



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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February 2004

Pine companies to negotiate separately

HONOLULU—Contract talks between the ILWU and Dole Pineapple will start in early March, then switch to Del Monte around March 22-24. Talks between the Union and Maui Land and Pineapple will be delayed to around August, as members approved a six-month contract extension sought by the company's management.

Normally, the union meets with the management teams of all three companies at the same time. The idea is to establish the same basic wages, benefits, and working conditions for the entire industry. Union members benefit because they get the same pay for the same work. Management benefits because no one company will have a competitive advantage based on labor costs.

Industry-wide bargaining also allows the union and manage-

ment to address the concerns of individual companies or groups of workers. After the basic terms of the contract are set, the union can negotiate separately with

each company over issues unique to that company.

This time, Maui Pine insisted on bargaining separately. The company claimed it was

different from Dole and Del Monte, as it only grows pineapple in Hawaii while the other companies have global operations. Maui

. . . the union will strive to keep wages and benefits at the same level within the industry.

Pine ended its overseas expansion after selling its Costa Rican subsidiary to Dole for \$15.3 million in 2003.

Dole and Del Monte were willing to bargain industry-wide, but only if all three companies were involved.

Although the union is meeting separately with each company, the union's negotiating committee will include member representatives from all three pineapple companies. The union committee will also continue to pursue the proposals adopted by the state-wide pineapple caucus. In this way, the union will strive to keep wages and benefits at the same level within the industry.

Local 142 President Fred Galdones is the union's spokesperson and negotiator. Other members of the union negotiating committee include: Earl Totten, Boyd Isnec, Thomas Innis, and Darlene Palmerton from Del Monte; Avelino Martin and Matthew Rodrigues from Dole; Martin Jenson, Cynthia Kaina, Doug Cabading, Eddie Amboya,

Marcelino Bonilla, Robert Faborito and Glenn Murayama from Maui Pine.

ADDRESS LABEL



ILWU Hawaii Division Women's Committee members do their share to help the needy by collecting donations for the Hawaii Island Food Bank. Jeannie Martin and Sacha Malepe collect food donations outside the Puainako Sack 'N Save. In the background are Mercedes Habab, Jeanne Yoshizawa, and Teena Butterfield. Other participants included: Mercedes Aku, Corinna Salmo, Juanita Pedra, George Martin, Elmer Gorospe, Richard Baker Jr. and Isaac Fiesta Jr. The Food Bank drives are a regular project for the women's committee, which also participates in the ILWU's political action program.

On the Inside . . .

page 2 November 2, 2004—the fate of our country will be decided

CAFTA: Sugar, pine and coffee workers look out! **page 3**

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Guess whose proposals may endanger workers and cause job cuts? *The answer is surprising* **page 6**

MADD decoys out to bust illegal alcohol sales—cashiers be careful **page 8**

CORRECTIONS, January 2004 issue of the VOICE: Maui Division Business Agent Teddy Espeleta's name was omitted from the list of ILWU contacts on page 8. On page 5, Josefina Garcia of Unit 2101 HC&S was incorrectly identified as Josie Corpuz.

Next Local Executive Board Meeting scheduled for June 24-25, 2004 • 10:00 am • 451 Atkinson Drive, Honolulu

INTERNATIONAL PRESIDENT'S REPORT

Beat Bush in November

In less than ten months—D-day, Nov. 2, 2004—the future of our country and that of the whole world will be decided. If George W. Bush gets another four years in the White House, if both houses of Congress remain controlled by the Republicans, the labor movement will be facing its biggest crisis since the McCarthy witch hunts of the 1950s.

The fate of all American working people—union and non-union—of working people around the world, of human and civil rights and of the global environment hang in the balance. Fathoming depths of damage Bush has done in the three years since he lost the election—while knowing he faced another race—it's hard to imagine what he'll dare to do if he wins this time and doesn't ever have to face voters again.

Grim times for workers

Between war, globalization, unemployment and privatization, working people haven't faced so grim a reality since the Great Depression of the 1930s. Back then a desperate working class movement, inspired in large part by the West Coast Maritime Strike of 1934 and its victory that established the ILWU, stemmed the tide of the corporate greed of the 1920s. It brought unions, decent wages and conditions and basic human dignity to workers. It paved the way for employer-paid vacations, health care and pensions—all now under attack by the employers and the Bush administration.

Once again the ILWU is challenged to become a force in turning the labor movement into the leaders of a social movement. Even if the deck seems stacked against us, we are not without hope. This union has faced odds this tough before.

Convention goal: Beat Bush

The ILWU's International Convention last spring decided almost unanimously that beating Bush in November 2004 is the number one goal of the union. We don't stand much of a chance of moving forward on our other programs until Bush is out of the way. We are already moving on the Convention's mandate and

are continuing to develop our strategies to stop Bush's war on workers.

Put our money where our mouth is

First, all members must donate as much as they can to our Political Action Fund. It is an unfortunate truth of politics and power that money opens doors when our rank-and-file legislative activists go to the halls of Congress to lobby for our issues, be they port security to protect our longshore members, or cabotage laws to protect our IBU members, or support for the domestic sugar industry to protect our sugar workers in Hawaii and California, or occupational health and safety, Social Security or trade agreements that affect all of us, including all American working people.

One thing we learned during the 2002 longshore contract struggle, when Congressional Republicans were threatening to pass laws taking away our rights to strike and bargain collectively, is that we need friends in high places. And if we are able to withstand the employers' continuing onslaught of slanders against us, we need to make sure that those who stood

up for us then remain in a position to help us later. With your contribution, the job you save may be your own.

We must all become activists

But money alone is not enough. We need every ILWU member to become a political activist. First you must be registered to vote so your voice can be added to the chorus calling for change.

But the ILWU, although strong and vocal, is a small union. So we need each member's voice to be amplified. That means you need to make sure everyone in your family eligible to vote is registered, and that all your friends and their families, friends and co-workers are registered and understand what is at stake for working people in November.

From there we need to fan out to our communities. The ILWU needs to be visible in our communities, leading and inspiring by example. You can join these coordinated efforts by volunteering at your local. Your local officers will help you plug in with the work of the ILWU District Councils—the political organizations of the union in each region—and the area's Central Labor Councils—the political coalition of all AFL-CIO unions locally.

[In Hawaii, the political organizations of the ILWU are your Local and Division Political Action Committees, and the equivalent of the Central Labor



Council is the Hawaii State AFL-CIO.]

On Jan. 20 the ILWU International Officers and Coast Committeemen convened a meeting of the officers of our District Councils, our Coast Legislative Action Committee and other political activists in the union to map out and coordinate our fundraising, campaigning and lobbying efforts. Your union has a plan and we are moving forward with it.

We need every ILWU member to become a political activist. First you must be registered to vote so your voice can be added to the chorus calling for change.

But the ILWU will not be acting alone. We are already working with the national AFL-CIO to multiply our efforts. While we will focus most of our attention on the states where we

live—California, Oregon, Washington, Alaska and Hawaii—we plan on taking our influence nation-wide.

In the November 2002 Congressional elections we pioneered a new program with the AFL-CIO, sending more than 30 members to campaign in battleground states, those swing states where the vote was close and we could help make the difference between victory and defeat. Our ILWU political road warriors were an inspiration to union members wherever they went, galvanizing the campaign and getting out the vote. In 2004 we are planning to send at least 100 ILWU activists out on the campaign trail.

If we apply ourselves to the task ahead, we can send Bush back to Texas in November.



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Editor: Mel Chang

Central American Trade Agreement (CAFTA) threatens more U.S. jobs

WASHINGTON, D.C.—President George W. Bush told Congress on Feb. 20, 2004, that he intends to sign the so-called Central American Free Trade Agreement (CAFTA) put together by his Administration. The trade deal is with the countries of Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua.

Sugar, pineapple, and coffee workers in Hawaii should be particularly concerned as these countries are major exporters of these crops. Under CAFTA, the amount of sugar these countries can export to the U.S. will increase by about 2.5% each year for 15 years. The increased quotas from these and other countries is expected to cut the domestic price of U.S. sugar by 50 percent. Coffee and pineapple from these countries will continue to enter the U.S. duty free.

Sugar, pineapple, and coffee workers in Hawaii should be particularly concerned as these countries are major exporters of these crops.

CAFTA must still be approved by Congress, and could be put to a vote in either July or November 2004. The Bush Administration is already making similar trade deals with the Dominican Republic, Panama, Columbia, Peru, Bolivia, Ecuador, Australia, Morocco, Botswana, Lesotho,

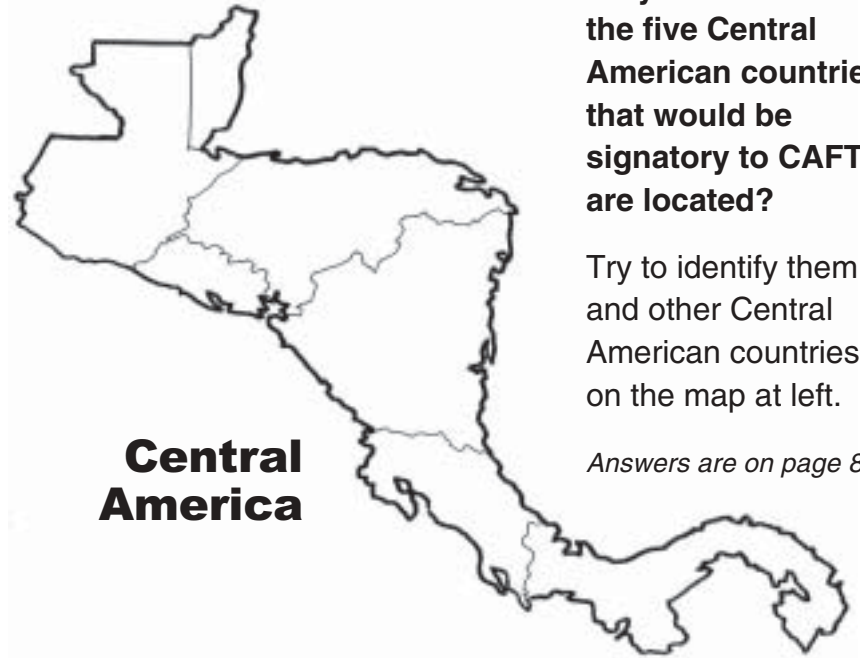
Namibia, South Africa, Swaziland, Bahrain, and Thailand. Australia and South Africa are major exporters of macadamia nuts.

Outsourcing America

Like other trade deals pushed by the Bush Administration,

CAFTA is mainly designed to promote the expansion of U.S. business in these countries. It strengthens banking and business laws to protect the investments and profits of U.S. companies. It enforces U.S. patents, trademarks and trade secrets. It protects the rights of U.S. businessmen who travel to these countries. It requires these countries to open their markets to U.S. goods and services.

The U.S. Trade Representative



Do you know where the five Central American countries that would be signatory to CAFTA are located?

Try to identify them and other Central American countries on the map at left.

Answers are on page 8.

described the benefits to investors in this way: "All forms of investment are protected under the Agreement, including enterprises, debt, concessions, contracts and intellectual property...U.S. investors enjoy in almost all circumstances the right to establish, acquire and operate investments in the Central American countries on an equal footing with local investors..."

While property and profits are fully protected, labor rights are not. CAFTA countries are only required to follow their own labor laws. Charges cannot be brought against individual companies or employers, only against governments for sustained and repeated failure to enforce their own laws. If a government is found guilty, it can be fined, but the fine is given back to that government to pay for "appropriate labor...initiatives." CAFTA would actually weaken labor rights as it replaces existing trade agreements which tie market access to a country's respect of labor rights.

Destroys jobs

In practice, these trade agreements are very one-sided—primarily enriching U.S. multinational corporations at the expense of the people of these countries and workers in the United States.

The Central American countries are supposed to benefit because they get to export their goods and produce to the U.S. duty free. However, U.S. companies with their greater financial resources and existing marketing and distribution networks will end up dominating and control-

ling the export businesses of these countries. Instead of creating jobs in the United States, manufacturers and food processors will move their plants to Central America to take advantage of low wages. The average wage of a textile worker in Nicaragua is about \$.25 an hour.

Almost 900,000 U.S. manufacturing jobs were lost in this way when U.S. companies shifted production to Mexico after NAFTA was passed in 1993. Mexican workers also suffered. While low-wages jobs were created in the Maquiladora region where multinational companies set up factories, this was offset by the loss of 1.3 million jobs in the countryside.

Almost 900,000 U.S. manufacturing jobs were lost in this way when U.S. companies shifted production to Mexico after NAFTA was passed in 1993.

"This is yet another job-destroying free trade agreement that will undermine workers' rights here and around the world," AFL-CIO President John J. Sweeney said. "Clearly, this administration has no interest in creating new rules for the global economy which work for working people, both in the United States and in other countries."

Fair Trade alternative

In February 2004, Kauai Division Director Clayton Delacruz, Maui Business Agent Joe Franco Jr, and Oahu Longshore chair Nate Lum joined an ILWU delegation in Washington DC to urge Congress to dump CAFTA and reject Present Bush's idea of one-sided trade deals. The delegation also talked to lawmakers about longshore issues on port security and safety.



Hawaii Division: honoring service and dedication to union members

HILO—“There is no nobler job than to build this union and help each other.” This message from keynote speaker Ah Quon McElrath sums up the purpose of Hawaii Division’s Annual Unit Recognition Banquet—which honors a group of outstanding ILWU Units that distinguished themselves in their service and dedication to members.



Unit 1516 - Mauna Lani Bay Hotel tied for the award for large units with over 100 members. Robyn Tadio (l) accepted the award.



Crese Kawaihae (l) accepts an award on behalf of Unit 1403 - Mauna Kea Macadamia Orchards—one of two outstanding units with 1-29 members. Unit 1513 - Makalei Hawaii also received this award.



Retired president Eusebio “Bo” Lapenia Jr. (l) was thanked for his years of dedicated service to the ILWU by Richard Baker Jr. on behalf of Hawaii Division.



Pacita Salomon of Unit 1503 - Mauna Kea Beach Hotel was recognized for her many years of service as Unit Chair.

Unit 1503 - Mauna Kea Beach Hotel retiree Nemesio Sanchez (r) gives a stirring account of his participation in the AFL-CIO sponsored Immigrant Workers Freedom Ride.



Unit 1402 - Mauna Loa Macadamia Nut tied for the award for large units with over 100 members. (L-r) Unit officers Daisy Nakamoto and Wilma Revilla with Division Director Richard Baker Jr. (center). Unit 1201 - HT&T Co. won the award for 30-99 members.

The annual banquet, now in its 27th year, also serves as an important social event for Hawaii Island members. It brings together a very diverse group of members, retirees, and guests for an evening of good food, fellowship, and entertainment. This year over 200 people took part in Hawaii Division’s Annual Unit Recognition Banquet on February 21, 2004, at the ILWU Hall in Hilo.

Former Hawaii Division Director Fred Galdones, now the union’s president, was the first speaker of the evening’s program. Galdones listed the many serious challenges faced by the union and the community—a president, George Bush, who caters to the rich; free trade agreements that send jobs overseas; high medical care costs and prescription drugs our retirees can’t afford; the ice epidemic. Galdones urged unit leaders to register more members to vote—“President Bush has to be removed from the White House.” Another goal put forward by the Local president is to grow the union by 10 percent in the next three years. “We need to organize more, develop activities that members can participate in, and increase member involvement in the union,” Galdones said.

Eusebio “Bo” Lapenia Jr., who retired as Local 142 president, took the stage with two of his grandchildren—Kanen and Kwaylen. “I want to thank each and everyone of you for giving me the privilege of serving as your president the last 12 years,” Lapenia said. He added that his outlook of serving the membership and dedication to the union came out of his background. “Living in the plantation camp shaped me and what I believe in. I urge each and everyone of you to be active in your units.” As he left the stage, Lapenia had one final comment for the audience—“Anybody but Bush.”

Helping one another

Keynote speaker Ah Quon McElrath spoke from 65 years of experience, with an association with the ILWU that goes back to 1938. She retired from the staff of the union in 1981. “The whole idea of a union is *kokua*, of helping one another,” McElrath said. “This sense of community, this respect for each other as human beings, of helping each other—this gives meaning to the motto *An Injury to One Is an*

Injury to All.”

McElrath gave the audience many helpful hints. “Find the answer to what organizes people together. Keep a record of what the retirees have done to learn from their experience. Put it in writing—put it on paper. Keep a little black, blue, or red book and write it down.” McElrath praised the active unit leaders for their “strength, conviction, and true dedication to your union. There is no nobler job than to build this union and help each other,” she added.

Hawaii Division Director Richard Baker Jr. continued the night’s emphasis on service and solidarity. “We’re here to serve you. We are a rank and file union,” Baker said. “We have a hard, hard road ahead of us. Employers are looking at a lot of takeaways. We need to fight against that. We need you to stand shoulder to shoulder with us.”

Immigrant rights and justice

The last speaker, Nemesio Sanchez, gave a stirring report on his experience as part of the Immigrant Workers Freedom Ride. Sanchez was one of three ILWU members who took part in a nation-wide campaign to educate Americans about the injustices of President Bush’s immigration policies. They joined a thousand other union members and immigrant workers on a 12-day bus journey that left from various cities to converge on Washington D.C. and finally New York City. Along the way, they stopped in towns and workplaces to hold rallies and educational events.

Sanchez, who worked as a bellman at the Mauna Kea Beach Hotel, told the audience the experience was the highest point in his life. He was proud of the ILWU’s long history of preserving and working for social justice. There are 40 million immigrants in the U.S. and millions of these immigrants are undocumented and subjected to great abuse and injustice. The Patriot Act, rushed into law by President Bush, created a two tiered justice system—one for citizens and one for immigrants. “America must be challenged to live up to its principles of freedom and justice for all, and for human dignity and respect,” Sanchez said. “As long as there is discrimination and unequal treatment, America is not America.”

MEET YOUR LOCAL TITLED OFFICERS



Fred Galdones
Local President

Fred Galdones comes from the Big Island, where he worked at the Hilo Coast Processing Company and served for many years as both Business Agent and Division Director. "I have a vision where all workers will be treated with **dignity and respect**. I want to increase participation in union activities and build relationships and trust within the union and with the community. The union has many goals—improving wages, benefits and our members' standard of living through better contracts, strengthening our political action program, and establishing a health and welfare trust fund for active and retired members. We can achieve these goals if we work together—so let's all work together to accomplish the extraordinary."



Donna Domingo
Local Vice President

Donna Domingo is from the Maui Lu Resort, and has served for many years as Unit Chair and Local Trustee. "As the titled officer assigned to oversee organizing, I want to make sure our organizing program is strong and that we meet our goals for bringing new members into the union. We must also get more current members involved and actively participating in the union. I believe that ILWU members are some of the smartest, most dedicated workers around. If we are all actively involved in the union—whether it be through organizing, negotiations, policing the contract, or political action—we can truly improve our workplaces, our home lives, and our communities."



Guy Fujimura
Local Secretary-Treasurer

Guy Fujimura is on leave from Daiichiya Love's Bakery, Inc. to serve as Local Secretary-Treasurer. "Historically, the ILWU has been a mover for economic, social and political change. Before the union, Hawaii was a feudal society and five companies controlled everything. But once the ILWU organized on the docks, plantations, and other industries, workers were able to win better pay and working conditions, and break down the racial barriers that employers used to divide them. I believe that being ILWU members gives us the opportunity to continue this tradition of improving society. Through the ILWU, we fight injustice, discrimination and oppression; we work for dignity, prosperity and peace for ourselves, our families and fellow workers everywhere in the world."

MEET YOUR HAWAII DIVISION OFFICERS



Richard Baker Jr.
Hawaii Division Director

Richard Baker Jr. worked at the Hilo Coast Processing Co. (HCPC) before becoming a full-time officer. "I will work with the Hawaii Division team to build unity in the rank-and-file leadership with training programs, mobilization and setting priorities for our future—to continue the fight for workers' rights. As Division Director, I will be available to the rank-and-file and work with the BAs to uphold and protect the rights of our membership—WE ARE HERE FOR YOU!"



Isaac Fiesta Jr.
Hawaii Division Business Agent

Isaac Fiesta Jr. is also a former sugar worker from HCPC. "I would like to work closely with unit officers so we can all do a good job representing our members and negotiating better contracts. This union is only as strong as our membership, so everyone needs to get involved and support their unit officers. We also need to organize new units and negotiate good first contracts."



Greg Gauthier
Hawaii Division Business Agent

Greg Gauthier is on leave from the Mauna Kea Beach Hotel. "I would like to inspire the 'sleeping giant' known as labor to partake in the celebration of democracy by taking an active role in our struggle." Greg does not feel that he chose to run for office, but that "Labor chose me first by virtue of my being born to a very poor and underprivileged set of parents. I witnessed first hand the need to redistribute the prosperity of this great country in a way that reflects our compassion and humanity."



Elmer Gorospe
Hawaii Division Business Agent

Elmer Gorospe of Mauna Loa Macadamia Nut Corp. is the newest Hawaii Division Business Agent and also the only one from the mac nut industry. "What I would most like to accomplish in office is to succeed as a Business Agent, because if I am successful that means I am doing everything I can for the members. I chose to run for office because I wanted to help other members the way I had been helped in the past."



Wallace A. Ishibashi Jr.
Hawaii Division Business Agent

Wallace A. Ishibashi Jr. is also a former Hilo Coast sugar worker. "I would like to build trust and better relationships between members and the union, and also to mobilize units so that they are better organized and can better serve their members. I enjoy helping people in need, and will fight to protect the rights of working people. I'll always make time to hear members concerns; my motto is 'When in doubt, check me out.'"



Roy Jardine
Hawaii Division Business Agent

Roy Jardine hails from the longshore industry and has been a Business Agent for over 15 years. "The thing I would most like to accomplish is the establishment of an ILWU health and welfare trust fund, which I think would greatly benefit our members and their families. My goal of working for the membership remains unchanged; I feel rewarded when I am able to help members."



Richard Kaniho
Hawaii Division Business Agent

Richard Kaniho is on leave from Mauna Lani Bay Hotel and Bungalows. "My goal is to get full participation and a more active membership in the units I serve. Attending the International Convention and learning about the workers who built the union has inspired me. Learning about the struggle they went through made me want to be a part of the fight for justice in the workplace."



Division Clerk
Ann Chong



Senior Clerk
Sui Sin Coloma



Part-time Clerk
Sharon Kataoka

Longshore safety and free trade

Safety on the docks may be sacrificed to promote “free” trade and higher profits if the Bush Administration succeeds in implementing new rules to expand the use of Vertical Tandem Lifts (VTL).

The new rules are being proposed by the U.S. Occupational Safety and Health Administration (OSHA), which comes under the direction of Bush appointee Elaine Chao. Current OSHA regulations permit carriers to use vertical tandem lifts if both containers are *empty*. The new rules would permit the use of vertical tandem lifts to move containers and cargo weighing up to 20 tons.

Companies to save money

In coming up with these new rules, OSHA boasted that companies could save lots of money by using vertical tandem lifts. OSHA then did a detailed analysis that show exactly how shippers could cut their longshore workforce by 10 percent and still handle the same amount of cargo. OSHA also cited Section 2532 of the Trade Adjustment Act that forbids federal agencies from making standards “that creates unnecessary obstacles to the foreign commerce of the United States.”

While spending a lot of time detailing how shippers can save money by cutting workers, OSHA barely considers the increased

dangers and risk of injury to longshore workers posed by expanding the use of vertical tandem lifts. OSHA briefly mentions the danger of tip-overs when moving two vertically connected containers. OSHA even suggests that conditions would be safer because fewer lifts would be required to load and unload a vessel.

This is strange stuff coming from an agency charged with the safety of American workers. But under President George Bush, every government agency, including the Department of Labor and the Occupational Safety and Health Administration, have been turned around to do the bidding of capital. Governor Linda Lingle, following the Republican Party line, has done the same with Hawaii state agencies.

Dangerous assumptions

OSHA’s proposed VTL rule and its estimate of a 10 percent cost savings are based on a lot of wishful thinking and dangerous assumptions.

The movement of more than one container at a time would

rely on the use of four twist locks that connect the top container to the bottom container. These twist locks were originally designed and continue to be used to lock containers together during transit to prevent them from shifting. They were never intended to be used for lifting and moving containers, and were thus made of cast iron, a relatively brittle metal. Metal fatigue and hairline cracks can develop in the metal and the locking mechanism can get clogged with dirt, leading to failures. The corner castings of each container are also likely points of failure.

OSHA suggests that only certified twist locks be used for VTLs and the locks and corner castings be inspected each year by visual inspection. OSHA thinks this can be done at a cost of \$1 per lock—that is because OSHA’s idea of inspection is for a “trained” person to look at each lock. No x-rays or other testing for metal fatigue are required.

There are a number of manufacturers of twist locks around the world that utilize a wide variety of designs and materials of different strengths and quality. A vessel or marine terminal will have hundreds or thousands of twist locks in use. OSHA suggests that these can be kept in separate boxes and somehow, only the certified and inspected locks will be used on VTLs.

Many weak links

The study on the strength of twist locks concluded that corner castings of shipping containers were more likely to fail before the twist locks. Like twist locks, these containers were designed for one purpose—to contain cargo—and were not intended to be attached to other containers and then lifted together up to 120 feet in the air. These containers undergo a great deal of wear and tear and get damaged on the road, in the terminal and in transit aboard a ship.

There are millions of containers in use, and OSHA assumes only

The procedure involves a crane operator hoisting two or even three containers coupled together, instead of the normal procedure of lifting one container at a time.

the certified and inspected containers will be used in VTLs.

There are other dangerous assumptions—that the load is evenly distributed and will not shift within the containers while hoisting; that the wind comes from only one direction and is less than 34 mph; that all four twist lock handles are fully engaged; that the weight of the cargo in VTLs is less than 20 tons; that the vessel stowage plans are accurate; that all cranes will have load indicators; and on and on.

OSHA’s 10 percent cost savings was based on a computer model and perfect conditions. In the real world, shippers will likely discover VTLs to be more costly and much more dangerous. Unfortunately, there are some shippers who will try to use VTLs and longshore workers will pay with their lives.

The ILWU is opposed to OSHA’s proposed rule change on vertical tandem lifts and is working actively to prevent any further expansion of this dangerous and unsafe practice.



Why is the U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA)—which is supposed to be an advocate for on-the-job worker safety—proposing this dangerous expansion in the use of Vertical Tandem Lifts ?

Big Island basketball stars shine

WAILUKU, Maui—The 22nd ILWU Men’s Basketball Tournament was held on December 5 and 6, 2003 at the Wailuku Gym. Three teams participated in the tournament, which was sponsored by the ILWU’s Maui Division and run by division sports coordinator Delbert DeRego and ILWU members Douglas and Victoria Cabading, who are both from Unit 2306 - Maui Pineapple Co. (cannery). Also present to assist were Hawaii Division sports coordinators Roy Jardine and Richard Kaniho, and Oahu sports coordinator Brian Tanaka.

This tournament was unusual in that it ran for two days; in recent years the ILWU basketball tournament has been held on a single Saturday. The first game was played on Friday night between “Mauna Lani” from the Big Island and “Maui One.” The game was a blowout, with the Hawaii team wildly outscoring Maui and taking the game 86 to 24.

The next morning, Oahu’s team—made up mainly of ILWU members from Love’s Bakery and the pineapple industry—challenged Maui and defeated them by final score of 63 to 31.

A three point contest held after the first game of the morning allowed Oahu a breather before taking on the Big Island. Oahu Business Agent Tanaka ran the contest, which was won in a “sudden death” round by Curtis Kuge.

Championship

In the third and final game of the tournament, Mauna Lani faced off against Oahu. At half time Hawaii led 20-15; strong defense on both sides kept the score low. Although Oahu showed its shooting skill, sinking at least three 3-point baskets in the second half, Mauna Lani’s fast-breaking game prevailed and

they won the championship by a score of 58 to 39.

High scorers were Alan Coito, Reeve Cazimero and Keoni Emeliano (Hawaii); Kalama Marfil and Oscar Cabal (Oahu); and Wendell Cullen (Maui).

After the games, team members and supporters retired to the ILWU Wailuku Union Hall for a delicious catered lunch and the presentation of awards.

“Everyone had a good time,” said DeRego. “Fellowship is an important part of being a union member in the ILWU.”

2003 ILWU All-Tournament Team

Player	Division	High Score
Alan Coito	Hawaii	37
Reeve Cazimero	Hawaii	29
Keoni Emeliano	Hawaii	24
Kalama Marfil	Oahu	32
Oscar Cabal	Oahu	25
Wendell Cullen	Maui	10

Individual Awards

Most Valuable Player: Alan Coito from Hawaii
 3-pt Champion: Curtis Kuge from Oahu

Cut out and post ✂

2004 ILWU 142 Statewide Sports Calendar



ILWU 2003 Statewide Slow-Pitch Softball All-Star Team members. Tournament winners were: 1st Place Bullet Proof (Maui), 2nd Place Po’ola (Oahu longshore) and Third Place Mauna Lani (Hawaii).

49th Annual Men’s Fast Pitch Softball
May 14-15, 2004 on Kauai

51st Annual Mixed Golf
September 4-5, 2004 on Hawaii

19th Annual Men’s Slow Pitch Softball
September 24-25, 2004 on Hawaii

48th Annual Mixed Bowling
November 26-27, 2004 on Hawaii

23rd Annual Men’s Basketball
December 10-11, 2004 on Kauai

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The VOICE of the ILWU welcomes letters, photographs and other submissions.

Write to: Editor, VOICE of the ILWU, 451 Atkinson Drive, Honolulu, HI 96814

Open to all ILWU members, spouses, and dependent children. To join these activities, contact your unit sports coordinators or the Division sports coordinators at:
 935-3727 (Hawaii)
 244-9191 (Maui)
 245-3374 (Kauai)
 949-4161 (Oahu)

Faulty registers, lack of training can lead to trouble Cashiers must be careful when checking I.D.s

It was a busy Saturday afternoon at a Neighbor Island grocery store and a line of customers were waiting impatiently at the checkout counter.

Finally, it was the young man's turn with the single bottle of beer. The cashier, an ILWU member, asked to see some proof of age. The young man was from out-of-state, but he had a local ID. She punched in the birthdate on her cash register, which said the person was old enough. The young man paid for the beer and left the store.

The cashier rang up the next customer. A few minutes later a police officer interrupted her and handed her a citation for selling alcohol to an underage person. Such a citation can result in a fine up to \$2,000 and one year in jail. The store also received a fine of \$1,000. The store manager told the cashier to go home—she was suspended, pending termination. The cashier was devastated. She had just returned to work from a long illness and now she could lose her job and face a big fine and possible jail time.

She took her case to the union, which helped prepare her defense. The union had fought and won a similar case a year before. A design flaw in the cash register program allows for the entry of a 5 or 6

digit date, which can lead to errors for certain dates—for example an underage birthdate of 11/07/84 could be mistakenly entered as 1/10/78 (the "4" is dropped). The cash register does not show the numbers punched in nor print a record as a backup. And if a mistake is made, the cash register does not allow a second chance. The store did change their procedures to require 6 digit dates, but this particular cashier was out sick at the time and never received the training.

It took two months before her case went to trial. The judge dismissed all charges, saying the cashier followed all reasonable procedures in asking for proof of age and entering the date into the cash register. If a mistake was made, it was due to human error

and was not willful or negligent. The cashier is back on the job, but she did lose income and suffered through a terrible ordeal.

True story

This is a true story. The underage young man is one of many such decoys used by MADD (Mothers Against Drunk Driving) to go from store to store and attempt to buy alcohol. When the decoy succeeds in buying alcohol, he or she reports it to the police, who then issue a citation to the store and cashier.

Last year, the Health Department's Alcohol and Drug Abuse Prevention Division awarded MADD a \$272,740 contract to do a survey on

sales to underage drinkers on Oahu. MADD decoys successfully bought liquor from 22 percent of the 396 merchants approached in 2003, compared with 26 percent in 2002. This year, MADD is again doing the survey which has been expanded to include the Neighbor Islands.

Better ways to deal with problem

The ILWU believes the punitive approach of using decoys and citations is not the way to prevent alcohol sales to minors. There are much better ways to do this.

1) The cashier in our story will never again make the mistake of selling alcohol to a minor. She will ask for identification and double check the birthdate. Yet, with the punitive approach, this cashier would have lost her job. A new, less experienced cashier

would have taken her place and could repeat the mistake. It would be far better to issue a warning and work with the store management and workers to adopt better procedures and do more training.

Management must take responsibility

2) Most of the problem lies with management and not the worker who makes the sale. It is management who tells cashiers to "move the line" instead of taking the time to carefully check proof of age. It is management who schedules fewer workers so checkout lines are longer and cashiers must work faster. It is management who chooses to send only one worker per shift to Liquor Commission training. It is management who profits from the sale of liquor, not the worker. Yet the MADD approach punishes the worker with a big fine and jail time, while the store owner is only subject to a relatively small fine. It would be far better to require store owners to spend the equivalent of a fine on worker training.

Use surveys to improve training

3) There were many important lessons that could be learned from the survey, yet the results

are not widely publicized by the Health Department nor used to improve training.

The survey showed that where cashiers asked for IDs they were able to spot the underage decoys 91 percent of the time. The lesson here is to **always** ask for identification and **always** ask the person for their birthdate and age. People using false or borrowed identification will often not remember the false birthdate.

Another survey result showed that underage female decoys were almost four times more successful in buying liquor than male decoys. Was this because they looked older or were they flirting with male cashiers? Perhaps male salesclerks need some specialized training in this area.

Cashiers should be careful

Underage MADD decoys are out there, trying to buy alcohol. So be careful. Ask for proof of age. **Take your time, follow store procedures, and check birthdates carefully.** Take the issue up with your union representatives **before** anyone gets into trouble. In this way, the union can work with management to improve store procedures and make sure workers are properly trained.

