



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

May/June 2018

ILWU: Empowering Hawaii's workers from the beginning

Welcome to the ILWU, new members!

This issue of the VOICE includes information for you about what it means to have an ILWU membership.

As a union member, you are entitled to many rights and benefits.

Unions have historically given workers the opportunity to organize and bring fair working conditions and wages to the job.

ILWU Local 142 is known internationally for uniting large industries like sugar and pineapple across racial lines in the 1940's. In those days, interracial harmony was unheard of, but with the ILWU, workers united for a greater purpose — fairness in the workplace.

Til today, the unique diversity of Hawaii's people has made our union stronger. Even as Hawaii's economic engine has shifted from agriculture to tourism, ILWU members work in diverse industries ranging from tourism, and longshore, to hospitals. Read inside for more information about your union!



Knowledge is power. Pictured above is members from our Labor Institute 2018, just one of many different learning opportunities the Local provides.

ADDRESS LABEL

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 3% of funds were spent in our most recent accounting year (2017) 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.

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PLEASE NOTE:

All ILWU members will be receiving a special mailing of the June 2018 issue of the ILWU International's newspaper (The Dispatcher) sometime in early July. That issue of The Dispatcher will contain ILWU International Election candidate information, so please look for it and be sure to read it!

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.

A Guide to the ILWU

What every new member should know!

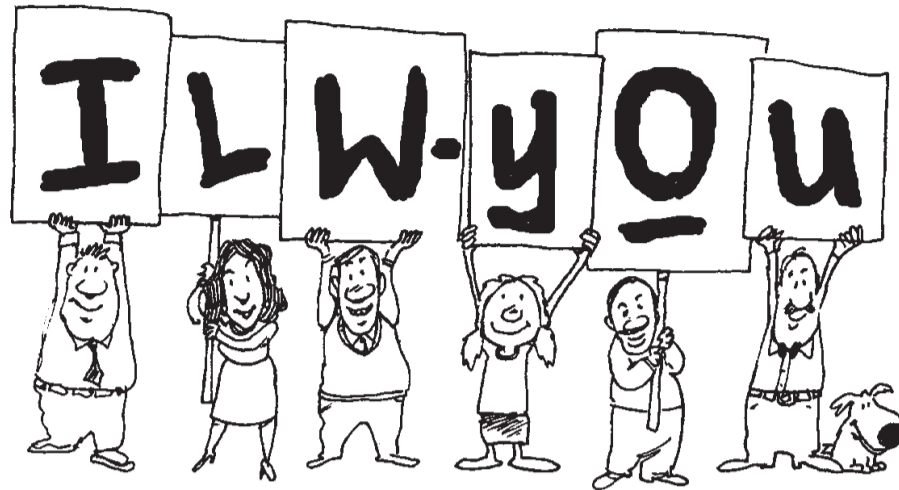


What is "I.L.W.U."?

ILWU stands for International Longshore Warehouse Union. ILWU was created in 1934 when longshore and warehouse workers on the West Coast of the United States merged to form a single union.

In 1937, longshore workers in Hawaii chose to join up with the ILWU because it was a democratic union that stood for racial equality within its membership. Hawaii members of Hawaiian and Asian descent to unite no matter their difference in race.

Within a few years, tens of thousands of sugar and pineapple workers also joined the ILWU. ILWU principles of brotherhood no matter one's ethnicity brought together Hawaii's workers, and this strength in numbers brought down the powerful employer groups that



controlled the islands.

Because the ILWU protected their jobs, members could afford to be more politically active and involved in community affairs. ILWU members voted candidates into office who supported legislation to benefit working families. This created Hawaii's journey into being one of the most progressive states

in America.

What is Local 142?

Local 142 is one of over 60 separate locals in California, Oregon, Washington, Alaska, Canada, and Panama.

Many of these locals were part of the ILWU since the 1930s, like

ILWU Local 142. Being part of the ILWU means a shared connection to historical struggle and triumph for a democratic union run by the membership.

Each local contributes money to run the overall ILWU organization, which is called the "International ILWU" or just "International."

The International headquarters are in San Francisco, California.

Local 142 is based only in Hawaii. We have our own officers, constitution, and structure. Our headquarters are located in Honolulu at 451 Atkinson Drive.

Local 142 is made up of four geographical divisions — Hawaii, Maui, Kauai, and Oahu, and one industrial division of Longshore that covers members statewide.

Who are our members?

"ILWU covers it all — from womb to tomb!"

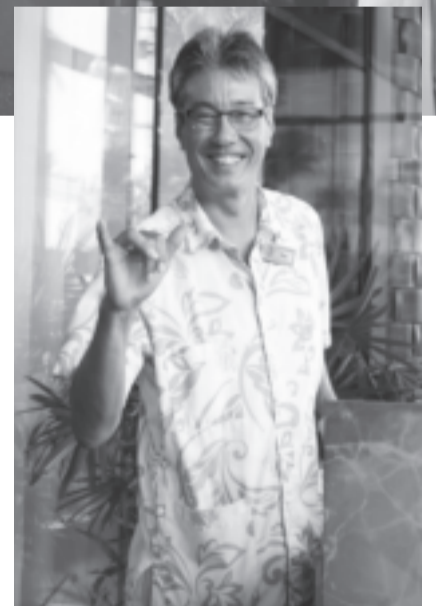
...so goes the saying! Why? Because our members come from so many different kinds of industries, including everything from hospitals to mortuaries.

ILWU members hold diverse jobs: from auto technicians from Servco, to divers for Alohilani Resort's indoor fish tank, the ILWU has the experience in representing a whole range of skillsets and professions.

Our four official industrial groupings are: longshore, general trades (units such as Love's Bakery and Foodland, or Polynesian Adventure Tours - top right), pineapple, longshore, and tourism.



Yup, we have sports, too! We are the only union with a statewide sports program, where members from all islands (pictured here are Kauai members) can play.



Divers at Alohilani Resort

"In a real sense, all life is interrelated. The agony of the poor impoverishes the rich; the betterment of the poor enriches the rich...Whatever affects one affects all." -- Dr. Martin Luther King, Jr., an ILWU supporter and staunch advocate for unions.



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Union vs. Non-union benefits



The Union Difference...

Union workers participating in job-provided health insurance	79%
Nonunion workers participating in job-provided health insurance	49%
Union workers participating in guaranteed pension plans	76%
Nonunion workers participating in guaranteed pension plans	16%
Union workers with paid sick leave	83%
Nonunion workers with paid sick leave	62%
Union workers' median weekly earnings	\$980
Nonunion workers' median weekly earnings	\$776

**data from U.S. Department of Labor, Bureau of Labor Statistics, Union Members 2015, January 2016*



ILWU members who attended the Summer Institute for Union Women 2017 marched to protest unfair labor practices at the Ilikai. The Ilikai workers are not unionized, so the ILWU showed up to march to show solidarity with the workers fighting for a fair contract: "An Injury to One is an Injury to All."

As a member, you are now part of a family over 16,000 members strong. You are part of a long and proud tradition where workers organize to promote fairness and justice on the job. Your membership in the ILWU started when you were hired into your job. At the time you were hired, you signed a form which allows for the automatic payment of union dues by payroll deduction.

...Unions allowed working people to negotiate all these benefits on the left, and more! Even weekends are a result of this union work!
#factsarefacts



Working families are the backbone of our society. Union contracts make sure businesses provide basic medical coverage and other benefits to support working families and their keiki. ILWU families came out in force at the Labor Unity Picnic that happens every year at the Waikiki Shell on Labor Day.

The VOICE of the ILWU welcomes any photos, letters, or feedback from members!

Send these or any other submissions or stories to:
mie.omori@ilwulocal142.org

Guide to the ILWU, cont.

Dignity and Respect in Unions

Most workers organize into unions because of bad working conditions and poor treatment by management. When workers are organized into unions, they gain the power to change their working environment and demand respect and fair treatment from management.

With a union, workers have job security. They can no longer be fired, transferred, or demoted at the whim of their bosses.

In the United States, workers are hired "at-will." This is a term that means workers are not slaves and can quit their job at their choice, or at their own will.

But by that same token, an employer can fire a worker for any or no reason — or at the employer's will.

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.

However, unionized workers have a written contract which gives them additional protection against unjust or unfair firing or treatment on their

job.

With a union, workers gain the power to meet with management on equal terms and bargain collectively to improve their wages and benefits. Union workers no longer have to go to their boss as individuals and beg for an increase in wages. With a union, workers have a voice on the job because management is required to negotiate with them on any changes in the terms and conditions of employment.

With no union, management can take back benefits and change things on the job at any time with neither notice nor consultation with workers.

Unions give workers dignity, respect, and a voice on the job.

Many workers consider these to be the most valuable benefit of having a union.

You have rights on the job

As a member of a union, you have rights on the job. With the ILWU you have the combined strength and experience of the union on your side.

Weingarten Rights

If you are called into a meeting with management and you believe the meeting may lead to disciplinary action, you have a right to ask for a union representative. This right is called your "Weingarten Rights."

Once the member asks for a union representative, the company should stop the discussion, and the member should not answer any more questions.

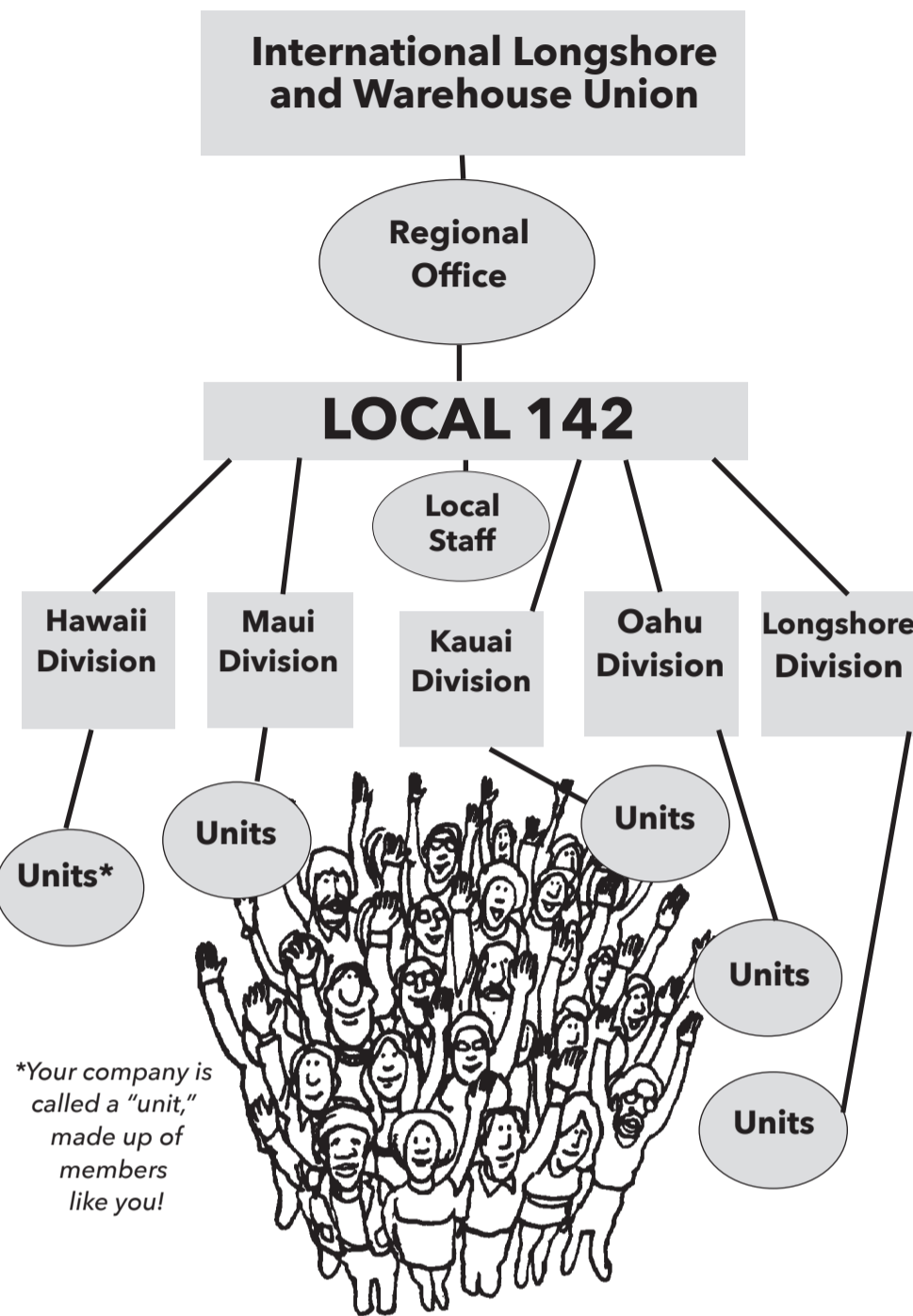
The company can call any steward available -- the member cannot insist on a particular unit officer or business agent. When a

union steward arrives, the member should consult with the steward first, but the company can continue the questioning.

"Work first, grieve later"

You have the right to have a union steward or business agent help you with any problem on the job.

Members should be advised to "work first and grieve later." This means a member should obey



their supervisor's order and do the work, even if it is a violation of the contract, or unfair treatment. They could politely inform their supervisor that they will be seeing their union steward about the matter.

There are only three exceptions to this "work first, grieve later" rule:

- 1) if the job is dangerously unsafe, 2) illegal, 3) immoral.

In any of these cases, you should protest to the boss and offer to do something else. You still risk being disciplined for insubordination, but if the job was really unsafe, illegal, or immoral, the discipline will probably not be upheld.

Knowledge is power

You can read more about your rights and benefits under the union contract and the ILWU Constitution

and Bylaws. Copies are available through your unit officers or business agent.

Additionally, every Division has a Division Executive Board (DEB) meeting usually every month, which is open to all members.

Call your Division office to find out when your next DEB meeting is scheduled, or if you have any questions!

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



Guide to the ILWU, cont.

Your union contract – what is it?

Your union contract is a written agreement with your employer. It defines your wages, benefits, conditions of employment, and rights on the job. It is enforceable through a grievance procedure and ultimately in a court of law.

Most 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. The ILWU is a democratic union and members are involved in every step of the negotiation process.

Before the old contract expires, the union members at your company (which we call a “unit” in the ILWU) will be asked for their input and ideas on what to change in the contract. This is usually done at a membership meeting called by the officers of your Unit. This is one good reason why you should attend union meetings. It’s your chance to improve your union contract.

Your unit will also select a committee to represent them in negotiations with management. This committee is usually composed of your elected unit officers, but many units will expand the committee to make sure different parts of your unit are represented. For example, a hotel unit might select a committee

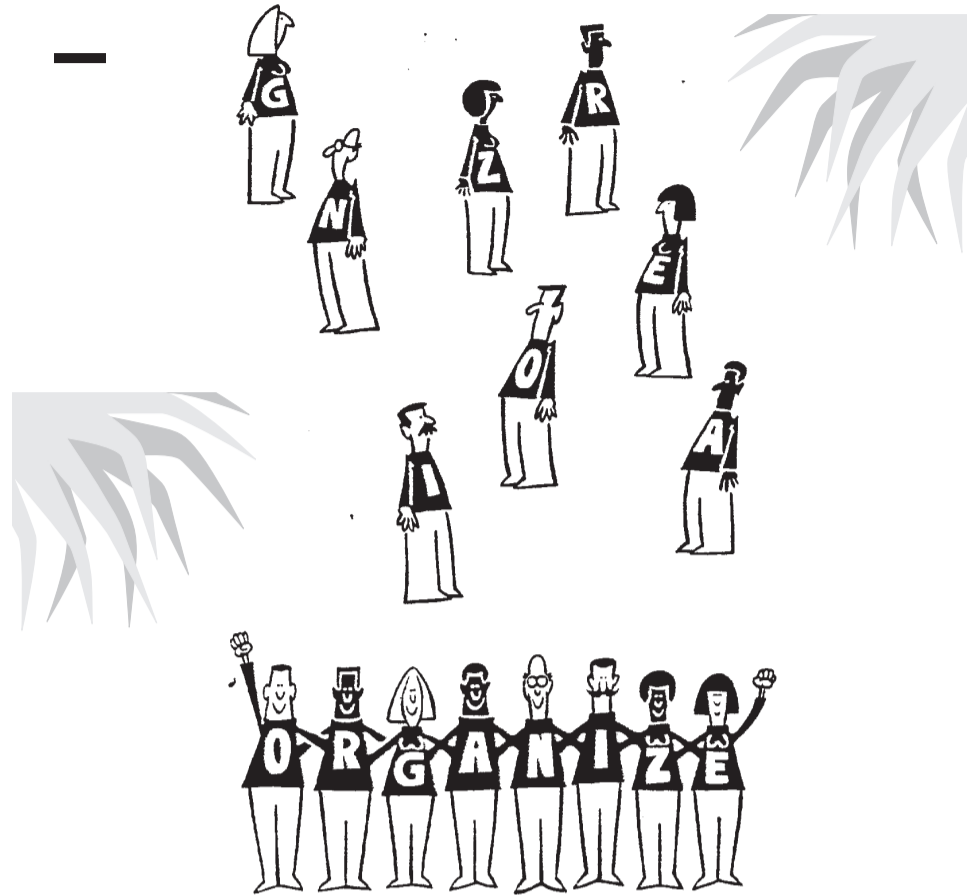
with members from different departments like housekeeping, food and beverage, maintenance, and front desk.

The Local or Division office will also assign a full-time business agent or officer to work with your negotiating committee as your spokesperson.

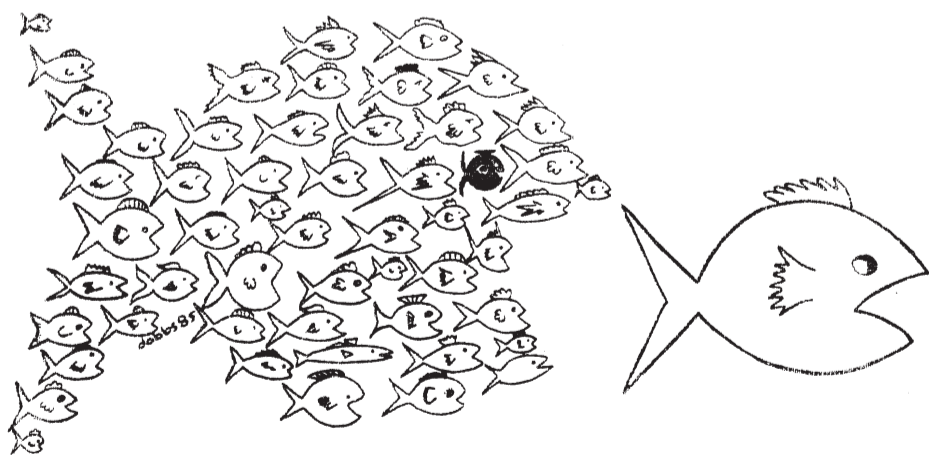
When your committee thinks a fair settlement with management has been reached, they must get your vote of approval before the new contract can be finalized. This happens at a membership meeting where your committee will report on the settlement. This is another part of ILWU democracy, which requires membership approval for all contract settlements.

In rare cases, management may refuse to agree to a fair settlement and your committee may ask you to authorize a strike.

Your union contract is a very important document. You should read the contract and be familiar with its terms. You should challenge management whenever they violate the contract. You can get a copy from your unit officers.



By organizing industrially, the ILWU had to build solidarity among a wide range of workers: immigrants and locals, men and women, tipped and non-tipped, more technical and less technical, and so on...The ILWU has built solidarity among all these groups by using ILWU principles of equality, fairness, and democracy.



STRENGTH IN NUMBERS!

Local 142 is not like other unions that represent workers in a single industry or craft, like firefighters or metal workers. Local 142 unites workers from many different industries into a single union!



This combined membership makes the ILWU the largest private sector union in Hawaii. You can find our members in places like hotels, longshore docks, supermarkets, power plants, credit unions, and hospitals...the ILWU is truly representative of the people of Hawaii!

CONTRACT HIGHLIGHTS

Many members don't realize that the wages and benefits they receive are because of the union contract. Most union contracts provide for:

- ~ Regular pay increases
- ~ Seniority rights
- ~ Overtime pay
- ~ Paid holidays and vacations
- ~ Paid sick leave
- ~ Medical and dental benefits
- ~ Just cause in discipline
 - ~ Wages according to job title
 - ~ A regular work schedule
 - ~ Work opportunity
 - ~ Meal period and rest breaks
 - ~ A retirement plan
 - ~ A grievance procedure
 - ~ Funeral and personal leave
 - ~ Right to bargain, and more!

...there are no laws in place to require companies or management to give you any of these...a contract gives you a say in the picture!

Around the Union

Maui Division Recognition Night celebrates members

KAHULUI — Every year, the Maui Division devotes its DEB (Division Executive Board -- see more about the DEB on page 4!) meeting to recognize those members who make the union strong. The union depends on its members, who promote unionism within the workplace, and these members deserve the recognition and thanks of the union.

Meeting agenda

On Wednesday March 21, 2018, Division Director Stephen Castro welcomed the night's awardees amidst the other members and pensioners.

"It's always an honor to recognize these individuals for their hard work. We talk about the names submitted and try to be as fair as possible," said Castro.

But before all the recognizing could get underway, the Division welcomed politician Troy Hashimoto. Hashimoto, running for Souki's vacated House seat, appealed to the attendees for ILWU's endorsement in the upcoming election.

The award goes to...

Recognition of Unit Chairperson
 Female: Estrella Untalan - Unit 2509 Four Seasons Resort, Lanai.
 Male: Emmanuel "Manny" Baltazar - Unit 2520 Grand Wailea

Resort and Spa
 Award for Outstanding Unit Bulletin Editor: Seini Dennis - Unit 2505 The Westin Maui
 Recognition of Most Outstanding Member (Perpetual Award):
 Female: Patricia Balderas - Unit 2506 Kaanapali Beach Hotel
 Male: John Simpliciano - Unit 2506 Kaanapali Beach Hotel
 Recognition of Retiree:
 Female: Nora Racoma - Unit 2306 Maui Pineapple Company
 Male: Benjamin Arcangel - Unit 2103 Pioneer Mill
 Recognition of Unit with 1 to 100 members: Unit 2508 Maui Eldorado AOA
 Recognition of Unit with 101 to 300 members: Unit 2406 HC&D, Hawaiian Cement, Walker Industries, Maui Blocks
 Recognition of Unit with 301 or more members: Unit 2509 Four Seasons Resort, Lanai



Patricia Balderas from Unit 2506 Kaanapali Beach Hotel, center, accepting her award for Outstanding Member among other members from her unit. L-R: Wesley Medeiros, Division Director Stephen Castro, Balderas, Business Agent Jerry Beth DeMello, and Clifford Paet.



Honoring our kupuna from the plantation days! At left is Nora Racoma from Unit 2306 Maui Pineapple Company and at right is Benjamin Arcangel from Unit 2103 Pioneer Mill. Further right is members from Unit 2505 Westin Maui L-R: Lourdes Rivera, Alex Ajolo and Mila Velasco



Mark Gonsalves accepting the award for Unit 2406.



Emmanuel "Manny" Baltazar, winner of Outstanding Unit Chair award for his union work at Unit 2520 Grand Wailea Resort and Spa, pictured at center holding his award. "Manny doesn't let up when it comes to getting us involved," said Shauvlin Balios from Grand Wailea Resort Retail. Back L-R: Christopher Barut, Balios, Henry Oandasan, Division Director Stephen Castro, Baltazar, Business Agent Stephen West, Ligaya Parilla. Front: Sally Abut, Precy Sanidad, Myla Onellion, Ian Angelo Madriga, Isaac Anthony Madriga, Eliza Baltazar, Remedios Valdez, Charles Andrión.



Orlando DeLeon accepting the award on behalf of Unit 2508 Maui Eldorado AOA.

Around the Union

Servco Pacific ratifies contract

HONOLULU — On April 30, 2018, members of Unit 4412 Servco Pacific gathered at the Local union for their contract ratification.

The union made substantial gains in the workplace, including a 2% increase in wages over a year.

This unit is made up of nearly 300 members who do a wide range of jobs in departments such as mechanics/technicians, warehouse, clerks, lot attendants, delivery, and shuttle drivers.

Servco Pacific remains the only auto shop in Hawaii where auto technicians are paid on the hourly system. Unit officers and the negotiating committee were able to keep the pay system as hourly instead of flat-rate. Flat-rate pay is calculated based on the average time it would take for a technician to finish a job. Hourly rate benefits workers more because if for example, a one hour oil change turns into a three-hour job, the technician is paid for all three hours.

Members of the negotiating



committee are as follows: Unit Chair Neill Amasaki, Unit Vice Chair Jeffrey Higa, Unit Treasurer Randall Tenn, Unit Secretary Dural Duenas, Susan Ho, Belinda Ayson, Grant Kawamoto, Daven Tong, and Business Agent Paris Fernandez.

The Servco negotiating committee. Front L-R: Belinda Ayson, Neill Amasaki, Paris Fernandez, Grant Kawamoto, Jeffrey Higa. Back L-R: Darren Iguchi, Dural Duenas, Daven Tong, Randall Tenn.



Mason Cadaoas and his daughter Angel Marie and Belinda Ayson with her kids Mariah and Anthony.



Cliff Ganigan, Gladwin Abes, Levin Florendo, Curt Ramos, Mark Vermudez showed up after work to learn about their new contract.

...democracy in action!

members vote to approve their contract



Royce Fujimoto



Darren Chow and Levin Florendo



Keith Kagihara

News from The Dispatcher

Animal care workers form union and join ILWU

America's animal care industry was once dominated by independent veterinarians and support staff. Now the vet industry is being transformed by powerful corporations and Wall Street investors — posing new challenges for both workers and pet owners.

Making history

On April 4th and 5th, a group of 95 workers at VCA-San Francisco Veterinary Specialists (SFVS) made history by becoming the first large group of private-sector veterinary workers in America to form their own union and affiliate with the ILWU.

Big margin for historic vote

Workers won their National Labor Relations Board election by an overwhelming margin of nearly 3-1, despite an aggressive anti-union campaign featuring expert consultants, mandatory “captive audience” meetings, last-minute personal visits from executives, staff shakeups and other pressure tactics — all of which failed to flip most of the 84 workers who originally signed union cards.

Staying positive, working together

Throughout the weeks leading up to the vote, workers stayed true to their original purpose and message. They emphasized the need to “work together” and make “positive changes” to improve working conditions and raise the quality of care standards for both animals and pet-owners.

“We decided that the best way to make positive change was by working together and forming a union,” said Laura Territo, a Registered Veterinary Technician at the SFVS facility who was among the large group of veterinary workers that led the union effort.

Propaganda and pressure failed

Management tried but failed to flip workers by using traditional anti-union tactics and propaganda messages designed to foster fear and doubt:

“We’re a family; don’t let the union get between you and us making things better. The union just wants your dues money and will say or do anything to get it. Unions always make promises they can’t keep or have no intention of keeping. The union will force you to go on strikes that will hurt you and your family. Even if you vote for the union, the company has no legal obligation to sign a contract.”

While the overwhelming majority of

workers supported their union, hearing these false and misleading arguments was unpleasant for everyone. It’s important to note that these same tactics are illegal in most democratic industrialized nations, but are the norm in America whenever workers try to exercise their right to come together and form a union.

Consolidation and corporate power

Changes in the animal care industry are following a similar path that



Organizing for positive change: Veterinary workers at VCA-SFVS voted overwhelmingly for the union despite strong employer opposition. ILWU International Vice President Ray Familathe coordinated the organizing effort. “These workers built their own union from the bottom-up, which makes for a good partnership with the ILWU,” said Familathe.

eventually drove most solo-practitioner physicians into large corporate groups. Most of those groups then had to affiliate with mega-health care providers in order to survive alongside powerful insurance companies and Wall Street-financed hospital chains.

One company that’s been leading the consolidation effort in animal care is Veterinary Centers of America, better known by their acronym, “VCA.” Beginning in 1986 with one animal hospital, VCA has now acquired 780 facilities that operate in 43 states and 5 Canadian provinces.

VCA’s strategy of acquisitions and market consolidation has been operating alongside another recent trend — a growing number of pet owners with financial means who are willing to spend significant sums for food, entertainment and health care services for their pets.

Impressive revenues and profits

VCA’s focus on acquisition and consolidation in the pet care industry has proven profitable. In 2016, the company generated over \$2 billion in revenue and reported profits exceeding \$500 million.

Mars - an appetite for pet care

VCA isn’t the only big player in the pet-care industry. Mars, Incorporated, a company made famous by their candy bars — has grown and diversified, in part by making large investments in the pet care industry. The company sells pet food products in Europe and delivers animal care services in America.

In September of 2017, Mars agreed to buy VCA for a staggering \$9.1 billion dollars — with the goal of combining the veterinary operations of both corporate owners into one giant

Veterinarian support

Veterinarians who once ran their own businesses and now find themselves more likely to be employed by companies like Mars/VCA, are also becoming interested in unions. Their loss of freedom and control over working conditions has led a growing number of vets to consider forming unions in order to negotiate from a position of greater strength and unity when dealing with a powerful corporate employer. Veterinarians seeking help have approached one union, the Union of American Physicians & Dentists, which is affiliated with the large AFSCME labor union.

Winning a contract

The group of workers in San Francisco who already formed their union and affiliated with the ILWU are now preparing for the next phase — a campaign to secure their first contract. VCA-SFVS employees are also being educated about one tactic commonly used by dishonest employers to try and stop workers from reaching a contract. These employers use “surface bargaining” tactics that involve stalling and delay gimmicks to avoid serious negotiations. Employers who go this route typically hire anti-union law firms that specialize in frustrating workers during 12 months of fruitless negotiations — then encourage a “decertification” vote one year later to remove the union, weaken workers and allow management to regain total control over the workplace.

One sign that VCA/Mars intends to follow the “surface bargain and decertify” route may be their decision to retain the notorious anti-union law firm of Littler-Mendelson. But there’s no reason to wait and see what happens. Planning and preparing ahead is always the best way to win a good contract.

The ILWU has teams of experienced organizers and lawyers who have helped win many victories against law firms like Littler. But the key to success in every one of those victories has involved the same three elements:

1. Remaining active in the workplace.
2. Promoting unity and encouraging everyone to participate.
3. Enlisting support community and political allies to support us.

Fortunately, San Francisco is a union-friendly town, with many residents who care deeply about animals, worker justice and unions. Involving residents, community leaders and political officials — while maintaining unity in the workplace — is how other unions have won their contracts in San Francisco, and VCA-SFVS workers intend to follow that same path to victory.

Monopoly in U.S. animal care?

When federal anti-trust regulators reviewed the proposed sale, they worried that one big company would control animal care services in many U.S. markets. The Federal Trade Commission (FTC) concluded that the sale would trigger higher costs for consumers and lower the quality of care. As a result, Mars was ordered by the FTC to sell-off facilities in Seattle, Portland, Chicago, New York, Phoenix, Kansas City, Corpus Christi and San Antonio in order to proceed with the VCA acquisition. While government regulators took action to protect consumers in individual markets, they allowed Mars to control a growing share of the domestic medical market for pet procedures.

New support

Veterinary employees from many areas recently formed the National Veterinary Professionals Union that is partnering with the ILWU to provide support and resources for workers who want to organize for positive change.