



VOICE OF THE ILWU



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

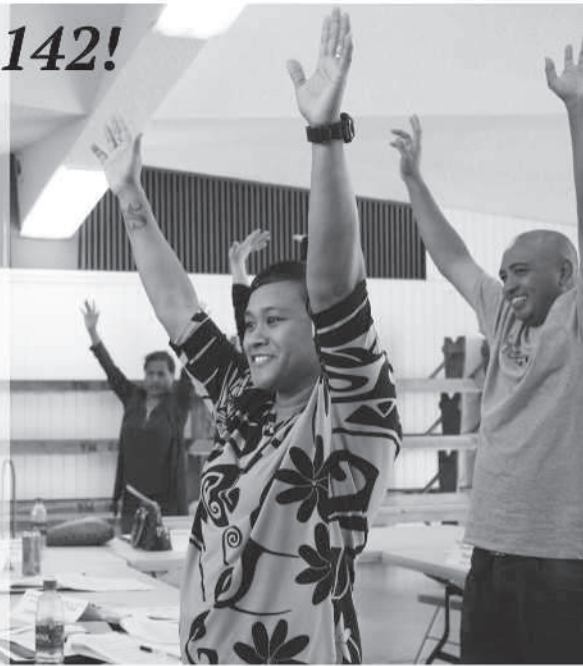
May/June 2021

Standing tall, standing together...

with your union ILWU Local 142!

Aloha, new members, and welcome to ILWU Local 142! As a member, you will automatically receive this publication of The Voice of the ILWU. With the power of union representation on your side, you can stand tall and guarantee that your voice will be heard, without fear of retaliation from management.

We hope you read this issue to learn more about how ILWU Local 142's democracy works, your rights and benefits as a member, and how to get involved to better empower yourselves and others at the workplace!



Pictured above in the foreground are members from the Big Island, Christine Keanu and Allan Cabanting of Unit 1520 Sheraton Kona Resort and Spa at Keauhou Bay doing a stretch exercise in the middle of their steward training class in March of 2019. Knowledge is power and unions are all about workers building power and solidarity.

Hawaii is #1 in the nation

...when it comes to union density. According to 2020 data from the U.S. Bureau of Labor Statistics, nearly a quarter (23.7%) of Hawaii's population belongs to a union. The state of New York was second at 22%.

In states more aligned with Trump-era politics, such as South Carolina and North Carolina, union membership

rates were at their very lowest (2.9% and 3.1% respectively).

The union difference

When it comes to a question of union vs. non-union, the numbers don't lie. Only 67% of non-union workers have health insurance from work versus 94% of union workers.

When it comes to wages, union

members make an average of \$191 more per week than their non-union counterparts.

Based on these statistics alone, it is clear that unions help secure things working families depend upon, such as liveable wages and affordable health care. Read on inside for more benefits of being a part of a union, particularly ILWU Local 142!

ADDRESS LABEL

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IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, AND YOUR RIGHTS UNDER LAW

As a result of your current employment, you are eligible for membership in the International Longshore and Warehouse Union, Local 142. Union membership is a right and privilege to be proud of.

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union. Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and Bylaws.

We believe that most people would want to become active members of the ILWU Local 142, and desire to fully participate in the affairs of their Union. Strong, active and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, by law, you also have the right to refrain from becoming an active member of the Union and you may elect to satisfy the requirements of a contractual union security provision by paying monthly dues and fees to the Union which reflect the representational expenditures of the ILWU Local 142. Please be advised: That 2% of funds were spent in our most recent accounting year (2020) for nonrepresentational activities (such as political activities, lobbying of issues not reasonably related to accomplish the union's representational duties); that nonmembers can object to having their union security payments spent on such activities; that those who object will be charged only for representational activities; and that if a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, Hawaii 96814.

Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU Local 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections; and all other rights, privileges and benefits established for and provided for ILWU Local 142 members by its Constitution and Bylaws.

We are confident that after considering your options, you will conclude that the right to participate in the decision making process of your Union is of vital importance to you, your family, and your co-workers, and you will complete and transmit your application for membership in ILWU Local 142. Thank you.

IMPORTANT

All ILWU Local 142 members will be receiving a special mail out of the July/August issue of the International's newspaper (The Dispatcher) after the International Convention on June 14-18, 2021.

This issue of the Dispatcher will contain ILWU International Election candidate information, so please be on the lookout for it and read it!

News from the Dispatcher

ILWU Organizing on the move

Despite the challenges posed by the COVID-19 pandemic, the ILWU Organizing Department scored several recent victories in Tacoma, San Francisco, and Southern California.

Although the victories occurred in a diverse range of industries—freight forwarding, craft chocolate makers, and chassis technicians—many of the issues that drove the workers' interest in unionizing were remarkably consistent: fair wages and conditions, health and safety, adequate staffing, and a voice on the job.

"It takes a lot of courage for workers to stand up and organize their workplace," said ILWU International Vice President Bobby Olvera. "These workers came to the ILWU to help them form a union because of our strength, our commitment to organizing the unorganized and because we are a democratic, rank-and-file union. I couldn't be prouder of these workers and our organizing staff. These victories would be an achievement even in non-pandemic times. The Titled Officers are firmly committed to helping workers fight for a better life for themselves and their families through our organizing program."

P&B Intermodal win voluntary recognition

At the end of January, chassis technicians in the Port of Tacoma launched a campaign at P&B Intermodal where workers perform repairs at the intermodal yard where Union Pacific Railroad transfers marine cargo between rail and truck.

Over the last year, workers had faced a series of egregious health and safety violations by management.

"There were explosive canisters of acetylene and oxygen being kept right where trucks pull in for repair," said Levi Kamel, a worker in the yard. "We have had close calls where trucks might collide with something."

"When I started here, I thought that cage sitting off to the side was a bike rack," said Ethan Hanna-McCormack, another worker. "Managers never once trained us to use it or even discussed it."

Meanwhile, management paired an unsafe workplace with pressure on injured workers not to report accidents or follow light-duty rules.

"Because of company negligence, there was a loose stair on the office trailer which caused the accident which tore my Achilles tendon and put me in physical therapy for six months," said Thierry Williams, one of the longest-employed chassis technicians. "And then, supervisors pressured me to do physical tasks and exceed limits on my standing and walking, which would have violated my doctors' orders."

ILWU Local 23 members work in an adjacent part of the intermodal yard for a union contractor also servicing the railroad. P&B Intermodal relies on Local 23 hostler drivers to bring chassis and containers bound for repair. When workers decided to stand together and go union to confront these unacceptable conditions, Local 23 members stood in solidarity in support of them.

Levi, Ethan, Thierry, and other

employees marched in on the supervisor, demanding he and management immediately correct safety hazards and negligent practices. When a manager illegally interrogated Levi about his union activity, the workers decided it was time for action.

They walked off the job the next day, filing federal charges and going on strike.

Throwing up picket lines, the P&B employees were joined by supporters from around Tacoma at both gates into the yard.

Local 23 hostler drivers respected the workers' picket line and refused to bring in equipment, paralyzing all company operations.

"It was incredible to feel that solidarity," said Mike Turner, another P&B worker. "To see everything shut down meant we were in a very powerful position to force our demands."

Almost 24 hours later, workers ended the strike and returned to work. Later that day, the group marched back into the managers' office and demanded union recognition.

Just six hours later, the company gave in and recognized workers as new members of ILWU Local 23. The group is now pushing ahead to win a first union contract.

"This employer depends on ILWU labor, so when these workers took action to demand health and safety protections, our solidarity brought all employer moves to a halt," said Jared Faker, president of ILWU Local 23. "Workers have tremendous leverage in situations where we can disrupt the supply chain."

OIA Global workers vote to join ILWU

In February, the National Labor Relations Board certified the union ratification vote by workers at the Southern California office of the freight forwarding company, OIA Global, after the NLRB denied the employer's challenge to the election. The unionization effort began approximately three years ago when an OIA employee reached out to Local 63 OCU President John Fageaux.

"We saw this as a great opportunity for us to represent workers in a field that is very similar to what Local 63 OCU has experience with. We thought that it has the potential to expand across Southern California and all of the other freight forwarders that exist out there."

Fageaux explained that the job functions that OIA workers perform are very similar to the job functions performed by Local 63 OCU members in their duties working for the shipping lines on the terminals.

"Freight forwarding companies work as a shipping line but they don't have ships or a terminal," he said. OIA workers process bills of lading, handling rail billing and those things associated with the movement of cargo."

The campaign got side-tracked after personnel turnover at the company, but interest in the union rose again about in early 2020, said Melissa Pangelinan Hailey, a worker at OIA.

Understaffing, excessive workloads, overtime, lack of management support, and adequate compensation were some of the key issues for workers.

"We want an acknowledgment of our



Dandelion Union: Hundreds of supporters joined Dandelion Chocolate workers at San Francisco's Dolores Park on Cesar Chavez Day to show solidarity for their effort to organize a union.

hard work and we want our compensation package to reflect that. We have people who have worked in this industry for 10-20 years but are not getting paid what the average freight forwarder makes," said Hailey.

"One of the reasons the employees reached out to us is that they felt like they didn't have a voice on the job, that they were forced to work long hours on a salary basis not receiving overtime, they felt like they were not being heard by the employer," added Fageaux. "They heard about the ILWU through word of mouth and how they take care of their members and they wanted to be a part of that."

Dandelion Chocolate workers announce unionization effort

After a year-and-a-half of organizing, workers at San Francisco's Dandelion Chocolate presented management with an official letter notifying them that they intended to form a union during a Zoom call on March 17. During the call, workers asked the employer to voluntarily recognize their union. On March 19th, workers led a petition for a representation election with the National Labor Relations Board.

If the employer voluntarily recognizes the union, or if a majority of workers vote in favor of joining the union, the Dandelion workers will become a part of ILWU Local 6. An election will be held on April 20th. Local 6 has represented chocolate workers at Guittard Chocolate for the past 40 years.

If the unionization effort is successful, it will include approximately 40 workers at Dandelion's four San Francisco locations. This number could double once COVID-19 restrictions are eased and Dandelion returns to its pre-pandemic staffing levels. This includes customer-facing employees in the retail locations—such as salespeople and chocolate educators—along with people who make the products and those who work in the warehouse.

The Dandelion unionization drive is a part of a wave of workers in San Francisco's Mission District who, with the assistance of the San Francisco chapter of the Democratic Socialists of America, have organized with the ILWU in recent years to improve pay, benefits, and working conditions by forming a union.

In December of 2019, workers at Anchor Steam Brewery ratified their first contract. In 2020, workers at Tartine Bakery voted to join ILWU Local 6. The NLRB finally certified the 93-90 majority vote in favor of unionization on March 30th, 2021.

"Right now, we have a lot of top-down decisions that get made for us without input," said Christine Keating, a lead chocolate educator who has worked at Dandelion for seven years. "We want to have a seat at the table when those decisions are made. The union is important because it empowers more amazing, passionate, smart people to have more of a voice and to make this company better."

Dandelion workers said they were inspired by Anchor and Tartine unionizing and that the ILWU is open and welcoming and it's the community they wanted to be part of.

Kenneth Cabrera was one of five Dandelion workers who spoke at the rally. "We're not asking for a chest full of gold; we're asking for better pay and better treatment," Cabrera said. "We want you to eat our chocolate, it's our pleasure. We just want to make a living at the same time."

Tartine workers officially join the ILWU

Workers at Tartine Bakery who voted on March 12th of last year to join the ILWU, are officially a part of ILWU Local 6. On March 19th, 2021 the NLRB denied a request by the employer to review a ruling made by the San Francisco NLRB Office in October of 2020 that determined that of the 24 contested ballots, 14 were illegitimate and that the remaining 10 ballots should be counted. On March 30th, remaining ballots were counted resulting in a 93-90 vote in favor of the union.

The campaign will now turn to negotiating the first contract and ensuring that the employer complies with San Francisco's the Right to Reemployment Ordinance that mandates certain businesses who laid off employees must give them first right of refusal to a comparable job when the business begins rehiring after COVID-19 restrictions are eased and business begins to return to normal.

Editor's note: This has been edited for length. To read the article in its entirety, please visit ilwu.org



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Guide to the ILWU

ILWU Local 142 past, present and future

This union represents over 18,000 workers at jobs in every major industry statewide. ILWU Local 142 takes great pride in the members who create strength in numbers and strength in diversity.

This Union's greatest asset has always been its rank-and-file members. From the sugar and pineapple workers of the 1940's who struggled and won parity over their lunas, to the essential workers of today who have risen up to challenges of this COVID era, you are now part of the Local 142 ohana and legacy. We hope you read the following pages to learn more about the history you come from as a member of Local 142, and the positive impact you can have on labor's future in Hawaii by being a part of this union.

Brief historical background

If your family has lived in Hawaii for several generations, chances are that you are a descendant of a pineapple or sugar plantation worker.

Most of these workers were immigrants from the Philippines, Japan, China and Portugal. Backbreaking working conditions on plantations were made even more intolerable by plantation owners who treated their workers without dignity or respect.

Plantation owners kept the workers divided into camps separated by race, and purposefully stoked racial tensions to keep the workers mistrustful of each other.

ILWU comes to Hawaii

The ILWU, which in the 1940's was already established as a successful labor union on the mainland, particularly with organizing longshoremen, came to Hawaii's shores and created a possibility of hope for plantation workers.

The saying "United we stand, divided we fall" is common wisdom, and it is up to us to use this either to our own advantage or downfall.

With ILWU, the previously divided workers united across racial lines to create a stronger majority and voice to

gain better pay and working conditions they were more than justly entitled to after being so oppressed.

Union strong til today

Times today are very different from the plantation era, but injustice on the job still happens. Unions help workers negotiate with management to settle upon a contract enforceable by law (see page 5 for more details).

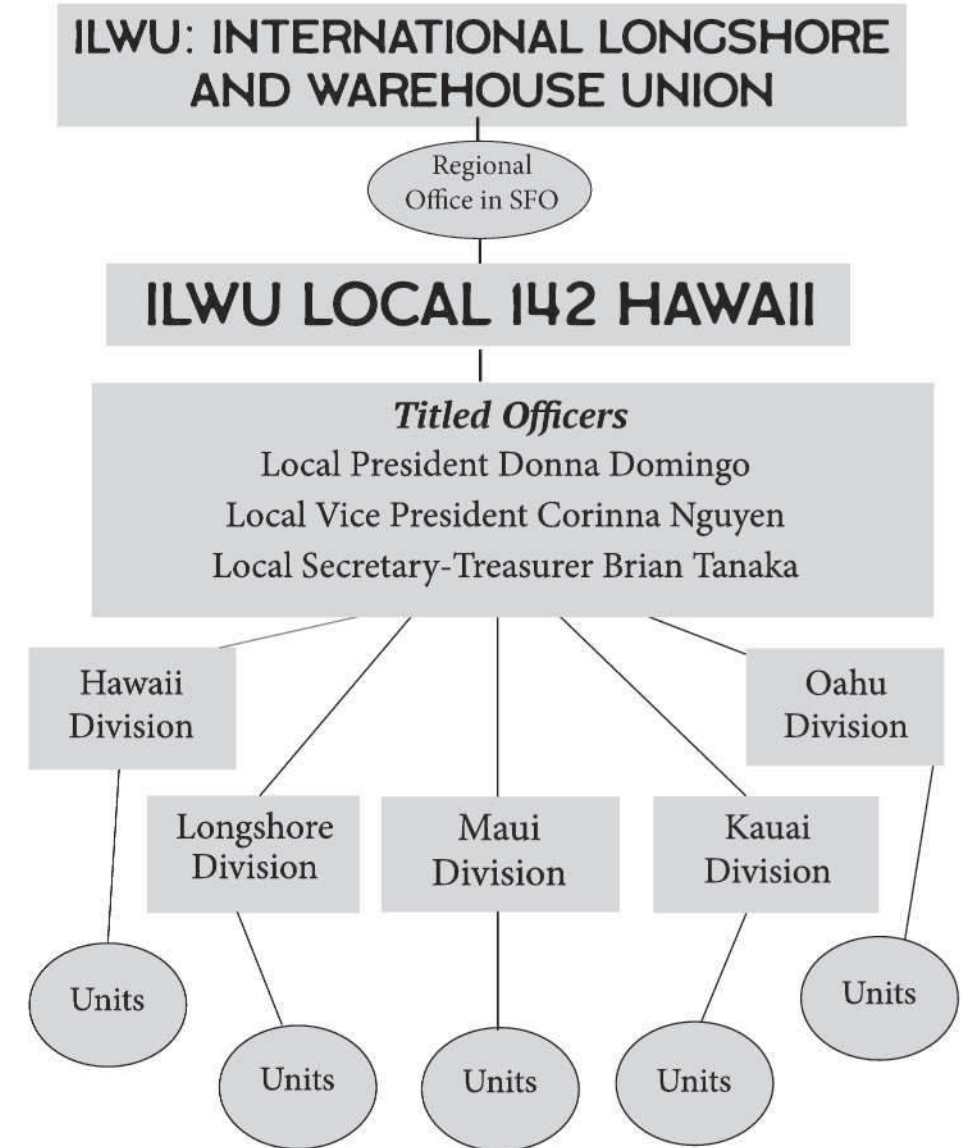
The last of the sugar plantations closed in 2017, but pineapple is still an industry we represent (namely Dole Pineapple on Oahu and Haliimaile Pineapple on Maui). Additionally, longshore is another industry with a long history within the ILWU that is still strong today.

As for the industrial grouping of general trades, this encompasses workplaces like hospitals, supermarkets, and transportation services. Union brothers and sisters in general trades work at places like Sack N Save and Island Movers.

Some of our units have statewide contracts, such as Foodland and Hawaii Pacific Health.

In the tourism industry, this union represents workers on all islands at different hotels. Nearly all major hotels on Maui are represented by Local 142.

ILWU Organizational Structure



A DEMOCRATIC UNION RUN BY THE MEMBERSHIP

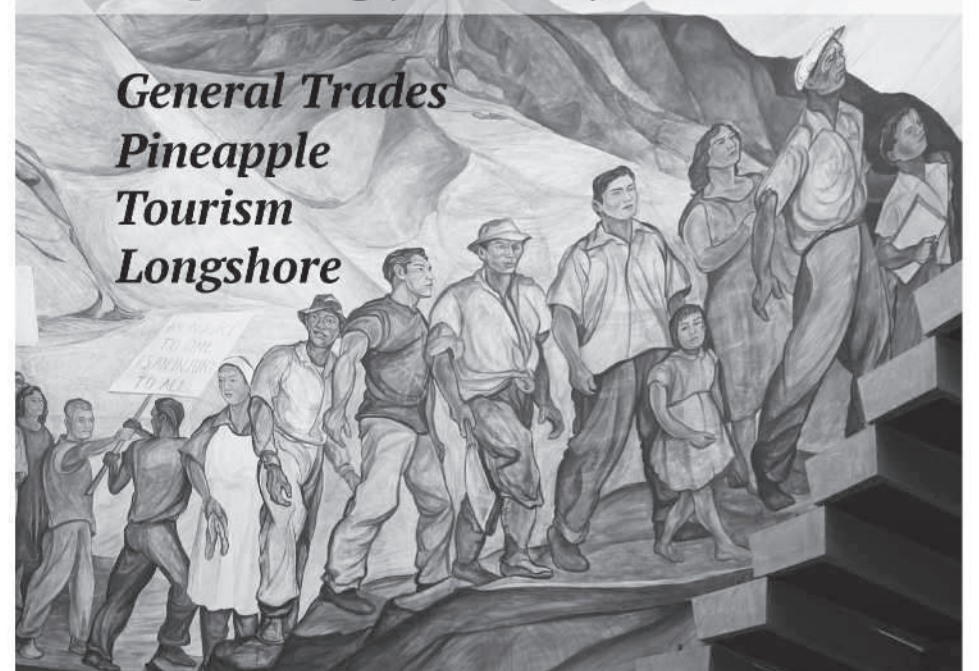
ILWU Local 142 prides itself on its founding democratic principles. Elections are held regularly, whether it be elections that are held unit-wide to determine your Unit officers, or the Local elections that are held every three years to determine the Titled Officers and Business Agents. As a member of ILWU Local 142, you join one of the most democratic unions in the country.



over 18,000 members statewide

Unions give power to the people: How exactly do unions give power to the people? By empowering them with knowledge of their rights. ILWU Local 142 includes education as a key component in its form of unionism. Pictured above is the 2018 Local 142 Labor Institute, a week-long educational event for members statewide. The fundamental inequality between the richest people in the country and the poorest can be bridged when the workers speak up for what they are worth. With a union, you can use your voice like this without fear of being fired, and have a say in how the company treats its workers. Please see page 5 for more facts about the power of unions to build the middle class.

Encompassing four major industries:



General Trades
Pineapple
Tourism
Longshore

ILWU Local 142's rich history in Hawaii: The mural "Solidaridad Sindical" was painted by famed Mexican muralist Pablo O'Higgins. The mural was commissioned in 1952 as the visual centerpiece of the newly built Honolulu ILWU office. The three stories high mural tells the story of the oppression, struggle, and victory of Hawaii's working people—the story of the ILWU. Each panel represents a different stage of the workers' struggle. This nationally recognized work of art is composed of three panels that flow upward through the core of the building. Pictured above is the top panel of the mural that depicts coming together after hardship into interracial unity and moving forward united for a better future.

A Guide to the ILWU

ILWU is here for you!

As explained on the previous page, your company is called a "unit" within the ILWU structure. Each unit has its own elected officers and stewards who are members like you. They volunteer to be a link between their fellow workers, the union and the company. If your steward or unit officer is not available to help you on the job with any problems, you can contact your Business Agent.

Please visit our website at www.ilwulocal142.org to find out which Business Agent handles your workplace and their cell number. You can also call the ILWU Office on your island division. They are open from 8:00 a.m. to 4:00 p.m. from Monday through Friday. Your union is here for you, and we hope you don't hesitate to get in touch if you need help! (see box at bottom of page).



Business Agent Jose Miramontes (center) works with his assigned unit, Unit 4422 Matheson Tri-Gas members on finalizing their contract with the company. On the left is Unit Vice Chair Jason Coronel, and on the right is Unit Chair Arnold Carvalho. At their jobs, Jason and Arnold handle the manufacturing and distribution of gasses (anything from carbonation for restaurant beverages to specialty gasses for hospitals), and also make time to help the union ensure fair treatment from the company as elected unit officers. The Union works best with active participation from members like you! (note: there are no masks being worn in this photo because it was taken on January 24, 2020, before the pandemic hit)

Pictured here is Dottie Suan, a cashier at Mililani Foodland and Foodland Business Agent Dillon Hullinger. Your Business Agent regularly visits members on the job at each unit to ensure the company is honoring the union contract and to address any concerns of the membership. On this particular visit, Oahu Division Business Agents were handing out PPE to Foodland essential workers.



"Rank-and-file" ... When we say that this is a "rank-and-file" union, what does that mean? That means this is a union driven by its ordinary members as opposed to its formal leaders. Hawaii Division has held an annual Recognition Awards Banquet for over 40 years to acknowledge the rank-and-file leaders in each unit that help the Union thrive. Pictured here from left to right are Business Agents Michael Dela Cruz, Jennifer Yadao, and Tristie Licoan presenting rank-and-file member Jerome Kaaekuahiwi with an award recognizing the hard work of Unit 1513 Transcontinental Corporation alongside Hawaii Division Director Elmer Gorospe. This was its last awards banquet held in February 2020 before the pandemic started.

Contacting your Union

HAWAII DIVISION

Hilo: (808) 935-3727

Kona: (808) 329-2070

Hilo Office: 315 East Kawili St.
Hilo, HI 96720 (temporary location)

Kona Office: Kaiwi Square
74-5565 Luhia St., C5
Kona, HI 96740

- Elmer Gorospe.....Division Director
- Michael Dela Cruz.....Business Agent
- Tristie Licoan.....Business Agent
- George Martin.....Business Agent
- Roselyn Molina.....Business Agent
- Jennifer Yadao.....Business Agent
- Ann Chong.....Hawaii Division Clerk
- Sui Ling Poy.....Hawaii Division Clerk

MAUI DIVISION

Phone: (808) 244-9191

Wailuku Office:
896 Lower Main St.
Wailuku, HI 96793

- Roberto Andrion.....Division Director
- Charles Andrion.....Local Representative
- Joe Aquino.....Business Agent
- Emmanuel Baltazar.....Business Agent
- Teddy Espeleta.....Business Agent
- Cyrus Kodani.....Division Representative
- Steven Lee.....Business Agent
- Joyce Naruse.....Maui Division Clerk
- Elizabeth Takamiya.....Maui Division Clerk

KAUAI DIVISION

Phone: (808) 245-3374

Lihue Office:
4154 Hardy St.
Lihue, HI 96766

- Calvin Corpuz.....Division Director
- Chad Pacheco.....Business Agent
- Mona Dotario-Agor.....Kauai Division Clerk

OAHU DIVISION

Phone: (808) 949-4161

Honolulu Office:
451 Atkinson Drive
Honolulu, HI 96814

- Michael Yamaguchi.....Division Director
- Dural Duenas.....Business Agent
- Dillon Hullinger.....Business Agent
- Paris Fernandez.....Business Agent
- Corin Kekua.....Business Agent
- Jose Miramontes.....Business Agent
- Serena Takahashi.....Oahu Division Clerk

LONGSHORE DIVISION

Phone: (808) 949-4161

Honolulu Office:
451 Atkinson Drive
Honolulu, HI 96814

- William "Baba" Haole IV.....Division Director
- Richard Kamoe.....Vice Division Director
- Drake Delaforce.....Division Secretary-Treasurer
- Dennis Morton.....Business Agent
- Fred Robins.....Business Agent
- Tyrone Tahara.....Business Agent

Guide to the ILWU

Get involved in your Union!



What does it mean to be a part of a union like ILWU Local 142? Just leave it to your fellow members to tell you! Pictured above from left to right are: Joey Kahai from Unit 2508 Lahaina Shores Resort, Clifford Paet from Unit 2506 Kaanapali Beach Hotel, Adela Olbinado from Unit 2509 Four Seasons Resort Lanai, and Darren Iguchi from Unit 4412 Servco Pacific, showing their answers when asked what being a part of Local 142 meant to them. The union is only as strong as its members, and we are all stronger together than individually. Read on for more information on how to make the most of your union membership!

Start small, start somewhere

Getting involved can be as simple as reading your unit bulletin board for any Union announcements or updates, and seeking out your steward or Business Agent with any questions you have. (Every ILWU Local 142 unit has a union bulletin board).

To take it a step further, you can pay attention to your unit bulletin board for any meetings or opportunities to share your input on how to improve your union contract.

There are many ways to make a positive change for your fellow workers through the union, but one of the biggest differences you can make

is through the union contract.

Learn from the past to improve the future

Your union contract is a symbol of victories of workers' past who stood up to get their rights recognized.

It is the result of the struggles over many years in which workers got the employers to recognize the union, to bargain with the union, and to put the agreement down in writing.

By knowing your contract, you can challenge management whenever they violate it.

Additionally, knowing your contract will help you improve it as time goes on. You may find parts of the contract

that could be stronger, but the more people get involved and stick together, the more you can improve the contract in the next round of negotiations

Involvement open to all

In the union, every member has a part to play, whether they are a steward -- aka rank-and-file members who volunteer to be the "eyes and ears" watching out for any contract violations that affect their fellow workers --, or a member on the contract negotiating committee who was elected to serve on this committee by their fellow members.

Most ILWU Local 142 union contracts are renegotiated every three

years, although some contracts run for only one year and others run for as long as six years. How long the contract runs is up to you and your negotiating committee.

This is a democratic union and your contract will not go into effect until members have voted to approve it.

We hope you get involved with the union and continue this legacy of the workers who came before you who fought for the benefits we enjoy today.

You can build on this solid foundation and secure what was established in the past, and help the contract evolve to keep up with these rapidly changing times to best help the workers of the future.

You are not alone -- your right to Union representation aka "Weingarten Rights"

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

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

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

a. This includes phone calls from the boss.

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

c. The company can bring in any

union steward. You cannot request a specific person such as the business agent.

d. The boss is under no obligation

to tell you about the right to have a steward present. You have to know your right and ask to use it.

Rule 2. After the employee makes the request, management must:

a. Grant the request and stop

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

b. Deny the request and end the interview; or

c. Give the employee a choice of: (1) continuing the interview without representation or (2) ending the interview.

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

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

WHAT TO SAY IF...

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

MANAGEMENT ASKS QUESTIONS THAT COULD LEAD TO DISCIPLINE

The Economy

Unions key to empowering workers and creating a just society

During the pandemic, the nation's richest corporations and its billionaires got richer -- 54% richer to be exact, according to research by the Program on Inequality at the Institute for Policy Studies. The world's billionaires enjoyed a \$4 trillion boost to their wealth between March of 2020 and March of 2021.

In contrast, the vast majority of working people experienced unprecedented challenges during the pandemic, struggling to pay their rent, manage their medical bills, and feed their families. The gap between the 1% and 99% was never more obvious.

When faced with such stark inequality, it can be easy to lose hope. But let us not forget that it is actually the workers that give a company its value, and that unions are a way for workers to leverage this simple fact. Please read on to see how unions work to help achieve more equality and justice in the economy.

“At will” no more

Unions ensure that workers are no longer “at will” employees.

“At will” is a term that recognizes the fact that workers are not slaves -- i.e. have free will -- and can choose to quit their job at any time.

However, by that same token, this also means that an employer can fire a worker for any or no reason at all -- leaving final say and power up to the employer's will.

One of the biggest protections a union provides is that workers can no longer be fired, transferred, or demoted at the whim of their bosses.

U.S. and Hawaii law only protects a worker from being fired for an illegal reason, such as discrimination by race, sex, age, religion, sexual orientation, ancestry, disability, marital status, or arrest and court record.

But if this discrimination is not explicit, it is all too easy for a boss to justify firing a worker in some sort of gray area.

Unionized workers have a written contract that gives them protection against unfair firing or unjust treatment on the job.

Equal footing with management

Without the stress of being “at will,” where they can be fired at any time for any reason, workers are much more empowered to speak up about any other unfairness on the job.

With a union, workers gain the power to meet with management and communicate their concerns on equal terms.

Through the union, workers

can bargain collectively with management to improve their wages, benefits, and working conditions.

This is in stark contrast to a non-union company where the company controls the working conditions, the wages, and whatever benefits they accrue all without any say from the workers themselves.

Stronger together

Instead of begging individually for any benefits or pay raises, unionized workers can organize their demands with the strength of the whole.

As you saw on previous pages, the democratic union structure allows workers to elect their fellow workers as their Unit representatives that works alongside the Business Agents to create a united and powerful team. All of YOU create the union.

Official organization on the side of workers

The process of unionizing a workplace is a process that is overseen and legitimated by the NLRB (National Labor Relations Board; nlrb.gov).

Once the workers vote on having union representation, management is required to negotiate with them on a contract, and any subsequent changes in the terms and conditions of employment.

Without the power of the union to back up workers, management can take back benefits and change things on the job at any time with no notice or first consulting the workers.

A matter of morals

Aside from valuable on-the-job protections, higher wages, improved

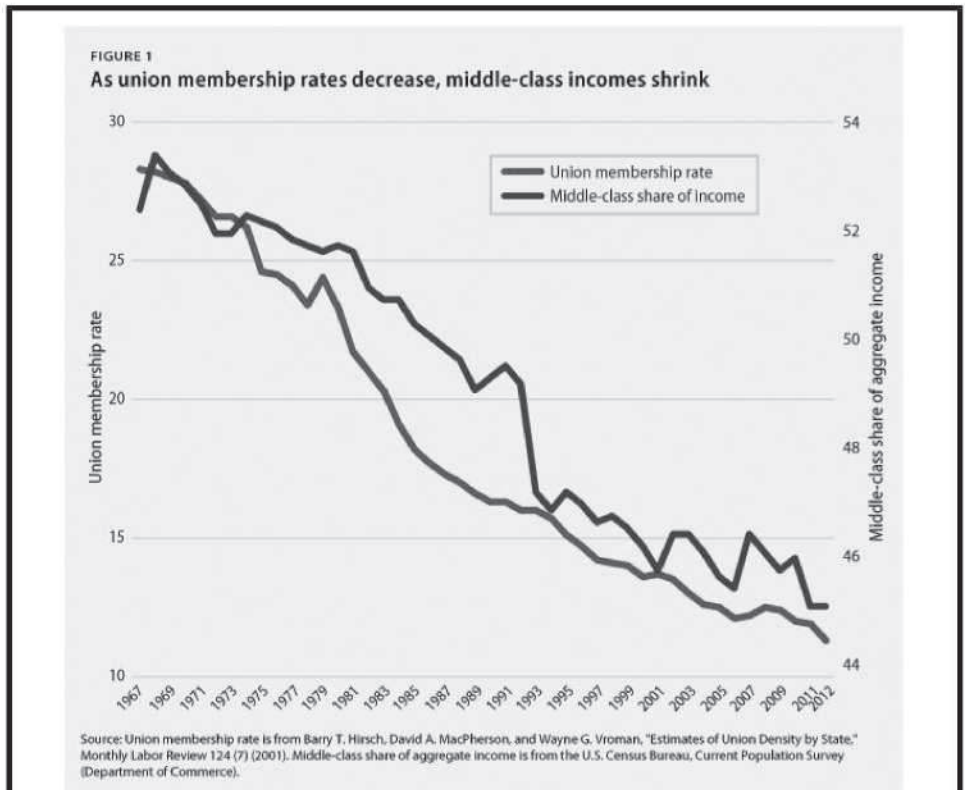


Chart: “As union membership rates decrease, middle-class incomes shrink”: Using data from the Census Bureau, the think tank Center for American Progress highlighted a distinct pattern: as middle class incomes have steadily fallen, so have union membership rates. *Without a strong middle class, all we will be left with are the ultra-rich and the poor who work for them.* This is why labor unions are more crucial than ever.



“Unions did, in fact, build the middle class. And here’s what that did. That built the United States of America as we know it.”

-- President Joe Biden

Politics plays a big role in how union participation thrives or is stunted. ILWU Local 142 stays politically engaged because the leaders we elect determine how much power unions can have in the community, the state and even the country. Pictured above is Local President Donna Domingo with President Joe Biden in 2019 when he was on the campaign trail making a stop at ILWU Headquarters in San Francisco. Our last president hurt unions at every turn he could. Biden on the other hand has promised to be the “most pro-union President we have ever seen.” Please keep reading the Voice and follow us on Facebook, and visit our website to see updates on how well President Biden is living up to this promise with his policies and actions on behalf of labor.

benefits, and job security the union helps with, being part of a union also means being part of a bigger engine for social change.

The pandemic exposed harsh disparities between the “haves and have nots” of the world.

The sharp contrast helped more people realize that it is only fair that workers receive a fair share of the wealth they create.

As stories like the unionization attempts of the Amazon workers in Bessemer, Alabama gained national attention, more people started to

understand that unions provide a much-needed check on companies and how they treat its most valuable asset -- its workers.

Our motto “An Injury to One is an Injury to All” speaks to the principles of fairness and equality.

We are all one, and it is not acceptable for some to suffer while choice few reap the profits and benefits off of other’s labor.

We welcome you to the ILWU Local 142 ohana and are proud to stand in solidarity with 18,000 of Hawaii’s workers statewide.

Union Education: The PRO Act

What is the PRO Act? the “Protecting the Right to Organize” Act

President Joe Biden has been in office for just nearly half a year, and things are already looking up for labor unions. With a pro-labor President, labor unions have an opportunity to organize and strengthen the labor movement like never before. This is a welcome contrast to the era of anti-union Trump, where advances to labor, especially concerning organizing drives and elections, were blocked at every turn.

Right now, labor’s greatest hope lies with legislation in Congress called the PRO Act (the Protecting the Right to Organize Act). The PRO Act passed the Democratic-controlled House in March of 2021. For full approval, this bill needs to pass the Senate as well. As of now, Democrats narrowly control the Senate. Please read below for some of the biggest highlights of the PRO Act, and President Biden’s official endorsement of it on the right.

Removing the barrier of “right-to-work”

Champion of labor Martin Luther King, Jr. once said, “We must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights.”

Right now, there are 27 states in America that are “right-to-work” states. These states have laws that allow workers to have a right to opt out of paying union dues, even while receiving all the benefits of the union contract such as wage increases and health coverage.

Opting out of paying dues would be like riding the bus for free while the rest of your fellow passengers paid. And the union is the one who made this bus ride possible in the first place.

The PRO Act would allow unions to override laws that let workers opt out of union membership and dues. This way, unions can continue to cover the cost of collective bargaining and legal administration of the contract -- all activities that benefit the worker.

An end to employer interference and influence in union elections

One of the biggest and most recent examples of employer influence dominating unfairly over the will of the workers was in Bessemer, Alabama, where Amazon workers lost their election in their bid for unionization.

Big corporations like Amazon play big and play dirty because they can. Amazon unleashed a brutal anti-union campaign where workers were on the receiving end of non-stop anti-union literature in the mail, on the internet and even in warehouse bathrooms.

Although President Biden did not explicitly mention Amazon by name,

he clearly aligned with the workers in Bessemer by saying unions “put power in the hands of workers,” and outright condemned “anti-union propaganda.”



No Thanks, Tim @burgerdrome

CORPORATIONS: Unions are pointless wastes of your money that do nothing

ALSO CORPORATIONS: For unrelated reasons, we spent \$2.5 million on a campaign to discourage you from joining your useless, pointless union which does nothing (please don't join it)

22:52 · 5/9/19 ·

1,059 Retweets 2,227 Likes

With the PRO Act, employer interference and influence in union elections would be forbidden.

When companies like Amazon feel the heat from its workers, they resort to classic plays in the anti-union playbook, such as company-sponsored meetings with mandatory attendance.

With the PRO Act, such meetings would be illegal. To continue using the example of Amazon, as of press time, the legitimacy of their union election is now being called into question because the company installed mailboxes on site property leading up to elections.

The company encouraged workers to cast their ballots in these mailboxes. The PRO Act would allow for employees to cast their ballots in union organizing elections at a location away from company property.

While caveats like these may seem small, as you can see from the example of Amazon, justice is more likely to be served with the PRO Act banishing these loopholes in the law that would privilege the company over the worker.

Please stay tuned for future issues of the VOICE to read more provisions of the PRO Act and how it is progressing through Congress.

Statement by President Joe Biden on the House Taking Up the PRO Act

March 9, 2021

I strongly encourage the House to pass the Protecting the Right to Organize (PRO) Act of 2021, which would dramatically enhance the power of workers to organize and collectively bargain for better wages, benefits, and working conditions.

As America works to recover from the devastating challenges of deadly pandemic, an economic crisis, and reckoning on race that reveals deep disparities, we need to summon a new wave of worker power to create an economy that works for everyone. We owe it not only to those who have put in a lifetime of work, but to the next generation of workers who have only known an America of rising inequality and shrinking opportunity. All of us deserve to enjoy America’s promise in full — and our nation’s leaders have a responsibility to deliver it.

That starts with rebuilding unions. The middle class built this country, and unions built the middle class. Unions give workers a stronger voice to increase wages, improve the quality of jobs and protect job security, protect against racial and all other forms of discrimination and sexual harassment, and protect workers’ health, safety, and benefits in the workplace. Unions lift up workers, both union and non-union. They are critical to strengthening our economic competitiveness.

But, after generations of sweat and sacrifice, fighting hard to earn the wages and benefits that built and sustained the American middle class, unions are under siege. Nearly 60 million Americans would join a union if they get a chance, but too many employers and states prevent them from doing so through anti-union attacks. They know that without unions, they can run the table on workers – union and non-union alike.

We should all remember that the National Labor Relations Act didn’t just say that we shouldn’t hamstring unions or merely tolerate them. It said that we should encourage unions. The PRO Act would take critical steps to help restore this intent.

I urge Congress to send the PRO Act to my desk so we can seize the opportunity to build a future that reflects working people’s courage and ambition, and offers not only good jobs with a real choice to join a union — but the dignity, equity, shared prosperity and common purpose the hardworking people who built this country and make it run deserve.



The PRO Act gaining momentum...Rep. Robert C. “Bobby” Scott (D-Va.), the introducer of the PRO Act is pictured at left. He is pictured here with House Speaker Nancy Pelosi (D-Calif.) at a news conference on the PRO Act at the Capitol on February 5, 2020, days before the bill passed the House (Sarah Silbiger/Getty Images).

Around the Union

Generous donation given to Love's Bakery employees



Former Love's Bakery union stewards and unit officers came to the union hall in Honolulu to be awarded a check for \$55,120 from the production of Love's fundraiser t-shirts by the local company VH07V. Pictured from left to right are: Business Agent Paris Fernandez, Sheldon Lopez, Dan Tanaka, Jade Kaneshiro, Boyd Isneq, Char Cano-Kim, Ed Sugimoto, Rezia Rosario, Business Agent Corin Kekua, Michelle Tran, Serena Takahashi, and Business Agent Jose Miramontes.

HONOLULU — When Love's Bakery closed in late March after 170 years in business, 231 workers were left without a job.

After news hit of this closure, people in the community empathized with the loyal workers of the bakery, and were inspired to help.

The local shirt company VH07V (a7oha.com) created a shirt design incorporating the Love's logo. Ed Sugimoto, the owner of VH07V got in touch with the Union to make sure 100% of the proceeds from the sale of this shirt would go to the laid off workers via Foodland gift cards (which in turn supports local and our Local 142 brothers and sisters at Foodland).

The fundraiser was an overwhelming success -- presales of the Love's Fundraiser Tee raised over \$50,000 in just ten days.

Local 142 staff and full time officers coordinated with Ed every step of the way to make sure the laid off workers got their care packages that included the Love's Fundraiser Tee in their size, the Love's VH07V tribute sticker, and their Foodland gift card (in the end the gift cards for 231 workers totaled over \$55,000).

Drive-thru pickup was held on May 14, 2021 for the majority of Oahu's former Love's workers. These thoughtful gifts were also sent to all Love's workers on the neighbor islands.



Mahalo, VH07V and Ed...

Unions care about workers, and mahalo VH07V for also sharing this aloha for workers! Pictured above is Ed giving a care package to former member Ryan DeGuzman in the auto line.

Timeline Looking Ahead

2021 is a very busy year for ILWU democracy. Both the International and Local Convention will be held this year, with elections to follow.

2021

38th International Convention June 14-18, 2021

~ please see the upcoming July/August International issue of the Dispatcher for candidate statements and how to vote!

ILWU Local 142 29th Convention September 13-19, 2021

~ for the official Call to the Local 142 Convention, and other election information, please see the July/August issue of the Voice.

~ ILWU Local 142 candidate statements will be available in the September/October issue of the Voice.

Please keep reading the Voice and keep up to date on our website www.ilwulocal142.org and our Facebook page!

Credit Union for ILWU members opens on Oahu



The mural in the ILWU Honolulu Hall, "Solidaridad Sindical" by Mexican muralist Pablo O'Higgins, depicts scenes of important points in the history of the ILWU in Hawaii. Pictured here are the beginning scenes of this story (the first floor panel): a Hawaii longshoreman makes a fast line, the other end of which has been secured to a bollard by the West Coast longshoreman on the right. The line symbolizes the solidarity between ILWU members here and on the coast around the principles of the Union.

There has always been solidarity and connection between the ILWU longshoremen of the West Coast and in Hawaii. The ILWU Credit Union has served longshore members on the West Coast for 67 years. A branch just recently opened for ILWU members in Hawaii that is open to all Local 142 members, not just those in longshore. Please see more details on the right!

OUR HONOLULU BRANCH IS NOW OPEN



Aloha Local 142! We are excited to announce that ILWU Credit Union's Honolulu Branch is officially open to serve you. We are located in the Shops at Dole Cannery just across the parking lot from Costco.

ILWU CREDIT UNION HONOLULU BRANCH
650 Iwilei Road, Suite 195
Honolulu, Hawaii 96817

BRANCH HOURS:
Monday-Friday 9:00 am - 5:00 pm

Stop by to visit the new Honolulu Branch and our ILWU Credit Union Ohana today.

866.445.9828 • www.ilwucu.org

We are dedicated to providing low cost financial services for ILWU Members and their families, including:

- FREE CHECKING
- LOW RATE AUTO LOANS
- AFFORDABLE HOME LOANS
- A VISA THAT REWARDS YOU
- FINANCIAL EDUCATION & MORE!

For a full list of services, please visit www.ilwucu.org.

