



# VOICE OF THE ILWU

HONOLULU HAWAII  
LOCAL 142

Volume 48 • No. 4

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

July-August 2008

## Pacific Beach boycott builds in Japan

Japanese unions have pledged to step up their efforts to boycott the Pacific Beach Hotel and hotel owners, HTH Corporation.

They took this action after hearing from Local 142 Secretary-Treasurer Guy Fujimura and Virginia Recaido, one of the Pacific Beach Hotel union leaders fired by HTH Corporation who owns the Pacific Beach and Pagoda hotels. "The tremendous support from the Japanese unions was amazing and uplifting," said Fujimura.

Fujimura and Recaido spent five days in Tokyo from July 5 to 10, 2008, meeting with the unions, Japanese travel companies, and officers of the Japan

Association of Travel Agents (JATA). Zenkowan (Japan dockworkers union) hosted the delegation and the ITF (International Transport Workers Federation) provided translators for all meetings.

The ILWU called for a boycott of HTH after the company sacked 32 workers on December 1, 2007, and refused to recognize the ILWU as the workers' union. Both actions are serious violations of US labor law and the ILWU has filed a number of complaints with the National Labor Relations Board.

The boycott had to be extended to Japan as the Pacific Beach Hotel draws

over 80 percent of their business from Japanese visitors.

On Monday, July 7, Fujimura and Recaido met with officers of the ITF and ITF-JC. Later in the morning, they met with related unions on the boycott campaign then held a press conference in the afternoon. They leafleted near the Tamachi Train Station and joined an evening rally attended by representatives from 100 unions at the Tokyo Transportation Workers Union Hall in Tamachi. The rally was hosted by Rengo, ITF, ITF-JC and IUF-JC. Fujimura thanked the unions for their support.

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## and in Hawaii as Carpenters support boycott



Over 300 members of the Hawaii Carpenters Union marched through Waikiki and rallied in front of the Pacific Beach Hotel to demonstrate their support for the workers on July 12, 2008. The Carpenters were holding their Convention at the Sheraton Waikiki.

## Tentative longshore agreement on West Coast

As the VOICE went to press, the ILWU announced a tentative contract agreement was reached with longshore employers on the West Coast.

On July 28, the International Longshore and Warehouse Union (ILWU) and the Pacific Maritime Association (PMA) announced a preliminary agreement on terms for a new six year contract covering more than 26,000 dockworkers at 29 West Coast ports.

The agreement is subject to ratification by the ILWU and PMA membership. The ILWU and PMA have agreed to extend the previous agreement and resume normal port operations.

The proposed agreement is preliminary; it must be carefully evaluated by the rank-and-file, and is subject to a democratic ratification vote by the membership.

The proposed agreement will first be reviewed by elected Longshore Caucus delegates who will meet in San Francisco beginning the week of August 18. If delegates so choose, the proposal will be mailed to the homes of Longshore Division members, with extra copies

available at local dispatch halls. An election date will be set for ratification votes by the membership that allows enough time for full consideration, questions, and answers about the proposed agreement.

"The Negotiating Committee did a hell of a job securing this agreement, but they couldn't have done it without the solidarity and discipline of the rank-and-file," said International President Bob McEllrath. "We want to thank everyone on the docks who made this possible."

The agreement was reached on July 28, which happens to be the birthday of Harry Bridges, the dockworker who was born in 1901 and rose up from the ranks to lead workers through a series of bloody strikes and confrontations in the 1930's. Bridges was elected President of the ILWU and served until 1977. When he died in 1990, longshore workers shut the ports out of respect and closed them again when his ashes were scattered at sea.

The democratically elected delegates of the Longshore Caucus will meet in San Francisco beginning August 18 to

review the proposed agreement and decide if it should be presented to the full membership for a vote.

The union and employer have agreed not to release details of the settlement until after the August 18 Caucus.

Local 142 Hawaii longshore delegates will attend the caucus in San Francisco as observers.

### Hawaii Longshore

Hawaii ILWU longshore members are covered by a separate agreement which is patterned after the West Coast.

The talks in Hawaii have focused on work rules covering the various ports and companies. When the tentative settlement is approved on the West Coast, Hawaii can begin negotiating over cost items such as wages, medical and pension.

The next ILWU Local 142 Executive Board meeting is scheduled for Sept. 25-26, 2008, in Honolulu at the ILWU building on 451 Atkinson Drive.

ADDRESS LABEL

### Vote Absentee

★Avoid the hassles and vote by mail. Applications for an absentee ballot must be received by the City/County Clerk no later than September 13, 2008, so mail it early.

★Check the box in Section 1 for both the Primary and General Elections. You will receive your ballot by mail and can return your ballot by mail.

★Otherwise you have to go to your polling place for the Hawaii State Primary Elections on Saturday September 20, 2008.

★The General Election is November 4, 2008.

### On the Inside

- Election endorsements – 2
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Political Action

# Primary Election Recommendations

Make your vote count for working families! Support your union's recommendations in the Primary Elections this September 20, 2008. ILWU members and families are urged to take a Democratic Ballot and vote for those candidates listed below. Cut out these lists and keep them in your wallet as a reminder when you vote.

Your Political Action Committee made these recommendations after interviewing the candidates and asking them if they would support issues important to working families. Some of these issues included support for workers compensation and the right of workers to unionize.



## Hawaii Division • ILWU Endorsements Primary Election • Saturday, September 20, 2008

- |                  |                   |                          |                        |
|------------------|-------------------|--------------------------|------------------------|
| U.S. House ..... | Mazie Hirono      | Mayor .....              | Billy Kenoi            |
| State Senate     |                   | Prosecuting Attorney ... | Jay T. Kimura          |
| 1 .....          | Dwight Takamine   | Bd. of Education .....   | Herbert S. Watanabe    |
| 3 .....          | Josh Green        | County Council           |                        |
| State House      |                   | 1 .....                  | NO Endorsement         |
| 1 .....          | Mark M. Nakashima | 2 .....                  | Donald A. Ikeda        |
| 2 .....          | Jerry Chang       | 3 .....                  | J. Yoshimoto           |
| 3 .....          | Clifton Tsuji     | 4 .....                  | Dennis (Fresh) Onishi  |
| 4 .....          | Faye P. Hanohano  | 5 .....                  | Wayne (Big Dog) Joseph |
| 5 .....          | Robert Herkes     | 6 .....                  | Guy (Kealoa) Enriques  |
| 6 .....          | Denny Coffman     | 7 .....                  | Casey Delo Santos      |
| 7 .....          | OPEN Endorsement  | 8 .....                  | NO Endorsement         |
|                  |                   | 9 .....                  | Raynard T. Torres      |

**OPEN and NO ENDORSEMENTS:**  
An "OPEN" endorsement means that the union has no recommendation for any candidate and members may vote as they choose. "NO" means no support or vote for any candidate.



## Maui Division • ILWU Endorsements Primary Election • Saturday, September 20, 2008

- |                          |                   |                        |                          |
|--------------------------|-------------------|------------------------|--------------------------|
| U.S. House .....         | Mazie Hirono      | Maui County            |                          |
| State Senate             |                   | Upcountry .....        | Gladys Coelho Baisa      |
| 5 .....                  | Roz Baker         | South Maui .....       | Don Couch                |
| 6 .....                  | J. Kalani English | Lanai .....            | Matthew J.K. (Matt) Mano |
| State House              |                   | Molokai .....          | Danny A. Mateo           |
| 8 Wailuku-Waiehu-Kahului | Joe Souki         | East Maui .....        | Bill (Kauakea) Mederios  |
| 9 Kahului-Paia .....     | Bob Nakasone      | Paia .....             | Mike Molina              |
| 10 West Maui .....       | Angus McKelvey    | Kahului .....          | Joe Pontanilla           |
| 11 South Maui .....      | Joe Bertram III   | Wailuku .....          | Michael (Mike) Victorino |
| 12 Up-country .....      | Kyle Yamashita    | Bd. of Education ..... | Herbert S. Watanabe      |
| 13 E. Maui-Lanai-Molokai | Mele Carroll      |                        |                          |

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## Kauai Division • ILWU Endorsements Primary Election • Saturday, September 20, 2008

- |                        |                  |                                 |                         |
|------------------------|------------------|---------------------------------|-------------------------|
| U.S. House .....       | Mazie Hirono     | Kauai County Council (At Large) |                         |
| State Senate           |                  | Tim Bynum                       | Jay Furfaro             |
| 7 Kauai, Niihau .....  | Gary Hooser      | Darryl Kaneshiro                | Derrick Kawakami        |
| State House            |                  | Ronald Kouchi                   | Kipu Kai Kualii         |
| 14 Kapaa-Hanalei ..... | Hermina Morita   | George Thronas                  |                         |
| 15 Lihue-Koloa ..      | OPEN Endorsement | Prosecuting Attorney ..         | Shaylene Carvalho-Iseri |
| 16 Waimea-Lehua-Niihau | Roland Sagum     | Bd. of Education .....          | Herbert S. Watanabe     |
| Mayor .....            | OPEN Endorsement |                                 |                         |

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## Oahu Division • ILWU Endorsements Primary Election • Saturday, September 20, 2008

- |                                |                          |                               |                         |
|--------------------------------|--------------------------|-------------------------------|-------------------------|
| U.S. House Dist 1 .....        | Neil Abercrombie         | 34 Newtown-Pearl City .....   | K. Mark Takai           |
| U.S. House Dist 2 .....        | Mazie Hirono             | 35 Waipahu .....              | Henry James C. Aquino   |
| State Senate                   |                          | 36 Pearl City-Palisades ...   | Roy M. Takumi           |
| 12 Iwilei-Waikiki .....        | Brickwood Galuteria      | 37 Mililani-Waipio .....      | Ryan I. Yamane          |
| 16 Pearl City-Aiea .....       | Open                     | 38 Mililani-Mililani Mauka .. | Marilyn B. Lee          |
| 17 Mililani-Waipio .....       | Ron Menor                | 39 Wahiawa .....              | Marcus R. Oshiro        |
| 18 Waipahu-Crestview .....     | Open                     | 40 Makakilo-Kapolei .....     | OPEN                    |
| 21 Ko Olina-Kaena .....        | Colleen Hanabusa         | 41 Waipahu-Waikole .....      | OPEN                    |
| 22 Mililani-North Shore .....  | Robert Bunda             | 42 Waipahu-Ewa .....          | Rida Cabanilla Arakawa  |
| 23 Kahuku-Kaneohe .....        | Clayton Hee              | 43 Ewa Beach-West Loch .....  | OPEN                    |
| State House                    |                          | 44 Honokai-Nanakuli .....     | Karen Awana             |
| 17 Kalama-Hawaii Kai .....     | NO                       | 45 Waianae .....              | Maile S. L. Shimabukuro |
| 18 Kahala-Aina Haina .....     | Lyla B. Berg             | 46 Kahuku-N Shore .....       | Michael Magaoay         |
| 19 Kaimuki-Waialae .....       | OPEN                     | 47 Haiku-Kahuluu .....        | Jessica Wooley          |
| 20 St. Louis Hts.-Palolo ..... | OPEN                     | 48 Kaneohe .....              | OPEN                    |
| 21 Kapahulu .....              | Scott Y. Nishimoto       | 49 Maunawili .....            | OPEN                    |
| 22 McCully-Pawaa .....         | Scott K. Saiki           | 50 Kailua-Mokapu .....        | NO                      |
| 23 Waikiki-Kakaako .....       | Tom Brower               | 51 Waimanalo .....            | J. Ikaika Anderson      |
| 25 Tantalus-Makiki .....       | Della A. Belatti         | Mayor .....                   | Mufi Hannemann          |
| 26 Punchbowl-Nuuuanu .....     | Sylvia Luke              | County Council                |                         |
| 27 Liliha-Puunui .....         | Sesnita Der-Ling Moepono | District I .....              | Todd Apo                |
| 28 Iwilei-Downtown .....       | Karl Rhoads              | District III .....            | Open                    |
| 29 Kalihi-Sand Island .....    | Joey Manahan             | District VII .....            | Open                    |
| 30 Alewa-Moanalua .....        | John Mizuno              | District IX .....             | Nestor R. Garcia        |
| 31 Salt Lake-Tripler .....     | Glenn Wakai              | Prosecuting Attorney .....    | OPEN                    |
| 32 Waimalu-Airport .....       | NO                       |                               |                         |
| 33 Aiea-Halawa .....           | Blake Oshiro             |                               |                         |

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## 7 reasons why a Constitutional Convention is not necessary

- Our Constitution is a good document and there is nothing broken that needs to be fixed.
- No compelling need for a Constitutional Convention (Con Con).
- Waste of time and money - it would cost \$10-20 million or more.
- Special interests and emotional issues would dominate the debate.
- Civil rights and workers rights could be threatened.
- Our Constitution should set broad policies and not try to deal with specific issues. Our legislative process should be used to deal with these issues.
- We elect legislators to make the decisions after careful study and debate. The Legislature can always propose amendments to the Constitution.

## Don't derail steel rail

The ILWU supports the steel rail system for Honolulu and believes it is unnecessary to put the issue on the November ballot or a special election. Steel rail is proven and reliable technology with the lowest long, term maintenance costs. Steel rail was chosen through a representative and democratic process. Democracy also means accepting the decision of a majority vote.

### Labor Day Events

- ★Hawaii - August 23, Waimea Community Center, 9am-2pm
- ★Maui - August 31 - Wailuku Community Center
- ★Kauai - Sept 1 - Kapaa New Ball Park
- ★Oahu - Sept 1 - Waikiki Shell



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Editor: Mel Chang



# The Economy

## More millionaires continue luxury travel

America's middle class may be suffering from high gas prices and canceling plans to vacation in Hawaii, but the number of millionaires in the world is growing and they will continue their luxury travel and spending even during rough economic times.

The economies of the United States, the European Union, and Japan have slowed, but the Middle East, Latin America, India, and China are booming.

Most of the new millionaires are coming from India, China, Brazil and Russia and they have a big appetite for luxury goods and first class travel.

Merrill Lynch and Capgemini Consulting publishes an annual study of the world's wealthiest people. These people are called High Net Worth Individuals (HNWI) who have at least \$1 million in financial assets which does not include their principle home and personal possessions such as luxury cars and jewelry.

A smaller group of about 103,000 people called the Ultra-High Net Worth Individuals (U-HNWI) have at least \$30 million in financial assets. Both groups are growing and accumulating even more wealth.

In 2007, about 600,000 individuals joined the ranks of the High Net Worth Individuals with over \$1 million in financial assets. There are now 10.1 million people in this elite group. The total financial assets of this group has grown to \$40.7 trillion.

North America has the largest number of High Net Worth Individuals—3.3 million. Europe is second with 3.1 million HNWI, but Asia is catching up with 2.8 million millionaires.

The Merrill Lynch report found that economic turmoil does not change the spending patterns of these wealthy individuals. The wealthy continue to spend their money on exotic cars, jewelry, fine art, collectibles, and first class travel. Rich North Americans

lead the world with 17 percent of their spending going to luxury travel. The rest of the world's wealthy spend between 12-13 percent on luxury travel.

This explains why luxury hotels in Hawaii and elsewhere continue to do well even when the economy is in recession.

### Misleading numbers

Recent news stories about the decline in visitor numbers and hotel occupancy are misleading, because the numbers include a large number of mid-scale, moderate, and economy hotels in Waikiki. High fuel costs, higher airfares, and subprime credit troubles have hit the American middle class the hardest. These are the visitors who look for the low airfares and stay at moderate and economy hotels in Waikiki. These hotel segments will suffer the greatest drop in occupancy.

Slow economic growth in Japan and low consumer confidence have led to fewer

visitors from Japan.

### Good News

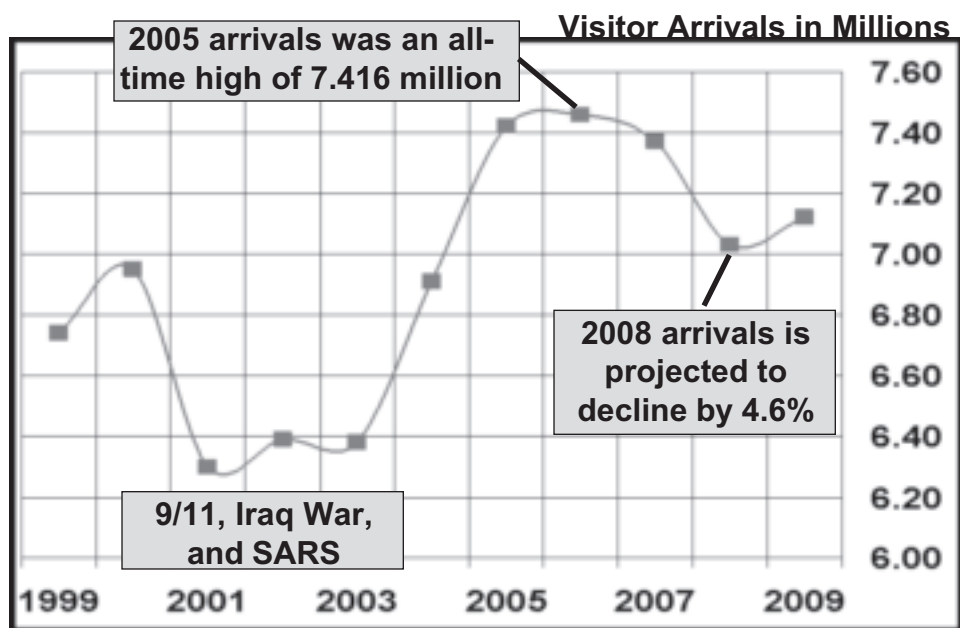
The Neighbor Islands have larger numbers of luxury and upscale hotels and these segments continue to do well even during bad economic times. These hotel segments have been able to increase their room rates which help offset the lower occupancy. The charts below show that Maui and Hawaii had the highest increase in revenues per room in the first quarter of 2008 compared with 2007. Oahu and Kauai had lower increases.

The drop in the dollar's value compared with other world currencies makes vacations in Hawaii less expensive. This is why more Canadians, Europeans, and Asians are visiting Hawaii. Waiving visas for more countries is expected to greatly increase the number of visitors from South Korea and China.

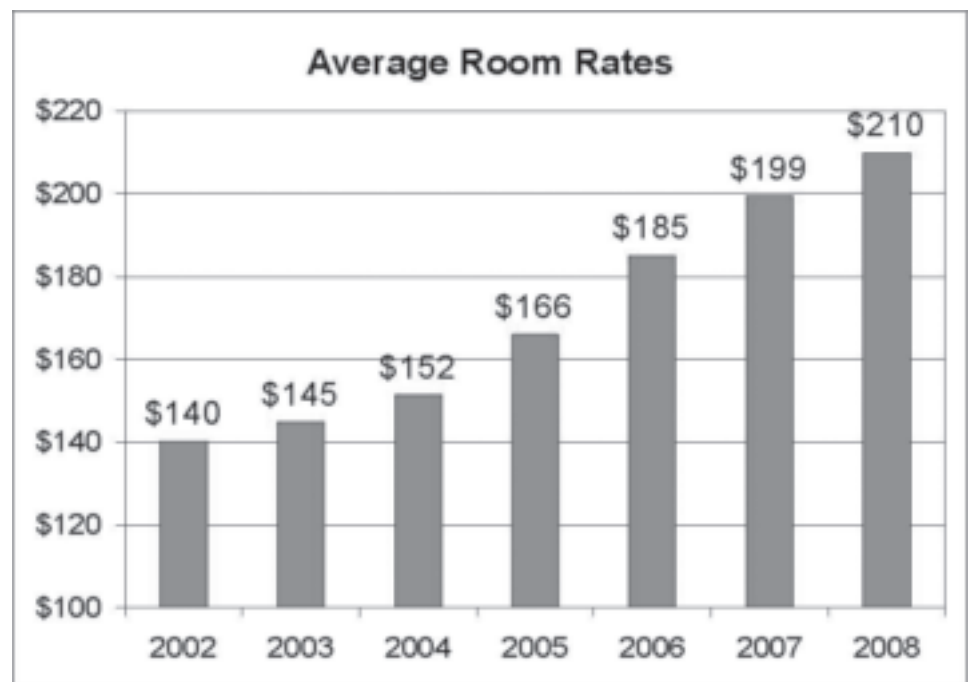
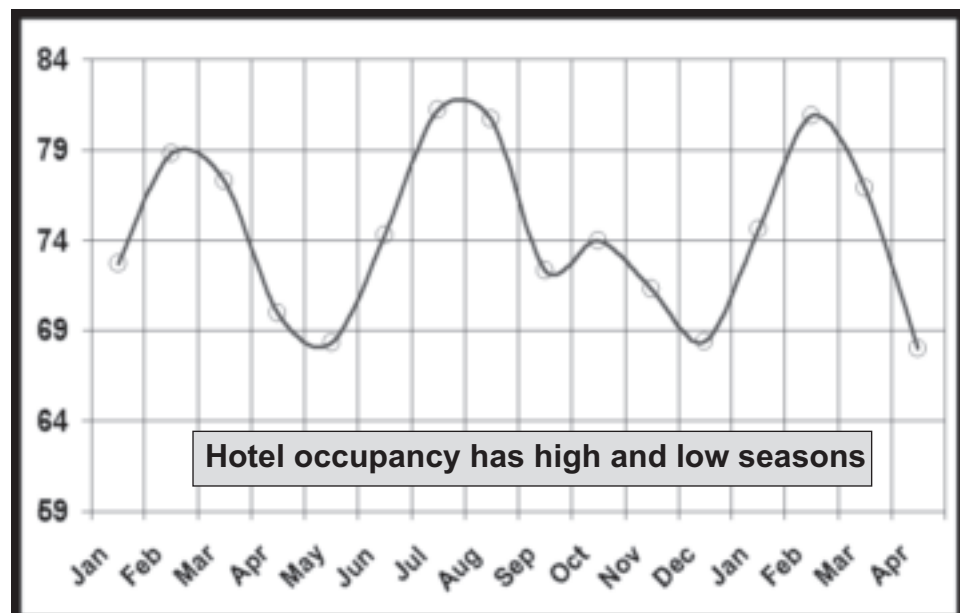
Overall, international tourism is expected to grow throughout 2008.

## What's happening with Hawaii's tourism?

Visitor arrivals to Hawaii is expected to decline by 4.6 percent in 2008 and increase only slightly in 2009, according to the June 13, 2008, forecast issued by the University of Hawaii Economic Research Organization. The decline is due to the failure of Aloha and ATA airlines, high fuel costs and the weaker US economy.

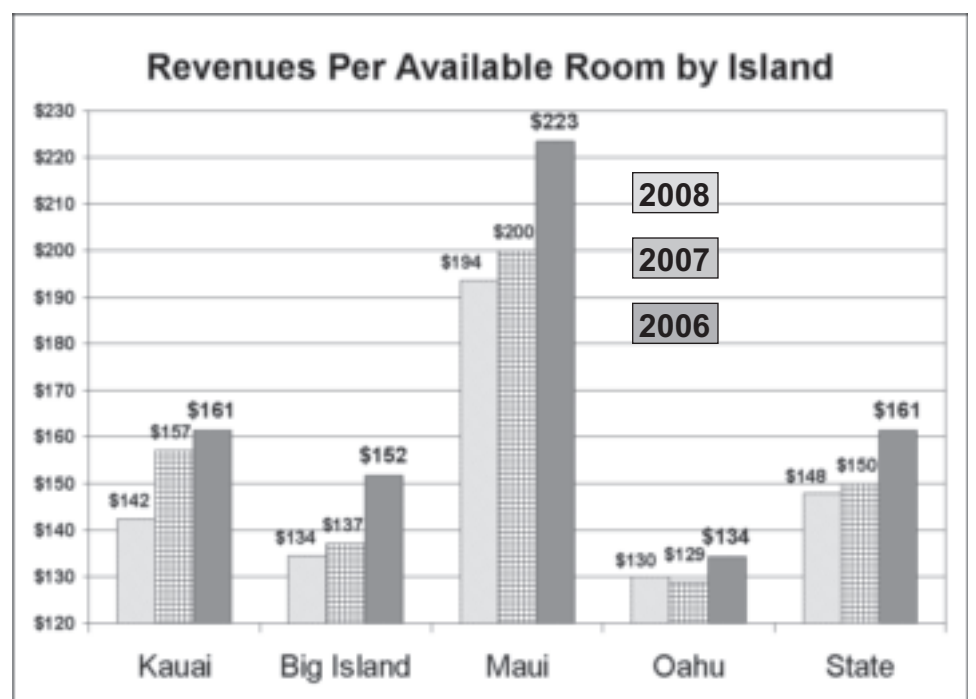


The chart below shows the seasonal nature of the hotel industry. Occupancy is highest in February-March and July-August and lowest in May-June and December-January. This is the state-wide average.



Average room rates have continued to increase, reaching \$210 as of April 2008. This is the statewide average.

The chart below shows how Maui and Kauai hotels lead the state in earning the highest revenues per available room. The 2008 figures are for the first quarter from January to March 2008. Luxury and high end hotels continue to do well in a weak economy. Moderate and budget priced hotels are hit the hardest.



## Your Union Contract

# Wages and wage increases are protected by union

Every union contract has one—it's called a wage schedule. This is usually found near the back of the contract and shows a list of job titles, the hourly wage paid to each job title, and the dates of wage increases.

The following example shows some of the job titles and wage increases from a typical ILWU hotel contract.

Job Title	Oct 1, 2008	April 1, 2009	Oct. 1, 2009
Sushi Cook I	\$25.79	\$26.30	\$26.83
Bartender	\$22.47	\$22.92	\$23.37
Cashier	\$18.16	\$18.52	\$18.89

This simple wage schedule contains four important rights that many union members take for granted.

1. **Each job title has a defined hourly rate.** A Sushi Cook, a Bartender, and Cashier earn the hourly wage shown on the schedule. Management cannot change the hourly rate for a job unless the union and members agree.

2. **The date and amount of each wage increase are set** in writing and are legally enforceable. Management cannot change the date and amount of these increases unless the union and members agree.

3. **Members are involved.** ILWU members are involved in negotiations with management over these wage increases and members must vote to approve any settlement with management.

4. **Changes are negotiated.** If management changes the content of a job, the union can negotiate new wage rates. For example, if the company wants bartenders to prepare sushi and pour drinks, the union would negotiate a higher hourly wage for those bartenders.

### Without a union, workers have no guarantees

In workplaces with no union, management can change the hourly rate of a job at any time. Management can cancel scheduled wage increases. Management can make these changes at any time, for any reason, and can make these changes without telling the workers.

Company handbooks are carefully worded to avoid any legal obligation to their employees. Their handbooks always say something like: "This handbook is intended to inform employees of the company's personnel policies. It is not an employment contract express or implied, or a guarantee of employment with the company. In order to retain necessary flexibility in the administration of policies

and procedures, the company reserves the right to change, revise, or eliminate any of the policies and/or benefits described in this handbook."

This means management can change wages and benefits at any time without notice. Workers have no legal rights and can do nothing to stop management from making these changes.

It is very different when workers have a union. With a union, workers have a legally binding employment contract with the company. Management can not change wages and benefits unless the workers and union agree to these changes.

### No scheduled increases

Many non-union companies do not have scheduled wage increases. Instead, management reviews the performance of each employee and management decides whether that employee should get a wage increase based on "merit." Some employees may get higher increases than others. Because workers doing the same job may have different wages, management will usually have rules that prohibit employees from talking about their wages to other workers. Wages are to be kept confidential.

Even if the company does have scheduled increases, management may reduce or cancel these increases at any time. The company may decide to buy new office furniture, and reduce or cancel a scheduled increase. Without a union, workers have no rights and must accept the lower wages or quit and find another job.

Without the protection of a union, management may change the wage rate for a particular job or add work with no increase in pay. Management may require their bartenders to make sushi with no change in pay.

When workers are organized in a union, workers have the power to negotiate with management for higher wages when major changes are made in a job.

### Lucky you have a union

So, the next time you cash your pay check, take a moment to look at your hourly pay rate. Thanks to your union contract, you know your hourly rate will be the same or maybe higher because of a scheduled wage increase.

In a non-union company, workers can never be sure their hourly pay will be the same or a wage increase will be paid.

### Better wages, benefits and working conditions

This article focused on wages, but the union contract goes far beyond wages and provides for a long list of benefits such as vacation and sick leave, job rights such as seniority, and better working conditions.

Know your rights and benefits as a union member. Take the time to read and understand your union contract. Talk to your union stewards, unit officers and business agent if you want more information or have questions.



Secretary-Treasurer Guy Fujimura and sacked Pacific Beach Hotel worker Virginia Recaido talk about their goal of achieving normal and mutually beneficial labor relations with the management of HTH Corporation.



Representatives from 100 Japanese unions stand up to show their solidarity with the ILWU and the workers of the Pacific Beach Hotel at a rally on July 7 in Tokyo. Individual unions plan to inform their members about the boycott.

## Support from Japan amazing and uplifting

Continued from page 1

Over the next few days, Fujimura and Recaido met with union leaders of Service-Rengo and the top management of the major Japanese travel agencies—Japan Travel Bureau (JTB), Kinki Nippon Tourist Company (Kintetsu International), Nippon Travel Agency (NTA). Service-Rengo represents the workers of the three travel companies.

On Tuesday, July 8, they met with the local union leaders of the Japan Travel Bureau Group of Service-Rengo. Together, they then met with the top

management of the international division of JTB. Later that day, they met with the National Council of Dockworker's Union and Zenkowan.

On Wednesday, July 9, they met with the local union leaders and top management of the international divisions of Kinki Nippon Tourist Company and the Nippon Travel Agency. The meetings followed the same pattern where they met first with the local union leaders and together they would talk with management. In these meetings, Fujimura stressed that the union's goal is to achieve normal and

mutually beneficial labor relations with the owners of the Pacific Beach Hotel, and the boycott was a last resort when management sacked union supporters, and refused to recognize the union.

In all three meetings, the Japanese management were well informed about the dispute between the ILWU and the Pacific Beach Hotel and had seen the video produced by Labour Now. Fujimura asked the managers to inform their customers about the dispute at the Pacific Beach Hotel and to talk to HTH owners.

The managers agreed to consult with their Hawaii offices.

In the meeting with Kinki management, Recaido's story of the injustice being done to the workers moved the translator and one of the managers to tears. The NTA manager had worked in Hawaii from 1999 to 2006 and had met Corine Hayashi, the CEO of HTH Corporation.

On Thursday, July 10, Fujimura and Recaido met with officers of the Japan Association of Travel Agents and with officers of Rengo before departing to Honolulu in the afternoon.

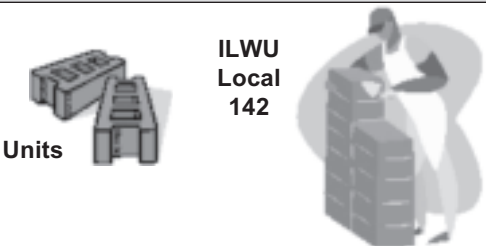


# Building Stronger Units

## The ILWU Unit - how it is organized on the job

**What is an ILWU Unit?**

- The union members at your workplace are a "Unit" of the ILWU.
- You can think of Units as the building blocks that make up the ILWU structure.

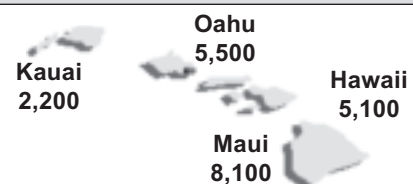


**Units** **ILWU Local 142**

**1**

**Local 142 is made up of four divisions**

- There are four divisions - Oahu, Kauai, Maui, and Hawaii - which form "Local 142" of the ILWU.
- The ILWU is the second largest union in Hawaii with 20,900 members. (HGEA is the largest)



**Kauai 2,200** **Oahu 5,500** **Hawaii 5,100** **Maui 8,100**

**2**

**International Longshore & Warehouse Union**

- Local 142 is one of 60 local unions that make up the International Longshore and Warehouse Union (ILWU). IBU is also part of the ILWU.
- On the mainland, ILWU locals represent mostly longshore and warehouse workers in Alaska, California, Oregon, Washington, and Canada.



In Hawaii, Local 142 has members in many different industries.

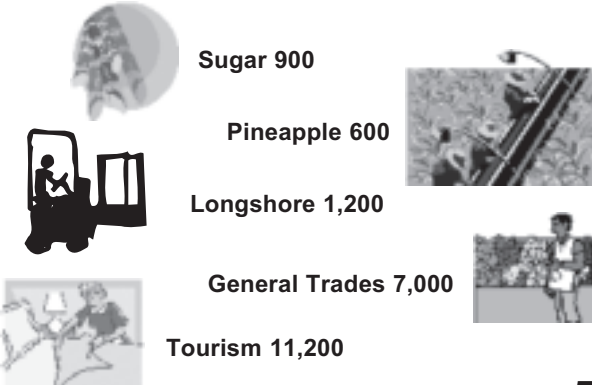
**3**

**United was best**

- Local 142 was formed in 1952 when four separate ILWU locals merged into one organization. These locals were sugar, longshore, pineapple, and general trades.
- At that time, sugar had over 16,000 members and pineapple had 4,100 members.
- Tourism was added as an industrial group in the late 1960s, as the ILWU began organizing hotels.
- The five industrial groups remain part of our organizational structure, even though the size of the groups have changed.

**4**

**ILWU industrial groups today**



**Sugar 900**  
**Pineapple 600**  
**Longshore 1,200**  
**General Trades 7,000**  
**Tourism 11,200**

**5**

**General Trades includes many industries**

Some of the larger industries in the General Trades group are:

- Supermarkets - Foodland, Sack n Save.
- Health Care - Straub, Kaiser, Kuakini, Kapiolani Medical Center, Liberty Dialysis.
- Golf Courses - Pearl Country Club, Turtle Bay, Waikele, Luana Hills.
- Automotive - Servco Toyota, Honolulu Ford.
- Love's Bakery.
- Hawaii SuperFerry.

**6**

**The ILWU is different from other unions**

- Most unions represent a single industry or skill - such as carpenters, operating engineers, electricians, or ironworkers.
- This separates workers into many different and smaller unions, who sometimes fight over jobs.
- Half of the unions in Hawaii have less than 500 members, which means they have small staffs and small offices.
- Other Hawaii unions belong to much larger national unions and have little influence over how their unions are run.

**7**

**The ILWU believes in uniting workers**

- The ILWU organized workers in many different industries which resulted in more unity and greater political and economic power.
- With a large membership, the ILWU can support union offices on the four major islands and a larger staff to service and support members.
- Local 142 has more members than all the other ILWU locals combined. ILWU members in Hawaii have full control over how their union is run.

**8**

**How this benefits you as a member**

- You have a business agent assigned to work with your Unit.
- You have education programs, social services, contract administrator, negotiators, and other specialist to serve you and your members.
- You have a union building to hold your meetings and other activities.

**9**

**The ILWU is a rank and file union**

- Members need to be involved in their union**
- Other unions would be happy to just collect dues and could care less if members are involved.
- The ILWU doesn't work this way. We want the union to be active at the Unit level - on the job site.
- We want as many members as possible to be active in the union. This is why the ILWU has a structure at the Unit level.

**10**

**As a Unit you are part of a democratic union**

- As a Unit, you elect officers and stewards to run your Unit. You vote on how much Unit dues will be and how that money is to be used.
- In September 2009, your Unit will send delegates to the Convention which meets every 3 years as the highest decision making body of this union.
- As a Unit, you are supposed to follow the policies set by the Convention.
- Your Unit officers are automatically members of the Oahu Division Executive Board, which meets monthly to advise your Division officers.

**11**

**As a Unit you elect your leaders**

- In November 2009, your Unit will take part in a union-wide election to vote for your business agents and Division and Local officers. Your members will be eligible to run for some of these offices.
- Nine months before your present contract ends, your Unit will elect a negotiating committee and decide on what changes you want in the contract.
- As a Unit you may participate in any Division and Local activities, such as the sports tournaments.

**12**

**As a Unit you can build member solidarity**

- Your Unit may decide to sponsor social events to build solidarity among your members. You can organize a Labor Day picnic, a Christmas party, or a family night.
- Units may use the union halls free of charge for any union related activity.
- Some Units sponsor teams that participate in the ILWU's many sports tournaments.

**13**

**Unit Structures**

- Unit Officers - Units should have a chairperson, vice chair, secretary, and treasurer.
- Job Stewards - Stewards should represent every department, shift, or group of workers. In smaller units, officers will also do the job of stewards.
- Unit Executive Board - Unit leaders should meet regularly and work together as a group to build solidarity in the unit.
- Membership meetings and activities - Members need to be educated and organized because they are the union.

**14**

**Duties of Unit Officers**

- The chairperson makes sure other officers are doing their jobs, runs the UEB, and membership meetings.
- The vice chair runs the stewards council and handles grievances.
- The secretary keeps records of the meetings and puts notices on union bulletin board.
- The treasurer keeps records of the finances.
- The job stewards organizes their department or gang.

**15**

## Membership Services

# 120 pensioners enjoy 24th biennial conference

About 120 representatives of the ILWU's 20 pensioner clubs from all Divisions gathered on June 23-25 in Hilo for the 24th biennial conference of the ILWU State Pensioners Association. They heard from guest speakers, passed resolutions, and had a grand time seeing old friends and making new ones.

As has been the practice for the past several years, the ILWU Memorial Association (M.A.) has sponsored the conference, paying expenses for two delegates from each club to attend. In addition, numerous pensioners paid their own way to enjoy the fellowship and fun with other ILWU pensioners.

ILWU pensioner club members are not only retired bargaining unit members but others in the community with a kinship to the ILWU. Some are non-bargaining retirees, others are retired members of other unions, still others are just people living in the community who support ILWU principles and programs. Anyone is welcome to join.

### Guest Speakers

Richard Baker, Hawaii Division Director, welcomed the pensioners to the Big Island. He thanked them for visiting his home island and assured them all of a good time.

Rep. Dwight Takamine, the son of retired Hawaii Division Director and current M.A. vice president Yoshito Takamine, expressed appreciation to the retirees for their sacrifice and hard work and described some of the programs that are providing for the needs of seniors on the Big Island. Rep. Takamine is running for Senate District 1 (Hilo to Waimea).

Alan Parker, head of the Hawaii County Office on Aging, recognized the ILWU as an organization and individual ILWU retirees for their contributions to the senior programs on the Big Island. Several individuals have been honored for their work, including Tom Poy, president of the ILWU State Pensioners Association,

who was selected Outstanding Male Senior for Hawaii County in 2008.

A favorite among the pensioners, Ah Quon McElrath reminded delegates about their struggles to earn a living and raise a family, yet, despite it all, they and the ILWU contributed to better the working and living conditions of everyone in the state. She said that while the U.S. may be a rich, strong country, that alone does not ensure democracy for all—it's in our hands.

Eadie Omonaka and Lance Kamada spoke to delegates about the boycott at Pacific Beach Hotel and the six-year struggle of the workers to achieve a fair contract. The pensioners learned more about the boycott of the hotel's parent, HTH Corporation, and its sister company, Pagoda Hotel & Restaurant.

Thanks to John Arisumi, the "hat" (actually a box cover) was passed and more than \$300 was collected to support the "free store" for Pacific Beach Hotel workers who were laid off or have reduced work hours. The pensioners also enjoyed a lively slideshow of images depicting the picketing and support for the Pacific Beach workers. Masako Doohar, a retiree from King Kamehameha's Kona Beach Hotel, which was formerly owned by HTH Corporation, expressed impromptu and enthusiastic support for the Pacific Beach Hotel workers.

The pensioners also heard from Fred Galdones, ILWU Local 142 president, and Guy Fujimura, secretary-treasurer. Galdones informed the pensioners that the Legislature declared September 1-7 as Labor History Week. Since school children know very little about labor history and labor unions, the ILWU wants to assist teachers with speakers on labor history. Pensioners were asked to complete a survey to indicate their interest. Fujimura spoke on the importance of the political process and reminded pensioners that "special interests" is often

used as a code for something bad. But if special interests means being for the working class, then what's wrong with that? Fujimura also told the pensioners that those who want a Constitutional Convention want to "turn back the clock." The pensioners adopted a resolution opposing Con-Con.

### The Fun Begins . . .

After the first half day of meeting, the pensioners enjoyed a Casino Bash, put on by the Hawaii County Parks & Recreation. Following a chicken hekka dinner prepared by Isaac Fiesta and the rest of the Hawaii Division culinary crew, there was poker, video slots, blackjack, roulette, and, of course, BINGO.

The afternoon of the second day was set aside for "free time." Buses from Hawaii County Economic Opportunity

Council were available to transport the delegates to the mall, farmers' market, and museums. Most of the pensioners enjoyed shopping for omiyage for family and friends back home.

On the third day, the group took an excursion to Hilo's premier astronomy center at 'Imiloa. Complete with planetarium and exhibits, the center has been open for a year and offered the pensioners an opportunity to experience Mauna Kea and learn more about the culture of the Big Island.

### Biennial Conference

The pensioner conference is held every two years and rotates among the Divisions. The next conference will be held in 2010 on Oahu. All of the pensioners who attended this year's conference plan to attend the next conference in two years.

## Join a pensioners club

ILWU pensioner clubs are looking to recruit more members. These clubs are supported by the ILWU Memorial Association and a number of units have set aside funds which also support the activities of these clubs.

The clubs meet regularly to socialize with friends, plan excursions, or play bingo. The clubs also support the work of the union, such as political action.

ILWU retirees may join any existing club or can start a club of their own. Some clubs are organized by retirees who live in the

same area. Other clubs are organized by retirees in the same industry, such as hotels, longshore and pineapple.

Call your Division pensioner coordinator for more information. Coordinators for each Island are: **Hawaii** - George Martin, phone 935-3727. **Maui** - Call Teddy Espeleta, phone 244-9191. **Kauai** - Michael Machado, phone 245-3374. **Oahu** - Brandon Bajo-Daniel - phone 949-4161.

**Statewide** coordinator and ILWU Social Services coordinator Joanne Kealoha, Honolulu phone 949-4161.

## Sick around the world

Unlike the United States, many countries of the world see health care as a basic right and every person should have access. The Public Broadcasting Station (PBS) recently aired an excellent program produced by T.R. Reid that compared the health care systems of five countries with that of the United States.

In Switzerland, health care insurance cost \$750 a month. The co-pay is 10%, but no more than \$420 a year. Insurance companies are not allowed to make profit on basic care and must cover everyone. They can make money on supplemental insurance. Insurers negotiate with providers to set standard prices for services.

In Taiwan, the premium for health care insurance is only \$50 a month for a family of four. Co-pay is \$6-\$7 per visit. One government run insurer provides the insurance and everyone is required to buy this insurance. People can see any doctor any time. Smart cards are used to pay all medical bills. This helps to keep administrative costs down and track usage.

In Japan, the family premium is \$280 a month and employers usually pay more than half of this cost. Their co-pay is 30% but there is an annual

maximum based on your income. Everyone is required to buy insurance. Insurance and doctors are all private. The Ministry of Health sets prices which keeps prices low. Patients don't need referrals and can see any doctor or get any service they want.

In Germany, health care insurance is \$750 a month but can be lower based on your income. Co-pay is \$5 a month. Insurance companies are nonprofit and must cover everyone at the same price. Insurance companies can make profits by selling premium plans.

In the United Kingdom, the government runs the health care system, which is supported by the public treasury (their taxes). There are no co-payments and no billing, so administrative costs are low. A general practitioner acts as a gatekeeper and patients must get a referral before going to specialists. The downside of this system is longer waits and limited choices.

You can go to the PBS website to watch this program, which includes interviews with doctors, politicians, health care experts, and the public who get the health care. Go to: <http://www.pbs.org/wgbh/pages/frontline/sickaroundtheworld/>

## Superferry members learn how union works



New unit officers and job stewards of the Hawaii Superferry attend a training class on the benefits of their union contract and how to build the union at their jobsite. The class was at the ILWU Hall on Atkinson Drive in Honolulu.



## Membership Services

# Regular health screening can save your life

Most medical plans provide for regular physical exams and health screenings. It's a good idea to take advantage of this benefit.

Health screenings are done to prevent serious health problems and to detect disease early, when the disease is more easily cured.

Tests are done to determine the possible presence of a disease or other

health problem. Health screenings are often done routinely as a preventive measure, or may be done when there is reason to suspect a particular health problem exists.

Colon cancer is the nation's second-leading killer of both men and women. Yet, if detected early, colon cancer can be cured. It is much more difficult to cure the disease if the cancer is in the

later stages.

Early-stage breast cancer costs about \$15,000 to treat, as compared to ten times that amount or \$150,000 for a woman with advanced breast cancer.

Only five screening tests are worth administering to every adult: cholesterol, blood pressure (which would include height and weight), fecal occult blood for colorectal cancer, and mam-

mogram and Pap smear for women.

The tests are different depending on your age and sex. Following are some of the recommended screenings from the National Institute of Health - Medline Plus.

The source of this information, updated on 10/30/2007 can be found here: <http://www.nlm.nih.gov/medlineplus/ency/article/002125.htm>:

### AGE 18 - 39

\* **Blood pressure screening:** Have your blood pressure checked every 2 years unless it is 120-139/80-89 Hg. Then have it checked every year. Watch for blood pressure screenings in your area. Ask your health care provider if you can stop in to have your blood pressure checked. Check your blood pressure using the automated machines at local grocery stores and pharmacies. If the top number (systolic number) is greater than 130 or the bottom number (diastolic number) is greater than 85, call your doctor. If you have diabetes, heart disease, kidney problems, or certain other conditions, you may need to be monitored more closely.

\* **Cholesterol screening:** Men over age 34 should be checked every 5 years. If you have diabetes, heart disease, kidney problems, or certain other conditions, you may need to be monitored more closely.

\* **Dental exam:** Go to the dentist every year for an exam and cleaning.

\* **Eye exam:** If you have vision problems, have an eye exam every 2 years.

\* **Immunizations:** After age 19, you should have a tetanus-diphtheria and acellular pertussis (TdAP) vaccine as one of your tetanus-diphtheria vaccines one time. You should have a tetanus-diphtheria booster every 10 years. Your doctor may recommend other immunizations if you are high-risk for certain conditions such as pneumonia.

\* **Men: Testicular exam:** Men should perform a monthly testicular self-exam. If you are not sure what you should be looking for, contact your health care provider for instruction.

\* **Physical exam:** You should have two physical exams in your 20s. During the first exam, ask to have your cholesterol checked. Other blood tests are not indicated in healthy young people. Your height and weight should be checked at every exam.

\* **Women: Breast self-exam:** Women should perform a monthly breast self-exam. If you are not sure what you should be looking for, contact your health care provider for instruction.

\* **Women: Pelvic exam and Pap smear:** Women should have a pelvic exam and Pap smear every 1 to 2 years to check for cervical cancer, depending on the technique. Screening should start within 3 years after having vaginal intercourse or by age 21. If you are over age 30 or your Pap smears have been negative for 3 years in a row, you may only need a Pap smear every 2 - 3 years. Women who have had a total hysterectomy (uterus or cervix removed) may choose not to have Pap smears. Women who are sexually active should be screened for chlamydia infection. This can be done during a pelvic exam.

### AGE 40 - 65

\* **Blood pressure screening:** Follow the same guidelines as ages 18-39. Have your blood pressure checked every 2 years unless it is 120-139/80-89 Hg. Then have it checked every year.

\* **Cholesterol screening:** Men over age 44 should be checked every 5 years.

\* **Colon cancer screening:** Patients between the ages of 50 and 80 should be screened for colorectal cancer. African Americans need to start screening at age 45. This may involve: A stool guaiac test done every year; Flexible sigmoidoscopy every 3-5 years along with a stool guaiac test; Colonoscopy every 10 years (Patients with risk factors for colon cancer may need a colonoscopy more often.)

\* **Dental exam:** Go to the dentist every year for an exam and cleaning.

\* **Eye exam:** Everyone should begin to have regular eye exams every 2 years after the age of 40. Once you turn 45, make sure that you have tonometry done to check for glaucoma.

\* **Immunizations:** You should receive a flu vaccine every year after the age of 50. Ask your doctor if you should get a vaccine to reduce your risk of pneumonia. You should have a tetanus-diphtheria booster vaccination every 10 years. A shingles or herpes zoster vaccination may be given once after age 60.

\* **Physical exam:** Have a physical exam every 1 - 5 years. Your height, weight, and body mass index (BMI) should be checked at each exam.

\* **Men: Prostate exam:** Most men aged 50 or older should discuss screening for prostate cancer with their health care provider. African-American males and those with a family history of prostate cancer should start at age 45. Screening tests may include the PSA blood test and a digital rectal examination.

\* **Women: Breast exams:** Women should examine their breasts every month. A complete breast exam should be done by a health care provider every 3 years for women age 20-30 and every year thereafter.

\* **Women: Mammograms:** Women over the age of 40 should have a mammogram done every 1 to 2 years depending on risk factors to check for breast cancer.

\* **Women: Osteoporosis screening:** All postmenopausal women with fractures should have a bone density test (DEXA scan). Women under 65 who have risk factors for osteoporosis should be screened.

\* **Women: Pelvic exam and Pap smear:** Women should have a yearly pelvic exam and Pap smear done to check for cervical cancer and other disorders. If your Pap smears have been negative for 3 years in a row, you may only need a Pap smear every 2 - 3 years. Women who have had a total hysterectomy (uterus or cervix removed) may choose not to have Pap smears. Women who are sexually active should be screened for chlamydia infection. This can be done during a pelvic exam.

### AGE 65 AND OLDER

\* **Abdominal aortic aneurysm screening:** Men between ages 65 - 75 who have never smoked should have an ultrasound done once to screen for abdominal aortic aneurysms. Others should discuss such screening with their health care providers.

\* **Blood pressure screening:** Have your blood pressure checked every year. If you have diabetes, heart disease, kidney problems, or certain other conditions, you may need to be monitored more closely.

\* **Cholesterol screening:** If your cholesterol level is normal, have it rechecked every 3 to 5 years. If you have diabetes, heart disease, kidney problems, or certain other conditions, you may need to be monitored more closely.

\* **Colon cancer screening:** One of the following screening tests should be done: A stool guaiac test every year; Flexible sigmoidoscopy every 3 - 5 years along with a stool guaiac test; Colonoscopy every 10 years. Note: Patients with risk factors for colon cancer, including long-standing ulcerative colitis, personal or family history of colorectal cancer, or history of large colorectal adenomas may need a colonoscopy more often.

\* **Dental exam:** Go to the dentist every year.

\* **Eye exam:** Have an eye exam every 2 years. Make sure your health care provider checks for glaucoma.

\* **Hearing test:** Have your hearing tested every year.

\* **Physical exam:** Have a yearly physical exam. With each exam, you should have your height and weight checked.

\* **Immunizations:** If you are over 65, get a pneumococcal vaccine if you have never had before, or if you received one more than 5 years before you turned 65. Get a flu shot every year. Get a tetanus-diphtheria booster every 10 years. A shingles or herpes zoster vaccination may be given once after age 60.

\* **Men: Prostate exam:** All men should discuss prostate cancer screening with their health care provider. Screening may involve a PSA test or digital rectal exam.

\* **Women: Breast exams:** Women should examine their breasts every month. A complete breast exam should be done by a health care provider every year.

\* **Women: Mammograms:** Women should have a mammogram done every 1 to 2 years depending on risk factors to check for breast cancer.

\* **Women: Osteoporosis screening:** All women should have a bone density test (DEXA scan). Ask your doctor about the proper calcium intake and exercise needed to help prevent osteoporosis.

\* **Women: Pelvic exam and Pap smear:** Women should have a yearly pelvic exam and Pap smear done to check for cervical cancer and other disorders. If your Pap smears have been negative for 3 years in a row, your doctor may tell you that you only need a Pap smear every 2 - 3 years. Women who have had a total hysterectomy (uterus or cervix removed) may choose not to have Pap smears. If you are over 70 and your Pap smear has been normal for 10 years, or if your test results have been normal for 3 years in a row, you may choose not to have any more Pap smears.



# News Around the Union



Negotiating Committee members from left to right: Robyn Tadio; Secretary-Theresa Cabulizan; Leanne Perez; Hawaii Division Director-Richard Baker; Business Agent-Elmer Gorospe; Unit Chair-Myra Spencer.

## Mauna Lani Bay Hotel settlement

Mauna Lani Bay Hotel members approved a new contract this June 2008. The negotiating committee worked very hard and represented "ALL" of their members to the maximum extent possible.

Some of the highlights of the new agreement include: wage increase of 14% compounded over 4 years; a 25 cent wage adjustment for Housekeepers-Rooms and General Cleaners; increase in portage to \$4.50 in and \$4.50 out by July 1, 2011; Special function gratuity of 16% for full meal services, limited meal services, hosted cocktail party and no hosted cock-

tail party; Trainer rate of \$1.00 per hour for non-tipped and \$2.00 per hour for tipping; and pension contribution to increase to \$.50 cents an hour by July 1, 2011.

There were many increases in premium pay for specialty work: requirement to use CDL of \$3.00 per hour; operating a Refrigerated Truck weighing 10,000 lbs. plus of \$2.00 per hour; paving, top coating of all walkways, parking lots and driveways of \$5.18 per hour; and tree trimming of \$3.00 per hour.

## Big Island wins fast-pitch tournament



Hawaii Division's Mauna Lani team took first place in the 53rd ILWU Statewide Fast Pitch tournament held on May 10, 2008 at Oahu's Lanikila District Park. Mauna Lani pitcher Patrick Prieto was the tournament MVP, and ILWU basketball standout Laurence Kauka won three awards: Best Batting Average, Most RBIs, and Most Runs. Mauna Lani won their first game against Oahu's Weyerhaeuser 23-1 and the championship game against Kauai's PS&D 10-2.



Softball aces from Kauai Division - Unit 3408 PS&D NAPA took second place in the tournament. Joel Green, Kito Nonaka and Caesar Duarte were selected to be part of the all-tournament team. Green took the Most Home Runs award with two home runs.



Front: Maui Business Agents Abel Kahooohanohano, Jr. and Delbert Derego. In back are Marc Gonzalves (left) and Mark Kamaka (right), ILWU members from Walker Industries Unit 2406. Marc and Mark also recruited fellow members from Walker to help Habitat for Humanity.



## Maui volunteers help build homes for needy with Habitat for Humanity

Union members from the ILWU and the United Public Workers volunteered to build homes in Waiehu, Maui, with Habitat For Humanity on June 28, 2008.

The volunteer work was coordinated by Lena Staton, who is currently the Maui AFL-CIO Labor Community Services liaison with the Maui United Way.

The Labor Community Services program is a partnership between the labor movement and the United Way. A staff person like Lena works with unions and their members to obtain services provided by United Way agencies, to promote volunteerism such as the Habitat project, and to increase labor's participation in the annual fundraising drive which supports the United Way.

Lena was a former ILWU unit officer from the Renaissance Wailea Beach Resort which has closed for extensive renovation.

If you want to volunteer or have any questions about social services on Maui, call or contact Lena at the Maui United Way on 270 Hookahi Street, #301, Wailuku, phone (808) 244-8787.

Habitat for Humanity International is a nonprofit, Christian organization which works to eliminate substandard housing and homelessness worldwide. Habitat is founded on the conviction that every man, woman and child should have a simple, decent, affordable place to live in dignity and safety.

Habitat homes are not free. Homeowners must contribute 300-500 hours on the construction of their home or someone else's home and pay an affordable mortgage. Habitat houses are built using donations of land, material and labor, so mortgage payments are kept as low as possible.

### Labor Community Services

Lynn Ching is the overall coordinator of the Labor Community Services program and works at the Aloha United Way main office at 543-2211.

Ronald Tanaka is the labor liaison for Oahu - phone 543-2249.

Steve Querobin is the labor liaison for Hawaii Island - phone 969-3236.

Kauai's United Way is not part of this program.



Although team members had fun playing in the tournament and enjoying a few beers with long-time friends, it was also a sad day for Oahu's Weyerhaeuser softball team. This tournament was their last as ILWU members because of the closure of their company. Weyerhaeuser played hard, showing true sportsmanship and class. Aloha and Mahalo, Weyerhaeuser ILWU members!