



VOICE OF THE ILWU

INTERNATIONAL LONGSHORE & WAREHOUSE UNION
LOCAL 142

Volume 58 • No. 2

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

March/April 2018

Who's who for ILWU early endorsements...

ADDRESS LABEL



L-R: Alanna Kuhn, Charles Chung, Congresswoman Tulsi Gabbard, Business Agent Wil Chang, Carissa Brown from Unit 4526 Alohilani Resort.



Oahu Division Pensioners with Congresswoman Colleen Hanabusa L-R: Linda Dumlao, Hanabusa, Dorothy Sakamoto, Joanne Trask; front L-R: Esther Scharsch, Grace Nishigaya.



Local staff, officers, members and State Senator Jill Tokuda's staff pose with Tokuda at the ILWU hall on Atkinson Drive on April 3, 2018. Before her run for lieutenant governor, Tokuda served as Chair of the Labor committee in the Senate.

The 2018 election year is in full swing with candidate banners flying through every neighborhood, and lately the ILWU halls have been a revolving doorway for politicians.

Why? Because the ILWU represents over 16,000 working men and women statewide, and the working class i.e. LABOR is a big chunk of the votes these politicians can get.

The ILWU Local 142 State PAC (Political Action Committee) has been interviewing candidates since March of this year to see who best fits the criteria of advocating for working people and have records we can trust. The Local PAC is made of representatives from all divisions.

The politicians pictured here with ILWU members, staff and pensioners have been selected for an early endorsement because of their commitment to the values of labor.

How to get involved

Call your division to see how you can be a part of the ILWU Local 142 State PAC and get involved with the union's political efforts.

Look out for future VOICE issues that will include endorsements for local statewide and citywide races.

We encourage you to vote for candidates who are likely to give the working class a seat at the table.

(Please note that this year is not only an election year at the state, city and federal level, it's also an election year within the ILWU Local 142, too! The Union is a democratic organization that has elections every three years -- see back page for union election info!)



Senator Mazie Hirono greeting pensioners at an event on April 3, 2018.

Governor:
COLLEEN HANABUSA
Lieutenant Governor:
JILL TOKUDA
US Senate:
MAZIE HIRONO
US Congress, District 2:
TULSI GABBARD

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*Need a copy of your union contract?
Changed your address?
Got married and changed your name?
Have a problem with your medical plan?*

CALL THE UNION!

- Hawaii Division: 935-3727
- Maui Division: 244-9191
- Kauai Division: 245-3374
- Oahu Division: 949-4161
- Longshore Division: 949-4161

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on June 22, 2018, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

News from The Dispatcher

Supreme Court hears key anti-union case

A showdown took place at the US Supreme Court on February 26 where union advocates squared off against anti-union lawyers funded by big business.

Anti-union argument

The fight involved a controversial case called “Janus versus AFSCME,” so named because it was led by Mark Janus, a public employee who sued his AFSCME labor union that represents him and roughly 100,000 active and retired members in Illinois. Janus admits he and other public workers were “underpaid” and received better pay and benefits because of their union – but he also thinks he is entitled to get the union’s services and representation for free, instead of paying his fair share of union costs, which amount to about \$45 a month.

Funded by big business

Anti-union groups have spent more than a half century and millions of dollars searching for workers like Janus who hate unions and will lend their names to anti-union efforts. Janus’ claims were rejected by lower federal courts because of a landmark precedent-setting, unanimous Supreme Court decision in 1977. That decision, known as the “Abood” case, was unusual because all Supreme Court justices – both liberal and conservative – agreed that public sector union workers were obligated to pay their “fair share” of union representation costs in more than 20 states where that responsibility is recognized by law, including California, Oregon, Washington and Hawaii.

Business targets state laws

Because the Supreme Court respected the “Abood” precedent

for the past 40 years, business groups focused their anti-union campaigns at the state level, passing what they cleverly called “right-to-work” laws. Union members jokingly refer to them as “right to work for less” laws because studies show union members consistently earn higher wages and have better benefits. But aggressive and expensive campaigns by big business against unions managed to pass laws in 27 states that now have some sort of “right to work for less laws” on the books.

Shifting to the Supreme Court

In recent years, big business revived their Supreme Court strategy against union. First they blocked President Obama from filling a vacancy on the Supreme Court by enlisting Senators to block his moderate nominee. After Donald Trump was elected, business interests rallied to appoint a new Supreme Court justice who would cater to Wall Street and not workers. They

suggested a man named Neil Gorsuch; Donald Trump made the appointment and the Senate quickly confirmed him.

Split among justices

At the February 26

hearing, both sides presented their arguments to the nine justices, most of whom peppered attorneys with questions and comments. During that process, four justices made it clear they supported the union side – while four others made it obvious that they would side against workers in favor of big business. The newest justice, Neil Gorsuch, will break the tie and cast the critical deciding vote in the Janus case.



ANTI-UNION: A majority of the Supreme Court justices now support big business and investors over workers, unions and consumers. Republican politicians refused to let President Obama fill a court vacancy, then quickly approved Supreme Court Justice Neil Gorsuch's nomination by President Trump. Gorsuch has a record of opposing workers and unions.

Trump's judge will decide

Gorsuch has a long history of siding with big business over workers and consumers, so there's little doubt where he will come down on the Janus case. Unlike the other justices, Gorsuch was silent during the oral arguments last month. The only other justice who said nothing was Clarence Thomas, who has become famous for never asking any questions. But Thomas previously made his views clear by voting against union members in a nearly identical case that tied in a 4 to 4 decision after Justice Antonin Scalia died suddenly in 2016.

When will they announce?

Justices typically take a secret vote soon after hearing oral arguments, then decide who will write the opinions for the majority and minority. The Court could announce their decision in a few weeks from now or they could delay a few months, but it is certain to come before their summer recess.

Impact on all union members

Assuming the court rules against workers and unions as expected, business interests hope to quickly exploit opportunities created by the ruling. Anti-union campaign committees have already experimented with obtaining names and addresses of public employees, then barraging

them with mailings, text and phone calls that urge everyone to quit paying union dues. Some of those experimental campaigns could soon become standard operating procedure.

While the case before the court applies only to public-sector workers, the impact is likely to be broader.

“If part of America’s union movement gets weaker, the entire working class suffers,” said ILWU International President Robert McEllrath. He noted that the ILWU already represents thousands of public employees who may feel pressured to abandon the union and stop paying dues after the Supreme Court announcement.

McEllrath has directed staff and leaders to develop education and out-reach efforts to alert workers about the need to stay united and continue supporting the union.

“Nobody who works for a living has ever gotten ahead by going it alone against powerful employers,” said McEllrath.



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Around the Union

Maui Division showing out strong for PAC

KAHULUI — On March 27, 2018 Maui Division members and pensioners sign-waved for Colleen Hanabusa and attended the blessing of her new Maui campaign headquarters. To get involved reach out to Emmanuel “Manny” Baltazar, the PAC chair on Maui (Unit 2520 Grand Wailea).



First row L-R: Orlando De Leon, Railey Sagayaga, Sally Abut, Remy Valdez, Mariklyn Caluntad, Fe Cooper, Lourdes Velasco, Rosie Agdeppa, Cayetana Cortez, Amparo Pardo, Laureana Aceret, Lydia Coloma; Second row: Josie Baggao, Raymunda Ignacio, Rufina Peralta, Violeta Natividad, Hanabusa, Manny Baltazar, Zenaida Barut, Susan Burger, Kelly Ruidas, Ronald Siliado; Third row: Dixie Youts, Henry Oandasan, Stephen West, Stephen Castro, Eliseo Natividad, Steven Lee

Hawaii Division Recognition Night

HILO — On Saturday February 10, 2018, Nani Mau Gardens filled with Hawaii Division’s members and their families, and ILWU officers to celebrate the units and members who encourage union involvement.

Outstanding Units

- 1-29 members: Unit 1413 Big Island Toyota
- 30-99 members: Unit 1421 Foodland (Keaau Store)
- 100+ members for Tourism: Unit 1503 Mauna Kea Beach Hotel
- 100+ members for General Trades: Unit 1402 Mauna Loa Macademia Nut Corp.

they are retired, they are still active in their old units and the union as a whole.

- Mary “Swanee” Rillanos - Unit 1503 Mauna Kea Beach Hotel
- James Moeller - Unit 1518 Hapuna Beach Hotel

Pension Club Recognition

- Most New Members in 2017: Pepeekeo Pension Club (Barbara Hanog - President)
- Most Active Club in 2017: Papaikou Pension Club (Nick Valledor - President)

Outstanding Retirees

These individuals were recognized because even though



Unit 1518 Hapuna Beach Prince Hotel recently-retired Unit Chair James Moeller, Acting Unit Chair Syvell DeRego, retired unit member Frankie Pang.



Unit 1421 Foodland Keaau Unit Chair Jennifer Yadao at left. On right is Barbara Hanog, president of Pepeekeo Pension Club.



Business Agents Tristie Licoan and Michael Dela Cruz with Hawaii Division Director Elmer Gorospe.



Unit Big Island Toyota L-R: Gregory Wagner Jr., Unit Secretary Dorothy Carr, Aaron Kimoto, Lawrence Cabral, Business Agent George Martin. Back: Hawaii Division Director Elmer Gorospe



Members of Unit 1402 Mauna Loa Macademia Nut Corp. accepting their award on stage.



State Representative Richard Onishi waves to the audience. He was one of several Big Island state legislators in attendance.

LABOR INSTITUTE 2018

Part II (for Part I see the January/February 2018 issue!)

HONOLULU – Over a hundred members from Kauai, Maui, Hawaii, Oahu and the Longshore Division learned from some of the best labor education specialists in the country on January 29 - February 2, 2018. “We come from a different variety of industries, but we all can learn from each other,” said Corin Kekua of Unit 4406 Star Advertiser. “Even with our differences, we still want contracts that can give us the same things like a living wage and benefits and security for our family and jobs. The union brings us all together.”

After a long week of diligent study and active participation, the members graduated with the support and encouragement of their instructors. “Some of them were telling me, ‘We can’t wait to call you when we’re in negotiations!’ And I can’t wait to hear from them,” said instructor Eve Weinbaum, who taught a core class called “Mobilizing for Collective Bargaining.”

The members’ enthusiasm will take them far. Page 7 contains an update on how members have been applying what they learned at the institute. These pages contain a sampling of their learning highlights.

Our Mighty Members

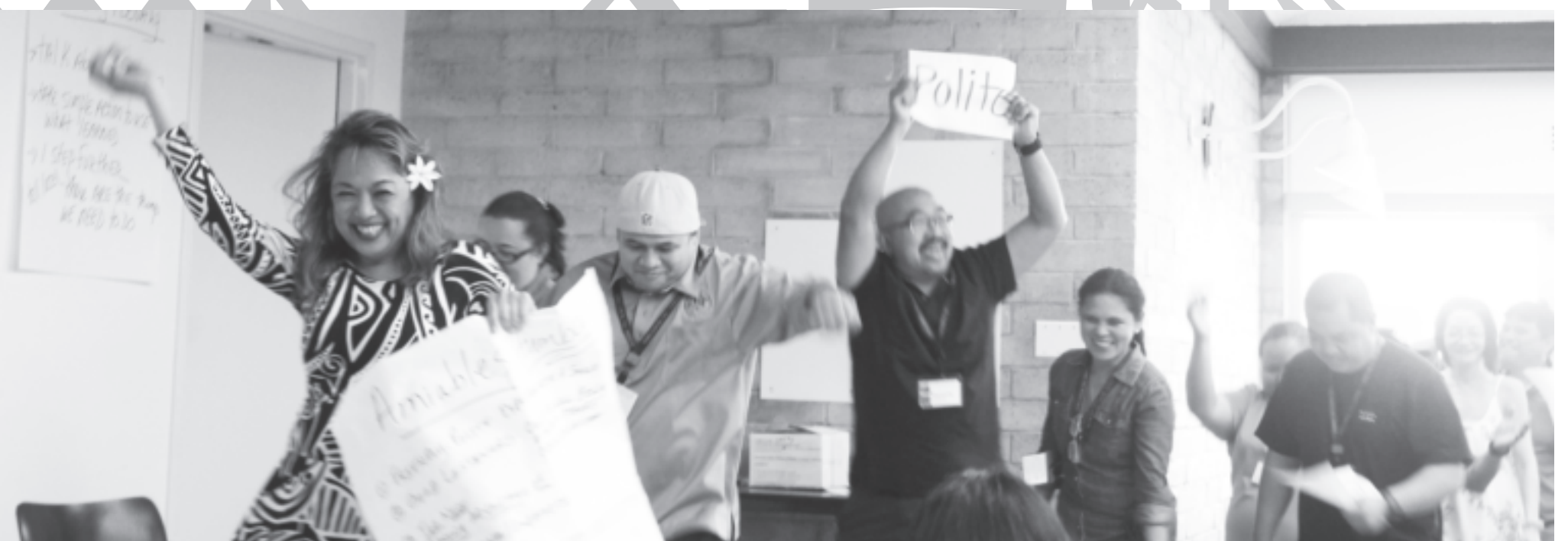


Kalen Puu-Komoda of Unit 2526 Andaz Maui and Clayton Hao of Unit 1417 Hawthorne Pacific Corp. with their power map in a workshop called “Research Skills for Union Leaders” done by instructor Molly Gott. Using the website www.littlesis.org, members traced where money flows to and from at their companies, ultimately researching their way to empowerment; more knowledge about those in power leads to more leverage in bargaining and beyond.



“When you’re tracking power, see who is the ultimate decision maker,” said instructor Molly Gott about management. “What is important to them? Do they want another hotel? What relationships matter to them?”

“I get it,” said Daryl “Hoku” Keamoai Unit 3511 Grand Hyatt Kauai (pictured above). “You learn to speak their language.”



L-R: Sally Abut Unit 2520 Grand Wailea Resort Retail, Ariel Cantiberos Unit 1421 Sack N Save Kona, James Villegas Unit 4405 Foodland, Venancio Garduque Unit 2526 Andaz Maui, Elizabeth Visitation Unit 4524 Airport Honolulu Hotel presenting what their core class learned for the rest of the participants. “Any kind of effective leadership is due to listening,” said instructor Marilyn Sneiderman. How does one become a better listener? Knowing your communication and personality style. This group is the “Amiables,” friendly team players. The other personality/leadership types are: analyticals, drivers, and expressives.



The entire week of classes ended on Friday February 2, 2018. Members stuck to a rigorous schedule with core workshops in the morning and workshops in the afternoon, and even evening plenary sessions some nights. As a final moment together, they spontaneously started to sing moving labor songs and Hawaii Aloha to honor their time together and remember the importance of solidarity.

"If you like your livelihood, and having job security, then you value the security of the union," said Ronald Siliado from Unit 2511 Makena Golf & Beach Club, arguing against Right to Work in the Right to Work class (see p. 2).

"Cuz no union means no job security. Yeah you might be happy you got extra \$100 on your paycheck for not paying union dues. But as you're not paying, the union still pays everyone's arbitration and helps with all our medical. And if you drain the union, there will be no one left to help you."



(photo at left): Siliado and Clyde Amuro of Unit 2406 Hawaiian Cement playing a chain game in their workshop called "Systems Thinking Tools - Don't Solve Problems, Dissolve Them!" (photo at right): clockwise from bottom left is Dionicio Guzman Jr., Charles Andrion, Dickson Manzano, and Daniel Alejo from Unit 2520 Grand Wailea discussing ways to get their unit involved in PAC.



WHO PUSHED THE BUTTON? The good humor and creativity flowed when members in the class "How to Educate your Members and Bosses About Anything" were told to mime something for the rest of the class and the audience had to come up with a title to match. As each individual mimed something, the next one in the group would have to build on their story. These exercises rooted in improv stressed the importance of knowing how to think on your feet and go with the flow. L-R: Conrad Adams Unit 3401 Kauai Coffee Company, Linda Fernandez Unit 2509 Four Seasons Resort Lanai, Darren Iguchi Unit 4412 Servco Pacific Inc, Heidi Namaau Unit 2520 Grand Wailea Resort, Business Agent Corinna Salmo, Kele-Jo Kahai Unit 2408 Foodland.

LABOR INSTITUTE cont.

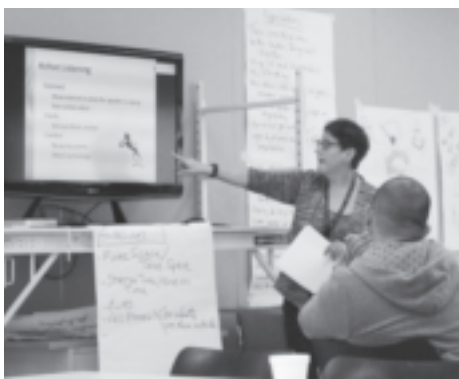
Our Mighty Teachers



Instructor Stephen Lerner wears his ILWU shirt with pride as instructor Marilyn Sneiderman holds his jacket.



Instructor Eve Weinbaum with her class "Mobilizing for Collective Bargaining."



OVERLAPPING THEMES: On the left is Sneiderman in her core class that highlighted listening (see left). On the right is Chang showing the Chinese character for the word "Listen." It is made up of characters for ear, eyes, attention, king, and heart. Both classes stressed that how you listen is how you lead.

Classes in session

Every member participated in one "core class," a class that met every day in the morning for the entire week. In the afternoon, members could choose between workshops that changed daily.

The first class listed is the teacher's core class, unless there is only one class listed, meaning that instructor only taught a workshop.

Barbara Byrd: Advanced Leadership Skills; Dealing with Workplace Bullies

Tracy Chang: How to Educate Your Members and the Bosses About Anything; Systems Thinking Tools -- Don't Solve Problems, Dissolve Them!

Lynn Feekin: How to Educate Your Members and the Bosses About Anything; Reaching Up, Reaching Out: Helping the Next Generation Learn the Ropes of Unionism

Molly Gott: Research Skills for Union Leaders

Gordon Lafer: Mobilizing for Collective Bargaining; What is Wrong About "Right to Work"

Grainger Ledbetter: Winning in the Workplace; How to Conduct an Effective Union Meeting

Stephen Lerner: Preparing for Collective Bargaining; Political Action Works

William Puette: The History of the ILWU in Hawaii

Katie Quan: Make Your Unit Strong!; Balancing Work and Family

Jono Shaffer: Preparing for Collective Bargaining; Political Action Works

Jennifer Sherer: Make Your Unit Strong!; Developing a New Member Program

Marilyn Sneiderman: Advanced Leadership Skills; Political Action Works

Diane Thomas-Holladay: Winning

in the Workplace; Understanding the FMLA

Adrienne Valdez: Managing Conflict

Eve Weinbaum: Mobilizing for Collective Bargaining; Building Coalitions with Unions and Community

Dale Yashiki: What You Should Know About the NLRA



Strength in numbers...
Knowledge is POWER!

Our Labor Institute `ohana... What are they up to now?

Members left the Labor Institute week on a high, but the real test of the success of these events lies in the aftermath. Will the enthusiasm from the classes and camaraderie be hard to sustain in the day-to-day at the workplace?

Our members did not disappoint. They are applying the ideas they learned at the institute and show here that they have ingenuity to spare and passion to share.

Our union braddahs from Budweiser

Todd Sismar and Robert “Bobby” Hew-Len are from a freshly unionized unit -- Unit 4404 Anheuser-Busch Sales of Hawaii.

As new members to the union life, they did not know what to expect.

But “After we got through the first day (of Institute classes),” said Sismar, “I told Bobby, ‘Brah, good thing we came to this!’ We learned so much. Like we never knew things like how to run a meeting the right way, or even what a vice chair does. We learned so much now we feel like we can run this company as one with the workers in charge.”

Know thyself

Both of them were in the class “How to Educate Your Members and Bosses About Anything.”

The class incorporated breathing

exercises and yoga as a way to quiet the mind and tune into the being as a whole to help facilitate better communication.

Empowerment at the deepest level happens on the level of self.

“What really resonated with me was what an impact I can be with my members,” said Hew-Len. “I got a better idea of how the union tries to help, so I know where I’m coming from when I talk to guys about the union. Whatever their view of the union, at least they can respect that I’m coming from a place of wanting to help.”

Being the change

Sismar took it so far as to teach some exercises to the drivers. “A lot of the yoga we learned I’ve implemented in our stretches,” said Sismar. “The drivers will tell me they felt so much better on the road that day from doing it. That



Left: Robert “Bobby” Hew-Len, Unit Treasurer of Unit 4404. Right: Todd Sismar, Unit 4404 Steward.

makes me feel good. I always let them know if they have any questions just ask me. I keep a copy of our CBA (collective bargaining agreement/union contract) in my car and we can go over it together right there.”

The teacher who taught the yoga in their class, Tracy Chang said, “I’ve been in hibernation mode for the last six years,” said Chang. “I wasn’t teaching. But when ILWU called me to teach, that’s what brought me out of hibernation! The people in Hawaii are so much more open-minded and receptive to the ideas I have to share.”

When I contacted Chang to let her know some of her students were actually applying her yoga lessons in the workplace, she was heartened to hear that the members not only

were open to her ideas, but carried them out.

Building a legacy

The union is only as strong as its members in the workplace. When individuals commit to a larger whole beyond themselves, the union thrives.

“We’re all brand new,” said Sismar. “Not like we’ve been in this for 50 years; we’re building from ground zero so let’s build it the right way with the knowledge and foundation we got from the Institute. If we do it the right way now, we don’t have to start from scratch later on. I want to leave this place with a great future, and with the ILWU the sky’s the limit.”



WAILEA — Holding it down on Maui, we have Sava Ilin at Unit 2526 Andaz Wailea Resort. Ilin is a steward in the engineering department.

“Back at the workplace from the Institute, I feel like all I can do and the most I can do is create a positive environment at the job. At the Institute, we saw the big picture as the politics in the US goes against unions. And it’s important we saw the big picture, so we can see that even our small victories in the workplace are chipping away at that big picture little by little. A thousand step journey starts with a single one and every step makes that journey complete!”



Sava Ilin

STATEWIDE — After the Institute, some of the women in the photo at right were inspired to start a makeover challenge -- a bulletin board makeover challenge! Find the hashtag on Facebook and Instagram to connect with more union brothers and sisters across industries!

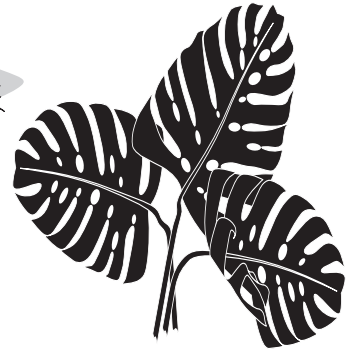
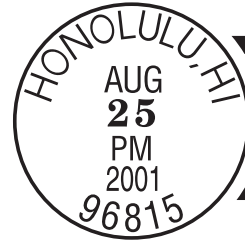


L-R: Michelle Eason Unit 2201 Kahului Stevedores, Lawrene “Noelani” Rasmussen Unit 1515 The Fairmont Orchid, Hawaii, Melanie Watts Unit 4202 Honolulu Terminals, Seini Dennis Unit 2505 The Westin Maui, Ariel Cantiberos Unit 1421 Sack N Save Kona, Jennifer Kaaihue Unit 2201, Cherise Couch Unit 4405 Sack N Save, Corin Kekua Unit 4406 Honolulu Star Advertiser

#ilwubulletinboardchallenge



Reminder: ILWU officer election to be done by mail ballot



Ready, set, VOTE!
If you have participated in Local elections in the past, you may remember on-site voting, where members would vote at their worksite.

This year, the union is using mail balloting instead. This method will increase members' access to voting because they can vote by mail any time, any day, and any place.

Rest assured that your ballots will still be confidential. All ballots will be counted by certified outside verification.

You will be voting for statewide positions like the Local President and Local Vice President, as well as Division-wide positions,

such as Division Director and Business Agents.

Local 142 has four geographical divisions — Kauai, Maui, Oahu, Hawaii; and the Hawaii Longshore Division that covers units statewide.

What is the ILWU Local Election?

The union is a democratically-run organization. ILWU Local 142 members have the power to vote for candidates who will best represent their concerns every three years.

The last election was in 2015. Local 142 operates on a triennium schedule, meaning time is blocked in three year

Keep an eye out for your mail ballot!

groupings. We are currently at the end of a triennium that stretched from 2016-2017-2018. This means the next Local Election will be this year — 2018.

What can I do now?

To ensure you receive a ballot in the mail, please notify the union if your address has changed.

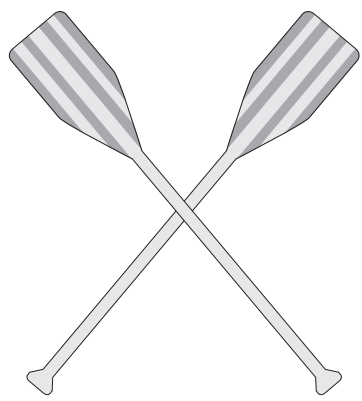
Members can notify their

...next union election after this won't be til 2021... make your vote count!

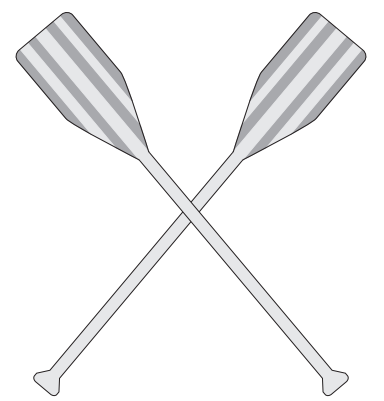
steward, unit officer, or Business Agent. Or just call the Division Office nearest you:

- Hawaii Division at 935-3727
- Maui Division at 244-9191
- Kauai Division at 245-3374
- Oahu Division at 949-4161
- Hawaii Longshore Division at 949-4161

Keep reading the VOICE for more updates!



2018 Statewide Sports Schedule



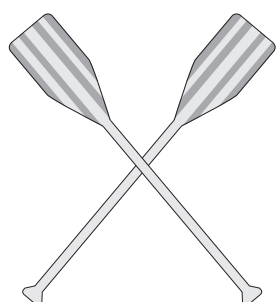
**65th Annual State Golf Tournament:
September 1-2, 2018 (on Oahu)**

**33rd Annual State Slow-Pitch Softball Tournament:
September 29, 2018 (on Kauai)**

**37th Annual State Basketball Tournament:
December 8, 2018 (on the Big Island)**

The ILWU Statewide Sports Program is open to all ILWU members, their spouses, and dependent children. ILWU staff and pensioners too, are welcome.

Get your teams together to play!



Call your Division Sports Coordinator for more info!
 Hawaii Division: Tristie Licoan 935-3727
 Kauai Division: Chad Pacheco 245-3374
 Longshore Division: Dennis Morton 949-4161
 Maui Division: Joseph Aquino 244-9191
 Oahu Division: Paris Fernandez/Jose Miramontes 949-4161
 Brian Tanaka (Statewide Coordinator)

