-union company who need help securing their jobs and making improvements at their workplace, let your union representative know.

Call the ILWU and ask for the Organizing Department at your Division Office:

**Hawaii (808) 935-3727 • Maui County (808) 244-9191
Kauai (808) 245-3374 • Oahu (808) 949-4161
Hawaii Longshore (808) 949-4161**

VOICE OF THE ILWU

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2014 Legislative Program and Priorities

The economy and promoting Hawaii's industries

Tourism

- Promote compliance with fair labor and employment standards within the tourism industry. No government assistance and/or funds should be given to any entity (i.e., hotel or resort; hotel, condominium rental or timeshare operator, including multi-property operators; or owner of a property or resort) that is in violation of such labor or employment standards.
- Support additional funding for tourism promotion with an emphasis on promoting neighbor island tourism.

Agriculture

- Support legislation, programs and funding to keep HC&S viable as the only sugar company remaining in operation in Hawaii. Such support shall include ensuring available water resources and allowing cane burning as the most viable method to harvest sugar cane.
- Support legislation, programs and funding to keep the pineapple industry viable in Hawaii.
- Support funding for promotion and protection of coffee, papaya, macadamia nuts, aquaculture, and other diversified agricultural products. Support diversified agriculture with financing for research and marketing, packing facilities, low-interest loan programs, etc.
- Support agricultural water development and preservation, maintenance and repair of existing water systems to

ensure availability of adequate water for farming and ranching.

Waterfront

- Support the working waterfront. Any waterfront development must ensure the continued safety and viability of the existing operations for manifested cargo in the Honolulu Harbor area and all other ports.

Improve and enlarge neighbor island port facilities for passenger ships. The State should move forward with construction of cruise ship facilities which are part of the Department of Transportation master plan. Oppose

privatization of harbor facilities.

Oppose state exchange of harbor area lands. Oppose establishment of an appointed Port Authority.

Hawaii industries

- Mandate the State to purchase locally grown produce and locally manufactured products for use at State-run facilities. Encourage contracting with local companies for goods and services, except where local companies do not have the required expertise, equipment or capacity.
- Support "Buy Hawaii First" programs and encourage incentives for local

manufacturing industries and retailers.

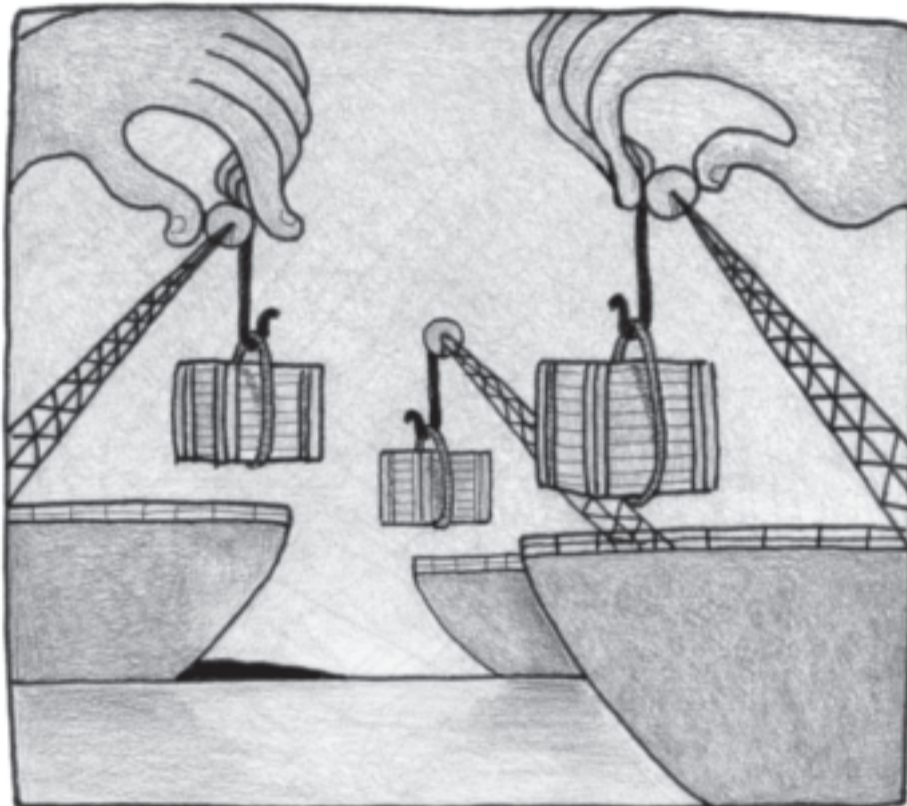
Promote labeling of products made in Hawaii.

Require proper labeling of frozen and thawed bread produced outside of Hawaii to inform the consumer and to promote fresh-baked Hawaii products.

- Oppose the use of "prison labor" because it unfairly competes with the private sector.

New economic activity

- Support necessary infrastructure to keep existing industries viable and encourage development of permanent "export" industries. Develop incentives to encourage new industries which result in a net increase in full-time jobs that pay a living wage and provide good benefits.
- Support legislation to encourage development of new industries in Hawaii that will create more jobs.
- Support legislation ensuring that state subsidies are spent wisely by requiring assessment of the cost-effectiveness of tax incentive programs. If promised outcomes are not delivered, subsidies should be refunded to the State.
- Support authorization by Counties to decide on legalizing gaming.



Infrastructure, natural resources, and the environment

Transportation

- Support continued protection of the Jones Act and the Passenger Service Act.
- Continue to oppose deregulation of the trucking industry. Support PUC oversight and jurisdiction of trucking industry regulations.
- Support alternative transportation solutions (i.e., rail, ferry, etc.) to ease traffic congestion. Support funding of fixed rail mass transit on Oahu.
- Support improvements to State highways on all islands.

Land & water use

- Support the jurisdiction of the State Land Use Commission. Support a comprehensive statewide program of land use regulation for agricultural districts.
- Support the planning process in making

land use decisions. Oppose "zoning by initiative." General support for "law-making" through the legislative process.

- Support higher standards to prevent flooding and appropriate funding to implement and enforce those standards.
- Support the intent and purpose of the State Commission on Water Resource Management and necessary funding to protect and enhance Hawaii's water resources, including in-stream and off-stream uses.
- Support public right-of-way/access to the ocean and mountains throughout the State. Perpetuate existing rights-of-way when private land changes ownership.

Environment

- Oppose the storage of high-level nuclear waste in the Pacific. Support clarification of problems connected with storage of nuclear weapons in certain areas of the State.

- Support the State's commitment to protect watersheds. Support public/private partnerships to encourage private landowners to protect key resources on their lands, including watersheds.
- Support use of solar energy, such as for water heaters and photovoltaic, with reasonable tax credits.
- Support promotion of new and existing alternative energy programs, including development of new sources of biomass. Support development of a Hawaii ethanol industry.
- Support legislation to facilitate the use of renewable energy resources such as wind, geothermal, solar, biofuels, biomass, ocean thermal energy conversion, etc. and the infrastructure needed to sustain a statewide power grid.

For health, social services and education priorities see page 6

The ILWU 142 legislative program contains 101 items because the union is concerned about every issue that affects our lives.

Culture & lifestyle

Culture & the arts

- Support the establishment of a symphony orchestra in Hawaii.
- Support culture, arts and performing arts programs that enhance the lives of the people of Hawaii.

Lifestyle

- Support promotion and management of game birds and game animals on State land. Support maintenance of hunting areas statewide, especially where hunting is for family subsistence.
- Support continued opportunities for fishing in Hawaii waters. Oppose permanent closures of areas from fishing by the public.

2014 Legislative Program and Priorities

Employment, employee rights and training

Worker rights and benefits

- Support protection and enforcement of the “presumption clause” in the Workers’ Compensation Law to fulfill its original intent to provide compensation and medical treatment to workers injured on the job.

Oppose any legislation or rule-making that seeks to diminish the rights of injured workers, reduce workers’ compensation benefits, or take away eligibility for benefits to injured workers.

Establish a package of workers’ compensation benefit improvements in the interest of fairness to injured workers.

Amend the workers’ compensation law to provide wage replacement benefits (at the established rate and maximum) for wages lost due to appointments for doctor visits or physical and other therapy required after the injured worker has returned to work.

Amend the workers’ compensation law to provide for Temporary Total Disability (TTD) payments based on the injured worker’s current earnings with no cap on the amount.

Amend the workers’ compensation law to eliminate the three-day waiting period for TTD payments.

Provide that injured workers receive TTD payments and medical treatment while their claims are under investigation or on appeal. If compensability is later denied, claimant will not be liable for reimbursement of benefits earlier paid.

Provide for timely payment of claims, including TTD and medical bills.

Establish a panel system of medical providers from which claimant and insurer shall mutually select a physician to perform an Independent Medical Examination (IME).

Provide that if an injured worker is denied compensability and then wins on appeal, the costs of the appeal will be paid by the insurance carrier.

Address the problem of physicians declining to treat injured workers because of paperwork and the medical fee schedule.

- Amend the Hawaii Dislocated Worker Act to apply to all employers, regardless of size (i.e., number of employees).
- Support legislation to protect workers’ jobs when companies are purchased and ownership changes, when management changes, or leases are transferred or assets are sold and/or transferred, and the business continues to operate in a similar manner as under the previous owner or management. Require successor employers to retain incumbent workers.

- Support the intent of the Unemployment Insurance (UI) program to provide income to workers when they become unemployed.

Support the maintenance of adequate reserves in the State Unemployment Insurance Trust Fund to ensure payment of benefits without having to borrow from the federal government during times of increased need. Support extended UI benefits when an economic downturn is prolonged.

Amend the law to provide UI benefits to workers “locked out” of their jobs by their employer.

Restore UI benefit qualification after three months of unemployment, irrespective of the reason for job separation.

Return to broader coverage for Unemployment Insurance to provide benefits to workers when they have no employment, particularly in cases where workers are discharged due

enforcement and training.

- Support maintenance of the “Little Davis-Bacon Act,” Hawaii’s version of the federal Davis-Bacon Act.
- Support establishment of a “Little Service Contract Act,” Hawaii’s version of the Federal Service Contract Act.
- Support increases to the minimum wage. Support elimination of the tip credit. Oppose any increase in the tip credit. Support annual automatic adjustments to the minimum wage in accordance with increases in the Consumer Price Index.
- Support legislation to provide for workers’ representation rights in developments in which the State or Counties have an ongoing proprietary interest.
- Support project labor agreements for State government construction projects.

other violations of law.

- Oppose defining any employee as an “independent contractor” by legislation.
- Strongly oppose any so-called “right-to-work” legislation which allows free-riding by employees covered by a collective bargaining agreement. Support mandatory “union security” language in union collective bargaining agreements.
- Oppose legislation restricting the use of union dues (e.g., “paycheck protection” type of legislation).
- Support legislation to allow for labor dispute picketing, including informational picketing, at malls, shopping centers and hotels/resorts in areas accessible to the general public.
- Support legislation for paid family leave.

Lower the threshold from 100 to 50 employees for family leave coverage. Support a family leave data collection system. Support paid sick leave.

- Support legislation to regulate labor service agencies and management service providers and require them and their client companies to register as joint employers. Support penalties to all entities for non-compliance with any labor law.
- Support legislation prohibiting the use of attendance policies to discipline employees for legitimate use of accrued and available sick leave.
- Support legislation to: (a) oppose persons, employers, and other organizations who exploit workers through human sex and labor trafficking; (b) furnish medical, legal and social service assistance to these victims; and (c) promote the organization of agricultural workers into unions and respect the right to unionize.



to a so-called “no-fault” attendance policy or when management forces or requires employees to quit (constructive discharge).

Prohibit denial of UI eligibility for those who refuse jobs for which they have insufficient skills or training.

Provide for penalties against employers who fail to submit reports of low earnings for partial UI claimants in a timely manner.

- Continue strong support for Hawaii’s Prepaid Health Care Act, which is mandated and employment-based. Strong support for enforcement of compliance.
- Continue support for enforcement of workplace safety laws and regulations. Support increasing staff for needed

- Oppose privatization when the intent or result is loss of employment for current employees or loss of union representation. Support legislation which provides for continued employment of existing workforce, maintenance of compensation level, benefits and working conditions, and for continued collective bargaining representation for the workers.
- Support legislation to mandate payment of a “living wage” to workers under government contract.
- Protect organizing and collective bargaining rights for private sector employees.
- Prohibit the State of Hawaii from doing business or contracting with any foreign or domestic company or corporation convicted of bribery, bid-rigging, or

Employment and training

- Support full employment at a living wage. Discourage any trend towards more “under-employed” workers unable to earn a livelihood. Discourage any employment practices designed to avoid coverage of workers under protective benefit laws.
- Support legislation to assist workers and communities hurt by the curtailment of business operations in the State.
- Support funding for job training for dislocated, unemployed and under-employed workers. Enhance the Employment Training Fund.
- Support college tuition payments for dislocated, unemployed and under-employed workers.

2014 Legislative Program and Priorities

Health, social services, education & taxation

Primary and secondary education

- Support the existing statewide school system that ensures equalization of opportunity in education, especially for rural Oahu and the neighbor islands.
- Oppose school voucher programs.
- Support implementation of incentives (including teacher housing) to reduce teacher turnover in rural areas.
- Support programs for drug awareness, teen pregnancy prevention, family crisis intervention, etc. in the public schools and the community.
- Support implementation of universal early childhood education that promotes child care and optimal educational nurturing during the child's first five years through the public education system.
- Support continuation of funding for class size reduction at the elementary and middle/intermediate school level.
- Support adequate funding for the A+ program for elementary-age children.
- Support physical education and art and music education in the public schools.
- Support education about labor unions, worker rights, labor laws, and labor history in the public schools.
- Support legislation to provide for leave from work for private sector employees to attend parent-teacher conferences.
- Support adequate funding for capital improvements based on a priority for permanent buildings. Support additional funding for needed repairs at existing public schools and upgrading of infrastructure to meet classroom needs.
- Support air-conditioning of all public school classrooms. Support alternative energy options to power air-conditioning.
- Support secure and safe school environments.

Higher education & Hawaii history

- Support public higher education and ensure the priority of serving students, especially undergraduate instruction and career counseling.
- Continue support for the Center for Labor Education and Research (CLEAR). Provide for sufficient funding and adequate permanent staffing.
- Support funding of labor-related television programming.
- Support funding for preservation of

Hawaii's film and video historical resources.

Support Ethnic Studies and Oral History research and education.

Civil liberties & social concerns

- Support civil rights and oppose discrimination on the basis of race, color, religion, sex, national origin, gender, sexual orientation, age, and disability.
- Oppose capital punishment.
- Oppose invasion of privacy. Support legislation providing necessary safeguards and protections (and bans, in certain instances) from unnecessary intrusions on privacy (i.e., lie detector tests, genetic testing, search and seizure, pre-employment and unrelated credit checks, etc.).
- Reaffirm support for personal choice in reproductive decisions.
- Support measures to simplify the voter registration process, including online and same-day registration. Support paper ballots and oppose voting by computer.
- Support protection of "free speech" access at shopping malls, resorts and other similar "quasi-public" facilities for distribution of information.
- Support "death with dignity" to allow individuals under specified circumstances the legal and medical option to end their own lives.
- Oppose "publicly funded elections."

Health & social services

- Continue funding for human and social service programs for low-income, disadvantaged, and needy individuals and families. Appropriate adequate funding for mental health and social services resulting from economic dislocation.
- Support the development and adequate funding of programs for child care, elder care, etc. Support a financing mechanism to provide for the long-term care needs of the elderly and disabled.
- Support programs to educate the general public about long-term care needs and costs.
- Oppose measures using welfare recipients and "work



Maui County Council Chair Gladys C. Baisa, retired ILWU Maui Division Director John Arisumi, Hawaii Lieutenant Governor Shan Tsutsui, and Maui Division Business Agent Stephen West on the opening day of the Hawaii State Legislature, January 15, 2014. The ILWU has given Tsutsui an early endorsement for the office of Lt. Governor for the upcoming election.

experience" trainees to displace current public or private sector workers or to encourage or subsidize the replacement of existing workers.

- Support the State Med-QUEST programs with adequate funding.
- Support legislation and funding as needed to provide for health insurance coverage and access to health care for all of Hawaii's people.
- Support funding to ensure the delivery of good health care (including adequate staffing) to rural areas of the State. General support for the statewide hospital system as a safety net of health care services for neighbor island residents.
- Continue support for protection of the elderly against physical, mental and financial abuse and neglect by family members, caregivers, and others.
- Increase Medicaid and Medicare reimbursements to hospitals.

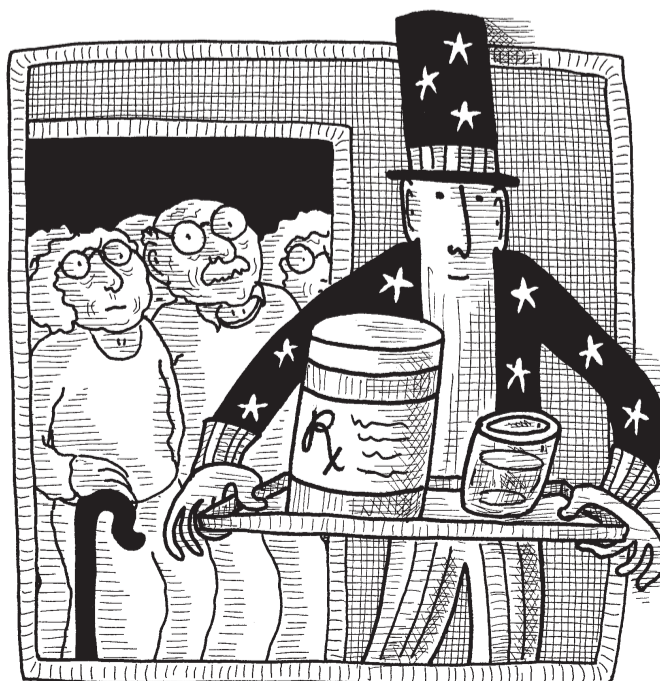
- Support rehabilitation of prison inmates, including re-training to facilitate transition upon release from prison.

Housing

- Support state programs to provide affordable housing to low and moderate income families and individuals through grants and subsidies, including employee housing.
- Support development of affordable rental housing throughout the State.
- Support funding to provide lower cost financing for moderate income home buyers.

Taxation

- Support continuation of centralized taxation authority by the State. Support necessary grant-in-aid to the Counties to provide for needed services in a manner that will allow the Counties some certainty for budgeting purposes.
- Assess the Transient Accommodation Tax (TAT) on the retail price of a hotel room rather than the discounted wholesale price, where applicable. Assess taxes for time-share units at the equivalent amount as the TAT.
- Oppose state taxation of retirement income.
- Exempt local residents from payment of the TAT and the tax on car rentals.
- Reaffirm support for the rail transit project on Oahu by supporting, if necessary, the retention beyond the 12/31/2022 sunset of the .5% general excise tax (GET), which is currently assessed only for the City & County of Honolulu. Oppose the "taking" or "redirecting" of the rail tax by the State. Reduce the State's administrative fee.



Fairmont Orchid wins basketball tournament

MAKAWAO—Fairmont Orchid, representing Hawaii Division, beat Team Kauai, representing Kauai Division to win the ILWU 33rd Annual State Basketball Tournament. The tournament was hosted by Maui Division and played at the Eddie Tam Memorial Center on Saturday, December 14, 2013.

In the first semi-final game, strong team work gave the Cane Burners, representing Maui Division, a decisive win over Team Kauai by a score of 28 to 17. The high scorers for the Cane burners were Taylor Moniz with 9 points and Shane Kauhaahaa with 7 points. Joel Green was the high scorer with 8 points for Team Kauai.

The second semi-final game got off to a slow start, but heated up into a back and forth battle. Kalai Kapeliela scored 21 points and Kien Aveiro added 17 points to lead Fairmont Orchid over Pepsi, representing Oahu Division 57 to 46. Lekehi Watanabe led Pepsi with 17 points.

In the consolation game, Corey Shippy scored 17 points as Pepsi crushed Team Kauai. The high scorers for Team Kauai were Joel Green with 8 points and both Sheldon Peralta and Bryon Ponte with 7 points. The final score was Pepsi 53 and Team Kauai 33

The championship game saw a total team effort by Fairmont Orchid leading

to a 54 to 30 win over a younger and faster Cane Burners team. Kalai Kapeliela led the scoring with 19 points for Team Hawaii and Taylor Moniz scored 9 points for the Cane Burners.

The tournament and awards luncheon were organized by Maui Division Sports Coordinator Claro Romero. Maui Division Business Agent Abel Kahooanohano Jr. assisting in preparing the food for the luncheon. State Sports Coordinator/Oahu Division Sports Coordinator Brian Tanaka, Kauai Division Sports Coordinator Doreen Kua and Hawaii Division Sports Coordinator Corinna Salmo also assisted with the awards.

Individual Awards

- Most Valuable Player: Kalai Kapeleila - Fairmont Orchid
- Three-point Shooting: Daniel Zane - Pepsi

All-Tournament Team

- Kalai Kapeleila - Fairmont Orchid
- Kien Aveiro - Fairmont Orchid
- Corey Shippy - Pepsi
- Brad Guillermo - Pepsi
- Lekehi Watanabe - Pepsi
- Taylor Moniz - Cane Burners
- Joel Green - Team Kauai



Hawaii State Championship Team - Fairmont Orchid.



All-Tournament Team (l-r): Wesley Bissen accepting the recognition on behalf of teammate Taylor Moniz - Cane Burners, Kien Aveiro - Fairmont Orchid, Most Valuable Player Kalai Kapeleila - Fairmont Orchid, Joel Green - Team Kauai, Corey Shippy - Pepsi, Brad Guillermo - Pepsi, and Lekehi Watanabe - Pepsi.



Runner-up Award - Cane Burners, Maui.



Third Place Award - Pepsi, Oahu.



Sportsmanship Award - Team Kauai.

2014 *Open to all ILWU members, spouses and dependent children*
ILWU Sports 29th Annual Slow-Pitch Softball September 27, 2014 on Kauai
 61st Annual Golf Tournament October 11-12, 2014 on Oahu
 33rd Annual Basketball December 13, 2014 on Hawaii

Hawaii Housing Development Corporation honors ILWU social worker Ah Quon McElrath

HONOLULU—Ah Quon McElrath (December 15, 1915 – December 11, 2008) spent most of her career as a social worker for the ILWU. McElrath dedicated her life to community service, education and improving the welfare of the working class and poor.

The Hawaii Housing Development Corporation, an affordable rental housing nonprofit organization honored her with a plaque on January 24, 2014. The bronze plaque was commissioned to Momi Cazimero and placed at Wisteria Vista Senior Apartments at 1239 S. King Street.

McElrath lobbied the state Legislature on a wide range of issues including women's rights, healthcare, education, unemployment and disability benefits, gun control and physician-assisted suicide. She also secured federal funds to build homes for low-income workers.



Several elected officials attended the dedication of Ah Quon McElrath's plaque at the Wisteria Vista Senior Apartments, including U.S. Senator Mazie Hirono, Senate Committee on Economic Development, Government and Housing Chair Donovan Dela Cruz, State House Committee on Housing Chair Mark Hashem, and Representative Marcus Oshiro. (Above l-r) Senator Hirono, plaque designer Momi Cazimero, Ah Quon's daughter Gail Long, and Rep. Oshiro.

TRANSITIONS

NEW PENSIONERS:

Unit 1201 Big Island Stevedores: Gene Haleamau, Alan Liu
 Unit 1201 Young Brothers (Hilo): Stanley Cyprian
 Unit 1503 Mauna Kea Resorts Services: Anita L. Kaolowi
 Unit 2408 Times Supermarket: Judy Haruguchi
 Unit 2509 Four Seasons Resort: Priscilla Felipe
 Unit 2516 Hyatt Maui (Regency): Christina Ramos
 Unit 3511 Grand Hyatt Kauai: Inocencia Balintona
 Unit 4201 McCabe, Hamilton & Renny: John Dias, Kendall Tom
 Unit 4209 Young Brothers (Honolulu): Richard Ishimi, William Salisbury
 Unit 4305 Dole - Wahiawa Plantation: Leonora Malinab
 Unit 4404 Kloekner Metals Corporation: Peo Paulo
 Unit 4404 Pepsi Beverages Company: Paterno Acacio
 Unit 4410 Honolulu Ford: Martha Hopper, Wayne Stierli
 Unit 4414 Ball Metal: Ludovico Senador Jr.
 Unit 4420 Kuakini Medical Center: Lois K. Miyagi
 Unit 4521 Turtle Bay Golf Club (Kuilima Resort): Lawrence Giedt Jr.

DECEASED PENSIONERS:

Unit 3511 Grand Hyatt Kauai Resort & Spa: Teresita Gregg
 Unit 4102 Waialua Sugar: Kichitaro Kobayashi
 Unit 4201 Matson Terminals (Longshore): Damaso Ambrocio, Bernard Andrade Sr.
 Unit 4202 Honolulu Terminals MHR (Wharf Clerks): George Yoshio Dantsuka
 ILWU Full Time Officers: George Bugarin

DECEASED MEMBERS:

Unit 2201 Kahului Trucking: Theodore Carlos Jr.
 Unit 3511 Grand Hyatt Kauai Resort & Spa: George Gonzalez

ILWU 2014 Restaurant Guide Update

Some hotel restaurants have made changes to their hours of operation since the 2014 Restaurant Guide was published in the November/December 2013 issue of the VOICE of the ILWU. See below for updates.

Maui Restaurants

RITZ-CARLTON, KAPALUA
 One Ritz-Carlton Drive, Kapalua

- ◆ **Alaloe Lounge** (\$\$)
 - Lunch from 12:00 p.m. to 4:00 p.m.
 - Light fare and appetizers from 4:00 p.m. to 10:00 p.m.

ANDAZ MAUI AT WAILEA
 3550 Wailea Alanui Drive, Wailea

- ◆ **Bumbye Beach Bar** (\$\$)
 - 11:00 a.m. to 6:00 p.m.

◆ Kaana Kitchen (\$\$\$-\$\$\$\$)

- Breakfast: 6:30 a.m. to 11:00 a.m.
- Dinner: 5:30 p.m. to 9:00 p.m.

HOTEL WAILEA

555 Kaukahi Street, Wailea

- ◆ **Capishe? Restaurant** (\$\$\$\$)
- 5:30 p.m. to 9:30 p.m.

HYATT REGENCY MAUI RESORT AND SPA

200 Nohea Kai Drive

- ◆ **Halona Kai** (\$)
- 6:00 a.m. to 11:00 a.m.

Kauai Restaurants

GRAND HYATT KAUAI RESORT AND SPA

1571 Poipu Road, Koloa

- ◆ **Poipu Bay Clubhouse** (\$\$)
 - Breakfast and lunch: 7:30 a.m. to 2:00 p.m.

Oahu Restaurants

PACIFIC BEACH HOTEL
 2490 Kalakaua Avenue, Waikiki

- ◆ **Aloha Center Café** (\$\$)
 - Daily 6:00 a.m. to 6:00 p.m.
 - Lunch: 11:00 a.m. to 2:00 p.m.
 - Happy Hour: 2:00 p.m. to 5:00 p.m.

AIRPORT HONOLULU HOTEL
 3401 Nimitz Highway, Honolulu

- ◆ **Willoughby's Restaurant** (\$\$)
 - Dinner: Tuesday through Thursday from 5:00 p.m. to 9:00 p.m.

\$\$\$\$ **Very expensive—entrées more than \$30**

\$\$\$ **Pricey—entrées mostly \$20-\$30**

\$\$ **Moderate—entrées mostly \$10-\$20**

\$ **Budget friendly—entrées mostly less than \$10**

Support your union brothers and sisters—patronize union shops!

Steven Lee from Unit 2516 - Hyatt Regency appointed Maui Division Representative

Steven Lee became an ILWU Local 142 member in 2005 when he started work at Hyatt Regency Maui as an engineer.

Steve has been involved in the union movement for many years. He was a member of the Teamsters while employed at United Parcel Service and also a member of the United Auto Workers (UAW) when was employed at General Motors.

