



VOICE OF THE ILWU

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Negotiating Committee reaches tentative agreement on new West Coast longshore contract

Reprinted from *The Dispatcher*

It wasn't quick or easy, but the ILWU Longshore Negotiating Committee reached a tentative agreement for a new 5-year contract with the Pacific Maritime Association (PMA) on February 20th.

ILWU International President Bob McEllrath praised the 16-member Negotiating Committee and 8-member Safety Sub-Committee for their months of hard work—and he saluted rank-and-file members and local union officials for maintaining exceptional discipline and unity during the grueling 9-month negotiating process that began on May 12, 2014.

“This was the longest contract negotiation we’ve faced in decades,” said McEllrath, “but the final result is a good agreement that wouldn’t have been possible without the unity and support from members up and down the coast.”

Next steps

The tentative agreement will first be reviewed by 90 delegates of the Coast Longshore Caucus who are scheduled to meet March 30 to April 3. Caucus delegates will decide whether to recommend the proposal to the rank-and-file. If recommended, the complete agreement will be mailed to members, followed by discussions at local union meetings. The process ends with a secret-ballot election that allows members to ratify or reject the proposal. Detailed voting results will be published in a future issue of *The Dispatcher*.

Milestones

The Committee approached their negotiating task with clear directions from the Coast Longshore Caucus that met for two weeks beginning February 24, 2014. The Negotiating Committee opened talks with the PMA on May 12 and continued bargaining past the contract expiration date of July 1, 2014. Important progress was announced in late August when both sides agreed to maintain health benefits for workers, families and pensioners. The next issue tackled by the Negotiating Committee involved the problems caused by PMA companies that subcontracted-out their container chassis pools.

It was also at this point that a pre-existing port congestion problem reached a crisis point. Tensions mounted as PMA companies tried to avoid responsibility for the congestion caused primarily by poor planning and bad business decisions, including:

- Subcontracting chassis units, causing shortages and logistical problems.
- Using massive new containers vessels

- without proper planning.
- Combining containers from several carriers onto one “alliance” vessel.
- Failing to pay port truckers a living wage, causing driver shortages.
- Failing to properly plan for record volumes of containers.
- Failing to train enough dockworkers to operate equipment.

As bargaining continued into the fall, the PMA increasingly accused ILWU members of causing congestion at the ports and charged the union members with orchestrating slowdowns in early November—while companies put pressure on workers by cutting shifts and reducing operations, beginning in Pacific Northwest ports, then spreading down the coast. By January 13, the PMA had eliminated night and evening shifts, slashing container and cargo loading and unloading operations by 60%. Soon the docks were empty, but employers were still insisting that no space was available to unload ships. Local 13 member and private airplane pilot Rollo Hartstrom joined with Local 94 member and photographer Bill Kirk to take aerial photos that proved PMA’s misleading claims.

Mobilization

Members in Southern California and the Puget Sound mobilized on January 22 for an impressive show of unity. Local 13 President Bobby Olvera, Jr. and Local 23 President Dean McGrath organized separate but coordinated events that brought together thousands of longshore workers, families, community leaders and elected officials who showed their support for a fair contract.

Resolution

In late January, union negotiators reached a resolution that maintained ILWU jurisdiction for inspecting chassis units at the ports. With just a few issues remaining, President Obama assigned Labor Secretary Tom Perez to the talks on February 14, joining federal mediator Scot Beckenbaugh who was invited to help by the ILWU and PMA in early January. After

the PMA agreed to improve the area arbitration system by making it more fair, a tentative agreement was reached the evening of February 20, supported unanimously by the ILWU Negotiating Committee.

Local agreements

In addition to resolving the “coastwise” contract agreement, separate local agreements were negotiated by union leaders to address issues at local ports. For example, Locals 13, 63 and 94 in Southern California were able to negotiate important terms to improve staffing and transparency. Local 10 was able to negotiate local improvements for manning and equalization.

“The efforts of local leaders, rank-and-file members, and our Negotiating Committee were all pulling in the same direction for the same goal,” said President McEllrath. “That kind of unity is the only way for workers to win.”

ADDRESS LABEL

REMEMBER

CALL

to the 36th International Longshore & Warehouse Union Convention



June 8 – 12, 2015
Honolulu, Hawaii



Detail from the ILWU Local 142 mural "Solidaridad Sindical" by Pablo O'Higgins: longshoremen in Hawaii and on the West Coast.

OUR ROOTS

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on March 13, 2015, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

Outstanding ILWU Members at Work

Give a SHOUT-OUT to your fellow brothers and sisters!



Any company or establishment is only as good as its employees and staff. This is the inaugural SHOUT-OUT section which will be used to recognize any individual or Unit for their excellence in their outstanding customer service and product delivery. Unfortunately, this SHOUT-OUT carries no monetary prize, just a simple acknowledgement of excellence due in part to the hard working and dedicated ILWU members. It is a reflection of their passion and commitment not only to their customers but also to the community. Please patronize these companies to thank and congratulate your brothers and sisters for a job well done!

The inaugural SHOUT-OUT features Unit 2501 - Royal Lahaina Resort—organized in 1964—is the first Maui Division tourism unit organized. The hotel received the 2014 Quality Assurance Award from MLT Vacations, one of the largest vacation package providers in the U.S., and the 2014 Golden Apple Award from Apple Vacations, which specializes in vacations to top destinations like Cancun, Punta Cana, the Bahamas, Costa Rica, Panama, the Caribbean, Mexico and Hawaii.

Other noteworthy ILWU units receive awards in 2014

The following ILWU units also received industry recognition in 2014:

- Grand Hyatt Kauai Resort and Spa voted Best of Kauai “Hotel Resort” - The Garden Island, Best of Kauai 2014.
- Kauai Coffee voted Best of Kauai “Coffee” - The Garden Island, Best of Kauai 2014.

- Pacific Service & Development NAPA Auto Parts voted Best of Kauai “Auto Parts Store” - The Garden Island, Best of Kauai 2014.
- Princeville Golf Course voted Best of Kauai “Most Scenic Golf Course” - The Garden Island, Best of Kauai 2014.
- Puakea Golf Course voted Best of Kauai “Golf Course” - The Garden Island, Best of Kauai 2014.
- Wilcox Memorial Hospital voted Best of Kauai “Hospital or Medical Center” - The Garden Island, Best of Kauai 2014.

If your company or a fellow ILWU member has received industry or community awards, please contact me at: gyoung@ilwulocal142.org, so that our brothers and sisters can be recognized in future issues of the VOICE, on our Facebook page: <https://www.facebook.com/ilwulocal142> and on our website: <http://ilwulocal142.org>.

Royal Lahaina Resort’s award winning Housekeeping Department ready to serve you during your stay.

(Below left) Housekeeping Room: Stylist/Inspectress Taufa Tupou, Room Stylist Mina Alamon, Houseman Arsenio Ganoy and Houseman Francis Flores.

(Below right) Maintenance Department Painters: Dalton Magno, Martin Garcilazo, Darren Lung and Sean Figueroa.

(Bottom left) Grounds Department workers: Andres Alamon, Willy Melchor, Marlin Dacuycuy, Unit Secretary Michael Tactac and Vincent Gusman.



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VOICE OF THE ILWU

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Oahu Division participates in activities in honor of Dr. Martin Luther King, Jr.

People all across the country paused to remember the legacy of Dr. Martin Luther King, Jr. on the holiday that honors the civil rights leader.

HONOLULU—Dr. Martin Luther King, Jr. Day got off to a festive start at 9:00 a.m., on Monday, January 19, 2015, with the annual parade through Ala Moana and Waikiki.

It began at Magic Island, traveled down Ala Moana Boulevard and Kalakaua Avenue, and ended at Kapiolani Park. The event, organized by the Hawaii Martin Luther King, Jr. Coalition, also featured a unity rally celebration with food, community booths and entertainment.

More than fifty ILWU Local 142 Oahu Division members, pensioners and their families took part in the event which reaffirms the union’s commitment to civil rights and social justice.

Honorary member of ILWU

Dr. King was named an honorary member of the ILWU in 1967 because of his efforts on behalf of working families and the labor movement. He 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. That is why we support labor’s demands and fight laws which curb labor.”

Assassination and his legacy

King lived a tragically short life, but

he affected all Americans. King was a strong supporter of unions and their goal of creating a better life for working people.

King came to Memphis, Tennessee in support of 1,200 striking sanitation workers, members of AFSCME, Local 1173. He was to lead a protest march in sympathy with the striking workers. The workers walked off their job when the

city of Memphis refused to recognize the union. On the evening of April 4, 1968, at the age of 39, while standing on the balcony of his motel room, he was assassinated.

Dr. Martin Luther King, Jr. Day is a part of a nationwide tradition started in honor of Dr. King’s legacy. He is best known for his role in the advancement of civil rights

using nonviolent civil disobedience based on his Christian beliefs. He was more than a writer, a teacher and a speaker. He was an activist in the proudest tradition of trade unionism, putting his reputation as well as his life in jeopardy by personally participating in dozens of organizing drives and strikes for nearly two decades.



Representative Mark Takai (with lei) joins ILWU Oahu Division members in honoring the legacy of Dr. Martin Luther King, Jr. Day before the January 19 parade from Magic Island to Kapiolani Park.

2015 ILWU legislative program and priorities

ILWU Local 142 is unique among Hawaii’s unions in having such a broad and extensive legislative program. This is because ILWU members work in almost every industry and live and work in almost every community in the state. The issues that concern ILWU members are the same issues that concern the people of Hawaii.

The ILWU identified the six most important issues which the union will focus on in the 2015 session of the Hawaii State Legislature. The issues deal with Workers’ Compensation, development of harbors throughout the state, senior programs, sufficient funding of the Hawaii Health Systems Corporation (HHSC), early childhood education and rail transit.

The six priorities are drawn from the union’s full legislative program which defines the ILWU’s position on a wide range of political issues. The full program

contains 104 items and covers economic development, worker rights and benefits, health and social services, housing, education, civil liberties and social concerns, taxation, transportation, land use, environment, culture and the arts, and clear access for hunting and fishing.

The benefits of union political action

A single worker is powerless to bargain with his/her employer for good wages and working conditions. In the same way, a

single voter can’t do much to influence the legislature. Workers join unions so that they can bargain as an organized group and this pays off in better wages, working conditions, and job security. Likewise, unionized workers can organize their votes, which gives them the power to get laws passed that benefit workers and their families. Through Union Political Action, working people in Hawaii have helped to pass many good laws that have improved the conditions for all working people.

Four examples of these laws are: 1) Minimum Wage; 2) Workers’ Compensation; 3) Temporary Disability Insurance and 4) the Prepaid Health Care (PHCA) Act. PHCA requires employers to provide health care coverage to covered workers.

Workers’ Compensation provides payments for wage loss and medical care for workers injured on the job. All medical care, services, and supplies are

covered for as long as necessary. The law requires employers to provide this coverage at no cost to the employee. One of the more important benefits of Hawaii’s law is that it is “presumed” that injuries are work-related, unless the employer can show substantial evidence to the contrary. Over the years, Union Political Action has continued to make improvements in the basic law by increasing benefits, coverage, and protecting the rights of injured workers. Union Political Action has also prevented attempts to weaken and eliminate major benefits of these laws.

In the same way as it uses economic strength to win economic objectives, the ILWU uses its political strength and independent bargaining power to win beneficial legislative objectives for its members, for all workers and for our communities. Unity and membership support are essential for success in either objective.

THE ECONOMY

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 caneburning 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.

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2015 ILWU Legislative Program—continued from page 3

- Promote food sustainability in Hawaii and the "right to farm."
- Support agricultural water development and preservation, maintenance and repair of existing water systems to ensure availability of adequate water for farming and ranching.
- Oppose unreasonable anti-GMO legislation. Genetically modified organisms are present in any number of food and other products consumed and used by the public, which would make labeling of any and all products with GMO ingredients unwieldy. In addition, genetically modified food crops have helped to save entire industries (e.g., papaya) and, if reasonably regulated, can be safe and will support our economy.

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.

EMPLOYMENT AND EMPLOYEE RIGHTS

Worker Rights/Benefits

- Support protection and enforcement of the "presumption clause" in the Workers'



Maui Division members and pensioners with Governor David Ige and House Speaker Joe Souki on the opening day of the 28th Hawaii Legislature, January 21, 2015. (l-r): Unit 2509 - Four Seasons Resorts Lanai member Linda Fernandez, retired Division Director Willie Kennison, pensioners Naome Ching, Yaeno Mukogawa, Mona Bio, Francisco Bungtong, Richard Mukogawa, and Fely Corpuz, Governor David Ige, Unit 2520 - Grand Wailea 1st Vice Chairperson Henry Oandasan, House Speaker Joseph Souki, Unit 2505 - The Westin Maui Treasurer Lourdes Rivera, Unit 2520 - Grand Wailea Vice Chairperson Merlina Valdez, pensioner Conchita DeCambra, Unit 2506 - Kaanapali Beach Hotel member Patricia Balderas, Governor Ige's wife Dawn and son Matthew, and Division Business Agent Jerrybeth De Mello.

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).

Ensure that IME's for compensability are not coupled with exams to determine ratings for permanent impairment.

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

Support exploration of an "opt-out" provision for injured workers to pursue legal action against employers for work-related injuries.

- 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, ownership or management changes, 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 to a "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 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.
- 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 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



Hawaii Division members with Representative Mark Nakashima on opening day of 2015 legislature, l-r: retiree Nani Kaeha, Business Agent George Martin, Unit 1426 - Hamakua Health Center Chairperson Jo Ann Lau Kong, Unit 1516 - Mauna Lani Bay Hotel & Bungalows Secretary-Treasurer Theresa Cabulizan, Unit 1418 - Kuwaye Trucking Chairperson Roland Shimaoka, Representative Nakashima, Unit 1402 - Mauna Loa Macadamia Nut Corp. Chairperson Burton Wallen III, retiree Barbara Hanog, Business Agent Michael Dela Cruz, retirees Frankie Pang, Franco Longakit and Clyde Silva.

2015 ILWU Legislative Program—continued from page 4

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 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 labor laws.
- 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.

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.

HEALTH AND 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 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.
- Support sufficient funding for Hawaii Health Systems Corporation to fulfill its health care safety-net role in rural and neighbor island communities and provide needed long-term care beds and services. Partial or full privatization should be considered only as a last resort, but employees must remain unionized with past service benefits protected.

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.

EDUCATION

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 (including financial assistance) through the public education system of universal early childhood education that promotes child care and optimal educational nurturing during the child's first five years, including re-establishment of pre-kindergarten or junior kindergarten instruction in the public schools.
- Support discontinuation of the current early cut-off date for entry into kindergarten and restoration of the previous calendar year cut-off (i.e., any child who reaches the age of five during the calendar year may enroll in kindergarten that year). To assist parents in evaluation of student readiness for kindergarten, testing and observation may be provided.
- 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



Kauai Division members with Senator Ronald Kouchi on opening day of 2015 Legislature, l-r: Division Director Michael Machado, Unit 3402 - Foodland #30 Princeville member Liberty Mateo-Corpuz, retired Business Agent Jesus Guirao, Senator Kouchi, Business Agent Doreen Kua, Unit 3410 - Wilcox Memorial Hospital member Jayelle Bray and Business Agent Calvin Corpuz.

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 and 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 AND 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."

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, retention of the .5% general excise tax (GET), assessed only in the City & County of Honolulu, beyond the 12/31/2022 sunset. Oppose the "taking" or "redirecting" of the rail tax by the State. Support reduction of the State's administrative fee.

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.
- Support funding for runway improvements at the Kahului Airport on Maui to ensure its capacity to serve the traveling public.
- Support funding to upgrade the Kona Airport on the Big Island for international travel direct to Kona.

CULTURE AND 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.

—continued on page 7

Kauai Division recognizes its unit leaders

ILWU members, pensioners and guests met at the Kauai ILWU Union Hall in Lihue to enjoy good food and fellowship and to honor the best and most active unit leaders in Kauai Division at the Fourth Annual Recognition banquet on December 19, 2014. The first recognition banquet was held in 2012.

The annual banquet brings together a mix of active members and their families, pensioners, and guests. The banquet is an event not to be missed. Ask anyone who has ever attended. The food is amazing and the fellowship is enduring.

The evening began with Kauai Division Director Michael Machado thanking the attendees and praising the active unit leaders for their true dedication to the union and their unit members. He also stressed the need for all pensioners to remain active in the union by joining a

ILWU pensioner club.

And the award goes to...

Joey Silva of Unit 3511 - Grand Hyatt Kauai Resort & Spa and Evelyn Javillonar of Unit 3516 - The Point at Poipu were recognized as the Outstanding Chairperson of the year.

The Outstanding Unit Leader with 1-30 Members award went to Lynden Koerte (LEB) of Unit 4402 - Love's Bakery, Inc.

Alejandro Balocan of Unit 3401 - Kauai Coffee (Vice-Chair) was recognized as the Outstanding Unit Leader with 31- 99 Members.

Trudy Azeka of Unit 3511 - Grand Hyatt Kauai Resort & Spa (LEB) was recognized as the Outstanding Unit Leader with 100+ members. This is second time that Trudy has been recognized as an Outstanding Unit Leader.

The Most Inspirational Leader award went to Liberty Mateo-Corpuz of Unit 3402 - Foodland Super Market #30 Princeville (Secretary) and Philip "Topy" Miyashiro of Unit 3515 - St. Regis Princeville (Chair). "Topy" is also a second time awardee.

The Most Outstanding Leader award went to Unit 3410 - Wilcox Memorial Hospital Secretary, Jayell Bray.

These exceptional ILWU members deserve all the thanks and support that we can give them. Congratulations!



Some of the Unit Leaders recognized at the Kauai Division Annual Recognition Banquet (l-r): Outstanding Unit Leader (1-30 members) Lynden Koerte, Outstanding Unit Leader (100+ members) Trudy Azeka, Outstanding Chairperson (female) Evelyn Javillonar, Most Inspirational Leader (female) Liberty Mateo-Corpuz, Jayelle's granddaughter Eliana Kalei and Most Outstanding Leader Jayelle Bray. Not pictured: Outstanding Unit Leader (31- 99 members) Alejandro Balocan, Most Inspirational Leader (male) Philip "Topy" Miyashiro, and Outstanding Chairperson (male) Joey Silva.

Where can you go to get a free dinner and get paid mileage for attending?

Your Division Executive Board (DEB) meeting

Most of the work of the ILWU takes place at the Division level, which is made up of all ILWU members on your island, or in the case of the Hawaii Longshore Division, all the ILWU members of the longshore industry. Maui Division includes members on the islands of Lanai and Molokai.

The Division Executive Board (DEB) meets monthly to give you, the member a chance to interact with your elected full-time officers of the Division (the division director and business agents). The Division Executive Board may also take up concerns from the units and plan Division activities such as Labor Day celebrations.

The officers of every unit in your Division are official members of the Division Executive Board. However, all ILWU members, retirees and their families are welcome to attend these meetings. When you attend the Division Executive Board meetings, you will have the opportunity to meet ILWU members who work in other industries.

You will hear reports and learn about the work of the entire union. You will receive information or advice on employment issues that may help you and your fellow brothers and sisters. The employment issue that you thought was unique to your workplace may not be, as you engage in the discussions with those present.

See the big picture

The ILWU is more than just the workers at your workplace. When you attend the Division Executive Board meetings, you will understand that you are part of a statewide organization of workers.

You will learn how the ILWU works to improve conditions of all working people in Hawaii.

You can also ask questions and share your ideas on how your union can improve its work. Some Divisions have educational programs or guest speakers at these meetings. All Division Executive Board meetings provide food and refreshments before their meetings. If you drive to attend the meetings you will be reimbursed at the prevailing standard mileage rate for the use of a vehicle. The current rate is 50 cents per mile for business miles driven.

Taking advantage of all the benefits that the Division Executive Board meeting provides, some units hold their Unit Executive Board meetings before the Division Executive Board meeting to go over unit issues. Some of those units are Unit 4526 - Pacific Beach Hotel, Unit 2101 - HC&S Sugar Company, Unit 2505 - Westin Maui, Unit 2520 - Grand Wailea and Unit 1402 - Mauna Loa Mac Nut to name a few.

Additional roles and benefits

Division Executive Boards have a big role in the ILWU Local 142 Convention which is held every three years. The 27th ILWU Local 142 Convention is scheduled to be held September 21-25, 2015 at the Hilton Hawaiian Village Waikiki Resort.

Divisions are represented at the Convention based on the number of members in each Division. Divisions may propose union policies and amendments to the ILWU Constitution at the Convention.

ILWU members may also attend and observe quarterly Local Executive Board meeting where elected representatives from all Divisions meet to direct the work of the union and carry out the policies set by the ILWU Local 142 Convention. The Local Executive Board meeting is usually held in Honolulu at the ILWU's Atkinson Drive building, and begins at 9:00 a.m.

Come join us

Following are the dates, times, and locations of DEB meetings for 2015. Subject to change.

Hawaii Division

The Hawaii DEB starts at 6:00 p.m. Going forward, the meeting dates are: March 27 in Hilo, April 24 in Hilo, May 29 in Kona, June 26 in Hilo, July 31 in Hilo, August 28 in Kona, September 18 in Hilo, October 30 in Hilo, November 20 in Kona and December 18 in Hilo. The Hilo Hall is at 100 West Lanikaula Street near the University of Hawaii (Hilo). The Kona Hall is in Kaiwi Square, 74-5565 Luhia Street, in #A-3a.

Maui Division

The Maui DEB is held on the third Wednesday of every month at 6:00 p.m., at the Wailuku ILWU Union Hall, 896 Lower Main Street.

Kauai Division

The Kauai DEB is held on the second

Wednesday of every month except for June, which will be held one week earlier on June 03 due to the 36th ILWU Convention and November, which will be held one week earlier on November 04 due to the Veteran's Day holiday. The DEB starts at 5:00 p.m., at the Lihue ILWU Union Hall, 4154 Hardy Street.

Oahu Division

The Oahu DEB starts at 5:30 p.m. Going forward, the meeting dates are: Thursday, March 26 in Honolulu; Wednesday, April 22 in Honolulu; Friday, May 22 at the Pearl Country Club; Thursday, June 25 in Honolulu; Friday, July 24 in Honolulu (Family Night); Wednesday, August 26 in Honolulu; Thursday, September 17 in Honolulu; Friday, October 23 at Pearl Country Club and Friday, November 20 in Honolulu. They do not hold a meeting in December. The Honolulu ILWU Union Hall is at 451 Atkinson Drive. The Pearl Country Club is at 98-535 Kaonohi Street, Aiea.

Family Nights were created to encourage participation with the family. Some of the activities included are showing of G-rated videos and games for the children while the Division Executive Board business is tended to. For a list of topics to be presented, please go to <http://ilwulocal142.org/blog/wp-content/uploads/2013/10/Oahu-DEB.pdf>.

Hawaii Longshore Division

The longshore DEB is usually held the week following the Local Executive Board meeting, at the ILWU Honolulu Union Hall, 451 Atkinson Drive. Call (808) 949-4651 for dates and times.

McCabe, Hamilton & Renny Co. wins 34th state hoops title



McCabe, Hamilton & Renny Co. championship team (l-r): Efraim Rengiil, Saffery Silva, Tala Esera, Haven Valdez, Tournament MVP Bryson Berges, Assistant Coach Kaipo Bee and Jeramy Shaver. Not pictured: Laanui Correa, Timothy Kennedy, Joshua Wills, Kahau Enos, Jordan Salud and Keone Bee.

HILO—Winners from their respective divisions met to decide who would become the ILWU statewide basketball champions. Solid fundamentals, teamwork, and team love—these were the title-winning ingredients that propelled McCabe, Hamilton & Renny Co. to the championship of the ILWU 34th Annual State Basketball Tournament. The tournament was hosted by Hawaii Division and played at the Joseph G. Andrews Gym in Hilo on December 13, 2014.

Waikoloa Village Golf Course team “Da Crew” represented the Big Island and came to defend the title won by last year’s champs, Hawaii Division’s Fairmont Orchid. Maui’s *no ka oi*, “Mixed Plate” and Kauai champs “The Grand Hyatt Kauai” rounded out the field.

Da Crew 48, Mixed Plate 47

The first semi-final game was a barn burner as Hawaii’s Da Crew won in double-overtime versus Maui’s Mixed

Plate. Da Crew had trailed by as much as eight at the start of the second half before Kalai Kapeliela caught fire. He scored 14 of his game-high 22 points in the second half and double-overtimes. Ryan Bautista added 11 points for Da Crew. Maui’s high scorers were Junne Arcilla with 17 points and Shawn Michael Arcilla with 12 points.

McCabe, Hamilton & Renny 56, The Grand Hyatt Kauai 45

In the second semi-final game, Oahu’s McCabe, Hamilton and Renny Co. overpowered The Grand Hyatt Kauai by 11 points for the win. Bryson Berges from Oahu led the scoring with 12 points and Saffery Silva added 10 points. Kauai’s high scorers Sev Butay Jr. and Gary Ganotisi dumped 16 and 15 points through the basket.

Mixed Plate 65, The Grand Hyatt Kauai 40

In the consolation game, Anthony



The Big Island’s Da Crew won runner-up honors.

Gonzales scored 15 points and Shawn Michael Arcilla scored 14 points as Mixed Plate crushed The Grand Hyatt Kauai. The high scores for Kauai were Sev Butay Jr with 14 and Doug Lewis with 10.

McCabe, Hamilton & Renny 50, Da Crew 35

In the championship game pitting the two winning teams from Oahu and Hawaii, McCabe, Hamilton & Renny Co. dominated Da Crew. Kalai Kapeliela led the scoring with 15 points for Da Crew but wasn’t able to overcome McCabe’s team effort of eight points each from Jordan Salud, Bryson Berges, Haven Valdez and Tala Esera.

The tournament and awards luncheon were organized by Hawaii Division Sports Coordinator Corinna Salmo, Division Director Elmer Gorospe Sr., and Business

Agents Greg Gauthier and George Martin. State Sports Coordinator/Oahu Division Sports Coordinator Brian Tanaka, Kauai Division Sports Coordinator Doreen Kua and Maui Division Sports Coordinator Claro Romero assisted with the tournament.

Individual Awards

Most Valuable Player: Bryson Berges – McCabe, Hamilton & Renny Co.

Three-point shooting: Darren Pucket – Da Crew.

All-Tournament Team

Kalai Kapeleila – Da Crew, Shawn Michael Arcilla – Mixed Plate, Junne Arcilla – Mixed Plate, Sev Butay Jr. – The Grand Hyatt Kauai, Bryson Berges – McCabe, Hamilton & Renny.

2015 ILWU Legislative Program

—continued from page 5

LAND USE, PLANNING, AND WATER

- 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.

- 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.

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 closure of areas from fishing by the public.

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.



Maui’s Mixed Plate received the third place trophy.



The Sportsmanship Award went to the Grand Hyatt Kauai team.

Pssst! Still banking at a bank?

Learn the advantages of belonging to a credit union

A bank’s primarily focus is on its profitability because the owners are shareholders and they expect a high level of financial performance from the bank management. A credit union, on the other hand is a cooperative financial institution in which individuals, like you and me, pool our money to provide loans and services to other members. So unlike banks where the owners are shareholders, credit union members own their credit union.

Since a credit union is a cooperative, its focus is to provide services that the people will use, rather than profitability, like banks. This doesn’t mean that the credit union is not interested in making a profit, they still must make sound financial decisions, collect revenue, pay their staff and compete with other financial institutions. The profit that is generated is reinvested to provide the best possible products and services to its members, like lower interest loans.

In addition, each member of a credit union, no matter how small his or her account is, has a voting share in the credit union’s affairs.

Will your money be safe?

Credit unions are subject to federal regulations that are similar to those under which banks operate. Credit union deposits are insured like bank deposits. The agency that insures the banks and credit unions are different. A federally insured bank is backed by the Federal Deposit Insurance Corporation (FDIC) whereas; a federally insured credit union is backed by the National Credit Union Administration (NCUA). The insurance coverage is the

same. The standard insurance amount is \$250,000 per depositor, per insured credit union, for each account ownership category.

Who runs the credit union?

In a majority of companies or organizations, a board of directors or “board” is elected or appointed to oversee the activities of the company or organization. Some of the board’s duties include: hiring the manager, ensuring the availability of adequate financial resources, approving annual budgets, and setting the salaries and compensation of the management and staff.

A bank’s board is elected by the shareholders—the more shares, the greater the weight of the vote. A credit union’s board is elected by the members, with one vote per each member.

Who can be a member?

Are you an ILWU Local 142 or Local 160 member? You are eligible to be a member of the Prince Kuhio Federal Credit Union. Do you work at the Grand Wailea Resort & Spa? You are eligible to be a member of not only the Prince Kuhio Federal Credit Union, but also the Maui Federal Credit Union and the Maui County Federal Credit Union. A credit union’s field of membership determines which one you and your family are eligible to join (see “ILWU Credit Union Guide” below).

After paying a membership fee (as low as \$1.00) and making a minimum share deposit to start and maintain your account, you are eligible for many services and programs.

You can open the following accounts:

- Regular share (savings)
- Share certificate (certificate of deposit)
- Christmas club
- Youth club
- Individual retirement account (IRA)

You can apply for low interest loans for:

- Personal needs
- New and used automobiles
- Tuition
- Home equity line of credit (HELOC)
- Home repair or remodeling
- Mortgages
- Small business

Other benefits include:

- Credit card
- Discounted movie passes
- Money orders
- Traveler’s checks
- Free notary services

The drawbacks to banking with a credit union are largely related to a credit union’s smaller size. There are fewer branches and ATMs, and there may be limited or no online banking options. For many, though, credit union membership advantages

outweigh the disadvantages. Members have a say in how their credit union is run, and benefit from belonging to a financial institution that prioritizes their needs.

Whether you settle on a bank or a credit union depends on your needs and what you value. If you are looking for personal service, a local-based savings and lending institution, basic financial accounts, a few money market investments the ability to apply for low interest loans, a credit union may be right for you.

Patronize ILWU credit unions

With one exception, the credit unions listed in the “ILWU Credit Union Guide” have a collective bargaining agreements with ILWU Local 142. Please patronize these credit unions, because they negotiate fair contracts that provide a good standard of living, healthcare, and retirement benefits for your brothers and sisters. The Prince Kuhio Federal Credit Union was originally Hawaii ILWU Federal Credit Union until the field of membership was increased in 2006. Please drop by to talk with friendly credit union staff and ask about becoming a member today!

The products offered at a credit union are similar, if not identical to the products offered by a bank. Only the name of the product may be different. For example:

CREDIT UNION	BANK
Shares account	Savings account
Share certificate	Certificate of deposit
Keiki Power (Prince Kuhio FCU)	Kids Only Savings (Bank of Hawaii)
Christmas Club (Oahu One FCU).....	Holiday savings account not offered

The products offered by a credit union are dependent on the size of membership.

ILWU CREDIT UNION GUIDE

Big Island Federal Credit Union

<https://www.bigislandfcu.com>

The first chartered credit union in the State of Hawaii, originally chartered to serve teachers in 1936.

- Hilo - 66 Lono Street
Ph: (808) 935-9778
- Kona - 75-5737 Kuakini Hwy. Ste. 101
Ph: (808) 329-8889
- Puna - 16-594 Kipimana Street
Ph: (808) 930-2600

Field of membership: Island-wide charter. Must work and reside on the Big Island.

Hamakua Coast Community Federal Credit Union

<http://www.credituniononline.com/credit-union-5633.html>

28-490 Kaakepa Street (Pepeekeo)
Ph: (808) 964-5566

Field of membership:

- Persons who reside or work in that portion of the Island of Hawaii, State of Hawaii from Kawainui Gulch (Pepeekeo) to Kaula Gulch (Ookala)
- Spouses of persons who died while within the field of membership of this credit union
- Employees of the credit union
- Persons retired as pensioners or annuitants from:
 - a. Mauna Kea Agribusiness Company, Inc.
 - b. Papaaloe Sugar Company
 - c. Pepeekeo Sugar Company, and
 - d. Hilo Coast Processing Company

- Member of the immediate family or household. Organizations of such persons who reside within the designated boundaries of the credit union field of membership

Maui County Federal Credit Union

<http://www.mauicountyfcu.org>

- Kahului - 270 Dairy Road, Suite 146
Ph: (808) 446-8698
- Wailuku - 1888 Wili Pa Loop
Ph: (808) 244-7968

Field of membership: Maui County-wide charter. Must work and reside in Maui County.

Maui Federal Credit Union

<http://www.mauifcu.com/asp/home.asp>

107 East Wakea Avenue
Ph: (808) 873-5050

Originally chartered in 1936 to serve the workers of Maui Pineapple Company.

Field of membership: Select employees groups and associations. Any employee of the following companies and their immediate family may join. Also, persons retired as pensioners or annuitants from the following companies and their immediate family may join. Among them are:

- Fairmont Kea Lani Hotel
- Grand Wailea Resort
- Hale Makua
- Haliimaile Pineapple Co.
- ILWU Members (Maui)
- Island Honda
- Kaiser (Maui)
- Kapalua Golf
- Liberty Dialysis (Maui)
- Makena Beach & Golf

- Maui Beach Hotel
- Maui Land & Pine Co.
- Meadow Gold Dairies (Maui)
- Ritz Carlton Kapalua
- Sheraton Maui
- The Westin (Kaanapali Beach)
- The Westin (Kaanapali Ocean Resort)
- Tri-Isle Personal Care, Inc.
- Valley Isle Motors LTD.

North Hawaii Community Federal Credit Union

<http://www.nhcfcu.org/>

45-3600 Mamane St, Honokaa, HI 96727
Ph: (808) 775-7251

Field of membership: Anyone who lives, works or worships on Hawaii Island.

Oahu Federal Credit Union

<http://www.oahufcu.org/asp/home.asp>

2219 Pauoa Road
Ph: (808) 521-6727

Field of membership: Individuals living or working in the area from Hawaii Kai to Mililani to Kapolei and down to Ewa Beach and all areas between are now eligible to join.

Onomea Federal Credit Union

<http://www.onomeafcu.org>

27-251 Old Mamalohoa Hwy (Papaikou)
Ph: (808) 964-1031

Originally chartered in 1939 to serve sugar plantation workers. Field of membership: Almost everyone living in East and North Hilo and South Hawaii.

Prince Kuhio Federal Credit Union

<http://pkfcu.com>

740 Kohou Street, #A
Ph: (808) 946-1904

Field of membership: Select employees groups and associations. Any employee of these companies and their immediate family may join. Also, persons retired as pensioners or annuitants from the following companies and their immediate family may join.

- ILWU Local 142 or 160 members
- Pacific Beach Hotel
- Kaiser Permanente Medical Programs of Hawaii

Valley Isle Community Federal Credit Union

<http://www.vicfcu.org>

- Kahului - 1650 Paahana Street
Ph: (808) 877-3232
- Wailuku - 240 Lepoko Place
Ph: (808) 244-7354
- Lahaina - 34 Kupuohi Street, #102
Ph: (808) 667-2641

Originally chartered in 1940 to serve the workers of Hawaiian Commercial & Sugar Company.

Field of membership: Anyone who lives or works on the island of Maui.

If you have questions about ILWU credit unions on your island, call your Business Agent or the Division office nearest you.