



# VOICE OF THE ILWU

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## Members at The Grand Wailea Maui take action for a fair contract



Story on page 3

300 members spanning all departments at the Grand Wailea Maui turned out for a sign-waiving rally on April 23. Members holding signs covered 100 yards up and down Wailea Alanui Drive sandwiching various entrances to the resort. The Unit is in their first negotiations post-Covid and are mobilizing members.

ADDRESS LABEL

### IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF THE INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, AND YOUR RIGHTS UNDER LAW

As a result of your current employment, you are eligible for membership in the International Longshore and Warehouse Union, Local 142. Union membership is a right and privilege to be proud of.

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union.

Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and Bylaws.

We believe that most people would want to become active members of the ILWU Local 142, and desire to fully participate in the affairs of their Union. Strong, active and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, by law, you also have the right to refrain from becoming an active member of the Union, and elect to satisfy the requirements of a contractual union security provision by only paying monthly fees which reflect the representational expenditures of the ILWU Local 142. Please be advised that 2% of funds were spent in our most recent accounting year (2023) for nonrepresentational activities (such as political activities, lobbying and issues not reasonably related to accomplish the union's representational duties). Nonmembers who object to having their union security payments spent on such activities will be charged only for representational activities. If a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, HI 96814.

Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections; and **waive** all other rights, privileges and benefits established for and provided for ILWU Local 142 members by its Constitution and Bylaws.

We are confident that after considering your options, you will conclude that the right to participate in the decision-making process of your Union is of vital importance to you, your family, and your co-workers, and you will complete and transmit your application for membership in ILWU Local 142. Thank you.

## On the Inside

News from The Dispatcher:  
*ship labor trafficking*..... 2

Grand Wailea members  
*mobilize*.....3

Odom drivers ratify.....4

PAC legislative recap.....5

Local 142 heads to Chicago  
*Labor Notes*.....6

2024 sports calendar.....7

New CIO/ILWU podcast.....8

## Meeting Dates

- Local Executive Committee
  - June 3
  - July 1
  - Aug 2
- Local Executive Board
  - June 7
  - September 6
- Local Convention
  - September 9-13

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

## News from The Dispatcher

# Alleged labor trafficking in Washington spotlights vulnerability of foreign fishing vessel workers



United with the "United 6": Puget Sound ITF Inspector Cyrus Donato met with the United 6 and members of the local Filipino community. Donato interviewed the fishermen and reviewed their pay documentation and contracts to determine how much they are owed and what elements of their contract were ignored.

The International Transport Workers Federation (ITF) is raising awareness around a case of alleged labor trafficking of a group of Filipino fishermen in Washington State. The case was brought to the attention of Puget Sound ITF Inspector Cyrus Donato by family members of the fishermen. Activists from the Filipino community in Western Washington also alerted federal authorities. The case is under federal investigation with assistance from the Coast Guard, Customs Border Patrol, the U.S. Department of Justice Human Trafficking Prosecution Unit, and local authorities.

### Stranded in Westport

The case involves 24 Filipino fishermen working for California-based McAdam's Fish who were contracted through Pescadores International, a Filipino labor agency. The workers say they were stranded and isolated onboard fishing vessels in Westport, WA for nearly three months without receiving their full wages and in substandard conditions while the company waited for the price of fish to increase, according to a news report by Cascade PBS. McAdams said Pescadores was responsible for the timely payment of wages to the workers and stated that the time spent docked in Westport was "longer than normal," the PBS report states.

Before docking in Westport, the workers spent four months fishing for

albacore tuna along the west Coast. the fishermen would work up to 17 hours a day catching tuna using a "pole and line" method—considered to be one of the most sustainable methods of fishing because of the low rate of "bycatch" (the catching of other marine species unintentionally) and because it has a lower environmental impact than trawling. The tuna were then flash-frozen and stowed onboard the vessel. "Pole and line" caught fish certified by the Marine Stewardship Council is often marketed as eco-friendly to consumers willing to pay a premium for more green-friendly products. However, the eco-friendly certification obscures the human cost paid by vulnerable workers in the global fishing supply chain.

In September of last year, the vessel docked in Westport to unload their catch, all but one of the captains departed after docking leaving the Filipino fishermen stuck onboard the vessels for months without pay until federal authorities finally intervened in late December, 2023.

### Visas and vulnerability

The U.S. does not require foreign fishing workers on U.S. flagged vessels to have work visas and as a result, they could not legally leave the boats and workers say they feel trapped. The workers said they were told they faced a \$5,000 fine if they so much as stepped onto the dock, preventing them from using

the bathroom or visiting fishermen stranded on other boats.

"It's like the children's game 'the floor is lava,'" explained Donato, describing the tragic and absurd situation workers faced. "If you touch the pier you get a \$5,000 fine, and you're shipped back to your country without receiving your full wages."

The workers were confined on five separate 20-foot vessels. Donato explained, "These vessels aren't deep draft commercial ships with a full range of amenities. In the eyes of the government, these workers don't exist, leaving them isolated and vulnerable."

Six of the fishermen left the vessel with federal agents and are cooperating with the investigation. The remaining 18 workers remained on board and were repatriated weeks later.

The six workers who remained in the U.S. have dubbed themselves the "United 6." In addition to cooperating with the investigation, they have been fighting for \$3,600 in back wages workers say each of them is owed, and working with Filipino community organizations to raise awareness about the vulnerability of foreign fishermen. The workers have been granted "Continued Presence" designation by the U.S. government, a temporary immigration designation

given to individuals identified by law enforcement as victims of human trafficking.

### Far-reaching impacts

ITF West Coast Coordinator Ryan Brazeau explained the far-reaching impact that the failure to pay proper wages or failure to pay wages on time can have on seafarers' families back home.

"There is a snowball effect that comes with not being paid wages on a regular basis. It doesn't stop at the seafarer, especially for Filipino workers who have extended family members dependent on them. It can affect their access to health care or their ability to afford food. It is common for an extended family to live in one domicile and they are all affected if one company is not paying a seafarer or a fisherman their regular wages. It can be catastrophic," said Brazeau.

In addition to the wage issue, the workers say they were made to endure living in inadequate and substandard conditions while confined to the vessels for three months. According to a Justices for the United 6 campaign fact sheet, those conditions included:

- Inadequate facilities on the boat that affected the daily needs of the fishermen like hot water for bathing;
- Lack of adequate medical care;
- Being forced to defecate and urinate on the vessel without proper sewage or cleaning;
- Isolation that affected their physical well-being and mental health.

### Visas and vulnerability

Chris Williams with ITF's Fisheries Section noted the irony of the situation that the U.S., a vocal advocate in combating trafficking in the fishing industry throughout the global fishing

—continued on page 4



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Editor: Kerry 'Ilima Long

# Sign-waiving, rallies, meetings bring members together for Grand negotiations



Mike Schrok and Lei Sato work at Ikena Restaurant and concierge respectively. They stand with, (L-R) Rolex Magliba, Michael Mesler, Dennis Queirolo, and Paco Zabla.

Horns and chants filled the air in Wailea, Maui, on the cool sunny morning of April 23rd as upwards of 150 ILWU members rallied for a fair contract. The third round of negotiations was set to transpire two days later. Members at The Grand Wailea Maui wanted to show the company that they were both unified and committed to getting the contract they deserve. Another hundred members turned out that afternoon for round two of the sign-waiving action.

“When I say Union, you say Power! Union! Power! Union! Power!” blaired from the bullhorn held by Kelly Stutzman, Unit Treasurer at The Grand. Stutzman is also the Secretary of the Unit’s Negotiating Committee and has been working hard to ensure that the nearly 900 member Unit feels connected to the negotiation process. “We’ve been sending weekly negotiation updates to our members, which has gone a long way in pulling everyone in and preventing rumors from spreading. It’s helping us feel like we’re all together and makes mobilizing a lot more successful.”

And mobilize they have. As reported

in the last issue of The Voice, a super majority of The Grand’s members signed a commitment petition and began wearing ILWU buttons to work. Just a week following the sign-waiving rally of the 23rd, members commemorated both Lei Day and International Workers Day with an action on Wailea Beach, directly fronting the hotel. Here, members held “mini rallies” on the beach with Union chants and member speeches. They handed out postcards to guests, inviting them to sign their name on a banner that read “I support Grand Wailea Workers.”

“God bless the workers,” “Go! Go! Go!” and “I’m here to support fair wages. Thanks for the great vacation, guys!” were among the added messages that hotel guests wrote on the banner. Unit members even invited guests to help them weave an all-worker

“unity lei” from ti leaves as a show of solidarity.

These creative actions were made possible through the Negotiating Committee’s decision not to extend their collective bargaining agreement. This decision marks a shift in practice for the Union and was discussed with all FTOs at the March Full-time Officer training. Without a contract in place, the “no strike/ no picket clause” is not in effect, freeing up union members to align various actions with both the timing and the temperature of negotiations. Member education was provided by the Negotiating Committee so that everyone understood what not having a contract means and did not mean.

Members at The Grand Wailea are now forming a Mobilizing Committee, made up of different department members who will soon take over action planning from the Negotiating Committee. They will work closely with negotiations and plan actions to build member strength and support or respond to negotiation sessions.

“We are truly committed to getting a fair and just contract,” said Unit Chair and Negotiating Committee member Michelle Takahara. “We’re not just settling for the first thing the company offers, even if it’s decent. We have a well-thought-out and justified floor that will help our members stay in the islands without having to work three jobs. We know it will take some time to get there, and we are mobilizing members to help us get there together.”

The Grand Wailea Maui is among Hawai’i’s top three most profitable hotels. It is owned by BRE (Blackstone Real Estate) Iconic Holdings, which also owns the Ritz Carlton Kapalua, the Waikoloa Hilton, and the King Kamehameha Hotel in Kona. The Grand Wailea negotiations will surely set the tone for the remainder of the BRE-owned ILWU hotels, which will begin negotiations within the next year.

The staff mobilizing team has already begun working with the Hawai’i Island Division to support mobilizing for the Hilton Waikoloa, the Maunakea Beach Hotel, the Hapuna Beach Hotel, and the Fairmont Orchid, all of which have contracts expiring this year.

Following the rally, the Committee resumed negotiations. Significant progress was made on non-cost items, but by the end of the session, the Committee and the company needed to be closer to the economic proposals to settle.

The Committee held two member meetings at Kamaole Beach Park following the last round of negotiations. Members were encouraged to continue mobilizing their departments and emphasize strict contract enforcement. The Unit had 14 members attend the May steward training in Wailuku in order to help tighten things up on the shop floor leading up to the next round of negotiations, expected sometime near the end of June.



Unit Chair Michelle Takahama, and fellow Negotiating Committee members, Heidi Namau’u, Kelly Stutzman, Precy Sanidad and Business Agent Stephen West pose for a picture with former Maui councilmember Vince Bagoyo at the May 1 International Workers Day action at Wailea Beach.

# Cheers! Odom drivers, warehouse new contract

The men and women who distribute Anheuser-Busch products to your local watering holes and supermarkets have just ratified their new three-year contract by 85%. This achievement is a testament to the collective effort of the negotiation committee, who spent four days tirelessly bargaining for substantial wage increases, medical premium caps, contract protection, and the elimination of a vacation tier system.

Wages were a top priority. Both drivers and warehouse workers secured increases that are approximately three times the increase

they secured three years ago. On average, all Odom ILWU members will see a 15.5% wage increase over three years. Negotiations also resulted in an increase in night premiums, and the Committee secured a cap on medical premiums, effectively freezing the current rate over the course of the contract.

Notably, Odom members eliminated the tier system for vacation time. Before the new contract, anyone hired after 2011 could only earn up to 3 weeks of vacation per year, while those hired before 2011 could earn up to 4 weeks of vacation. The new contract allows all

Odom members across the board to earn up to 4 weeks of vacation per year. This is significant beyond the added week of vacation for newer employees. Eliminating the tier system also eliminates a cause for division among ILWU members.

The new contract includes strengthened “successor and assigns” language so that any future company sales will require the transfer of the entire collective bargaining agreement as part of the sale. This is significant as ownership of the Anheuser-Busch distribution has changed hands at least four times in recent years.

Ownership changes are opportunities for companies to rid themselves of CBAs. This is why successor language is so critical in particular industries. With strong successor language, if Odom sells distribution to another company, the rights and benefits of the current CBA and the jobs it protects will be secure.

Odom Corporation members are represented by Business Agent, Jose Miramontes Jr. The Unit Chair is Clarence Chun. Congratulations to the members at Odom for securing a good contract.

# HLD supports HHSAA championships

The Hawai‘i Longshore Division sponsored this year’s Hawai‘i High School Athletics Association (HHSAA) baseball and softball state championships. The games took place on May 17th at the University of Hawai‘i’s Les Murakami Stadium and the Rainbow Wahine Softball Stadium. Members of

the Hawai‘i Longshore Division attended all games to support the teams and players from across the state.

In Division I baseball, Maui and Baldwin were named co-champions after their championship game was rained out. For Division I softball,

Mililani High School took the title after a 14-1 win over Kamehameha. In Division II baseball, Kamehameha beat Damien 12-1 and in softball, Kapa‘a took the championship beating Pac 5 14-1.

# Local 142 Unit Action Updates

## Maui

### Largest Steward training of the triennium

A whopping 38 members attended the May Maui Division Steward training in Wailuku. The main hall of the building was packed with members from across industries.

Hotel workers showed up in force, with the Grand Wailea turning out the most members. This is part of the Grand Wailea’s push to mobilize members, not only around negotiations, but within their departments to resolve day-to-day contract issues. Addressing various contract violations through member mobilization, prior to filing a grievance, was emphasized at the training.

Members from two of Maui’s cement companies, Hawaiian Cement and HC&D, were also in attendance. Each of these Units recently finished negotiation new strong contracts. But what good is a good contract if it’s not enforced?

Congratulations to all the new Stewards. You make the union strong.

## Hawai‘i

### Kohala Coast unites for winning contracts

Like Waikīkī on O‘ahu and Ka‘anapali on Maui, the Kohala Coast is a hotbed for Hawai‘i tourism. The majority of hotels on this coastline are ILWU and this year, the Hawai‘i Division is negotiating four hotel contracts that cover approximately 2,000 members.

The Maunakea Beach Hotel and the Westin Hapuna are up first with contracts expiring at the end of May. Negotiations began in May. The Hilton Waikoloa has started preliminary talks with the employer and the Fairmont Orchid is beginning to form their negotiating committee.

All in all, the Business Agents, Division Director, and committees are working together to ensure that all of the hotel members on the Kohala Coast stand together and support each others negotiations and mobilizations.

These hotels are gearing up for strong mobilization campaigns. So be on the lookout!

## O‘ahu

### Cemetery workers prepare for negotiations

Four O‘ahu cemeteries covered by the ILWU are gearing up for negotiations. These include the historic O‘ahu Cemetery, Nu‘uanu Cemetery, Valley of the Temples, and Diamond Head Memorial Park.

Each of these cemeteries have relatively small crews who are responsible for everything from digging graves to preparing for and supporting funerals, to maintaining the cemetery grounds.

Remembering those who have passed is a strong value among the cultures in Hawai‘i. Additionally, some of the graveyards that ILWU members work at are especially historic. Within O‘ahu Cemetery for example, rests many who shaped Hawai‘i as we know it.

In addition to wages and benefits, cemetery workers negotiate unique items such as “hand digging bonuses” an “disinternment differentials”. Good luck in negotiations, gang.

## Kaua‘i

### One Hotel employee wins back job

A six-month grievance between the ILWU and One Hotel was finally settled in May. The result of the grievance was the re-employment of a 22-year hotel employee.

The issue brought to light some of the ongoing tensions between hotel employees and contracted services that hotels sometime utilize.

In this case, a frustrated guest could not find anyone from the contracted service to help her. After the ILWU member looked for someone to help the guest and was unsuccessful, they helped the guest themselves. Upon learning about this, a contracted service person complained that the union employee was taking their job (ironic). Unfortunately the company sided with the contracted service and terminated the employee.

A grievance was filed and with the support of Business Agent Daniel La‘a and Division Director Rhonda Morrison, the member got their job back. Good work, Kaua‘i.

# Political Action Committee 2024 Legislative Re-cap

Friday, April 3, marked the close of the 2024 legislative session. The day was filled with celebratory speeches by lawmakers, who noted the “historic” session in which legislators passed funding to support Maui fire victims without substantial cuts to other essential state functions.

The session’s close also marks a historic year for Local 142’s Political Action Committee, who worked daily to move important worker protection legislation to the Governor’s desk. Priority bills included measures to protect jobs, ban union-busting tactics, increase harbor safety, expand health care for wahine firefighters, and phase out short-term rentals across the islands.

The PAC drafted eight bills introduced at the beginning of the session. Two of those bills will become law once the Governor signs them.

## ILWU weakens union-busting

Two bills drafted by Local 142 that made it to the Governor’s desk for signature were SB2715 and HB1889. SB2715 is a historic bill that makes Hawai’i the 5th state to protect workers from “captive audience meetings.” A captive audience meeting is a union-busting tactic used on workers who are attempting to unionize for the first time. It is commonly used by large corporations such as Amazon, Starbucks, and Target, who force employees to attend meetings on the clock, where they watch films or presentations that attempt to convince workers that unions are bad and undesirable.



PAC lead, Brandon Wolff testifies to the House Committee on Transportation about the importance of HB1936 for harbor safety.



Celebrating the signing of SB2919, which authorizes counties to phase out short-term rentals, President Chris West stands with Senator Jarrett Keohokalole who introduced the bill, Governor Josh Green, Lahaina Strong leader Pā’ele Kiakona, and other advocates.

Union busting is a profitable industry. According to the Economic Policy Institute, companies spent \$433 million in 2023 on “union avoidance” consultants, who coach and conduct captive audience meetings, among other tactics. The passage of SB2715 allows employees to refuse to attend such meetings. It designates captive audience meetings as Unfair Labor Practices, ensuring that charges can be filed against companies forcing employees to attend or retaliating against employees who choose not to.

## Harbor safety

HB1936 is another significant bill drafted by the PAC and is currently waiting for the Governor’s signature. This bill increases safety in Hawaiian harbors and looks out for the industry as a whole. The new law, once signed, provides the state with a better ability to monitor vessels arriving and departing Hawai’i. This will help address issues like illegal cargo and fair state revenue collection, which funds public programs.

The bill also requires trained and experienced workers to provide critical functions for ship docking, particularly mooring. Mooring is the work of securing a vessel to a pier. By requiring skilled workers to perform this work, SB1889 reduces the risk of accidents, injuries, and potential environmental damage to the harbors that can result from improperly secured vessels. By

strengthening safety, skill, and oversight at the ports, the bill ultimately ensures fewer disruptions and delays to the supply chain.

## Lahaina, wahine healthcare, and kūpuna

Aside from bills that the Local put forward, the PAC also strongly supported a number of other bills that impact our members and the community at large. Among the most news-grabbing of the bills was SB2919, which gives the counties the previously denied authority to phase out short-term rental units.

SB2919 was a priority for Local 142’s PAC team after thousands of Lahaina residents remained in hotels following the fires due to a shortage of rental units in Maui. This legislative action follows the ILWU-Local 5 joint housing rally last December and several public statements and articles about the harm of short-term rentals put out by Local 142 and other labor, industry, and community advocates.

The team also lobbied for expanding health care for wahine firefighters to include cancers specific to women. Additionally, the PAC strongly supported a bill that provides training to aid, identify, and help at-risk kūpuna. Similar to the well-known Amber alert system, this bill provides resources for a “silver alert” system.

## Pono vs. pilau politics

The Local’s Political Action Committee is made up of members

from across divisions and industries. The core legislative team is led by Legislative Liaison, Brandon Wolff, who just closed out his second legislative session in this position. He was aided by a competent team, including Brenson Kawailehua-Hansen, Dave Chu, and Collin Mansanas.

Wolff’s philosophy boils down to what he calls “pono politics for the people” and focuses on collaboration, selflessness, and accountability. “Our team focuses on building relationships and credibility at the capitol,” Wolff said in an interview with The Voice. “You can’t be a phony. If you’re doing it for yourself, the truth will come out. So, for some of our bills, if the Union had to “eat last,” so to speak, or sacrifice some of our interests in order to come to a good compromise for all stakeholders, we would. Politics is the art of compromise. It’s easy to do the right thing for the right reasons, but it takes time to prove it.”

This approach differs from one that begins with confrontation and is informed by Wolff’s background as a Navy Seal. “In battle, no matter how battered and bruised the warrior ends up, they’ll be fine. They have a fighting spirit and know what they’re going in for. The fallout in battle is usually the regular people you’re supposed to be fighting for. It’s the same in the legislature. So we owe it to our members and the people of Hawai’i to exhaust all options before fighting.”

This way of working during the legislative session, however, should not be mistaken as passive. When asked how accountability is carried out for politicians who aren’t willing to put the people first, Wolff’s response was concise: “Elections.” Every single House Representative and half of the Senators in Hawai’i are up for re-election in 2024, and the Political Action Committee is now turning its attention to the legislative campaigns.

## Next steps

With the 2024 legislative session over, the Political Action Committee is now focusing on 2024 candidate endorsements and elections.

# 2024 Chicago Labor Notes exemplifies U.S. labor resurgence, 142 attends

Spirits were high at this year's Labor Notes conference held in Chicago from April 19-21 as thousands gathered to teach, learn, and build solidarity across unions and industries.

The three-day conference consisted of two-hour panels held concurrently on a wide range of topics, covering everything from artificial intelligence to pension funds to building power on the shop floor.

The format was primarily panelists made up of rank-and-file union members sharing their knowledge and experience, with time reserved for questions and answers. However, the conference also included skill-building workshops, industry meetings, and special events.

## Big U energy

Following the massive labor actions of the UAW, Teamsters, and IATSE in 2023, there was a significant focus on both the resurgence of "big labor" and the lessons learned by rank-and-file members of these unions throughout their nation-gripping fights with corporate America.

In 2023, the Teamsters executed a very public contract fight between its more than 240,000 drivers and warehouse workers at UPS and the company. The Union held visible "practice pickets" throughout the country, sending UPS a strong message that they were ready to shut down operations if the company fell short in negotiations.

Hours before the contract expiration — the deadline the Teamsters set for a strike — the Union and the company came to an agreement. The Teamsters' demands included wage increases with a focus on part-timers, tier system elimination, and cooling systems in delivery trucks.

From May to November last year, the Screen Writers Guild and SAG-AFTRA (the screen actors' union) struck simultaneously, seeking agreements on the use of artificial intelligence in the entertainment industry.

The United Auto Workers pulled off a historic strike against "the Big 3" automakers: General Motors, Ford Motor Co., and Stellantis (which includes Chrysler). The strike, which lasted just over a month, was the first time in history that the UAW took action against all three automakers at once.

Taking a page out of the Association of Flight Attendants' playbook, the UAW implemented the "CHAOS" method, also known as a "rolling strike," where workers strike different plants or sections of the industry at different times rather than all going out at once. The company does not know which worksite will get struck or when, which adds to the company's stress and helps to stretch out the Union's strike fund.

In addition to these major actions, several teacher and nurse strikes have occurred since the last Labor Notes conference in 2022. Rank and file knowledge, including lessons learned from these actions, comprised many panels throughout the conference.

Leaders from these unions, including Sean O'Brien, President of Teamsters International, and Sean Fain, President of the UAW, also addressed large standing-room-only audiences.

After several quiet and, in some cases, painful decades for unions in the U.S., one might wonder why the sleeping giant of labor is now awakening with such a roar. And if the why is obvious — years of suppressed wages and dwindling working conditions amidst skyrocketing cost of living and the consolidation of wealth within a growing billionaire class — then perhaps the question is more around the "how?"

## Rank and file agents of change

The strong presence of union reform caucuses at Labor Notes sheds light on what has led to this moment: rank-and-file organizing.

Reform caucuses, such as Teamsters for a Democratic Union (TDU) and Unite All Workers

for Democracy (UAWD), the reform caucus of the UAW, have organized for years on platforms to democratize the unions and run candidates in union elections who wish to return power to the rank and file. The fruits of this labor have recently, and quite powerfully, begun to blossom.

After years of organizing and a ruling by a federal judge, two-thirds of UAW members voted to change the union election structure from a committee voting structure to direct elections or a one-member-one-vote model. A historic member election followed, placing Sean Fain, a long-time member of UAWD, into office as president.

Currently, members of the Teamsters directly elect the International President, but local affiliates don't elect their leaders directly. A number of affiliates within the Teamsters, including a 31,000-member railroad worker local, are campaigning to change to direct elections with the help of TDU. There is also a one-member-one-vote campaign waging within the Association of Flight Attendants (AFA), supported by union president Sara Nelson, who herself is among the ranks of emerging "fighting union" leaders.

Notably, the ILWU is among less than five American unions that elect its leaders through direct elections. And it always has. One TDU member at Labor Notes, speaking to 142 staff, stated, "You guys are the model, the ones who started it all." The ILWU was founded through a struggle similar to those of today's reform caucuses — a breakaway of rank-and-file union members from their prior union to found a bottom-up democratic organization. This is the famed origin story of the ILWU.

The Labor Notes conference has been a hotbed of reform organizing for many years, and even UAW President Sean Fain noted Labor Notes as where he first got involved in UAWD.

## Strong youth unionists presence

The large presence of young

unionists synergized with the conference's reform energy. Hundreds of participants in their 20s and 30s eagerly attended panels, workshops, and special events.

This is a newer shift in Labor Notes' audience and is credited with the unionization efforts of Starbucks Workers United and Amazon Labor United, which are led by young workers.

A number of the ILWU's young worker committees, including those of Local 10 (Oakland), Local 23 (Tacoma), and Canada, were also in attendance. Young people at the conference packed organizing workshops and led several Palestine solidarity events and organizing.

## ILWU in the house

But the ILWU wasn't just represented by the young worker committees at Labor Notes. Dozens of ILWU rank-and-file members attended, and a few even led workshops, including ones on beating apathy, choke points in the supply chain, artificial intelligence, and organizing new members.

Members organized a Longshore meet-up on Saturday evening of the conference to discuss industry issues and provide updates. Members of the Inland Boatman's Union (IBU) and the International Longshore Association (ILA) also attended the meeting.

Local 142 sent FTOs and staff to sharpen the skills and knowledge needed to build out the Local's organizing and mobilizing programs. 142's nine-member contingency attended different workshops to cover the most ground possible.

Interested ILWU members can view the feature panel talks held at Labor Notes on their YouTube channel, [youtube.com/labornotes](https://youtube.com/labornotes). Their website also houses a host of resources and readings to keep workers informed about national issues and support organizing and mobilizing efforts. You can access these resources at [labornotes.org](https://labornotes.org).

# Hamakua Sugar Days planning, seeks volunteers



Mark your calendars! The first annual Hāmākua Sugar Days Festival is happening in October. There is so much planned during this multi-day event that more dates have been added to the schedule.

It all kicks off on the weekend of October 5 & 6, 2024, where the ILWU will be recognizing former plantation employees on the 5th. There will be an inter-generational softball tournament the following day.

The festivities continue for ten days straight, starting the following week on October 11th. A parade, movie premiere, old-style County Fair & Agriculture Fest, Native Hawaiian tea party, cultural history event nights, youth rodeo, and a heritage golf tournament are just some of the events that will be happening from October 11th through the 20th.

The festival marks the 30th anniversary of the closing of the last Hāmākua coast sugar plantation. The festival will celebrate the rich history and lasting legacy of an era and an industry that permanently shaped Honoka'a and the surrounding Hāmākua region, while also exploring newer agricultural initiatives with prose for the future.

If you would like to volunteer or join our festival committees, please call at (808) 437-1947. You can also submit contact information of Sugar Workers using the QR code below, calling the number above or emailing hamakuasugardays@gmail.com.



# ILWU LOCAL 142 SPORTS CALENDAR

## JULY 20-21

Local Golf Tournament Hawai'i Division  
Saturday, Mauna Lanī Golf Course  
Sunday, Kings and Beach Golf Course

Members who are interested in participating should contact their Division Sports Coordinator.

## AUGUST 9

2nd Annual Wesley Furtado Golf Tournament  
Kapolei Golf Course

Longshore Division – KK Kamai  
(808) 499-5372

Hawaii Division – Michael Dela Cruz  
(808) 825-9201

Maui Division – Ron Siliado  
(808) 359-8558

## OCTOBER 5

Local Softball Tournament Maui Division

Oahu Division – Paris Fernandez  
(808) 754-5512

## NOVEMBER 2

Local Basketball Tournament O'ahu Division

Kauai Division – Daniel Laa  
(808) 245-2747



## Labor trafficking cont.

supply chain, has failed to address the issue off its coasts and its ports.

The U.S. is pushing levers all over the world, funding projects, and running campaigns to combat forced labor in fishing. But then there's no political will to sort it out domestically" he said. To date, there has been few efforts by legislators to improve protections for foreign fishermen. In 2017, after the Associated Press reported on the conditions of 700 longline fishing workers without visas who were confined to vessels in Honolulu, Hawai'i Senator Mazie Hirono, introduced a bill, co-sponsored by Senator Brian Schats that would have created a visa category for foreign crewmembers employed on Hawai'i-baed longline fishing vessels, but the bill never got out of committee. The ITF is advocating for changes to U.S.

laws, better government oversight and enforcement, and is looking into ways West Coast inspectors can better monitor conditions for fishing vessel workers including gaining access to boats to be able to speak with the crews.

The United 6 continue to speak out to raise awareness as they seek accountability, justice, and reforms that will protect foreign fishing vessel workers. The government has not provided an update on the status of the investigation on whether any charges will be filed.

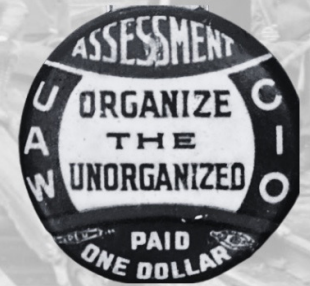
To find out more about the case of the United 6 you can visit: <https://linktr.ee.justiceforunited6>.

The complete story can be found in the April issue of The Dispatcher.

### new podcast!

ORGANIZE THE UNORGANIZED  
THE RISE OF THE CIO

9 episodes on the rise of militant industrial unionism in the U.S. ILWU history included.



Wherever you listen to podcasts.



# Labor Studies



Interested in learning about workplace rights?

Labor law? Labor unions?

Why Hawai'i has the highest union density in the United States?

Take a course in Labor Studies!

### OPEN ENROLLMENT for the following Labor Studies courses:

#### LBST 100: Intro to Labor Studies (CRN 66840)

This is a survey course providing the basic concepts, theories, and skills for analyzing and addressing how workers have organized their workplace to improve working conditions and society in Hawai'i and nationally. Includes information on labor law jurisdictions and boards. (OC - Oral Communication Focus Designation). 3 credits

#### LBST 200: Hawaii Labor Media & Film (CRN 66841)

Students critically examine the social, political, economic, historical and cultural effects of primary source media in Hawai'i Labor History to understand how media impacts perceptions of organized labor locally and globally. Media literacy skills and discerning media, including social media and media literacy competencies are included. 3 credits

#### LBST 300: Labor Theory (reading intensive CRN 66842).

Introduction to current research in labor, labor law, and various forms of labor theory. (ETH - Ethical Focus Designation). 3 credits

### To Apply:

- Step 1: Go to <https://apply.hawaii.edu/> and select any University of Hawaii Community College of your choice.
- Step 2: Click "Apply" and fill out application form.
- Step 3: Once admitted, you may enroll in the courses on <https://www.star.hawaii.edu/>
- Step 4: In STAR, Select Semester and "Add Personal Choice".
- Step 5: On the upper left, select Campus, scroll down to West Oahu and the courses will appear.
- Note: these courses will also apply towards the 15 credit Certificate in Labor Studies. <https://tinyurl.com/HILBST>