



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

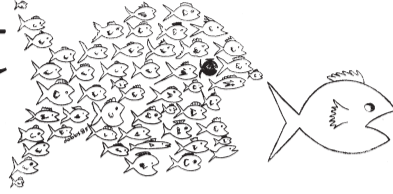
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The VOICE of the ILWU—Published by Local 142, International Longshore & Warehouse Union

July/August 2017



Ok ladies, now let's get in**FORMATION!**



ADDRESS LABEL



...organizing, leadership and sisterhood at the Summer Institute for Union Women 2017...read on inside!

Rank-and-file union women attended the Summer Institute for Union Women to learn and bring back knowledge to their units. "Without units there would be no union! We all need to understand the importance of the union," said Noelani Rasmussen, Unit 1515 Fairmont Orchid Hawaii. Back row L-R: Lolohea Kava, Unit 2505 Westin Maui, Kat Miyamoto, Unit 4404 Serta Simmons Bedding, LLC, Shawna Rapoza, Unit 4209 Young Brothers, Corin Kekua Unit 4406 Star Advertiser, Melanie Watts, Unit 4202 Wharf Clerks, Rasmussen. Front row L-R: Leimomi Attwood, Unit 4208 Matson Clericals, Tristie Licoan, Hawaii Division Business Agent. Missing: Cherise Couch Unit 4405 Sack N Save Foods

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Organizing brings big changes to Hawaii docks by Tracy Takano, International Representative

The year 2016 was a time of unprecedented ILWU organizing activity on the docks of Hawaii.

A new Matson clerical unit was organized into Local 142, and ILWU Local 100 was granted a charter to create a home for four newly-organized units of longshore supervisors who came into the Union.

Workers in these new units met on their days off to develop contract demands and to elect five separate negotiating committees.

Contract talks began in late 2016 for the Matson clericals and supervisors at Hawaii

Stevedores, Inc. ("HSI"), Matson Facilities and Maintenance, and Young Brothers, Ltd. Negotiations for McCabe, Hamilton and Renny supervisors started this year.

Overcoming challenges

International Vice President (Hawaii) Wesley Furtado served as a spokesperson for each set of negotiations. "Negotiating a first collective bargaining agreement is tough," stated Furtado.

"You've got 30-plus sections of contract language and economics to wrestle over with the employers."

Of the 21 members elected to



Members of HSI supervisors vote to ratify their contract. The unit voted unanimously to approve their first collective bargaining agreement.

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The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on September 15, 2017, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

News from The Dispatcher

LEAD training aims to strengthen a rank-and-file union

A diverse group of 100 rank-and-file members and elected leaders attended the ILWU's Leadership, Education and Development (LEAD) training in Seattle on May 7-12. The week-long education program seeks to provide tools that attendees can take back to their local unions that will encourage new leadership and more membership involvement -- both fundamental tenants of the ILWU belief that strong unions are built from the bottom-up.

Practical skills

Dozens of exercises were conducted throughout the week, emphasizing active participation and collaborative problem-solving skills. Participants learned practical skills, including how to run a successful union meeting, how to increase member involvement, how to speak confidently in public, and how to communicate a positive, public-interest union message to the news media.

Opening remarks

ILWU International President Robert McEllrath opened the training, emphasizing that leadership comes in many forms and is not limited only to those holding elected union office. He reminded everyone that the ILWU's strength comes from an active and engaged rank-and-file, not a "top down" leadership style.

"Does a leader have to be the president or secretary-treasurer of the local?" asked McEllrath. "Absolutely not," he answered. "You'll see a leader stand up in a union meeting and speak their mind, ask questions and go through the democratic process of our union. It's you, the rank-and-file, who are going to make this union work."

Keynote address

On the second day of the training, a keynote address was delivered by Dr. Steven Pitts, an economist at UC Berkeley's Labor Center. He focused on America's growing inequality, explaining that wages for workers no longer rise with

higher productivity.

During the decades following WWII until the late 1960s, Pitts said wages rose along with productivity, allowing workers to share the benefits of producing goods and services more efficiently. Pitts said that wages have been stagnant for several decades despite rising productivity levels. More profits from higher productivity are now going into the pockets of the super-rich.

"Workers in this country have been beaten down for 40 years, and that beat-down is a result of workers lacking power," Pitts said. He stressed that workers can begin to reverse this trend by starting a common vision and shared values about the kind of world they want to see in the future. Pitts then led participants in a group exercise to develop that shared vision.

Presentations and group exercises that afternoon focused on how to make union meetings more effective and how different personality types and "working styles" can collaborate to make an effective team. Those sessions were facilitated by Joel Schaffer and Rick Ogelsby of the Federal Mediation and Conciliation Service (FMCS). That was followed by a session on Robert's Rules of Order, which is the process used by the ILWU and other bodies to assure orderly debate and decision-making. This session was led by Local 8's Jim Daw and Local 52's Max Vekich; both have served as parliamentarians at Longshore Caucuses and ILWU Conventions.

ILWU's 10 Guiding Principles

The third day started with a discussion about the ILWU's Ten Guiding Principles, led by pensioner Rich Austin, Sr., who presented an overview of the principles and their history. A panel discussion followed with IBU Secretary-Treasurer Terri Mast, Local 5 Union Representative Ryan Takas and Local 19 President Rich Austin, Jr., who explained the importance of the Guiding Principles and how they have shaped the union. Following the

panel discussion, workshop

participants voted for what they felt were the most important principles, listing favorites at one of the ten easels set up around the room.

Bridging the 'generations gap'

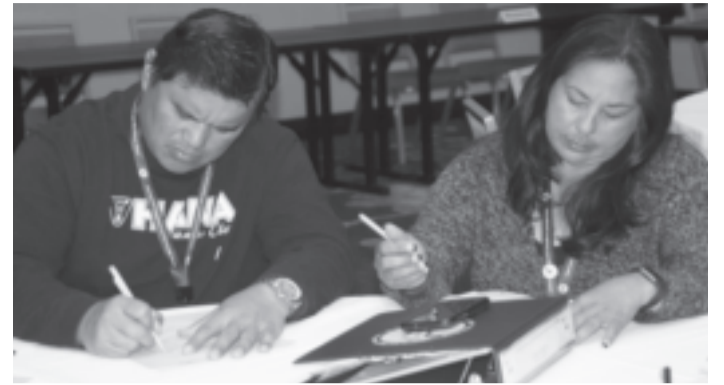
Later that afternoon, conference participants discussed the need to develop and involve young leaders in the union. A discussion on "bridging the generation gap" began with a brainstorming session that explored the perspectives of younger and older workers led by Gary Hattal and Ligia Velazquez of FMCS. A panel discussion followed with ILWU Canada Second Vice-President Steve Nasby, Local 5 Secretary-Treasurer Amy Wren, ILWU 23 President Dean McGrath, Tacoma Pensioners President Mike Jagielski, and Local 23 B-Man Brian Skiffington. Panelists explained how their locals are developing younger and newer leaders. Nasby discussed Canada's annual "Young Workers Conference" along with efforts to include ID Casuals in education and other union programs. The Tacoma delegation talked about their Young Workers' Committee that built strong bonds between Local 23 pensioners and younger Tacoma longshore workers.

"We brought together young workers who are hungry for knowledge about the ILWU and the industry, and you have this group of pensioners who are eager to share their knowledge and experience. It's a powerful combination," said Mike Jagielski.

Local 5's Amy Wren talked about the challenges of building union culture at Powell's where the turnover rate is much higher than the longshore industry, and most workers have no personal or family experience with unions before working at Powell's.

Automation

On day four, ILWU International



ILWU Local 142 Business Agent Joseph Aquino at the LEAD Institute in Seattle. Nine representatives from Local 142 attended the event.

Vice President Ray Familathe gave a multimedia presentation that explained the growing threat of automation on the docks, in the trucking industry, and in warehouses and hotels.

"I'm tired of being lied to by politicians," said Familathe. "I don't think there's a politician on either side of the aisle who understands where this technology is going and what is going to happen to working people over the next few years. We need to challenge these politicians on where they stand on automation and how they expect public services can continue to be funded if more and more workers are displaced by robots."

Communications workshop

The ILWU communications staff held a workshop in the afternoon of day four. Topics included internal and external communications strategies, developing public-interest messages, flyer design and public speaking. The workshop was interactive, and participants worked in small groups to practice public speaking, produce their own flyers and develop messages that combined union issues with broader public concerns.

Closing address

On the final day, ILWU International Secretary Treasurer Willie Adams delivered closing remarks to the conference. He

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Legislative Update

Union Political Action Success Grant-in-aid for Hamakua Health Center

“What have you done for me lately?”

People ask this question of politicians all the time. It is easy to grow cynical and weary of politicians, especially in the era of Trump.

However, there is still reason to hope because action can still be taken at a state level working with Hawaii’s local politicians.

What is a “grant-in-aid”?

Every year from January through May, Hawaii’s legislators determine which bills turn into law. In addition to passing bills during the Legislative Session, the legislature has the ability to award grants funded by the State.

Grants (GIA’s) are awarded for two types of requests: Capital Improvement Projects (\$20 million) to construct and or repair buildings and other facilities, and Operating grants to support programs (\$10 million).

Our legislators decide how to allocate the \$20 million and \$10 million funds for projects across the state. That’s a lot of money! And there are certainly many worthy causes and projects. Through these grants, the state funds programs such as the Special Olympics to the Domestic Violence Action Center (for a full list of this legislative year’s grantees, visit labor.hawaii.gov/ocs/service-programs-index/gia/).

The legislators determine which causes to advocate for, and use their influence and relationships

within the legislature to push their requests through to the finish line, aka secure the money for the projects.

“It’s a big responsibility, but it’s gratifying to go through all the grant applications and see what’s worthwhile. The little organizations make a big difference, especially for boots-on-the-ground situations like health care and homelessness,” said Representative Nicole Lowen.

Union political action

The union has fostered a relationship with Representative Mark Nakashima (District 1; Hamakua, North Hilo, South Hilo) and Representative Nicole Lowen (District 6 Kailua-Kona, Holualoa, Kalaoa, Honokohau).

This year, thanks to union political action, one of Local 142’s units, Hamakua Health Center was able to get a grant worth \$800,000 for the further planning and construction of a new health center.

Improving access to care

The grant-in-aid for Hamakua Health Center was Representative Nakashima’s sole and top priority for this session. And with the help of Representative Lowen on the finance committee, the center secured its funding from the state.

“This is an important first step,” said Nakashima about the grant-in-aid for Hamakua Health Center. “This is an important community resource because there’s not a lot of private practice in Honokaa, so having a facility that allows for increase in better service is key.”



The Big Island’s Hamakua Sugar Co. closed down in 1994. With the loss of sugar as an economic engine, not just on the Big Island but the state as a whole, many communities struggled to adjust. Hamakua was no exception.

An injury to one is an injury to all

“Every day I hear stories of seniors who have left Honokaa because their family moved them to the mainland or Honolulu for better care,” said Representative Nakashima. “Can you imagine after living 90 years in one place only to move somewhere else where they don’t know anybody? They will have to spend their remaining years among strangers – no Hongwanji, no friends. The rural community is from plantation days. It is not their fault that sugar ended, and they are far from accessible care.”

“Neighbor island needs are always greater than Honolulu,” noted Representative Lowen. “And it is a fact across the country that rural communities have even more of a struggle.”

The union as a whole has the numbers in membership to heavily influence elections, and these votes



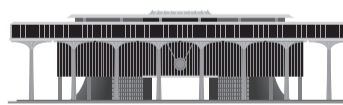
Mahalo, Rep. Lowen (above) and Rep. Nakashima (below). To find your district’s representative and share your concerns about your community, go to capitol.hawaii.gov.

are important to those in elected office.

We work democracy to our advantage when we have a balance between those in power and those they represent.

Strengthening the community through PAC

The success of the Hamakua grant-in-aid is a win all around that represents what can happen when the union, community and politicians work together: more money to build will lead to more jobs within the unit. And the underserved community will have more access to quality care. To find out more about how to get involved with political action, call your Division or talk to your Business Agent.



2017 Legislative Summary



At the start of the 29th Legislature, 2,918 bills were introduced. 230 bills were passed by the end of session. Of those 230, 11 of the bills the ILWU supported passed, in addition to four funding bills.

This year, the union identified five bills related to labor that would be detrimental to working people’s concerns. By the time session ended, all five of those bills were dead.

For example, HB 7 and SB 598 threatened the Longshore Division because it would have taken work opportunity away from them by allowing others to open containers to inspect for illegal fireworks. These

bills died and were not even granted a hearing.

In addition, HB 1471 and SB 704 were identified as harmful to working people in the hotel industry because of their support of Airbnb and temporary vacation rentals. These bills survived until the final deadline, but luckily did not get past that.

Kauai

HB 186: The coffee berry borer beetle is a threat to the coffee industry. This bill will extend by two years the availability of assistance from the state department of agriculture and their pesticide

program to combat the coffee borer beetle. The basis for the extension is that it took longer than expected to first make the support available to the coffee growers.

Oahu

HB 100: Funding for Wahiawa General Hospital. The budget includes \$942,000 for each of the next two fiscal years and \$1,000,000 as a grant in aid to do capital improvements at the hospital.

Maui

HB 1230: Provides access to special purpose revenue bonding to

MauiGrown Coffee to lessen their financing costs, because the state has approved the project.

Senior Programs

HB 607: This bill relates to the Kupuna Care Program and appropriates \$600,000 for developing a plan to identify supportive services for care-givers to help them care for their Kupuna.

HB 615: This bill relates to the Healthy Aging Partnership and appropriates \$500,000 to advance the program, which is an evidence based program to promote chronic disease management and exercise and fitness.

Ladies inFORMATION -- continued from page 1

HONOLULU -- "I asked her why she was quitting," said Jane Templin, an electrician from Washington attending the Summer Institute for Union Women.

I said, 'Do you not like your job?'

She said, 'No, I love it.'

'Then why are you quitting?' I asked.

'My dad said he would rather me be a prostitute than a construction worker because at least that's a woman's job.'

On June 28-July 1, 2017, nine women from Local 142 attended the Summer Institute for Union Women (SIUW) at the Ala Moana Hotel. Over 200 rank-and-file women from Hawaii, the West Coast and Canada attended.

One of the attendees from Local 142, Katherine Miyamoto of Unit 4404 Serta Simmons Bedding, LLC noted stories like the one above as one of the most important aspects of the Institute.

"Just listening to that lady over there (referencing Templin), and the stories she shared was so amazing to me. She said before they had a union, women would be fired just for being pregnant. I couldn't believe that. I'm so glad to be here, so I can tell

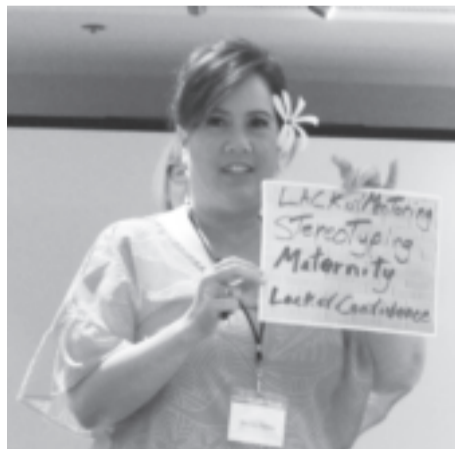
women like that, *Mahalo* for going through what you went through. We take it for granted; people went through so much before they had the union to help them."

In-depth curriculum

The participants from Local 142 split into two study groups, with one attending the Women in Leadership seminars and the other attending Collective Bargaining in Tough Times.

Why feminism?

The first SIUW was held in 1998. Current Local President Donna Domingo attended in 1998 as a trustee and noted in her keynote speech on June 28 that the women-only institute is still necessary in these times.



Pictured at left is Local 142 President Donna Domingo giving her keynote speech, which received a standing ovation from the audience of union women from the West Coast, Canada, and other unions in Hawaii. Pictured on the right is Shawna Rapoza from Unit 4209. In the brick wall exercise, the women discussed in groups obstacles they face as women that could contribute to the brick wall they need to get over. "Lack of confidence" made her group's list as a major obstacle women face, in addition to being mentioned by all the other groups as a problem. Later in the exercise, the instructors handed out cut-out leaves to represent a vine growing over the wall, to write on the ways they could overcome the wall. Mentoring came up on every group's leaf, or as one group put it, "fem-toring!"



*sugar, spice
and everything*
**UNION
STRONG!**



"The union means you have a chance to fight for what you believe in. After our first contract (see Hawaii docks story page 1), you just see benefits and get a foundation. You have a voice. I feel both woman pride and union pride. The membership is growing and that's just that many more people who can support you."

-- Leimomi Attwood, Unit 4208
Matson Clericals



"You have your beginners here who are so willing to learn, said Lolohea Kava from Unit 2505 the Westin Maui. "They're just being introduced. And then you have those who are knowledgeable and willing to share. That's what I love about this." L-R: Kava, Corin Kekua, Tristie Licoan, Noelani Rasmussen.

"When I ran for president, people could see a woman being vice president. But president? That's a different story...Til this day my Oahu Division is still all male."

One does not have to look far to spot gender imbalances in positions of power. Male-dominated spaces seem to be the status quo. Even in democratic structures like the union.

"Just think, the boss has all the power, *except* for the power the union negotiates away," said instructor Joey Hartman in the bargaining class.

One could say that in a male-dominated world, men have all the power, too, except for the power women have negotiated and continued to fight for.

Thankfully, the union gives people plenty practice in the art of negotiating, and its ideals of equality support these avenues of support for those who may be marginalized; as our motto goes, "An injury to one is an injury to all."

Bonding over struggle

In an activity in the Women in Leadership seminar, the participants were given sheets of paper printed as bricks. The women were asked to write obstacles women face on the bricks to create a wall.

Without fail, each of the nine groups labeled their bricks with CONFIDENCE as a major struggle women face.

"When I got into Longshore, it's mostly men," said Melanie

Watts. “As a woman, I refused to use my family name, so I could just see how far I could go. I never even told my father I was applying for the job I’m in now. My brother in Longshore didn’t know either, until his co-workers asked if I was his sister when they saw my name on an application. But I just knew I had to try as a woman to get it on my own as much as I could. People always talk and I didn’t want them to discredit me as a woman.”

The women felt free to acknowledge these kinds of obstacles amongst themselves, and the camaraderie was palpable when it came time for the march.

Strength in numbers

Each of these institutes culminates in something actionable that illustrates the themes the seminars explored daily.

As one of the lessons the instructors stressed in the Collective Bargaining seminar, one of the powers unions have over the employers is risking their public reputation. A demonstration and march like this is never a good look for the company.

The women marched from Ala Moana Hotel to the Ilikai Hotel, protesting the Ilikai management

for not bargaining in good faith.

“My favorite part of the Institute was the march. We all showed how strong we are together, and it was so powerful,” said Corin Kekua of Unit 4406 Star Advertiser.

Strength in sisterhood

Kekua summed up her overall experience, “I’ve met so many strong and inspiring women from Hawaii, the US and Canada, and we’ve made bonds to last a lifetime. My recommendation is for everyone to get active and get involved, find out what your union can do for you. If you’re not union, do the research, find out how being in a union can benefit you. I did my research this past week and I’m ready to head back to work, and let my members know I’m here for them, and so is our union!”

The sisterhood was real. “I was going to bring chili pepper water for my California sister to try,” said Miyamoto one day at breakfast.

They say girls are sugar, spice and everything nice. But after the whole Institute and watching the women grow and connect through their shared struggle and triumphs, I’d say they’re more like Miyamoto’s chili pepper water.

Don’t underestimate it or you’ll get burned, brah.



Above left photo: a sign on the doors of the conference rooms for the SIUW. Above photo: L-R: Shawna Rapoza, Melanie Watts, Kat Miyamoto, Lolohea Kava, and Tristie Licoan marching in front of the Ilikai Hotel with others from Local 5 Unite Here and over a hundred other women in the conference.



L-R: Kat Miyamoto, Leimomi Attwood, Corin Kekua, Noelani Ramussen, Lolohea Kava and Shawna Rapoza



**Get up!
Get down!
We fight for
justice in this
town!**

*The people united
will never be defeated!
The women united
will never be defeated!
The workers united
will never be defeated!*



Chants like the ones on the left rang through the streets of Waikiki. L-R: Tristie Licoan, Leimomi Attwood, Melanie Watts.

*“I constantly get sh*t for my short stature and the size of my hands. But after attending SIUW and being in the presence of the most beautiful and the most strongest women I have ever met, I have never felt so empowered and focused to break down those barriers and show those people that this 4’10” woman with the little hands will do astronomical things.” -- from Cherise Couch’s (pictured standing) speech at the end of the Women in Leadership seminar.*



LEAD Institute -- continued from page 2



The theme of the LEAD Institute in Seattle was “Taking Responsibility for the Future.” Attendees learned how to address membership with the changing times, union values, union history and solidarity, and member involvement and activation. Can you spot the eight Local 142 representatives that attended the LEAD Institute? First row has Maui Business Agent Bobby Adrion, Oahu BA Brian Tanaka, Local Vice President Teddy Espeleta. Second row has Longshore Vice Division Director Richard Kamoe, Hawaii Division Director Elmer Gorospe, Oahu BA Dillon Hullinger, Kauai BA Jesse Vaughn, Maui BA Joe Aquino.

stressed the need for participants to bring back what they had learned and apply that knowledge to work with their local union officers.

“What will you do with all of this knowledge? What will happen when you get back home? Will your momentum and enthusiasm die out? Will you be on fire when you get home or will you just go back to doing what we’ve always been doing?” Adams asked.

Active members, strong unions

Local 500 member Joulene Parent, who now works on her local’s Education Committee,

said her own experience as a casual dockworker illustrated how important it is to actively encourage new workers to participate.

“I’m one of those people who was pulled into working with our union’s Education Committee before I became a full member,” Parent said. “I used to think that you had to be a fully-registered member to get educated and that it was an exclusive club. But Local 500 members reached out to me, invited me, encouraged me to participate, and made me feel like I had something to contribute. Now I see that our inactive members and casuals are resources lying dormant that could benefit our union.”

UPCOMING EDUCATIONAL OPPORTUNITY for Local 142 members - 9th Labor Institute: 1/29/18 --2/2/18 stay tuned for the agenda and more details!

An educated membership is an empowered membership --knowledge is power and we are strong together! It's not too early or late to learn more about your union and prepare for the chance to go to these exciting educational events. Ask your Business Agent about these learning opportunities!



STATEWIDE NEGOTIATIONS

way to go, Foodland and Sack N Save!



Back row L-R: Jasmine Amaral (Maui), Edna Galinato (Maui), Jennifer Yadao (Big Island), Annie Dickenson (Oahu), Dona Hamabata (Oahu), Ruby Shimabukuro (Oahu), Local President Donna Domingo, Kaponu Keliikoa (Oahu), Susan Lake (Oahu), Rylan Labuguen (Kauai), Barbara Goto (Kauai), Kehaulani Ross (Big Island), Oahu Division Business Agent Dillon Hullinger. Front L-R: Sierra Delgado (Maui), Ariane Inpelido (Maui). The negotiating committee for Foodland included representation from all departments: cashier, grocery, produce, and courtesy clerks. Their new contract will last three years and covers 1,200 members statewide.



The Sack N Save negotiating committee (above) reached an agreement with management in July after a few months of negotiations. The contract covers 250 members statewide. Standing are negotiating committee members Darlina Manuel-Schoel and Cherise Couch (Oahu). Sitting L-R: Anna Ater (Hilo), Wanda Cravalho-Logan (Maui), Ariel Cantiberos (Kona). Missing: Spokesperson/Business Agent Jose Miramontes.

If you see these union brothers and sisters at your local Foodland or Sack N Save, tell them MAHALO for negotiating a union contract for better working conditions and benefits!



“Usually Foodland negotiations would take 10-12 months. This round was only five or six months. That’s due in large part to the hard work of the negotiating committee at the negotiation table and at their home stores statewide,” said Oahu Business Agent Dillon Hullinger, who got his start in the union as a rank-and-file steward at Foodland in 1995

ILWU Unit Spotlight

Unit 4526 Pacific Beach Hotel ...reopening this fall as the 'Alohilani Resort at Waikiki Beach'

HONOLULU -- Renovations at Pacific Beach Hotel started March of last year and the whole unit stayed open for business. The workers and the union have been working together to ensure fairness and continuity amidst all the changes to the property.

"We can speak up, and our voices matter," said newly elected unit chair Alanna Kuhn, addressing members in the housekeeping department. On April 23, 2017, Kuhn distributed ILWU pins to each of the departments -- banquets, front desk, housekeeping and maintenance -- to express union pride and solidarity.



Unit Chair Alanna Kuhn putting an ILWU pin on housekeeping member Juliana Lista.



Members in housekeeping from L-R point to their ILWU pin that adorns their nametags. New Unit Chair Alanna Kuhn gave pins to all the members to wear in reminder that the union is there for them. Rowena Dumayas, Macrina Yasay, Julia Daguio, Elvira Farrell, Nida Corpuz, Jin Sub Jung



Vice Chair Alan Ah Yo, Jared Matsumura, Business Agent Paris Fernandez, Unit Chair Alanna Kuhn, Mark Koyanagi, Vice Chair Charles Chung of the bell department.

"Dorothy Lee Bolden, founder of the National Domestic Workers Union of America in the 1960s, declared that housekeepers, nannies, and in-home caregivers had built the nation from "the sweat of their brow" as surely as their parents had by working in the fields. Nearly half a million people work as housekeepers in hotels nationwide, about 90 percent of them women."
 -- from an article in *The Nation*, "Housekeepers versus Harvard: Feminism in the Age of Trump"

It is not easy to clean up after people on vacation.

But that's just what the housekeeping staff at Pacific Beach Hotel (made up of about 150 members) do day in and day out.

They perform physically daunting tasks that include difficult and often overlooked labor such as lifting and turning down beds, scrubbing stains, and pushing carts from tower to tower.

How many of Hawaii's people must be housekeepers or know one in their family, as the hotel and tourist industry shows no signs of slowing down. The workers deserve a respectable wage and benefits for their labor.

"Before we hardly had time to eat lunch we had to clean so many rooms a day. Now we get more time. The union helps us if there are problems," said housekeeping member Lilia Mendoza.

Hotels would never run without the hard work of people in all their departments: bell, front desk, banquets, and housekeeping, and Pacific Beach Hotel is no exception.

Let's give a shout out to all the workers in hotels who unionize and fight for recognition of the work they do. And if you ever stay in a hotel, don't forget to leave a tip in your room and for whoever else helps you. These men and women work hard; show respect!



Morning shift housekeepers doing their stretch routine that helps them prepare for their physically-demanding work.



Charlene Sau Lin, Lilia Mendoza, and Helen Villanueva before they start their morning shift in housekeeping.

Unit 4526 Pacific Beach Hotel

Location: 2490 Kalakaua Ave. Honolulu, HI 96815

ILWU members since 2002

Total union membership: 347

Before their first contract with ILWU in 2013, they did not have a raise in 13 years.

Unit Officers/Stewards: Chair Alanna Kuhn; Vice Chairs Alan Ah Yo, Mark Nonaka, Charles Chung, Jenniedane Arguilla, Treasurer Jeffrey Cho, Secretary Lana Gustafson, Stewards Alanna Kuhn (front desk), Andrea Tolentino (PBX), Bernadette Pettis (front desk)

Business Agents: Wil Chang and Paris Fernandez

Organizing on Hawaii docks -- continued from page 1

the five negotiating committees, no one had ever been involved in negotiations, and only one worker had even belonged to a union before.

However, the members were not deterred.

“Members of all the committees worked hard, learned fast, and took their responsibility seriously,” said Furtado.

“It wouldn’t be possible to run five separate negotiations for first contracts without strong committees. We also had great support from the Hawaii Longshore Division.”

Negotiating momentum

In the early morning hours of Friday April 21, the first of these committees reached a tentative agreement - the new unit of Matson clericals.

Later that same morning, the pace of negotiations began to step up with HSI. The outlines of a tentative agreement were

hammered out that weekend and a final tentative agreement was reached on May 2.

The Matson clerical unit was able to make substantial gains in wages and benefits, including family medical with no monthly premium and a greatly improved retirement plan.

As non-union workers, many members in this unit were used to getting a bonus instead of a raise.

As ILWU members, everyone received increases of 3% in each of the next three years. Some workers also saw pay upgrades in addition to their 3% raise.

Matson clericals ratify first contract

On April 30, Matson clerical workers unanimously ratified their contract.

Unit Secretary Joy Borbo stated, “Before we joined the ILWU we had no representation and we were ‘at-will’ employees. Now we are

bargaining unit employees, we have rights, we have the collective power to negotiate a contract, and a voice to help enforce our contract. Fortunately for us, that voice is the ILWU...this is the best thing that has ever happened in my career at Matson.”

HSI contract gains

Local 100 HSI supervisors held their ratification meeting on May 5, and their first contract was also unanimously approved. HSI supervisors won a guaranteed 40-hour work week and 3.5% wage increases in each of the next three years -- with back pay to September 20, 2016. In addition, some classifications received wage upgrades and premiums.

HSI supervisors also won family medical benefits with no monthly premiums and -- for the first time -- twelve paid holidays (supervisors were previously salaried workers).

As non-union salaried workers,

HSI supervisors were not paid overtime and had no differential for working the night shift -- injustices they corrected in their first union contract.

Longshore and union future looks bright

“The hard-fought victories won by the Matson clerical workers and HSI supervisors will greatly benefit these workers and sets the stage for good agreements to be won at the three supervisor units still in negotiations,” said Furtado.

“Organizing and getting good contracts for our members has always been important to me, and now I’m getting more focused on making sure that new leaders coming up in our Union understand and continue the progressive, militant, and democratic traditions of the ILWU. I’m seeing all of these things coming out of our recent victories in Hawaii.”



Congratulations to HSI for all their hard work in negotiating their first contract!



The Matson clerical negotiating committee and Hawaii Longshore Division hard at work!

Know non-union workers who need help organizing?

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 Organizing Dept. at your Division Office:

- LONGSHORE: (808) 949-4161
- HAWAII: (808) 935-3727
- MAUI: (808) 244-9191
- KAUAI: (808) 245-3374
- OAHU: (808) 949-4161

There is strength in numbers...
ORGANIZE!