



VOICE OF THE ILWU

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2024 Calls for Maximum Member Participation

President's Message
Chris West



Aloha members of the ILWU Local 142. A new year is upon us, and there is much work ahead for all of us. Last year brought unprecedented challenges to the Union as nearly 1,500 of our members lost their homes in the Lahaina wildfires. More than five months later, hundreds of our members remain without long-term housing, and while government efforts are underway, progress is incremental.

But social and economic struggles in Hawai'i today touch us all. The cost of housing and the cost of living in Hawai'i are driving local families out of our islands. While Hawai'i has the highest union density in the United States, the islands have among the lowest wages in the country. It is more important than ever that we have a strong union with members who are willing to mobilize for positive change.

Strong unions, of course, begin in the workplace - with good contracts that are enforced by the members.

While ILWU members have seen

record-breaking contracts in the past two years, we still have much work to do across Units and industries. And with several ILWU contracts set to expire this year, this is our top priority in 2024.

Strong contracts, ones our members need and deserve, can only come one way - with unified, engaged, and mobilized members who are willing to be active participants in their Units. This is how ILWU members at Foodland got the contract they did. This is how members at the King Kamehameha Hotel got the contract they did. And this is how you will get the contract you deserve, too.

Good contracts are part of the equation for a better life in our beloved islands. Political action - persuading decision makers and lawmakers in government to work toward the betterment of working local families in Hawai'i is another part. Not only are we in the beginning of the 2024 legislative session, we are also in an election year with all of the state senate and half of the state house seats up for grabs. This legislative session will be a test for lawmakers on whether

they serve working families or corporate interests. And that test will determine who we endorse and how we mobilize come campaign season.

But just like the boss is convinced he must do the right thing when the rank-and-file members stand behind their negotiation team, politicians are convinced to do the right thing when union members show up for important legislation that impacts their lives.

“As your president, I am asking you to commit to two things in 2024: raise your expectations and increase your involvement in the Union.”

“From the bottom up” unionism means “from the bottom up” social and economic change. From the shop floor to the negotiations table to the legislative halls - united we win, divided we lose.

This puts a heavy kuleana on all of us. But it is not rocket science. It's commitment. As your president, I am asking you to commit to two things in 2024: raise your expectations, and increase your involvement in the Union.

There are expectations we should all share as union members. For example, we should all expect every full-time officer, (Titled Officers, Division Directors, Business Agents) to do their very best to fulfill their duties. Likewise, we should expect each other, every union member, to educate ourselves on how the Union works, attend union meetings, and take action as needed.

When expectations
—continued on page 4



24 members from Foodland, Servco, the Alohilani Hotel, Hawai'i Logistics, Pepsi Co., Straub Hospital, Ball Corporation, Johnson Controls, BRE Turtle Bay, and Odom Corporation attended the February 20 Oahu Division stewards training. Stewards trainings are just one aspect of the 2024 program to build Unit strength.

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News from The Dispatcher

Commemorating another year of advancing the labor movement: Harry Bridges Center for Labor Studies' dedication to scholarships and education

By Roy San Filippo
International Communications Director



This year's Harry Bridges Center for Labor Studies scholarship recipients. Close to \$70,000 in scholarships and fellowships were awarded to graduate and undergraduate students at the University of Washington.

On Sunday November 5, nearly 300 students, faculty, and members of the labor community gathered in the Husky Union Building ballroom on the University of Washington campus in Seattle for the Harry Bridges Center for Labor Studies Awards Celebration.

Each year, the Center extends its commitment to fostering the study and advancement of the labor movement by awarding thousands of dollars in scholarships and grants to dedicated scholars and activists. This year, the Center proudly allocated close to \$70,000 in scholarships and fellowships to both graduate and undergraduate students at the University of Washington.

Established in 1992, the Bridges Center as a tribute to the legacy of Harry Bridges, the founding president of the ILWU. Its inception was the outcome of a grassroots fundraising initiative spearheaded by ILWU members and pensioners, setting it apart as a distinctive institution within a university otherwise characterized by millionaire and billionaire donors.

Aligned with the values of Harry Bridges and the ILWU, including pragmatic labor organizing, democratic unionism, principled antiracism, and social justice, the Bridges Center advocates for the rights of working people and the exploration of their issues within higher education. The Center funds working-class students, facilitates classes on labor issues, and backs research initiatives conducted by faculty and students focusing on labor-related topics.

In 2010, the Bridges Center took a crucial step in safeguarding and promoting the history of labor in the Pacific Northwest by establishing the Labor Archives of Washington. In 2023, the Bridges Center received increased support from the Washington State legislature, allowing it to expand its programs.

At the helm of the Bridges Center is Moon-Ho Jung, History Professor and the current occupant of the Harry Bridges Endowed Chair in Labor Studies.

"We are at an exciting moment of growth at the Bridges Center," said Jung. "The increased state support over the next two years will allow the Bridges Center to expand our capacity significantly."

Several scholarships within the Bridges Center have been realized through the contributions of both current and retired ILWU members, as well as locals associated with the ILWU.

The Robert Duggan Distinguished Supporter of Labor Studies Award, which recognizes individuals whose efforts have helped to establish the Harry Bridges Center, was posthumously awarded to Local 98 member Jon Halgren, who passed away

earlier this year on January 11, 2023. Jon epitomized the generous, intergenerational spirit of the ILWU pensioners, and always had a friendly smile and welcoming approach to life. Jon and his mother Fern were at the forefront leading the campaign to fund the Harry Bridges Chair, cementing his loyalty and dedication to the Center. He never received widespread public acknowledgement of his contributions and support, and he preferred it that way. The Harry Bridges Center is proud to finally be able to recognize Jon's selfless efforts and generosity, which made the continued work of the Center possible.

Another major contributor to the ILWU's history was the late Dr. Ron Magden, a labor historian and professor at Tacoma Community College who became an honorary member of the Local 23 Pensioners Club through his dedication in educating young workers on the union's history. After his retirement from teaching, Dr. Ron began studying and collecting the records of Puget Sound's waterfront workers, authoring several books and articles on the subject for more than 40 years.

His work provided the basis for the multimedia web project titled 'The Waterfront Workers History Project,' an archive sponsored by the Harry Bridges Center for Labor Studies. With

"The Center funds working-class students, facilitates classes on labor issues, and backs research initiatives conducted by faculty and students focusing on labor-related topics."

the sponsorship of Local 19 and the ILWU Coast Longshore Division, Magden's book, 'Seattle's Working Waterfront, 1884-Present', was recently updated and published posthumously by the Bridges Center. Funds

remaining from the book's publication were

The final award announcement of the ceremony was the Distinguished Labor Studies Alumni Award, which recognizes former students who are making a difference by working to advance the labor movement. The award was presented to Eunice How, class of 2012, who as a leader in the



Moon-Ho Jung, History Professor and the Harry Bridges Endowed Chair in Labor Studies at the University of Washington.

Seattle chapter of the Asian Pacific American Labor Alliance (APALA), became one of the most recognizable figures in the local Seattle movement. She was first recognized as the inaugural recipient of the Gundlach Scholarship back in 2011 and has most recently joined the Bridges Center's Visiting Committee, while continuing to support students through the BAM Internship and speaking in Labor Studies classes at the University of Washington.

This annual celebration of labor through scholarships, internships, classes, and research projects, is an ever-growing facet of higher education at UW. Through the constant support of the ILWU, local unions, and the members of the Visiting Committee, Standing Committee, Bridges Chairs, Bridges staff, and the Labor Archives team, the Center is meeting the challenges of bringing the labor movement into a new era.



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142 Political Action Focuses on Hawai'i's Working Class



Members of the ILWU Political Action Committee take a picture after visiting with Senator Lynn DeCoite, who represents Hāna, Upcountry Maui, Molokai and Lānai.

The 2024 Hawai'i State Legislative session has kicked off with a bang. The ILWU Political Action Committee, under the direction of Brandon Wolff of the Hawai'i Longshore Division, is working around the clock to move essential bills through the legislative process.

This year's priority bills include a set that strengthens Hawai'i labor law, lifting up all workers across the islands, a set that focuses on pressing issues in Lahaina related to housing, and several other labor solidarity bills.

A new system to mobilize members to submit testimony is also in place. The system utilizes strategic mass texting and a real-time social media strategy, allowing members to engage a complex legislative system quickly and seamlessly.

From the CBA to state law

One set of bills that Local 142 supports aims to strengthen laws to elevate and protect all workers in Hawai'i. SB2711 would require that if a business is sold to another owner, the new owner would have to keep the incumbent employees. Currently, this is only required if a collective bargaining agreement includes a "successor clause."

SB2711 has the potential to substantially alleviate worker stresses, especially in the hotel industry. Hotels are bought and sold regularly, which puts employees at risk of losing their jobs. This issue may worsen as private equity firms look increasingly to Hawai'i hotels as short-term investments for their buy, flip, and sell business model. SB2711 would provide stronger protections for employees in such scenarios.

Like SB2710, SB2711 would not just benefit ILWU members or only union members across the board - it would benefit all employees who could be subject to layoffs due to the sale of their company.

Lahaina housing high priority

All eyes are on Lahaina this legislative session. There are many bills coming from the Lahaina community that address issues that have either stemmed from or been made worse by the Lahaina fires.

Local 142 is focusing our support on the Lahaina bills that focus on housing. SB2227 and its companion bill HB1857 give the governor the authority to suspend state foreclosure laws in times of emergency such as this. This could provide homeowners with more flexibility and breathing room in emergencies to defer their mortgages with little to no penalty.

SB2908 and its companion bill, HB2188, prohibit rent increases in affected areas after a severe storm warning or issuance of an emergency proclamation. This provides much-needed tenant protection from rental increases when housing security is particularly essential and tenants can be more at risk.

Following the Lahaina fires, rents increased immensely as some landlords capitalized on the intensified need for housing units and the government's emergency subsidies. This has put many of our members with little options for housing and stressed over their housing future. These bills strengthen state law related to emergency proclamations by making rent hikes illegal in times like this.

Short-term rentals under fire

But no bill received more attention than SB2919, which would give

counties explicit authority from the state to make crucial decisions around short-term rentals. In years prior, the counties' efforts to phase out short-term rentals have been handicapped by federal intervention over definitions of what qualifies as a short-term rental. SB2919 and a similar House bill, HB1838, both give the counties the authority to define what qualifies as a short-term rental and strengthen their ability to phase them out altogether.

Short-term rentals generate an average of four times the revenue that a long-term rental generates, making each home in Hawai'i a lucrative investment to outside investors who care little for our communities or local families. On Maui alone, there are around 15,000 short-term rentals. That's 15,000 homes that could be part of the rental or local homeowners pool.

Over 50% of short-term rentals are owned by people who don't live in Hawai'i; of those owners, 27% own 20 properties or more. As with hotels in Hawai'i, private equity firms are getting in on the short-term rental market and starting to buy up homes that should be for Hawai'i's local families.

So it is no wonder SB2919 was among the highest-engaged bills in the first weeks of the session, with 562 pages of testimony submitted. Reducing short-term rentals remains a big battle ahead. Member testimony will be critical in the coming months.

Social media simplifies testimony

Keeping up with each legislative session takes work. This is one of the contradictions of this democratic process. So many bills fly through each session that impact the lives of working families, and yet working families struggle to keep up with the fast-paced movement of bills.

Local 142 has set up a system on our social media accounts that makes updates and testimony submissions a piece of cake. On either platform, you'll find a link in our main profile that leads you directly to a list of bills the ILWU supports.

If a bill has a hearing scheduled and is therefore accepting testimony, the bill will be at the top of the list with a small icon that reads "testimony open." If the testimony submission period is closed, the small icon will read "Hearing today" and include the time.

All bills listed can be clicked on, which will lead you to the bill itself and to the button to submit testimony. Testimony is as easy as signing in, clicking the "Support" option, writing "support" in the text box, and clicking submit.

This takes all the headaches of tracking, finding, and submitting testimony out of the process. Just visit the Local 142 Facebook or Instagram during your morning or evening scroll, see which bill needs testimony, and take 1 minute to follow the links and submit.

As members of Hawai'i's largest private union, we build power by getting organized in our union and come legislative sessions or elections; we exert power by making our collective voice heard.



Governor Green and Lieutenant Governor Luke address members of the ILWU Political Action Committee on the opening day of the 2024 Legislature.

President Chris West, Hawaii Longshore Division Director Dustin Dawson, Hawaii Longshore Division Vice President Eddie Hayashi, Local 142 Secretary Treasurer Michael Victorino Jr, and Nathan Dudoit look on.

2024 A Big Year For 142 Members

President's Message continued...

are being met, we will see good outcomes - in our contracts, at our jobs, and even in the political realm. We will see weak outcomes when we do not fulfill our duties and responsibilities as union members.

The most impactful way to raise and align expectations is through collective action. "Maka hana ka 'ike" - knowledge is gained by doing. And this is where our commitment to be more involved comes in. In the coming months, as stewards

trainings are scheduled, as contract negotiations kick off, as laws to protect working locals land on legislators' desks, and as Union elections and conventions are announced, the more of us that get involved, the stronger our Union will be.

This is the power of a democratic union. Not all unions are democratic. The ILWU is. It is famous for its democratic unionism. Every three years, the Union holds elections. Titled Officers, Division Directors, Business Agents, Local

Executive Board members, and Unit Officers are elected. Members who have both high expectations for these positions and who are willing to meet high expectations for these positions can run for any one of them. But members should first learn the work by being involved.

As we move into the third year of our first term, my fellow Titled Officers and I are proud of the progress we've made to unite our divisions, develop a talented and dedicated staff, and build back a

member-driven Union - the kind of Union the ILWU was designed to be. While we have seen some record contracts during our term - it is clear that there is still much important and hard work to do. You must be a part of this work.

We hope to see many of you this year. Whether at a training, taking political action, or at union events - it is all of us together that makes the Union strong and a positive force in our lives and our community.

Grand Wailea Maui Kicks Off Big Negotiation Year

The Grand Wailea Maui is Local 142's largest single unit with over 800 members. Their contract expires on March 1, and things are heating up for negotiations.

The negotiation team began meeting to work on proposals last October, finishing their drafts in December. In early January, the Local sent staff mobilizers to work with the negotiations team to map their workplace and create a strategy to turn members out to a mid-January union meeting. The negotiations team also launched an issues survey to capture critical issues across the 800-member unit.

The union meeting occurred on the evening of January 15, the Martin Luther King Jr. holiday, at the Wailuku hall. Seventy members from the Grand Wailea attended. This is a great start and an indication of broad interest in the upcoming negotiations.

Members discussed the proposals which were presented by the negotiations team. They also presented the results of the issue survey. Unsurprisingly, wages, staffing, and status were among the most common issues that members identified as priorities.

Mobilizing begins

Once the negotiation team locked in their initial proposals, attention turned to making a plan to mobilize members. The Grand Wailea negotiation team is being supported by the Local's Mobilization staff team, under the direction of President Chris West.

"The Grand is the largest single Unit in the Union", said Business Agent Steve West. "To get the contract that members deserve will be an all hands on deck process. We are identifying leaders in all departments and implementing an education, training, and mobilizing program to connect as many members

as possible to negotiations. Then, when it's time to mobilize, we can mobilize."

In the coming weeks, members at the Grand are circulating a petition and expressing their commitment to take actions, both small and large, to get a good contract. The staff mobilizing team is tracking participation and supporting the BA and negotiations team to ensure that member mobilizing is in lock step with negotiations.

Important negotiations

The first round of negotiations took place on January 25-26, supported by Local President Chris West. Progress was made on several non-economic proposal items. The team is now putting together its economic proposals, and negotiations may restart as early as March.

Strong negotiations require a unit membership that is bought in, committed to their issues, and standing behind the

negotiations team. The work of the negotiations team to engage their unit members in the preparation for negotiations is excellent and important work to accomplish this.

The Hilton operates the Grand Wailea. Aside from being the first large negotiations of 2024, these negotiations touch those upcoming for the Waikoloa Hilton on Hawai'i Island. UNTITE HERE! Local 5 is also entering negotiations with the Hilton Hawaiian Village in Waikiki.

Other large unit negotiations set to take place this year include the Fairmont Orchid in Waimea and One Hotel Hanalei Bay.

We all stand with the members of the Grand Wailea and support you in achieving a very strong contract.

Maui Cement: Build Unit Strength, Address Issues

Members at four Maui cement companies are seeing the results of building their Units. Over the past few months, ILWU cement company members worked with their Business Agent, Ron Siliado, to correct contract violations that the company had been getting away with for some time.

The company was resistant at first, but the members and BA held their ground, and the company finally agreed to correct the problem. This win resulted in a greater turnout to union meetings as members saw the power of banding together.

Union meeting attendance went

from less than ten to dozens in three months. Members focused on building the Unit Executive Boards and stewards, which were not intact a short time ago.

Now, all four cement units have a full Unit Executive Board, and more members are stepping up to be stewards.

Joint labor-management meetings are also happening now that the Unit structure is built. Members meet with management to address contract issues directly and even issues outside the contract.

Maui Blocks recently finished negotiations and ratified their new contract, which held a substantial combined raise. HC&D is preparing to start talks in March, and Hawai'i Cement is already preparing for negotiations in April 2025.

Contract enforcement, labor-management meetings, and successful negotiations happen when the Unit structure is strong and members are engaged. We commend the cement workers of Maui for setting the example.



Unit 2406. Members from all four Maui cement companies meet at the Wailuku Hall for the monthly Unit Executive Board meeting, which takes place once a month.

Labor News Across Hawai'i

Meat packers, nurses, graduate assistants put up a fight for worker rights. ILWU supports.

Principle IV of the ILWU's 10 Guiding Principles states, "To help any worker in distress" must be a daily guide in the life of every trade union and its individual members. Labor solidarity means just that. Unions have to accept the fact that the solidarity of labor stands above all else..."

Lately, members of Local 142 have exercised this principle, joining other unions to support their fight for their rights.

UFCW Meat and Fish Cutters Seek Wage Parity

Fish and meat cutters at Mālama Market in Foodland, who are members of

Director. "Equal pay for equal work is a fundamental labor principle, and we'll support them to the end."

Kapi'olani Nurse ULP Strike

Nurses of Kapi'olani Medical Center conducted a seven-day Unfair Labor Practice (ULP) strike from January 21st - 27th. The union can conduct a ULP strike when the employer violates the National Labor Relations Act. Unlike an "economic strike," where the union walks out over negotiations, the employer cannot permanently replace union members during or for a ULP strike.

The Kapi'olani nurses' seven-day ULP strike came about when the employer,

weeklong strike.

Nani Ala, a ward clerk in the OCU at Straub, was one of the ILWU members who came to the picket line.

"It's important to show our members in healthcare and the nurses of HNA that they are not alone. That we all stand as one. We talk a lot about solidarity, and this is what it means," said Ala.

UH Graduate Assistants Recognized by HLRB as Public Employees

In early January, the Hawai'i Labor Relations Board ruled that graduate assistants at the University of Hawai'i are indeed public employees.

This ruling came after 50 years of graduate assistants fighting for such recognition. The University of Hawai'i, in an equally long effort to bust grad assistant unionization, argued that graduate assistants were not employees but rather student help. Under state law, public employees are entitled to collective bargaining, but thus far, neither the university nor the state has recognized them as public employees.

However, graduate assistants provide critical labor for the function and operations of the university. Over the decades, as the university has become more and more focused on generating revenue, it has relied on graduate assistants to carry large loads of university research and student instruction. Graduate assistants

are on payroll, receive medical benefits, and are expected to carry out all the same instructional duties of unionized professors.

Unlike professors, though, without collective bargaining, graduate students have found themselves all these years without basic things like sick leave and protection from abusive supervisors.

In 2021, Academic Labor United (ALU), the graduate student organization formed four years prior to organize graduate assistants, sued the state of Hawai'i for recognition as public employees.

In April of 2023, the Hawai'i State Supreme Court signaled that graduate assistants are much more than "student help" and kicked their case over to the Hawai'i Labor Relations Board. HLRB ruled this January that graduate assistants are indeed public employees.

Next Steps for Graduate Assistants Academic Labor United is returning to the legislature to secure its own bargaining unit. Public sector unions are assigned bargaining units according to job groupings. A unique bargaining unit would allow graduate assistants to bargain a contract independent of other job groupings in the state and focus on issues specific to graduate students.

Graduate assistants have gone to the legislature for many years seeking a bargaining unit, and every year, their bill is killed. This year, with the Supreme Court and HLRB rulings, the graduate assistants hope lawmakers will be more compelled to support their bill.



Members and Titled Officers from the Hawai'i Division and UFCW workers stop for a photo after an afternoon of picketing at Mālama Market in Pāhoa.

the United Food & Commercial Workers Union 480, held down a roughly two-month strike. Their main issue was wages. They sought wage equity with the Kea'au Foodland workers who make \$25.05 an hour compared to their \$14.00 an hour. That's an \$11.05 difference. Annually, this wage gap is the difference between a \$29,000 gross income and a \$52,000 gross income.

Pāhoa Mālama Market meat and fish cutters say they don't earn a living wage. One picket sign read, "I work here but I can't afford to live here."

Members from the ILWU's Hawai'i Island Division have joined their union brothers and sisters on the picket lines several times since the strike began in November 2023.

"It's a no-brainer to show up in support of the striking UFCW workers," said Elmer Gorospe, Hawai'i Island Division

Hawai'i Pacific Health, suddenly changed the dress code policy to bar nurses from wearing yellow union pins that read "Safe Staffing Saves Lives." Nurses removed the message and instead wore plain yellow stickers. The employer directed them to remove the stickers as well.

Under Section 7 of the NLRA, all workers have the right to wear union insignia at work. So the Hawai'i Nurses Association filed Unfair Labor Practice charges against Hawai'i Pacific Health over the sudden union-busting change in the dress code policy and held a seven-day strike.

President Chris West, O'ahu Division Director Mike Yamaguchi, O'ahu Division BAs, and members from ILWU Unit 4402, Straub medical workers joined the Kapi'olani nurses on the picket line throughout the



Members from Straub Unit 4406 stand on the picket line with Kapi'olani Nurses from the Hawai'i Nurses Association during their 7-day ULP strike. The nurses were also joined by O'ahu Division full-time officers.

Bouslog, ILWU's Fierce Attorney Who Changed Hawai'i

The legal career of Harriet Bouslog is marked by three signature engagements, any one of which would serve as the achievement of a lifetime for a lawyer.

In 1946, she undertook the representation of the ILWU in Hawai'i at the behest of the union's founder, Harry Bridges who instructed her as she boarded the plane to Hawai'i to not allow any of its sugar workers to stay in prison for walking the picket line on strike in the pursuit of a living wage. She did not fail in that assignment and for the next 32 years she served as the

ILWU Local 142's general counsel, a period during which Hawaii's working men and women moved from the plantations to the State Capitol.

In August 1951, Harriet Bouslog set out to stop the execution of two young Hawaiian men, James Majors, 21, and John Palakiko, 19. By September 13, 1951, she obtained a stay of execution two minutes before they were to be hung. Six years after that, the death penalty was abolished in Hawai'i.

From 1951 to 1953, Harriet Bouslog represented union organizers prosecuted

in the Territory of Hawai'i for conspiracy to violate the Smith Act. While the case was in progress, she addressed ILWU workers on Hawai'i Island about the case at the workers county meeting. A reporter made notes of her speech and Federal Judge Wigg, upon learning of the reporter's notes, told the Hawai'i Bar Association to investigate and charge her for contempt.

The Territorial Supreme Court made a new ruling forbidding her from interviewing any juror after a trial, and suspended her license for one year, all for exercising her first amendment right

of free speech.

In June 1959, "In the Matter of Disciplinary Proceedings against Harriet Bouslog Sawyer, Petitioner," 360 U.S. 622, 3 L. ed. ed 1473, 79 S. Ct., the United States Supreme Court ruled in Harriet's favor five to four, thus effectively granting lawyers the right to speak freely about cases of public interest.

Believing that by engaging her on behalf of the working men and women of Hawai'i, the ILWU had made her life meaningful, Harriet Bouslog established the Harriet Bouslog Labor Scholarship

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The Hawaiian Language Lives Through Maritime

February marks the 11th anniversary of "Mahina 'Ōlelo Hawai'i" or Hawaiian Language Month. Mahina 'Ōlelo Hawai'i was signed into law by Governor Neil Abercrombie in 2023.

Mahina 'Ōlelo Hawai'i is the result of a decades-long movement to revitalize the native language of these islands after over a half-century of attempts to erase the Hawaiian language.

'Ōlelo Hawai'i and the Big 5

The overthrow of the Hawaiian government cleared the way for the sugar planters to expand their land holdings. Immigrant labor was then increased to work the fields. There was much hostility toward the all-white sugar baron oligarchy at the turn of the 20th century by both natives and immigrants. Native Hawaiians were angered at the theft of their lands and government. Immigrants were angered by their unjust treatment on plantations.

Reports sent from the territorial government to the United States Department of Interior in 1903 identified the widespread hostility toward the new ruling employer class among the vast majority of the population. The oligarchy was especially worried about the number of Japanese families in the islands whose children born in the islands would be eligible to vote in one generation. They proposed to focus on assimilating children through the public education system. Three years later, in 1906, the sugar oligarchy implemented the "American Patriotic Exercises" curriculum across the islands in all public schools.

In 1896, Hawaiian language medium schools were defunded. This is often framed in the history books as a "ban" on the Hawaiian language. But in reality, the Hawaiian language was almost lost through a two-pronged system of defunding schools and shaming or physically punishing children in schools when they spoke Hawaiian.

The first generation to be born and

raised after the overthrow of the Hawaiian Kingdom grew up within this transition, though many still picked up the language. Their children, the "Baby Boomers," were the first generation who grew up with their families and the larger society telling them there was little to no value in the Hawaiian language. The language was almost lost. The Big 5 almost won. Almost.

Revitalization established

The 1970s brought a major revival of Hawaiian culture and sparked a movement to restore the Hawaiian language. This movement stemmed from a wave of activism in Hawai'i, beginning with the anti-eviction movement on O'ahu and leading to the Protect Kaho'olawe movement. The Protect Kaho'olawe movement (which the ILWU was quite involved in supporting) made clear that the cultural is political. Especially language.

In the early to mid-1980s, significant steps were taken to revitalize the Hawaiian language. The Pūnana Leo Hawaiian immersion preschool was established, and the Department of Education implemented the Hawaiian Language Immersion Program. Today, there are thousands of fluent speakers with language programs across the DOE and college campuses. There are ILWU members across industries who send their children to Hawaiian immersion schools.

Continuity on the ocean

Language is constantly evolving. One of the places that the Hawaiian language grew, adapted, and continued into the 19th and 20th centuries was alongside the development of a maritime industry in Hawaiian waters and harbors.

Hina Keala is a Master's student in Hawaiian Studies at the University of Hawai'i at Mānoa. She is from Moloka'i and spent many years involved in the Polynesian Voyaging Society. Her research is on the development of the whaling industry in Hawai'i, but unlike the research before her, she uses 19th-century Hawaiian

language newspapers and other Hawaiian language sources to track the perspective of the native sailors. She is tracking maritime terms used when the Hawaiian language was the dominant language in Hawai'i.

"It's interesting. Most people associate the term "selamoku" (sela - "sailor" + moku - ship) with sailor. But before that, the term "luina" was dominant, and before that, my favorite, "holokahiki" (holo - to go + kahiki - foreign places)," explained Keala.

"The more I research, the more I understand that maritime is a rich Hawaiian tradition but mostly overlooked in Hawai'i. The cultural roots go back to ancient times, and it's awesome to see how that evolved into an industry during the Hawaiian Kingdom."

But the Hawaiian culture and language in maritime is not just a thing of the past. Kapena Mike Anderson, a 20-year veteran sailor who served as the Regional Director of the Inlandboatmen's Union of the Pacific, shared with The Voice that some Hawaiian terms are still standard in maritime in Hawai'i.

"Until today, when a ship pilot is giving directionals to a tug boat, they use directionals like "mauka" and "makai" to help the pilot know where to steer when it's dark out or vision is obstructed by a massive ship. "A'ole" is used when the tugboat pilot may be turning incorrectly. And "Kapena" is still the customary title for captains.

Kapena Ed Enos also spoke with The Voice, sharing further terminology that is used. "It's lessening over time, but not long ago it was common to hear phrases like 'Hemo ke kaula' (loosen the rope) and 'lawa' (that's good, enough, stop there).

Enos explained that English is the industry standard for maritime across the planet. "If I'm talking to a ship in New York, with a Filipino crew and a Korean captain, we're all speaking English, even if some

of us are struggling. It's the language that has been set for common communication in maritime in all waters. Hawai'i is one of the few places on earth where you hear commands and directionals given in another language - a native language - the Hawaiian language. It's pretty neat, and sailors from around the world who frequent Hawaiian waters come to learn and understand the terms, too." Enos shared.

Enos, Anderson, and others are working to revive interest in the maritime industry through the Kānehunamoku program. This program teaches children about the deep oceanfaring traditions in Hawai'i and leads them to learn about the maritime industry. Investing in keiki ensures that these unique aspects of Hawai'i maritime live on while opening access to good-paying jobs for local kids.

The ILWU Local 142 commemorates mahina 'Ōlelo Hawai'i and all of our members who have helped revitalize and perpetuate the language. Below is a list of historical and current Hawaiian language terms used in the maritime industry, shared by Hina Keala, Kapena Ed Enos, and Captain Michael S. Anderson Jr. Mahalo nui for your contributions!

Hawaiian Maritime Terms

Sailor	First mate
Selamoku	Mālama moku 'ekahi
Kelamoku	
Holokahiki	Second mate
	Kahu moku
Ship	Third mate
Moku	Kolo meki
Stand watch	Boatswain
Kū uaki/uwaki	Pokini

Hawaiian Terms still used today in Maritime

Mauka and makai: directionals
Kapena: Captain
Hemo ke kaula: loosen the rope
Lawa: that's good/enough


Bouslog cont.

Fund to aid the families of ILWU Local 142 members in sending their family members to the University of Hawai'i, including the University of Hawaii William S. Richardson School of Law. Over 500 Harriet Bouslog Scholars have attended the University of Hawai'i to date. One may even be related to you or may be the next Harriet Bouslog Labor Scholar who is seated in the classroom at the William S. Richardson School of Law which has been named the Harriet Bouslog Classroom. The classroom was

named after her to commemorate the great achievements of Harriet Bouslog and to remind us all what can be achieved with the aid of a dedicated attorney at law. We at the Harriet Bouslog Labor Scholarship Fund ask students to make Harriet Bouslog proud of them. That will

more than suffice.

The Harriet Bouslog scholarship application is currently open. Students whose parents or grandparents are members of the ILWU may qualify. The deadline to submit is April 2.





**HARRIET
BOUSLOG
LABOR
SCHOLARSHIP
FUND**

**2024
SCHOLARSHIP
OPPORTUNITY**



**THE HARRIET BOUSLOG
LABOR SCHOLARSHIP
FUND (HBLSF)**

ABOUT US

THE HARRIET BOUSLOG LABOR SCHOLARSHIP FUND OFFERS FINANCIAL ASSISTANCE FOR EDUCATION AT ANY UNIVERSITY OF HAWAII SYSTEM SCHOOL. IT PRIORITIZES ACTIVE AND RETIRED ILWU LOCAL 142 MEMBERS, THEIR FAMILY MEMBERS, ESPECIALLY CHILDREN, GRANDCHILDREN, AND HIGH SCHOOL SENIORS.

THE SCHOLARSHIP HONORS ILWU LOCAL 142'S NOTABLE CONTRIBUTIONS TO HAWAII'S ECONOMIC, SOCIAL, AND POLITICAL LANDSCAPE, FOSTERING AWARENESS AND RECOGNITION.

DEADLINE TO APPLY
APRIL 1, 2024

*KEY INFO ABOUT THE SCHOLARSHIP:

- ELIGIBLE FOR ILWU FAMILY MEMBERS
- MUST BE ACCEPTED INTO ONE OF THE UH SYSTEM SCHOOLS
- FOR FURTHER DETAILS AND TO APPLY GO TO: WWW.HARRIETBOUSLOG.COM



AMOUNTS AVAILABLE PER SEMESTER*

- UH MANOA | \$2,000
- UH HILO/WEST OAHU | \$1,000
- UH COMMUNITY COLLEGES | \$750



*NOTE: Those who want to apply must read and fully understand the information on the www.harrietbouslog.com page. Furthermore, applicants must meet the specific requirements for eligibility and complete the application process in order to be considered for and receive scholarship funds.

MORE INFORMATION :

-  808.949.4161
-  HARRIETBOUSLOG.COM



**SCHOLARSHIPS ARE
AVAILABLE TO ELIGIBLE
ILWU FAMILY MEMBERS**

Priscilla Shishido Library: The Importance of Union Memory

The Priscilla Shishido Library is housed at the Honolulu Hall and holds business and historical archives for the ILWU Local 142. It is under the management of Rae Shiraki, who has served as Local 142's Archivist-Librarian since 2000. Cecilia "Ceci" Calpito assists her.

Established in the 1950s, the library evolved from the union's central filing room to an entire library and archive. The library's primary function is to provide administrative records, including past contracts, negotiations, and arbitrations. Another function of the library is to pro-

vide historical materials from before the industry locals consolidated into Local 142 to contemporary times.

Priscilla Yadao Shishido was the union's first librarian. She was the daughter of Emilio Yadao, the Filipino Communications Director for the Local during the plantation era. Shortly after she passed, a convention resolution named the library after her.

But time faded the memory of this action to honor her. During the 2001 renovation, Shoji Okizaki, the Local's office manag-

er, recalled that a resolution was passed to name the library after Shishido. He looked in the library and found the resolution. The formal name was then put on the entrance of the library.

Many people use the library for a number of reasons. From rank-and-file members to full-time officers and staff to prolific authors and scholars, the ILWU Local 142 library holds a wealth of important information that clarifies the past and guides the union's future and sometimes even Hawai'i.

Similar to the Hawai'i State Archives

or a special collection at the University of Hawai'i Library, those wishing to access materials from the library need to make a request. Typically, members would go through their Division if they want to review materials.

While the Local 142 library is open to members, distance and the simple need to access it will prevent most members from using it. We wanted to share with members across the islands some of the important ways the library and archives serve members and the larger community.

Rae Shiraki
Archivist-Librarian,
ILWU Local 142

Tyrone Tahara,
Business Agent
Hawaii Longshore Division

Ron Clough
Organizer,
ILWU Local 142

Ilima Long
Editor, Education
ILWU Local 142

Rae Shiraki has seen a lot of people come through the library. She and Ceci assist Full Time Officers, staff, members, and the community in finding a range of materials. Rae notes that there's such a wide range of materials in the library - materials that are of interest to everyone from Business Agents to community artists.

"You can write histories and novels, find inspiration for artwork, and do all of the important union work in our library," said Rae. But these things usually come together through research.

"It's like doing detective work sometimes - like archeology. One document gives you information that leads you to look for additional information, and so on. It's really up to the staff or the researcher to pull the materials together and make meaning of it."

When asked to share one important thing that the library holds for both members and the larger population alike, Rae noted the importance of union history in the plantations.

"A lot of the time when people talk about the plantations, there's a sort of romanticization of things with no mention of the union. We need to do more to put forth the union's contributions to their lives and Hawai'i. And that's what we have in the library."

Rae is currently working to prepare the library for renovations. She also supports the ILWU undergraduate interns and provides staff and members with countless materials for their research needs.

Tyrone Tahara is a Business Agent for the Hawai'i Longshore division. You'll often find him pouring over papers and folders in the library. When asked what he spends most of his time looking for, he answers, "intent of language."

When Tyrone is working on a grievance, the employer often raises the intent of specific contract language. This is when Tyrone hits the library searching through notes from negotiation discussions in order

to understand what the intent of the language in question actually was.

"All the ammunition is in the library. You just gotta look for it," says Tahara. "For every grievance, you need a pistol. What bullets are in there [the library] to fire at the company? That's what I have to find."

But the archives don't lie; sometimes you don't find what you hope for. "Sometimes you need some major ammunition, but all you have are bb's," he explains.

Tyrone also spends time in the library researching contract history for member education. Last year, through extensive library research, he prepared a history of the Young Brothers' contract to share with YB members.

"We have to make sure that every generation understands that what they get from their employer was fought for by the union. It doesn't come out of the goodness of the employer's heart."

Ron Clough is a twenty year organizer with Local 142. He focuses on one of the ILWU's most important guiding principles - to organize the unorganized. But Clough also helps negotiate contracts and provides support to members in a number of other ways.

"The library is a valuable resource for the Organizing Department and I am grateful for the dedication of Rae in preserving the historical documents for of ILWU local 142. Rae and Cici always answer the call and the time consuming task of locating files and information that we request to provide us a factual understanding of what transpired in the past."

"For use in existing units for mobilizing we can find out the year it was organized and the history of previous contract campaigns so that we can provide accurate information in

communications with workers the public and even information that may be useful to attorneys for NLRB or HLRB cases."

But Ron emphasizes the reciprocal relationship between the library and the full time officers and staff.

"One important thing we all must keep in mind as leaders is that it is our responsibility to provide important information to the library so that someday the information that we provide will be there for future leaders to use to continue to make Local 142 prosper."

Ron drives home the important point that staff and members need to submit important documents to the library so that the record exists for the future.

Ilima Long is the primary writer for The Voice, oversees the Education program and supports mobilizing. The library is a critical resource for all aspects of her work.

"One of the first things I was told to do when I started working here was to go to the library and read through the issues of The Voice of the ILWU during Jack Hall's time. This would help me understand how the paper was used at a time of great union strength and if it's any different from now."

What Ilima found was eye-opening and helped her set a vision for The Voice today. "The paper used to be really scrappy. You can see that Jack Hall used it to drive home political education on the fights the union members were having with their employers at that moment. Going through the archived issues helped me see that the paper really is the primary way the union speaks to its members."

The records in the library are currently helping the mobilization team to understand the union's stewards program better.

"We're going crazy combing through the constitution to see how many stewards each unit is supposed to have and we just can't find it. So we ask Rae and she pulls a bunch of historical documents that focused on building out the stewards program and there it is. Now we know how many stewards the unit is supposed to have and we now have a roadmap for our internal organizing and mobilizing."

Ilima notes that the ILWU undergraduate interns, while helping Rae with projects, have also researched the union's big role in the development of affordable housing in Hawai'i and even it's involvement in the protect Kaho'olawe movement.