



# VOICE OF THE ILWU

Volume 64 • No. 2

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

March/April 2024

## CALL TO THE 39TH CONVENTION



JUNE 17-21, 2024  
VANCOUVER, B.C.

**HONOR THE PAST, INVEST IN OUR FUTURE**

### Credentials and Online Registration

Credentials to the Convention are enclosed. They are in triplicate. The blue copy is for the delegate to bring to the Convention to present at registration. The yellow copy must be sent to the International Office, to be received no later than May 17, 2024. The green copy is to be kept in the local's/affiliate's files.

In order to be entitled to send delegates to the Convention, each local/affiliate is required to have paid up its per capita, assessments, and any other indebtedness to the International at least one month prior to the Convention (May 17, 2024). In addition, all delegates are required to register for the Convention in advance at: <https://www.ilwu.org/2024Convention>.

Locals/affiliates with a combined membership of 500 or less may consolidate for the purposes of nominating and electing delegates. Methods of election should be worked out by the locals/affiliates involved in accordance with Article XI, Section 4(a) of the International Constitution.

### Resolutions

Resolutions or amendments to the Constitution that a local/affiliate wishes to propose for the consideration of the Convention should be received at the International Office no later than May 24, 2024. Each resolution or amendment should be submitted electronically by email to [resolutions@ilwu.org](mailto:resolutions@ilwu.org). Resolutions should be in one of the following formats: Microsoft Word, Google Docs, or plain text.

The Thirty-Ninth Convention of the International Longshore and Warehouse Union will be held on June 17-21, 2024 at the Westin Bayshore Hotel located at 1601 Bayshore Drive, Vancouver, BC V6G 2V4. Representation at the Convention and voting strength of the locals/affiliates will be determined in accordance with Article XI of the Constitution. For convenience, referenced sections of Article XI, applying to the Convention, can be found on Page 3 of the Call.

The number of votes to which each local/affiliate will be entitled at the Convention will be based on the average paid membership during 2023. The Constitution does not limit the number of delegates from a local/affiliate. The official voting strength of each local/affiliate is divided among the official delegates representing the local/affiliate.

**Please note:** Rules adopted by previous Conventions specify that no resolution or Constitutional amendment will be accepted by the Convention unless submitted by the local's/affiliate's membership or by the local's/affiliate's delegation. In addition, please note that no resolution or Constitutional amendment shall be accepted for consideration after 4:30 p.m. on the second day of Convention, except by unanimous vote of the delegates present.

### Additional Information

Information on hotel reservations and accommodations are enclosed. Any questions concerning Convention procedures, voting strength, or the number of delegates assigned to each local/affiliate should be addressed to Edwin R. Ferris, Secretary-Treasurer, at the International Office.

ADDRESS LABEL

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**Be sure to follow ILWU Local 142 on social media for union news, events, issues, history and education. @ilwulocal142hawaii**

## News from The Dispatcher

# Settlement of decades-long ICTSI lawsuit allows the ILWU to move forward and focus on our future and this union's important work

## Message from the International President

My last President's message in the September 2023 Dispatcher was written during a time of uncertainty.

In that message, I explained why the ILWU had filed for Chapter 11 bankruptcy on September 30, 2023. I now write this President's message to share that the ILWU's bankruptcy filing and the decade-long litigation with ICTSI Oregon have been resolved. On February 1st, the ILWU announced that it, along with the ILWU Coast Longshore Division, had reached a settlement with ICTSI resolving all legal claims related to the ICTSI litigation and the ILWU's bankruptcy filing. The International Executive Board immediately held

by a federal bankruptcy judge and includes a mutual broad release of all claims and disputes among the parties, including the claims in the ICTSI lawsuit, and payment of \$20.5 million to ICTSI. While \$20.5 million settlement is a bitter and expensive pill to swallow that erases two decades of financial reserves, we all can now move forward and focus on our future and this union's important work.

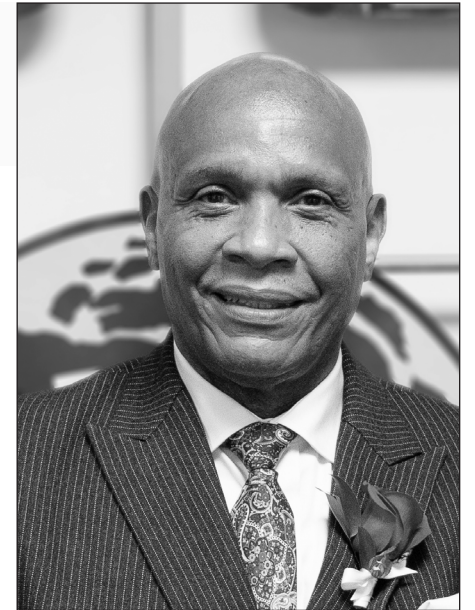
The Titled Officers and the International Executive Board made the difficult and painful decision to file bankruptcy protection and we stayed the course. That brave decision by your leadership has allowed us to free ourselves from

from this great membership. As I said in my September 2023 President's message, this group of Officers and our membership can handle this kind of trouble. Indeed, we have handled this much trouble, we have resolved this trouble, and our union is now on the best possible path forward.

I want to thank all of those who have supported the ILWU and those who worked so hard to get us through this. Thank you to the Titled Officers, ILWU Coast Longshore Division Officers, ILWU locals and affiliates, and ILWU membership for your unwavering support and dedication to this union. A special thank you and acknowledgment must go to the ILWU Local 142 membership, the Local 142 Officers and Executive Board, and the Hawaii Longshore Division for stepping up and once again showing us what true solidarity means through their admirable actions.

I just returned from the National Conference of the Maritime Union of Australia (MUA) in Adelaide where MUA National Secretary Paddy Crumlin presented our delegation with a check for AUD \$500,000 as a contribution towards the ILWU's settlement costs. The MUA membership—dockers and maritime workers on the other side of the world who were not involved in the dispute with ICTSI showed us that they had our back even though this battle did not belong to them. Their actions, not their words showed us that we do not walk alone.

The ILWU will be heading into the 2024 ILWU Convention June 17-21 in Vancouver, Canada



International President of the ILWU,  
Willie Adams

**“These past few months have been difficult for the officers, our locals, and the rank and file. During this time, the resolve and determination of the membership never wavered. You responded to this adversity with strength and unity. I would expect nothing less from this great membership”**

a special meeting for an update and discussion regarding the settlement. The Coast Longshore Division also held a one-day caucus on February 12th to receive and update and discuss the settlement.

On February 22nd, the bankruptcy court approved the settlement and dismissed the ILWU's bankruptcy case. This brings to a close a difficult chapter for our union. The settlement was reached after several days of mediation overseen

the long-running litigation that has afflicted this union for far too long. It's important that we learn from this and make sure we don't forget that our actions have consequences.

These past few months have been difficult for the officers, our locals, and the rank and file. During this time, the resolve and determination of the membership never wavered. You responded to this adversity with strength and unity. I would expect nothing less

being pushed by a tailwind. Full transparency: There will be some painful discussions as we set the path forward, begin the recovery process, and prepare for a brighter future. The ILWU is a global treasure worth defending.

Thank you to the union staff, attorneys, and other professionals, who helped us throughout this process. Thank you to all of the unions and our brother and sisters in the global labor movement for their strong show of solidarity and support. This organization rose to the occasion and lived up to its name – we could not have gotten through this hard time without the collective support of so many.

God Bless the Mighty ILWU.



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

POSTMASTER: Send address changes to VOICE of the ILWU, c/o ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814. Editorial Board: Christian West, Corinna Salmø Nguyen, Michael Victorino, Jr.

Editor: Kerry 'Ilima Long

# Notice of Nomination and Primary Elections at ILWU Convention and Coast Longshore Division Caucus

The tri-annual Convention will be held at the Westin Bayshore Hotel, 1601 Bayshore Drive, Vancouver, BC, beginning at 10:00 a.m. on Monday, June 17, 2024, and closing on or about Friday, June 21, 2024. The elected Convention delegates will vote to decide the International budget, proposed increases in per capita rates, as well as policies and direction of the ILWU for the next three-year period. Pursuant to Article VI, Sections 3 through 6 of the ILWU International Constitution, nominations and primary elections for the offices of the International President, International Vice President (Mainland), International Vice President (Hawaii), International Secretary-Treasurer and for approximately 23 International Executive Board members will be held on the last day of the Convention, which is expected to be on Friday, June 21, 2024.

All Convention delegates have the right to nominate candidates for titled office. Nominations shall be from the floor and shall be conducted separately for each titled office. No person may be a nominee in Convention for more than one titled office. There shall be no limit for the number of nominees. No one not an accredited delegate from his/her own local or affiliate (hereinafter collectively referred to as "affiliate") to the Convention may be nominated, except that titled officers who by virtue of having held office in the previous term shall be eligible to be nominated for office. If necessary, a roll call vote shall be held and the two (2) nominees receiving the highest number of votes shall be declared elected in the primary election. No person may be nominated for any International office unless such person has been a dues paying member of the ILWU for at least five (5) years,

including having worked as a rank-and-file worker under jurisdiction of the ILWU for at least two (2) years, or has been a dues-paying member of the ILWU for a period of at least ten (10) years. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire International active membership for final election.

At the Convention, caucuses of the delegates from each geographical area shall be held at the time and place designated by the International President for the purpose of nominations and primary election of Executive Board members. The nominations and primary election of Executive Board members shall be conducted by each caucus in the same manner as such nomination and primary election are conducted for titled officers by the Convention, provided that no more than twice the number of Executive Board members to be elected from the respective area shall be declared nominated at the primary election. Executive Board members shall in no case be a candidate to succeed themselves unless they are accredited Convention delegates from their own affiliate at the time of nomination. A referendum ballot shall be conducted for the election of Executive Board members in the same manner and at the same time as titled officers, provided that only the active members of the affiliates within each area designated by the Convention shall vote for Executive Board members for their respective areas, and provided further that exclusive of titled officers, there shall not be over one Executive Board member from any one affiliate. This restriction shall not apply to Local 142 in Hawaii. In Hawaii, there shall not be over one Executive Board member

from any one industrial group in Local 142. However this restriction shall not apply should an industrial grouping cease to exist.

With respect to any primary election held at the Convention, such election shall be conducted by the International President, provided he/she is not a candidate for office. In the event the International President is a candidate for office, he/she shall appoint another International titled officer who is not a candidate for office to conduct the primary election. If all titled officers are candidates for office, the International President shall appoint an incumbent IEB member who is not a candidate for office, and if none is available then a credentialed Convention delegate who is not a candidate, to conduct the primary election.

Each Convention delegate may vote for up to two (2) nominees in the primary election. A roll call vote shall be taken either by each affiliate or by individual Convention delegate within an affiliate as determined by the procedures of each affiliate.

An affiliate may send as many delegates as it chooses to the International Convention. Delegates shall be elected by either secret referendum ballot of the entire membership or by ballot at a regular meeting of the affiliate, or where for geographical reasons meetings of the entire membership are not practicable, by ballot at regular meetings of its subdivisions. Nominating procedures for delegates shall be established by the affiliate. Where an affiliate has more than one division or unit, it is up to the affiliate to allocate delegates among the divisions or units. An affiliate's constitution and/or by-laws

may provide that one or more officers of the affiliate, elected in a secret ballot election, are delegates.

The credentials of delegates elected shall be signed by the President and Secretary of the affiliates, must bear the seal of the affiliate, and certify that the delegate was elected as provided herein. The credentials must be received by the International by no later than May 17, 2024.

The International determines the number of Convention votes allocated to each affiliate based on the average per capita payments on union members and other workers under the affiliate's jurisdiction who pay dues and/or fees to the affiliate in the prior calendar year (2023). The number of Convention votes for ILWU Canada affiliates are based on the average membership of those affiliates in the prior calendar year (2023). The number of votes allocated to each affiliate is provided in the Convention Call which is sent to each affiliate. The International will send each of the affiliates copies of all resolutions, statements of policy, and Constitutional amendments for distribution to their delegates at least two (2) weeks prior to the beginning of the Convention.

All members in good standing of any affiliate of the ILWU shall be eligible to vote in the election in accordance with such affiliate's established rules defining membership in good standing that conforms with the International Constitution.

Pursuant to Rule 6.C of the ILWU Election Rules, which are an Appendix to the ILWU Constitution, any accredited delegate to the International

—continued on page 4

# Convention Nominations and Primary Cont...

Convention who publicly declares an intention to run for International office may request from the International Union a list of accredited delegates to the International Convention at any time within thirty (30) days prior to the Convention. A list of addresses of those delegates will also be available at the International Union for inspection. The International Union will not provide copies of the addresses of delegates or members of the Union.

Any accredited delegate to the International Convention who publicly declares an intention to run for International office may designate an individual to view on his/her behalf, the list of accredited delegates to the Convention with the following provisions: 1) The candidate must specify in writing the name of the individual designated to view the delegate list and the writing must be signed by the delegate; 2) the individual so designated by a

candidate must be an ILWU member in good standing; 3) the rules governing the inspection of the delegate list will apply to the designated representative; and 4) if the candidate's designated representative inspects the delegate list, that will constitute the candidate's permitted one inspection of the delegate list.

The custodians of the Convention delegate list are International Director of Educational Services Robin Walker (Robin.Walker@ilwu.org) and International General Counsel Lindsay Nicholas (Lindsay.Nicholas@ilwu.org) located at the ILWU Headquarters at 1188 Franklin Street, 4th Floor, San Francisco, California. For inspections, please contact the custodians of the Convention delegate list. Inspections of the delegate list may only occur during regular business hours between 9:00 a.m. and 1:00 p.m., and between 2:00 p.m. and 5:00 p.m., Monday through Friday.

Nominations and primary election for the office of the Coast Longshore Division's two (2) Coast Committeeman positions will take place during the Coast Longshore Division Caucus, which will convene on Monday, June 24, 2024 and close on about Friday, June 28, 2024. The Longshore Division Caucus will also be held at the Westin Bayshore Hotel, 1601 Bayshore Drive, Vancouver, BC. Longshore Division Caucus elected delegates have the right to nominate candidates for the two positions of Coast Committeeman. Nominations shall be from the floor and shall be conducted separately for each position. No person may be a nominee for more than one Coast Committeeman position. There shall be no limit to the number of nominees. No one not an accredited Caucus delegate from his or her own local may be nominated, except that an incumbent Coast Committeeman by virtue of having held office in the

previous term shall be eligible to be nominated for office. If necessary, a roll call vote will be held and the two (2) nominees receiving the highest number of votes per position shall be declared nominated by the primary election for placement on the membership referendum ballot. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire Coast Longshore Division membership for final election.

Publicly declared candidates for the position of Coast Committeeman have the right to inspect the list of accredited delegates to the Coast Longshore Division Caucus at any time within thirty (30) days prior to the Caucus. The procedures for inspection shall be the same as those provided above with respect to nominations and primary elections held at the ILWU International Convention.

## Local 142 Unit Action Updates

### Maui

#### Super majority button-up at the Grand Wailea

Negotiations continue at the Union's largest Unit, the Grand Wailea Maui. A number of tentative agreements have been made on various items. The Union and the employer have exchanged economic proposals.

Meanwhile, the negotiation committee mobilized members in a week-long "button up". Members of the Grand Wailea signed a petition committing to do what it takes to get the contract they deserve. In exchange they received an ILWU pin to wear proudly on their uniforms during negotiations.

On day 1 alone, 280 members of the over 700+ member Unit signed the petition and began wearing a button. By week's end, over 500 members signed the petition and began wearing the pin.

The negotiation committee is working to schedule the next round of negotiations.

### Hawai'i

#### Welcome new Unit: Island Movers Hawai'i Isle

The newest Unit of the ILWU Local 142 comes out of the Hawai'i Division with Island Movers, Hawai'i Island.

Employees have been organizing to join the Union for some time. Local 142 already includes workers from Island Movers on Maui and O'ahu.

One of the Hawai'i Island employees used to work on the "union side" on O'ahu and saw the difference between a unionized workplace and a non-unionized workplace. The lack of protection and unequal pay between the two motivated employee organizing to join the ILWU.

After employees signed union authorization cards, O'ahu Division Director Mike Yamaguchi and Local President Chris West met with the owner of Island Movers who agreed to voluntary recognition, which doesn't require a union election. The next step is for the Unit to negotiate their first contract.

### O'ahu

#### Union support for closed Wahiawa General

Wahiawā General Hospital announced its sale to the Queen's Medical Center, which took effect on April 2nd. Employees were laid off as the hospital prepared to close its doors.

O'ahu Division Director Mike Yamaguchi, Wahiawā General's BA, Dillon Hullinger and Member Services Specialist Cassandra Cockett coordinated a number of job fairs for displaced employees.

Mark Manard and Lisa Perriera from the American Job Center, and Scot Ling from the Workforce Development Division of the Department of Labor attended all three sessions, assisting members with the unemployment process and job placement preparation.

The Division is also going into impact bargaining with Wahiawā General to negotiate for the laid off members.

### Kaua'i

#### Wilcox wage adjustments address staffing issues

Clinical Assistants and members in Environmental Services at Unit 3410-753 Wilcox Memorial recently won wage adjustments to address staffing issues.

With the help of their Business Agent, Chad Pacheco, members held a meeting with Human Resources and laid out the problems with the staffing shortage, including regular requests on the part of management for members to cover shifts.

They then negotiated a wage increase both as a means of fairly compensating current employees and also as a strategy for recruitment and retention into these departments. Members from other departments are looking into similar strategies.

The collective bargaining agreement between the ILWU and Wilcox Memorial Hospital expires in 2025 and the Unit will begin the preparation process shortly.

# Member-mobilized Negotiations: 2024 Full-time Officers Conference held in Honolulu



Hawai'i Island Division BA Michael Dela Cruz, and Maui Division BAs Stephanie Smythe and Ron Siliado work together through an exercise on high-participation negotiations.

**M**ember-mobilized Negotiations. This was the name and theme of the 2024 Full-time Officers Conference, held at Hale Hapaiko from March 12-14th. The theme of the three-day training points to an approach to negotiations that the Union is returning to once again.

Member-mobilized negotiations simply refers to a negotiation process that ensures that the members are involved, informed, and ready and willing to take action to get the contracts they deserve. This focus was directed by the Titled Officers as part of their vision to return the union to a member-mobilized force at the bargaining table.

Every Business Agent, all three Titled Officers, and all Division Directors, with the exception of Maui, were in attendance. Organizers and some staff were also in attendance. Full-time officers spent half the time learning bargaining strategies that the negotiation committees can use to proactively steer the negotiation process.

Training on these bargaining methods were then coupled with strategies to inform and engage Unit members to take actions that show rather than just tell the employer that they are committed to a strong contract.

New Business Agent, Stephanie Smythe from the Maui division shared her take-aways from the

training, stating, "Having others share their experiences helped me. The workshops were inspirational and motivating. I want to be the Business Agent I wish I had."

### Beyond the contract

ILWU members care about many issues beyond their contracts and are feeling the pressure that comes from both the housing crisis and overtourism. So each day of training was followed by evening dinner panels on broader community issues that the ILWU is paying close attention to and even getting involved in.

On Tuesday evening, Vice Chair of the Hawai'i Tourism Authority, Mahina Paishon and former Mayoral and Lieutenant Governor candidate, Keith Amemiya laid out alternative visions for tourism.

Amemiya argued for the state to focus marketing on higher-spending tourists to maintain state tourism revenue while reducing the number of tourists on our roads and in our neighborhoods. Reducing lower-spending tourists by phasing out and enforcing bans on Transient Vacation Rentals such as Air BnBs was one strategy Amemiya offered.

Paishon shared her desire to utilize tourism revenue to invest in new workforce development projects that reduce an over-reliance on tourism and diversify the economy. She pointed to the community in North Kaua'i who are setting terms of entry into their

community by tourists, and through such regulations, building up a new work force of tour guides from their community to take permitted tourists around. She emphasized the important role of the hotel unions in exploring solutions that also protect jobs and workers.

On Wednesday evening, FTO's sharpened their thinking around housing issues. Local 142's intern, Pōmai Kauahi-Daniels did a presentation on the history of the ILWU's organizing and action around affordable housing. President Emeritus Fred Galdones and former Organizer Tracy Takano then shared their own experiences and involvement in the ILWU's housing program, which began about five decades ago and lasted until recently.

Community organizer Tina Grandinetti closed the panel by laying out some of the issues with short-term rentals and what other states are doing to creatively tackle the housing problem while not relying solely on new housing developments as the solution. Rent control and housing cooperatives were among the solutions Grandinetti offered.

### Leadership emphasized

On the final day, President Chris West and Director of Political Action, Brandon Wolff spoke to the Full-time Officers on leadership. "While we are all elected leaders, stated President Chris West, "we have to focus first on simply developing good relationships with the members."

West then emphasized pushing through difficult times - whether at the

negotiation table or in mobilizing members. "It's hard work. You can do everything right, and sometimes it comes out wrong. Push through it, learn, and keep going."

Wolff emphasized the importance of character, of staying connected to members with the goal of building unity, of committing to mastering skills, and of having the courage to do what is right. "It's important that we all do what is right for the right reasons - no matter how hard or who we're up against", Wolff shared. "Without courage, all other values are diminished".

### Next steps

The goal of the FTO conference was to strengthen the skills and strategies of the Full-time Officers in negotiating strong contracts for ILWU members. Preparations for negotiations begin at least nine months in advance of the contract expiration. While BAs are fresh out of training, all members can support this process by learning when your contract expires, asking your Unit Chairs and Business Agents about the negotiation process, knowing your contract, and getting involved.

Member involvement is at the very core of the methods FTO's are taught. Smart negotiations and high member-participation is the key to strong contracts.



PAC Chair, Brandon Wolff from the Hawai'i Longshore Division, discusses putting core leadership values into action with the Full-time Officers.

# 45th Annual Hawai'i Division Recognition Awards

HILO - It was a sea of green as members, friends, and family gathered at the Harry Kamoku Hall to celebrate outstanding Units and Pensioner Clubs.

St. Patricks Day was the theme and festive spirit was matched by 'ono grinds, dancing, and comraderie.

Elmer Gorospe, the Hawai'i Island Division Director shared the function of the annual gathering, "We recognize the most active units from throughout the islands - those units and individuals who represent their workers day in and day out, those on the frontlines". In all, two pension clubs and four Units were recognized for their high levels of member engagement and advocacy.

But recognition was not the only purpose of the gathering, according to Gorospe, "People want to feel a part of something. This is the Division's opportunity to give back to the members and Units. People drive from all parts of the island to come and enjoy great food, and socialize and connect, and be together as union members.

This is the union culture we want to cultivate."

Local Vice President Corinna Salmo Nguyen was in attendance and spoke to those in attendance, "I know every Unit works hard all year round. I know what it takes to run a Unit. Congratulations to all the Units who won."

Secretary-Treasurer, Mike Victorino Jr. also shared a message of appreciation, "Congratulations to all of the Units who received an award. It's very well deserved. We stand on the shoulders of giants so let's continue the good work of this Union."

The evening was also attended by Mayor Mitch Roth, Hawai'i State Senator David Tarnas and Hawai'i State Representative Joy San Buenaventura.

A special recognition was given to the employees of the ILWU's newest Unit, the workers of Island Movers Hawai'i Island. Congratulations to all of the members and pensioners who were recognized!

**Awarded for Union Involvement**  
Hotel: Hilton Waikoloa  
1-29 members: Foodland Farms  
30-99 members: Hamakua Health Center  
100+ members General Trades: Mauna Loa Mac Nut  
100 + Members Tourism: Hilton Waikoloa  
Most Active Pension Club: Papaikou  
Most New Members Pension Club: Mauna Loa Mac Nut



The house was packed at the Harry Kamoku Hall as members gathered to celebrate the most active Units and Pensioner Clubs.



Vice President Corinna Salmo Nguyen, Business Agent Roselyn Molina, and Secretary-Treasurer Mike Victorino Jr. stand with Shanelle Fernandez-Tavares of Foodland Farms Maunalani, which was recognized as the most active Unit with 1-29 members.



Business Agents Dylan Gaspar and Mike Dela Cruz stand with Titled Officers and Allan Molina and xxx of the Hilton Waikoloa which was recognized as the most active hotel.



Maxie and Francisco Galdones (sitting) pose for a picture with Alfreda Estebon.



Pensioners from Mauna Loa Macadamia Nut came in full force. They were recognized as the pensioners club with the most new members. The Mauna Loa Macadamia Nut Pensioner Club fomed in 2023 and already have about 20 members.

# Hawai'i Longshore Division spends month fortifying dock strength at home and abroad



Hawai'i Longshore Division representing at the Maritime Union of Australia Conference. Front row: Vice President Michael Victorino Jr., Kekoa Smith, Collin Mansanas, Matt Coleman, Del Beasley, Langi Wolfgramm, Kaden Kamoe. Middle row: Rep Nate Dudoit, Niko Vitale, Radford DeMotta, Sam Filipo, Sean Heely. Back row: Sam Searle, Mike Sullivan, Pat Trani, Mark Tuinei, Blayne Dikito.

It's been a busy month for the Hawai'i Longshore Division. Twenty members of the HLD traveled to Adelaide, Australia at the end of February to attend the Maritime Union of Australia's Quadrennial National Conference. The MUA covers 16,000 maritime workers in Australia across various industries, including longshore.

### Solidarity key focus

The ILWU along with maritime and longshore unions from around the world were invited to attend. Local 142 Secretary-Treasurer Mike Victorino Jr. was among those in attendance. "Global solidarity was the focus. It's important that we understand all of the issues in the industry. It was clear at the conference that everyone is committed to each other - ready to stand with each other

as corporations make moves to take our jobs."

ILWU members were called to the stage as MUA leadership recalled the historic solidarity shown in 1998 when West Coast locals refused to unload an Australian ship that was loaded by scab labor. This solidarity forged deep and lasting bonds that endure today.

Last Fall, solidarity between the two Unions was in action at the War on the Wharves charity boxing event, hosted for the first time by the Hawai'i Longshore Division at the 'Alohilani Hotel. Members of HLD and MUA kept up the comraderie with sparring and practice events during the MUA conference.

HLD Division Rep Brandon Wolff

took to the mic at the conference to provide a report on the status of Lahaina fire recovery efforts. To date, the MUA has donated approximately \$150,000.00 to Lahaina relief efforts and, following Wolff's report, donated an additional \$15,000.00.

Conference speakers highlighted the struggle to combat corporate and government anti-union efforts, industry projections around off-shore wind energy, and the Union's work to secure national legislation similar to the U.S. Jones Act.

### Steward training blitz

Upon their return, HLD Officers, Reps, and Business Agents entered a four-island Steward training blitz. The training began on March 6th at the Harry Kamoku Hall in Hilo, where 14 Stewards attended. This was followed by Maui on March 20th and O'ahu on the 22nd, where upwards of 100 longshore workers were trained as Stewards. The final training took place on Kaua'i on March 27th.

Since the Division was created in 2010, members from the longshore in-

dustry have participated in Steward training put on by the Local. The Division decided to create an industry-specific Steward training that would give longshore members the most targeted training possible, focused on issues particular to the docks. This round of training was part one of the new three-part training created and implemented by the HLD.

The training included industry-specific contract enforcement methods and a rich history lesson on the ILWU. Division Director Dustin Dawson provided an enlightening history of the creation of the Longshore Division.

When asked about the emphasis on history, Business Agent Tyrone Tahara commented, "It's important for longshore workers today to understand the sacrifices made by those who came before them and to feel that they are a part of something larger than themselves."



L to R: Business Agent Tyrone Tahara gives the history of the ILWU. Division Rep Brandon Wolff, Business Agent Jesse Andrade, and Secretary-Treasurer Drake DelaForce face the members and each led components of the training.

## History of the ILWU Housing Program

*FRED GALDONES IS PRESIDENT EMERITUS OF THE ILWU LOCAL 142. HE RETIRED IN 2010. HE WAS ONE OF 4 SPEAKERS ON A PANEL ON HOUSING PRESENTED AT THE FULL TIME OFFICERS CONFERENCE. HIS TALK IS PRESENTED IN FULL HERE AS A CLEAR AND INSIGHTFUL HISTORY OF THE ILWU'S WORK, OFTEN LEAD AT THE UNIT LEVEL, TO SECURE AFFORDABLE HOUSING FOR MEMBERS.*

Through collective bargaining, the ILWU was successful in negotiating employee housing at a reasonable cost.

In 1956-1958 the rent was:

For a single person renting single men's quarters, based on the size of the room and the condition of the house, ranged from \$3.00 to \$19.00 per month.

For a family renting a home it ranged from \$10.00 to \$44.00 depending on the square footage of the home and its condition.

Water supplied by the sugar company was \$1.00 per month.

The sugar industry was facing strong market competition from the European countries who were subsidized by their government, which could not be matched

by the US government, despite the sugar industry and the ILWU lobbying heavily to get favorable conditions in the Sugar Act.

The cost of goods and materials continued to increase. There were increases in wage rates. Cost to do business increased. The sugar companies continued to look for ways to improve efficiency and reduce their losses.

In 1969-1972, sixteen years later, through collective bargaining, the ILWU was able to keep the rents the same. Recognizing the industry's efforts to reduce their losses, especially in

**"Building as a group or collective bargaining, as we know it, was the way to negotiate the lowest cost, in comparison to having each person build on their own."**

non-productive areas such as employee housing, sometime after 1965, the union leadership of Unit 6 of ILWU Local 142, representing workers at Pepeekeo Sugar Company, discussed having employees owning their own homes. This was progressive thinking that was not readily accepted by the members of the Union because they were enjoying low-cost rental housing and would have to start paying mortgage at a higher rate. And there would be layoffs as the carpenter department would be eliminating jobs.

Be mindful that the ILWU, back in the mid-1950's, agreed that in order to improve efficiency the sugar companies had to change their harvesting method

from using flumes to harvest the cane from the fields, which was labor intensive, to using machinery to do the same job. This meant a major job elimination of the laborers in that department. However, the ILWU was successful in negotiating repatriation pay for those who returned to their homeland.

This was a bold move on the Union's part but progressive thinking on the part of the Union's leadership. In this housing situation, again, it was a bold move, and looking at where the sugar industry is today, it was the correct thing to do.

The management at Pepeekeo Sugar Company agreed to set aside land area to develop a subdivision to build homes owned by the employees. In the process, the company would gradually close down plantation camps and in the long term, eliminate cost associated with employee housing.

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# Galdones, Housing Cont.



Retired ILWU International Rep Tracy Takano and President Emeritus Fred Galdones share a laugh during the panel on housing at the Full-time Officers Conference. Takano served as Local 142's Housing Coordinator until 201x.

The location selected was in Kulaimano located in Pepeekeo on the Big Island, 8 miles north of Hilo town.

The Unit Executive Board, chaired by Shige Nakatani, formed a Housing Committee to start the process. They had to start from the ground up as they had no experience to guide them. Gilbert DeMotta was appointed as the chair of the Unit Housing Committee. I was later appointed as the Vice Chair.

The company developed and subdivided the land. Streets were paved, water lines and power lines were installed. The committee established a system to determine eligibility and the pecking order to select their parcel. The union agreed to allow non-bargaining unit employees to qualify. The employees who were successful in getting a parcel formed a subcommittee. The task of the subcommittee, chaired by Gilbert, was to decide how to help the potential homeowners build an affordable home.

Building as a group or collective bargaining as we know it, was the way to negotiate the lowest cost, in comparison to having each person build on their own. Cheaper by the dozen.

The committee had to decide what kind of house plan the homeowners wanted to build. They visited builders, such as Hicks Homes and material suppliers, such as HPM. The committee met with several home building contractors. The homeowners decided on the house plan and selected the contractor. They allowed homeowners to submit their own house plan or made changes to the original plan or build on their own.

The homeowners did not want to have the homes look like barracks lined up in a row. So, they had the drafting department plot the homes on the subdivision map so the homes were staggered. The garage was plotted to alternatively be on the left or the right side of the house. Two different room lines were negotiated with the contractor, hip or gable roof. The homeowner had the choice of roof

line. The homeowners agreed that the homes should not be the same color, so they plotted alternating light and dark colors.

The intent of the housing program is to serve the needs of the employees who would eventually have the employee housing eliminated. To prevent employees purchasing a home with the intent of selling it later, the union agreed to have a buy back clause be a part of the agreement. It would be available to the employees on the alternate list.

The committee also shopped for appliances, furniture and drapery. Offering the group as the customer.

Financing was a major obstacle. Several financial institutions were approached. The manager of Hawaii National Bank suggested that the committee should look into the Farmers Home Loan available through the US Department of Housing and Urban Development. They provided a long-term loan at low interest rates. It was a life saver.

The project was successful because the committee used its collective bargaining skills to help the members. The committee concept to serve the wants and needs of the homeowners is what the union does. This also helps to avoid self-dealing by any one person using his or her position to serve his or her needs. We encountered that situation while looking for a home building supplier. Gilbert and I were offered an all-expense trip, paid by the home building company, to visit their factory in the US mainland, where they put together track home kits. I was excited to accept the offer. To my surprise, Gilbert declined the offer. Gilbert told them, put the cost of the trip into reducing the cost of their proposal.

After the first increment was filled and the employees recognized the success and value of homeownership, more employees showed interest in participating, so the company developed

3 more increments in Kulaimano.

A total of 350 homes were built in Kulaimano. All along the projects were under the guidance and approval of the Unit Executive Board, with Gilbert DeMotta as the chairman.

There were employees who were not interested in homeownership but faced the closure of the camp they were living in. So, the Unit Executive Board pursued and was successful in developing an apartment complex built on land provided by the company. This complex is in Kulaimano as well.

Along the way, Hilo Sugar Company merged with Pepeekeo Sugar Company and the Unit became 1104. Faced with camp closures as well, and having the employees showing interest in homeownership, the Unit Executive Board worked with the company to develop a subdivision

in Wainaku, a village located on the outskirts of the town of Hilo. A total of 30 homes were built.

Employee housing provided by the company was becoming an issue. Having recognized closures of employee housing, in 1976, Local 142 held a Statewide Housing Conference to address this problem and adopted the Local Housing Program Recommendations. One of the recommendations was that "A Local 142 Housing Committee be formed, with representatives from each Division". Leonard Hoshijo was appointed to oversee the Local 142 Housing Committee. Gilbert was designated as the Hawaii Division representative.

The ILWU's work and accomplishments were recognized in the County and Gilbert became a founding director of the Hawaii Island Community Development Corporation. The Corporation, during his tenure, developed 284 self-help owner/builder homes and 203 rental units for low-income seniors.

November 20, 2019 was named as "Gilbert DeMotta Day" by Mayor Harry Kim and had the Waikoloa Gardens named as "Gilbert DeMotta Waikoloa Gardens". Gilbert passed away December 20, 2021.



President Emeritus, Fred Galdones, stands in front of his Pepeekeo home with his dog, Aiko. This home was among hundreds of affordable fee-simple homes in Pepeekeo that were built for members through negotiations between the Pepeekeo Sugar Company and the ILWU members of Unit 4. This became a model for affordable home developments throughout Hawaii.