



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

Volume 60 • No. 5

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

September/October 2020

In unity there is strength...VOTE!



ADDRESS LABEL

18,000 members strong — Vote and make your voice heard for working families in the community and beyond.

This year, it is more important than ever to make your voice heard by voting for candidates that support working families.

Careful selection process

The ILWU Local 142 has spent the last few months meeting with and interviewing candidates to ensure they support our members and working people.

If a candidate is endorsed by the ILWU Local 142 you can be assured they support workers' rights, economic and social justice and will be a strong voice for our members at the legislature, city hall or even the White House.

Union values matter

We take these endorsements seriously because it is about our members and advancing policies that improve the lives of working families and protecting the hard-fought benefits that many of us have achieved throughout the years.

It is important that elected officials are friends of the ILWU Local 142 and labor in general, and your vote can help ensure that.

Ready, set, vote!

Knowing that, in just a short while, voting will begin again statewide. And, just like the Primary Election, the General Election will be an all-mail election.

Everyone registered to vote will receive a ballot that they can mail back for free or drop off at a ballot deposit box.

If you prefer to vote in-person, voter service centers will be available to allow in-person voting and voter registration.

Voting and having your voice heard is easier than ever and can be done without ever leaving your home.

So please be sure to take a moment and look at our endorsed candidates in this edition of the 'Voice' and consider voting for them.

Let's make a difference together and vote for a better tomorrow.

It starts with Joe Biden and Kamala Harris at the top of the ballot and some very important state legislative races, mayoral races, and county council races.

So please vote — your vote can and will make a difference.

Hawaii for Biden-Harris...

...Democracy matters at the ILWU. Invitations to speak and be interviewed were extended to all of the candidates running for the Democratic nomination leading up to this election year.

Many of the most serious contenders -- including Joe Biden, Bernie Sanders, Kamala Harris, and Elizabeth Warren -- came to ILWU Headquarters in San Francisco to meet with elected ILWU leaders to talk about the issues that matter most to working families and union members.

Joe Biden met the ILWU Executive Board in December of last year (pictured above with Local 142 President Donna Domingo) as campaign season was in full swing. His running mate Kamala Harris also came to the ILWU Headquarters earlier in August of 2019.

Four more years of Trump would be disastrous for the environment, working people, and the overall stability of our country. We hope you vote for the Biden-Harris ticket in this election, and other union-endorsed candidates.

On the inside

General Election Endorsements.....	2-3
News from the Dispatcher.....	4
NHCH Tech's First Ratification.....	5
Mahalo, Foodland Workers	6-7
Mahalo, Sack N Save Workers.....	8

Vote by mail in the General Election!

Oct. 5	Voter Registration Deadline for the General Election
Oct. 16	mail ballot packets begin arriving
Oct. 20	Voter Service Centers open (through November 3). Services include in-person voting and same day registration
Nov. 3	General Election Day; ballots must be received by 7 pm

Hawaii is voting by mail this year; make your vote count!
Visit elections.hawaii.gov for more information.

see page 2-3 for Local 142's General Election Endorsements

Political Action

ILWU Local 142 General Election Endorsements

Vote for union-endorsed candidates via mail or at voting centers starting in October!

Make your vote count for working families. Read on for more information on how to vote and our endorsed candidates.

Your union Political Action Committee made these recommendations after taking a candidate poll with ILWU Local 142 members. Based on the poll, the PAC then interviews the candidates and studies their voting records to ensure their values would make them inclined to make decisions that keep the working people in mind.

Vote by mail

Just like the primary in August, this election will be conducted by mail.

If you are not registered to vote by October 5, you will not receive a ballot in the mail. To check if you are registered or not, or for more information, visit elections.hawaii.gov.

If you are not registered by October 5, you can still vote in the General Election via voting centers (see right side of page).



Key dates and timelines

Even though the General Election date is listed as November 3, you can vote as early as October 16, when mail ballots are expected to hit homes, or October 20, when voter service centers open.

If mailing your ballot, they must be received by **November 3 at 7 pm**. To ensure your vote is counted in time, we advise you to mail your ballot at least five days prior to November 3 just to be safe.

If you want to turn in your completed mail ballot directly at a service center and not rely on the mail, that works just as well.

ILWU Local 142 members help Hawaii's communities when they vote for worker-friendly candidates. Don't forget to vote on or by November 3!

Voter Service Center Locations

**County of Hawaii
Voter Service Centers**

County of Hawaii Aupuni Center
Conference Room
101 Pauahi Street, #1
Hilo, HI 96720

West Hawaii Civic Center
Community Room Building G
74-5044 Ane Keohokalole Highway
Kailua-Kona, HI 96740

**City and County of
Honolulu Voter Service
Centers**

Honolulu Hale
530 South King Street
Honolulu, HI 96813

Kapolei Hale
1000 Uluohia Street
Kapolei, HI 96707

**County of Kauai
Voter Service Center**

Piikoi Building
Conference Room A/B
4444 Rice Street
Lihue, HI 96766

**County of Maui
Voter Service Centers**

Lanai Police Station
Conference Room
855 Fraser Avenue
Lanai City, HI 96763

Mitchell Pauole Center
Conference Room
90 Ainoa Street
Kaunakakai, HI 96748

Velma McWayne Santos
Community Center
395 Waena Street
Wailuku, HI 96793

Open from October 20, 2020 - November 2, 2020

Monday through Saturday (excluding Sundays): 8:00 a.m. to 4:30 p.m.

Open on Election Day November 3

7:00 a.m. to 7:00 p.m.

Voter Service Centers provide accessible in-person voting, same day voter registration, and collection of voted ballots.

**ILWU Local 142 Hawaii Division
General Election Endorsements**



- U.S. President.....Joe Biden
- U.S. Vice President...Kamala Harris
- U.S. House Dist. 2.....Kai Kahele
- Mayor.....Mitch Roth
- State Senate
Dist. 2.....Joy San Buenaventura
- State House
Dist. 1.....Mark Nakashima
Dist. 2.....Chris Todd
Dist. 3.....Richard Onishi
Dist. 4.....Greggor Ilagan
Dist. 5.....Jeanne Kapela

- County Council
District 1.....NO ENDORSEMENT
District 5.....Ikaika Rodenhurst
- County Charter Amendments
- all OPEN. Vote as you choose.
- Office of Hawaiian Affairs*
OHA - Hawaii.....OPEN
OHA- Molokai.....OPEN
OHA - At-Large.....Keoni Souza
**Everyone statewide votes for all OHA candidates regardless of the candidate residency requirement.*

**ILWU Local 142 Maui Division
General Election Endorsements**



- U.S. President.....Joe Biden
- U.S. Vice President...Kamala Harris
- U.S. House Dist. 2.....Kai Kahele
- State Senate
District 5.....Gilbert Keith-Agaran
- State House
District 9.....Justin Woodson
District 10.....Angus McKelvey
District 11.....Tina Wildberger
District 13.....Lynn DeCoite
- County Council
East Maui.....Claire Kamalu Carroll
West Maui.....Rick Nava
Wailuku-Waihee-Waikapu....Alice L. Lee

- South Maui.....Tom Cook
- Makawao-Haiku-Paia.NO ENDORSEMENT
- Upcountry.....Yuki Lei Sugimura
- Lanai.....Alberta de Jetley
- Molokai.....Stacy Crivello
- Kahului.....Tasha Kama
- County Charter Amendments
- Maui Division advises answering NO to every question.
- Office of Hawaiian Affairs*
OHA - Hawaii.....OPEN
OHA- Molokai.....OPEN
OHA - At-Large.....Keoni Souza
**Everyone statewide votes for all OHA candidates regardless of the candidate residency requirement.*

**ILWU Local 142 Longshore Division
General Election Endorsements**



please refer to your corresponding island Division and vote accordingly



“OPEN ENDORSEMENT”
means that the union has no recommendation for any candidate and members may vote as they choose.

“NO ENDORSEMENT”
means members are urged NOT to support or vote for any of the candidates in that race.



The VOICE of the ILWU (ISSN 0505-8791) is published every two months by Hawaii International Longshore & Warehouse Union, 451 Atkinson Drive, Honolulu, Hawaii 96814. Periodicals postage paid at the post office of Honolulu, Hawaii.

POSTMASTER: Send address changes to VOICE of the ILWU, c/o ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814. Editorial Board: Donna Domingo, Corinna Nguyen, Brian Tanaka
Editor: Mie U. Omori; mie.omori@ilwulocal142.org

Political Action

General Election Endorsements, cont.

Key races to note...

ILWU Local 142 Kauai Division General Election Endorsements

U.S. PresidentJoe Biden	Kauai County Council, cont.
U.S. Vice President ...Kamala Harris	Luke Evslin
U.S. House Dist. 2Kai Kahele	Arryl Kaneshiro
State House	KipuKai Kualii
District 14.....Nadine Nakamura	County Charter Amendments
District 15.....James Tokioka	- all OPEN. Vote as you choose.
District 16.....Dee Morikawa	Office of Hawaiian Affairs*
Kauai County Council	OHA - Hawaii.....OPEN
Bernard Carvalho Jr.	OHA- Molokai.....OPEN
Mason Chock	OHA - At-Large.....Keoni Souza
Felicia Cowden	<i>*Everyone statewide votes for all OHA candidates regardless of the candidate residency requirement.</i>

ILWU Local 142 Oahu Division General Election Endorsements

U.S. PresidentJoe Biden	Dist. 37.....Ryan Yamane
U.S. Vice President ...Kamala Harris	Dist. 39.....NO ENDORSEMENT
U.S. House Dist. 2Kai Kahele	Dist. 40.....OPEN ENDORSEMENT
MayorRick Blangiardi	Dist. 41.....Matthew LoPresti
Prosecuting AttorneySteve Alm	Dist. 43...OPEN ENDORSEMENT
State Senate	Dist. 44.....Cedric Gates
Dist. 9.....Stanley Chang	Dist. 45.....Lauren Matsumoto
Dist. 16.....Bennette Misalucha	Dist. 46.....Amy Perruso
Dist. 19.....Kurt Fevella	Dist. 47.....Sean Quinlan
Dist. 20.....Mike Gabbard	Dist. 49.....Scot Matayoshi
Dist. 22.....Donovan Dela Cruz	Dist. 50.....OPEN ENDORSEMENT
Dist. 25.....Chris Lee	Dist. 51.....Lisa Marten
State House	County Charter Amendments
Dist. 17.....NO ENDORSEMENT	- all OPEN. Vote as you choose.
Dist. 18.....Mark Hashem	Honolulu City Council
Dist. 19.....Bertrand Kobayashi	Dist. III.....Esther Kiaaina
Dist. 20.....Jackson Sayama	Dist. VII.....Radiant Cordero
Dist. 22.....Adrian Tam	Dist. IX.....Will Espero
Dist. 24.....NO ENDORSEMENT	Office of Hawaiian Affairs*
Dist. 30...Ernesto "Sonny" Ganaden	OHA - Hawaii.....OPEN
Dist. 33.....Sam Kong	OHA- Molokai.....OPEN
Dist. 34.....Gregg Takayama	OHA - At-Large.....Keoni Souza
Dist. 35.....Roy Takumi	<i>*Everyone statewide votes for all OHA candidates regardless of the candidate residency requirement.</i>
Dist. 36.....Trish La Chica	

24 of the candidates* endorsed by the ILWU won their elections in the Primary in August, so their names will not appear on the General Election ballot.

Others in key races, however, such as Mitch Roth running for mayor on the Big Island and Rick Blangiardi running for mayor on Oahu, still need our support!

Wins for our endorsed candidates' matter; the people in office make the decisions that directly affect our lives.

*see column at left for the endorsed candidates who won their election outright

Vote Mitch Roth for Mayor on the Big Island

Husband and wife duo Irene and Lloyd Matsubara from Unit 1517 Hilton Waikoloa Village showed up with their fellow workers to support Mitch Roth in sign waving, with the candidate himself.

Vote Alberta de Jetley for Lanai County Council

Jeffrey Baltero Unit Chair of Unit 2509 Four Seasons Resort on Lanai putting up signs of endorsed candidates around his house. Members like Jeffrey know the importance of PAC and engage their whole family, making sure they are registered to vote.

Vote Rick Blangiardi for Honolulu Mayor

Rick Blangiardi pictured at center at the ILWU Hall in Honolulu with Oahu Business Agents Paris Fernandez and Jose Miramontes (front). Back Business Agents Dural Duenas and Corin Kekua.

* Congratulations to the 24 candidates ILWU Local 142 endorsed in the Primary who won their elections outright in August and are not on the ballot in the General Election. **Big Island State House:** Nicole Lowen, David Tarnas. **Big Island County Council:** Aaron Chung, Susan Lee Loy, Ashley Kierkiwicz, Maile David, Rebecca Villegas, Herbert "Tim" Richards. **Maui State House:** Troy Hashimoto, Kyle Yamashita. **Kauai State Senate:** Ron Kouchi. **Kauai Prosecuting Attorney:** Justin Kollar. **Oahu State Senate:** Les Ihara, Brian Taniguchi, Karl Rhoads, Donna Kim, Glenn Wakai. **Oahu State House:** Dale Kobayashi, Takashi Ohno, Daniel Holt, Linda Ichiyama Chong, Henry Aquino, Amy Perruso. **Honolulu City Council:** Calvin Say

News from the Dispatcher

Veterinary workers at CRVS ratify first private-sector union contract in the industry

Workers at Columbia River Veterinary Specialists (CRVS) in Vancouver, Washington ratified their first union contract on August 12 by an overwhelming margin of 53-1. These workers have been bargaining a contract with CRVS management for over a year, after voting to join the ILWU Local 5 in February 2019.

The contract is the first-ever private-sector union contract in the veterinary industry. Veterinary service is a rapidly growing, lucrative industry where workers are often faced with challenging working conditions and pay that is not commensurate with the education and skill required for the profession. In recent years, there has been massive consolidation of the industry as large companies acquire locally owned hospitals, leading to a corporate-led environment where workers' rights and sustainable jobs for local communities too often come second to profit.

Organizing the unorganized

"This is a historic agreement that will set a new standard for wages and conditions in the veterinary industry," said ILWU International Vice President Bobby Olvera. "I am so proud of the workers at CRVS for their grit, determination and courage. I would also like to thank the staff of the Organizing Department for their work. Organizing workers in an industry with no history of unionization is a difficult task, but also a necessary one. As the seventh guiding principle of the ILWU states; 'To organize the unorganized must be a cardinal principle of any union worth its salt; and to accomplish this is not merely in the interest of the unorganized; it is for



Vet Pet Care Pioneers: Pictured here are members of the Northwest Veterinary Specialists bargaining committee. NWVS workers were among the first veterinary workers who voted to unionize on the West Coast. Local 5 represents about one hundred veterinary workers at the Northwest Veterinary Services VCA, ranging from receptionists, kennel caretakers, to certified technicians.

the benefit of the organized as well."

Campaign goals

Like the vast majority of first contract campaigns, this one was long and hard fought. CRVS workers began the bargaining process in February 2019. The workers had several primary goals for their first contract:

1. Enhance worker rights beyond minimum legal (federal/state/local) requirements;
2. Raise wages and establish a fair and transparent wage structure;
3. Improve benefits;
4. Secure an environment where the union would remain established and be able to improve upon the provisions won in this contract in the future.

By March 2020, like all bargaining tables, the CRVS/ILWU sessions were disrupted by the COVID-19 pandemic. Nonetheless, five months later, workers secured their contract.

A base to build on

The agreement was achieved through many collective actions, shows of solidarity, and productive and collaborative negotiations at the table. This is a first contract, and while not all goals were met, many were. The agreement is a marked improvement from the status quo and allows workers the opportunity to continue building the movement as they prepare for second contract negotiations in 2023.

The results of those combined efforts were:

- More Workplace Rights:
- "Just Cause" and progressive discipline standards of treatment;
 - Seniority based layoff and recall procedures;
 - Improved hospital communications such as: required all-staff meetings and establishing office hours for 1 on 1 meetings with administration to address workplace concerns;
 - Grievance Procedure to ensure contractual obligations are adhered to;
- Increased Wages:
- Increased base rate of pay for all positions;
 - Transparency on wages and wage rates;
 - Defined Differentials for additional skills/duties;
 - Yearly increases to the rates of pay for all positions;
- Better Benefits:
- Increased Paid Time Off (PTO) accrual and ability to cash out PTO upon resignation;
 - Paid Jury Duty;
 - Bereavement for loss of a pet;
 - Improved Employee Assistance Program benefits;
 - Expanded rollover options for Continuing Education Credits;
- ...and a union shop where all new



Rally for fair contract: National Veterinary Professionals Union Vice President Tana Greatorex speaks at a rally for CRVS workers in February of this year. Other organizations at the rally included ILWU Locals 4 and 5, the Inlandboatmen's Union and Jobs with Justice.

applicants are informed there is a union contract in place before they apply, and a structure whereby the union is able to effectively administer the contract and support workers on the job.

Many workers whose wages have languished under corporatized veterinary medicine are now receiving their first increase in years under the agreement. Tracie Vestal, Licensed Veterinary Technician (LVT) stated:

"Since I had not received any meaningful wage increase from CRVS over my five years of employment, I had the lowest hourly wage of any technician with my experience, education, and skillset. This did not reflect the unique role I served in the hospital as the sole LVT expert in laboratory diagnostics. I had considered sub-standard pay par for the course as a veterinary technician and had been debating applying my skills to human medicine/public health sectors, in order to be more financially sound. This was an agonizing consideration given my deep and abiding love and dedication to the veterinary profession. This first contract with PetVet lays the groundwork for me and the countless others like me to truly make a financially stable career in the field we love. What's more, the system of pay established in this contract will provide transparency and objectivity to wages at the hospital.

This equity in pay will set CRVS apart as being a leading employer in the local veterinary community.

"I am extremely hopeful that this inaugural contract with veterinary professionals will serve as a model for everyone in this country and prove that negotiating across the employer/employee divide benefits everyone (most importantly the patients)."

But as all union members know, the struggle is never over. ILWU Local 5 administrators are already building for the next phase of these efforts to ensure that workers are prepared to defend their gains and organize for future

negotiations.

Katt Bennett, LVT, Veterinary Technician Specialist (Small Animal Internal Medicine) who was a member of the Member Action Team and instrumental in organizing every solidarity action, including picket lines and rallies, reflects on the struggle and looks to the future:

"It took CRVS over two years to accomplish this feat and this contract is only the first step toward making veterinary medicine a viable career during this time of corporate greed. It will provide veterinary workers with protections, wage equality, and establish a foothold for continued improvements in working conditions. Hopefully hospitals throughout the nation will follow suit, including veterinarians. This is a long journey, but we owe it to ourselves, our clients, and especially our patients to keep pushing for justice and fairness in our hospitals."



Setting a new standard: ILWU International President Willie Adams posted a solidarity photo on social media in support of workers at CRVS. After the vote ratification, the ILWU Titled Officers wrote a letter to the employer, congratulating them on reaching a fair agreement. "The new wage structure put in place by the contract will provide workers with clear work classifications, inflationary increases in pay, and appropriate pay for the type of work performed. We believe this contract is a much-needed first step in bringing higher workplace standards in the veterinary industry," the letter stated.

Around the Union

Queen's North Hawaii Community Hospital Techs ratify first contract



photos and story courtesy of Organizer Ron Clough

Photo from the Queen's North Hawaii Community Hospital Technical Unit ratification of their first contract on June 2, 2020. Pictured clockwise from left are negotiating committee members Sheryl Weinstein, Tom Pinkert, Hawaii Division Director Elmer Gorospe, Organizer Colleen Antonio, Business Agent Tristie Licoan and Local Lead Organizer Ron Clough.

HILO — Even a pandemic cannot stop this union from doing what it has always done -- ensure workers are fairly represented on the job. On June 2, 2020, the members of newly formed Unit 1426 at Queen's North Hawaii Community Hospital Techs (NHCH) voted to ratify their first contract.

A long but worthwhile journey

This unit's journey to getting their first contract was not without its obstacles and challenges.

However, due to the persistence and dedication of the members desiring to join the union, they were able to achieve a successful ratification, with 95% of the membership voting yes to the first contract.

Journey to unionization started in 2017

Whenever workers want to first unionize, they can hold an election run by the National Labor Relations Board (NLRB).

The over 30 members that make up this unit -- composed of MRI techs, ultrasound techs, mammography techs, nuclear med techs, and respiratory therapists to name a few -- voted in the NLRB election that was held on September 28, 2017.

Workers insist on fairness

The first election resulted in a tie. A tie would normally result in a loss. However, workers informed the organizers that supervisors

were trying to find out who was supporting the ILWU and making threats to take away hours from workers who voted to join the union.

This type of surveillance and intimidation is illegal. Once NHCH techs reported these actions to the union, the ILWU took action. ILWU Local 142 filed charges with the NLRB.

Rather than go to a trial, NHCH management, the ILWU, and the NLRB agreed to a re-run of the union election and a new election was held on March 15, 2018.

Democracy in action

Part of the stipulation to the new election was that a memo signed by NHCH management had to be posted prior to a new election on company boards. These memos stated:

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.



Business Agent Tristie Licoan, Sheryl Weinstein, a radiologic technologist and Tom Pinkert, a respiratory therapist, counting the ballots after their membership cast their votes to approve their first union contract.

Overwhelming vote YES to unionize

Free from intimidation, the employees voted in favor of ILWU representation by an overwhelming majority during the March 15 election and the results were certified on March 23, 2018.

Congratulations to this official new unit on the Big Island, for not only sticking it out to gain union representation, but also successfully ratifying your first contract. The union is strong because of members like you.



ILWU ohana, NHCH Techs!

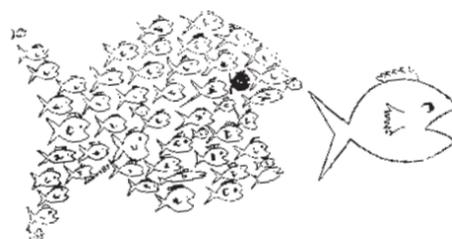
You join hundreds of other union brothers and sisters in the health-care industry, unionized at workplaces like:

- Unit 1426 Hamakua Health Center on the Big Island,
- Unit 3410 Wilcox Memorial Hospital on Kauai,
- Unit 4420 Straub Clinic and Hospital on Oahu,
- and many more!

To all our healthcare workers, thank you for your tireless work on the frontlines.



Know any work places that want to unionize? Give us a call!



all offices open from 8 a.m. to 4 p.m. Monday - Friday

KAUAI DIVISION

4154 Hardy Street
Lihue, HI 96766
Phone: (808) 245-3374

MAUI DIVISION

896 Lower Main Street
Wailuku, HI 96793
Phone: (808) 244-9191

HAWAII DIVISION

Hilo Office

100 West Lanikaula Street
Hilo, HI 96720
Phone: (808) 935-3727

Kona Office

Kaiwi Square 74-5565
Luhia Street #A-3a
Kailua-Kona, Hawaii 96740
Phone: (808) 329-2070

OAHU DIVISION

451 Atkinson Drive
Honolulu, HI 96814
Phone: (808) 949-4161

Membership Spotlight

Mahalo, Foodland frontline workers!

If the current pandemic has taught us anything, it is that we cannot take anything for granted. In these challenging times, many gained a newfound appreciation for the quiet courage of the humble grocery store worker. Their hard work, once so easy to overlook because it is so commonplace and necessary, is now being recognized as crucial to our frontlines.

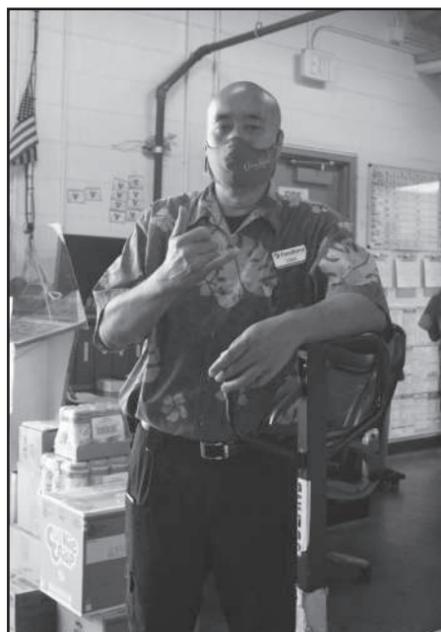
Here at ILWU Local 142, we always knew what our workers were worth. This union has helped Foodland workers statewide -- from grocers and courtesy clerks to cashiers and receivers -- organize and negotiate fair contracts for over 40 years. We are proud to support them in this time and highlight some of their experiences in these pages. Many of our members in the General Trades industrial grouping have been working nonstop since this pandemic started, and our grocery store workers are no exception. Please make it a point to patronize our union brothers and sisters at a Foodland store near you (see following page).



Mitchell Ceballos and Janell Auld wearing their ILWU face masks with pride in Foodland Kihei on Maui. (photo courtesy of Maui Division Business Agent Emmanuel Baltazar)



Theodora "Dottie" Suan, a cashier at Foodland Mililani and Oahu Business Agent Dillon Hullinger in the back storeroom. Dillon and all of Oahu Division made their rounds to nearly every Foodland store on the island to hand out PPE and express solidarity to the workers.



“When the pandemic first broke out, I’d see things like beer and snacks selling out so quickly. You can tell people are just trying to cope with these crazy times. I’m not a healthcare worker, but I still get a sense of how people are having a rough time with this virus and I feel for them. We’re super busy, but I think we all are just trying to make it through as best we can.”

-- Eric Jennings, in the Receiving Department at Foodland Kapolei.

UNION STRONG



RESILIENCE

Stay safe and thank you for all you do, our frontline workers at Foodland!



Jason Villegas (Mililani Foodland)



Joyce Ruiz (Wahiawa Foodland)



Ruben Dela Cruz (Wahiawa)



“After work, I Lysol myself before I go into the house, since the virus is airborne. We interact with a lot of people every day in an enclosed space, so I try to take every precaution.”

-- Daniel Nakama, part of the ILWU for 39 years. “I stayed with Foodland this long because of the union. We get regular pay increases and other benefits. I wouldn’t have stayed this long without that kind of progression and support the union provides.”

Membership Spotlight



“ I clean everything after every customer. It takes longer, but customers will wait for my line even when other registers are open because they see me doing this. I do it for them and I do it for me.”

-- Lori Kikuyama, cashier at Mililani Foodland and Unit Secretary-Treasurer



“ In the first shutdown when all the malls closed, the store got way more busy than usual. I understand, though; we all need food and to get out of the house, too! I am happy to be healthy and here to serve others.”

-- Eva Biacan, cashier at Kapolei Foodland. She is pictured here holding her PPE goodie bag from the Union. Each bag contained hand sanitizer, a face mask, and Union contact information.



“ We just have to adapt. Sometimes I worry, but I am also thankful to still have a job, and having union protection adds to that security too.”

-- James Villegas, produce manager at Mililani Foodland. James is also on the negotiating committee, that helps workers have a voice when it comes to negotiating the contract with the company.

FIND A FOODLAND NEAR YOU!



over 130 Union brothers and sisters
FOODLAND FARMS WAIKOLOA
KEAAU
WAIMEA



over 700 Union brothers and sisters

DILLINGHAM
EWA BEACH
FOODLAND FARMS AINA HAINA
FOODLAND FARMS ALA MOANA
FOODLAND FARMS KA MAKANA ALII



over 240 Union brothers and sisters
FOODLAND FARMS LAHAINA
KAHULUI
KEHALANI
KIHEI
LAHAINA
PUKALANI

FOODLAND FARMS PEARL CITY

KAILUA
KANEOHE
KAPOLEI
LAIE
MARKET CITY
MILILANI
PUPUKEA



over 60 Union brothers and sisters
PRINCEVILLE

SCHOOL STREET
WAHIAWA
WAIPIO



SUPPORT UNION!

and over 1,000 Union brothers and sisters statewide!

(see the following page for info on our Union brothers and sisters at Sac N Save!)

Membership Spotlight

Mahalo, Sack N Save frontline workers!

In addition to our union brothers and sisters working at Foodland stores statewide, we also have hardworking members in Sack N Save markets on the Big Island, Maui, and Oahu. When you visit one of these Sack N Save stores, you will be supporting some of the 200 Sack N Save employees in our union who have been on the frontlines since the start of the outbreak. Mahalo to our members for helping their community make it through these challenging times with their dedicated service and commitment to safety. Here are some of the faces and experiences of our resilient members. *Editor's note: photos and quotes courtesy of Hawaii Division Business Agent Roselyn Molina; thank you Rose.*



“I’ve had some of the customers complain about having to wear a mask while shopping in the store. What they don’t realize is that all of us workers have to wear it throughout our work shift, which for me would be eight hours. We just ask and hope for all the customers to be considerate while shopping so we can all be safe.”

-- Ariel Cantiberos, cashier at Sack N Save Kona pictured courtesy clerks Geralyn Burgett (left) and Arlene Wrona (right).



“It’s hard, but I’m still going. I feel really lucky to still be working even with everything going on with COVID-19. Just taking it day by day and do the best we can to make it a good day’s work.”

-- Farrend Zackious, from grocery at Sack N Save Hilo pictured with his servicing Business Agent Roselyn Molina on a worksite visit.



Debra Garcia, cashier at Sack N Save Puainako.



“It was stressful at first, but I’m good now. It used to be so hectic because there were changes happening daily, plus the fact that we are being exposed to a lot during this time. But as long as everyone at work follows all the precautions, we will all get through these trying times.”

-- Valerie Balfe, courtesy clerk at Sack N Save Puainako



Daryl Lopez at Sack N Save Kona



Thank you for helping us keep safe and healthy as we shop, Sack N Save workers. Pictured here is Arlene Wrona wiping down the baskets at Sack N Save Kona.

FIND A SACK N SAVE NEAR YOU!



over 100 Union brothers and sisters

**HILO
KONA
PUAINAKO**



over 60 Union brothers and sisters

**SALT LAKE
NANAKULI**



over 25 Union brothers and sisters

WAILUKU

MAHALO

to all our hardworking grocery store members and our other membership as well. Look for future issues of the Voice for more highlighting of those in other industries. Visit our ILWU Local 142 Facebook page to see more of where our members work!



SUPPORT UNION!