



# VOICE OF THE ILWU

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

May/June 2025

## The Return of the Unit Officer



Unit Treasurer Lopaka Santiago and Unit Vice Chair Chad Kawehiwehi of Kuwaye Trucking on Hawai'i Island at the Hilo training on May 13th.

130 Unit Officers recently completed a round of Unit Officer training put on by Local 142. This round of trainings will finish this summer with more rounds possible later this year. This issue of The Voice focuses on the Unit structure covering the training, sharing with readers the fundamental roles within the Unit, and encouraging members to get more involved.

**Story on page 4**

### 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 (2024) 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.

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## Meeting Dates

<u>Local Executive Committee</u>	
Monday, July 7	
Monday, August 4	
Monday, September 2	

<u>Local Executive Board</u>	
Friday, June 13	
Friday, September 12	

<u>Hawai'i Division Executive Board</u>	
Last Friday every month	

<u>Maui Division Executive Board</u>	
3rd Wednesday every month	

<u>O'ahu Division Executive Board</u>	
3rd Wednesday every month	

<u>Kaua'i Division Executive Board</u>	
2nd Wednesday every month	

## News from The Dispatcher

# LEAD Institute trains next generation of ILWU leaders in Tacoma



**Your union needs you!** The 2025 LEAD institute brought together 112 ILWU members from Alaska, Canada, Hawai'i and the West Coast to train the next generation of union leaders.

The ILWU held its Leadership, Education, and Development (LEAD) Institute from April 13-18 in Tacoma, Washington. LEAD is a key component of the ILWU's education program and is held every three years. It brings together a diverse group of rank-and-file members and elected ILWU leaders to teach them practical skills and provide tools that attendees can bring back to their local unions to develop new leaders and increase membership involvement.

Past graduates of LEAD who have gone on to become elected officers in their locals or at the international level were on hand to share their own leadership experiences with attendees. Among the LEAD alumni are International President Bobby Olvera, Jr., and International Secretary-Treasurer Ed Ferris, both of whom attended LEAD in 2010. There was a record number of attendees this year—112 in total, including two casual longshore workers.

Participants learned through panel discussions and group exercises that emphasized active participation and collaborative problem-solving and were structured to allow attendees to meet and get to know one another throughout the week.

Among the practical skills taught were how to run a successful union meeting,

how to increase member involvement, how to strategically problem-solve, and strategic campaign planning and research.

### Opening reception

The conference started with a reception and opening remarks from International Secretary-Treasurer Ed Ferris, International President Bobby Olvera, Jr., and International Vice President (Hawai'i) Brandon Wolff.

Secretary-Treasurer Ferris emphasized that leadership was about serving the union membership and thanked everyone for stepping up to help build and strengthen the ILWU.

"The time to step up is now," Ferris said. "Our union needs you."

President Olvera spoke about the ILWU's democratic culture and the International Officers' commitment to developing new leaders.

"Nobody is going to hold you back. You have to follow your heart, the constitution, and the bylaws of this international and your locals and divisions, and we will all be much better off because then we truly are a democratic union. Our voice is strong because we are one," Olvera said.

Vice President Wolff spoke about the four key characteristics of good leaders: integrity, honesty, honor, and

Victorino spoke on the importance of connecting with members, building trust, and working with people. "As a LEAD alumnus, you're not doing it for fame, power, or glory. That's not what you're here for. You're here to help the greater good," Victorino said. "What I want you to take out of here is just do the work of the people. Serve. That's what you do as a leader, whatever role you play."

The panel was followed by small group discussions facilitated by LEAD alumni. The groups discussed obstacles or roadblocks they encountered in their local unions and discussed solutions to overcome them.

During breaks, LEAD graduates sat at a "Leaders Table" so they could answer questions about their history with the ILWU and their paths to union leadership.

### Ten Guiding Principle

The Leaders Speak panel was followed by a discussion about the ILWU's Ten Guiding Principles, facilitated by Education Director Robin Walker and consisting of Local 400 President Jason Woods, Local 13's Vivian Malaulu, Rob Ashton of ILWU Canada, and Local 30 President Demetrius Freeman. Each panelist discussed one Guiding Principle and explained its importance to the union and their work as ILWU members and leaders. Following the panel discussion, LEAD attendees voted for what they felt was the most important principle at one of ten easels around the room.

### Strength through diversity

In the next session, participants learned firsthand about the diverse industries and occupations that make up the ILWU. Through small group discussions, everyone learned about the work of ILWU locals and their fellow LEAD participants and how diversity works to build the union's strength.

### Anchoring our values

The day's final panel discussed how locals are using the union's core values to anchor themselves as they navigate the divisive and partisan political climate and avoid letting red/blue divides derail

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## Local 142 leaders hold delegation with Hawai'i Congressional Reps on eve of controversial reconciliation bill vote.



Chris West speaks to Senator Brian Schatz at a meeting in May in Washington D.C.

Washington D.C. was abuzz with debate as members of Congress prepared to vote on the 2025 budget reconciliation bill. Local 142's Titled Officers, the Hawai'i Division Director, and a number of Full-time Officers were in the city for the Washington D.C. legislative update.

Though in D.C. for updates on the union pension, the Local 142 delegation had meetings with Hawai'i's congressional representatives to discuss issues of concern to the union, including ones impacted by the reconciliation bill.

### What is a Reconciliation Bill?

A reconciliation bill is a special kind of budget-related law that Congress uses to fast-track changes to federal spending, taxes, or deficits. It's based on a budget plan that Congress passed earlier and is used to make sure the country's money is being spent the way that plan laid out.

Unlike regular laws, a reconciliation

bill can't be blocked by a Senate filibuster—meaning it can pass with just a simple majority (51 votes), instead of the usual 60. That makes it a powerful tool for the party in control of Congress to push through major changes to government programs like Medicare, Medicaid, taxes, or student aid.

### Issues of Concern

The 142 delegation spoke with Senator Schatz and Representatives Hirono and Tokuda about a number of issues of concern for members including changes to Medicaid and Medicare that may impact members and their families, and changes in the tax code.

There was also discussion around protecting unions' non-profit status—especially when it comes to lifting up working-class voices, educating the public, and defending democratic rights.

### Developing Analysis

As of the writing of this article, the

House of Representatives passed the reconciliation bill on May 22 by a narrow margin of 215-214, with both Hawai'i Reps Ed Case and Jill Tokuda voting "No".

Both mainstream and social media are

## Hawai'i Longshore Division Continues Investment in Steward Education

The Hawai'i Longshore Division continues strong investment in their steward program with two more rounds of training. HLD stewards completed part three of their training in April and part four in May.

After beginning with some longshore history—a staple piece of ILWU education—part three focused on the important issue of Weingarten rights. Weingarten rights are something that every union member in the United States have. They are the right to union representation when called into any meeting by management that could be of an investigatory or disciplinary nature.

saturated with hot takes and analysis on the bill, which will now be advanced to the Senate for a debate and a vote. Local 142 officers and staff are analyzing the bill and its potential impacts on our members and will provide an independent analysis in the July-August issue of The Voice.

Part four covered special topics and resources to support the lives of longshore workers. "Stewarding" extends beyond the contract to the well-being of fellow workers.

Regular steward trainings reflect the goal of the Hawai'i Longshore Division to put the rights of their members in their members hands and spread the responsibility of contract enforcement to the rank and file.

More Hawai'i Longshore Division steward trainings are scheduled throughout 2025.



Front table, L-R: Herman "Bulla" Amaral, Daniel Weber, Ross Ibaniz, Jyen Akima and Keali'iokokai "Peku" Kapuni-Reynolds. It was a packed Hale Hapaiko for the HLD steward training in April.

## Mayor Bissen provides STR update to Maui Division Executive Board



Mayor Richard Bissen at the May 21 Maui Division Executive Board Meeting.

On Wednesday, May 21, Maui Mayor Richard Bissen joined the ILWU Maui Division Executive Board meeting to speak directly with union leadership about a crisis that hits close to home for many working families: the lack of housing. In particular, the Mayor came to provide Maui members an update on Bill 9, part of the Mayor's plan to phase out short-term rentals (STR's). This is an issue that the ILWU Local 142 has strongly supported since 2023.

Mayor Bissen's message was clear and urgent: "This is the right decision, at the right time, for the right reasons," he told

the union board. He emphasized that Bill 9, which phases out short-term rentals (STRs) in residential zones, is one part of a larger strategy to return housing to local families and ease Maui's worsening housing crisis.

### "We're in a housing crisis of historic proportions. People are living overcrowded. Workers are leaving."

"We're in a housing crisis of historic proportions," Bissen said. "It's visible in every community and every neighborhood. People are living overcrowded. Workers are leaving."

According to the Mayor, more than 21% of Maui's housing stock is currently being used as short-term rentals. For ILWU members who work in tourism and hospitality, many of whom have been displaced or remain in unstable

living situations since the Lahaina fires, this figure hits home. As Local 142 has repeatedly stated, the STR crisis isn't just about housing policy—it's about who gets to stay in Hawai'i.

Mayor Bissen emphasized that Bill 9 is not anti-tourism, but "pro-resident and pro-community." He said it's about honoring zoning laws that were meant to preserve residential areas and ensuring that Maui's workforce has a place to live—not just a place to work.

The Mayor outlined how Bill 9 fits into a broader housing strategy that includes affordable housing development, tax incentives, deed restrictions, expedited permitting, and infrastructure improvements. But he stressed that STR reform must be part of the solution.

Members expressed appreciation for the Mayor's willingness to engage directly with labor and echoed his call to action. The ILWU Local 142 has made

housing a priority since the Lahaina disaster laid bare the deep structural problems in Maui's housing market.

Bill 9 will be heard by the Maui

**"Reports can't reflect the cultural loss when generations of kama'āina are displaced from the places that shaped them."**

County Council's Housing and Land Use Committee on June 9. Mayor Bissen urged residents to submit testimony—either in person at Council Chambers in Wailuku or online at [www.mauicounty.us/agendas](http://www.mauicounty.us/agendas).

### CALL TO ACTION

Maui County Council is likely to hear and vote on Bill 9 to phase out short-term rentals in Maui very soon. Maui members should attend.

Be on alert! Follow ILWU social media [@ilwu142hi](mailto:@ilwu142hi) and expect union communications once the meeting is posted. Maui people first!

# Unit Officers Training Returns After Many Years



Above: Business Agent Dylan Gaspar helps Mauna Kea Beach Hotel Chair Kanoe Ramos and Secretary Treasurer Jenny King practice checking membership dues. Top right: The Point at Poipu Vice Chair Thomas Lebanon enjoys a laugh as members practice parliamentary procedure. Bottom right: Lono Dunn from the ElDorado and Wayne Puha from Hawaiian Cement chart their Units and identify stewards and department leaders.



For the first time in decades, ILWU Local 142 brought Unit Chairs, Secretaries, and Treasurers together across the islands for a historic round of Unit Officer Trainings. In mid-May, over 130 Unit Officers gathered—60 on O‘ahu for Hawai‘i Division on Tuesday, 60 on Maui on Thursday, and 10 on Kaua‘i on Friday—for a full day of immersive, hands-on education designed to reignite one of the most critical structures in our union: the Unit. The O‘ahu Division training is currently being scheduled.

## Why the Need?

Any ILWU member who reads The Voice, attends meetings, or follows any source of union communications hears the message that the ILWU is a “bottom-up” union like a broken record. But until Local leadership pushed to re-fund education, many Unit Officers had never been taught what it means to lead.

While Treasurer trainings have long been part of the triennial rhythm of union education, the revival of a full training for Unit Officers marks a turning point. The funding for education was substantially increased at the 2024 Local Convention, in order to put resources to the restoration of the Unit structure.

Titled Officers, this training was a critical step toward rebuilding the foundation of the union from the Unit level up.

## Understanding the Unit Structure

The Unit Officer training covered how the Unit is situated within the entire governing structure of the ILWU. Officers were educated on the Unit structure, which includes Unit Officers, stewards, committees, and members. Few Units in Local 142 currently have a fully developed structure.

For example, a Unit Executive Board (UEB) consists of the Unit Chair, Unit Vice Chair (a Unit may have more than one), Unit Secretary, and Unit Treasurer. It includes a Stewards Council, and Chairs of committees. The training gave Unit officers in attendance a full picture of the Unit structure in order that goals may be set and courses charted to build a full UEB.

The first section of the training brought officers into the big picture of the ILWU governance structure as well as the philosophy of member-driven unionism that the ILWU is so famous for.

## Fundamental Skills Training

The second portion of the training drilled down into the fundamental responsibilities of each officer as laid out in the Constitution. From there, officers learned and practiced skills to do the job. Chairs reviewed how to run meaningful meetings that give members a sense of purpose. Secretaries examined the craft of accurate, focused minutes and practiced real-time note-taking through a parliamentary role play. Treasurers were lead by Vice President Corinna Salmo-Nguyen and Secretary-Treasurer Mike Victorino Jr. who walked them through budget policy and practice, ranking expenses based on union priorities, and learning how to cross-check financial records.

Members were also encouraged to participate in tough and honest conversations about member engagement. In one session, groups read through five reasons “Why No One Comes” to union meetings and debated which applies most to their Unit. Others shared stories of powerful, high-turnout meetings—during a contract fight, during a crisis, or after a strong campaign. From these stories, participants pulled out key insights and identified the “low-hanging fruit” they could act on immediately to transform their next meeting.

## Charting the Course

The final section focused on building structure within the Unit. Participants learned how to chart their workplaces—mapping departments, shifts, and leaders within their Units—and began building a plan to strengthen their steward programs. Armed with highlighters, charting templates, and colored stickers, each group created a visual map of power and gaps inside their Units. Green for active stewards. Yellow for potential leaders. Blank spaces where more organizing is needed.

Each training wrapped with next steps: filling Unit Executive Boards, strengthening the steward system, and plotting out a negotiations and mobilizing calendar.

## Local Focus on UEB and Stewards

The goal for 2025 is to have full Unit Executive Boards that are trained in their duties and understand the Local 142 program. This will require another round of training later in the year as well as ongoing support for Unit Officers coming from the Divisions and the Local.

Stewards are also part of the Unit Executive Board so the Unit Officer training is connected to the round of steward trainings that are also currently in motion. Hawai‘i and Kaua‘i Divisions held theirs in April and the Maui and O‘ahu Division trainings are set for June.

While the Divisions are responsible for recruiting new stewards and working with Local staff to set dates, the Local is working with Divisions to build a program that ensures ongoing support for developing stewards by rebuilding steward councils. The goal is to have one steward opposite each line supervisor at every Unit.

Local 142 is sending a clear message to all members: we are not content to rely on the strength of the past. We are rebuilding power from the bottom up. The aim is simple but ambitious: a strong, democratic, fighting Unit in every shop.



# Message from the President: Build Unit Structure



Aloha, brothers and sisters,

My name is Chris West, and I'm the president of ILWU Local 142. I'd like to welcome all of you to Local 142's Unit Officer Training, and thank all of you for stepping up to the challenge of leading your unit.

## TRANSCRIPTION OF MESSAGE FROM PRESIDENT CHRIS WEST TO UNIT OFFICERS PRESENTED AT UNIT OFFICER TRAININGS:

I want to take a moment today to talk about something essential to the future of Local 142, and that is the need to rebuild our unit structure. In order for this great union to run as it was designed from the bottom up, the unit structure must be rebuilt, and it starts with you—our unit leadership.

Our union's power has never come from the top down. It has always come from the strength of its members. Organized at the unit level, a unit structure is what keeps us grounded. It's how we stay connected to the issues that matter most to the workers on the front line—it's where real solidarity is built. But none of that works without strong leadership in our units.

We need members who are willing to step up, take ownership, and lead their coworkers with integrity and courage—leaders who are engaged, informed, and unafraid to take action when our rights are threatened or our contracts are not respected.

Strong unit leadership means more than just holding a title, it means listening to your members, building trust, and being present-- not just when things go wrong-- but all the time. It means showing younger workers what it means to lead, and passing down the knowledge and values that have kept this union strong for generations.

Rebuilding our unit structure is how we stay prepared for negotiations, organizing, political challenges, and for the fights that we haven't yet seen -- as strong leadership is the engine that makes this whole Local move.

Today, you will get the training you need to lead your unit into becoming a pillar of strength in your division, and this Local. If we want to protect what we've built and grow stronger for the future, we must invest in, and support strong leadership today.

Stronger units, stronger leaders, stronger union. Let's build it back together. Mahalo.

## Unit Structure: Roles and Responsibilities

ALL UNIT OFFICERS AND MEMBERS SHOULD UNDERSTAND THE BASIC ROLES AND RESPONSIBILITIES WITHIN THE UNIT STRUCTURE

### CHAIR

The Unit Chair is responsible for the general administration of the unit and for the implementation of the Union's programs and policies at the unit level.

The Unit Chair should call timely meetings of the Unit Executive Board and of the general membership. The Unit Chair is responsible for preparing the agenda and conducting the meeting. The Unit Chair should make sure that the other officers, stewards and committee persons are informed of the activities, policies and programs of the union.

The Unit Chair should make sure that all decisions reached by the Unit Executive Board and the membership are carried out as long as such decisions do not contradict the policies and programs of the ILWU Local 142.

As a member of the Division Executive Board (DEB), the Unit Chair should attend the Division Executive Board meeting as the unit's representative or ensure that the unit is represented by another unit officer if they cannot attend.

### VICE CHAIR

The Unit Vice-Chair is responsible for the organizational work of the unit, which includes morale, organizing, new hire orientation, and grievances in units with no stewards council. Some Units elect a second or third vice-chair to handle some of these responsibilities.

The Unit Vice-Chair should work closely with the Unit Chair and assume the duties of the Chair when the Chair is absent.

### STEWARD

There should be a union steward opposite every line supervisor in the company. The Unit Steward must be familiar with all parts of the collective bargaining agreement. The Unit Steward should represent the workers in their department, gang, or shift.

The steward should look out for the welfare of the members and assist members with any problems. The Unit Steward is responsible for organizing the members in his or her department to support each other, to enforce the contract, and to back up the union.

### SECRETARY

The Unit Secretary is responsible to keep all records of the unit in good order. The Unit Secretary is responsible for handling all communications to the unit and from the unit to other bodies of the union. The Unit Secretary should take minutes of all meetings of the unit and send copies of these minutes to the Local and Division. The Unit Secretary should assist the Unit Chair in making an agenda for unit meetings.

The Unit Secretary is responsible for the Unit's bulletin board and the posting of meeting and other notices. The Unit Secretary should send news about the unit to the Voice of the ILWU.

### UNIT MEMBERS

Unit Members have responsibilities too. Members should support their Unit Stewards and Unit Officers. Members should attend general membership meetings and help carry out the union programs. Members must read communications from the union, and participate in voting for tentative agreements, and unit, local, and international officers.

### TREASURER

The Unit Treasurer is the custodian of the unit's funds and must make sure that all spending by the unit is approved by the unit and made according to the unit's financial policy.

The Unit Treasurer must maintain an up-to-date list of the members of the unit and make sure that all members are paying dues as required. The Unit Treasurer must keep an up-to-date record of all new members and members who leave the unit, and notify the Division of these changes.

The Unit Treasurer is responsible for maintaining the financial records of the unit and shall give a financial report to the Unit Officers, the Unit Executive Board or the general membership as requested.

### COMMITTEES

Units can create committees to involve members in union work. Committees can be formed for education, political action, membership services, safety, and sports.

## Questions Members Should Ask Themselves

1. Does my unit have a full Unit Officer Board? If not, can I step into a vacant role to support building unit strength?

ANSWER: You can fill a vacant position in your Unit Executive Board, either by appointment or election. Talk to your Unit Chair or Business Agent for more information.

2. Does my department have enough union stewards? If not, can I step up and attend a steward's training?

ANSWER: If you're not sure who your steward is, ask your Unit Chair or Business Agent. Let them know you're interested in the next steward class offered by the Local.

3. When is my unit's next membership meeting and what do I need to do to ensure my attendance?

ANSWER: Ask any Unit Officer and check your Unit bulletin board for the next meeting. If no meeting is scheduled, let your Unit Officers know you'll help spread the word once it is.

4. How can I learn more about the Union and get more involved?

ANSWER: The best way to learn is to get involved. Find out who your Unit Officers and stewards are. Ask them when the next Unit membership meeting and Division Executive Board meeting is. Attend. Find out about upcoming classes and share your ideas with your co-workers and Unit Officers.

# Local 142 Unit Action Updates

## Hawai'i

### Outrigger Kona, Hilton Waikoloa end in big wins.

The last issue of The Voice reported on the action taken by members at the Kona Outrigger Resort and at the Hilton Waikoloa. The mobilization, communications, and actions paid off as members from both Units ratified very strong contracts.

Similar to Maui, these two Units wrap up a year-long campaign by the Division to renegotiate large tourism units and push well beyond past norms of what is possible in hotel contracts.

Both Units practiced open negotiations, encouraging members to attend negotiations as observers and see for themselves the discussion at the table.

Open negotiations brought members into the process. After hearing what was discussed, members shared with other members, fueling energy for the fight and helping to turn out members to negotiation-related actions like button-ups and pickets.

The Kona Outrigger settled first in early May with the Hilton Waikoloa following closely behind. Both units took mobilizing to the streets with high-turnout pickets that showed the employer that members were involved and paying attention. Unity, communication, and action yielded results.

## Maui

### Ritz Carlton hit the high mark in new contract.

The Maui Division wrapped up its big hotel negotiations with a settlement and ratification at the Ritz Carlton Kapalua in early May.

After months of negotiations and the commitment of the negotiating committee to back their bold proposals, members ratified a contract in line with other Maui hotel contracts ratified in the past year. Members saw substantial immediate wage increases, which are set to compound through additional annual increases over the course of the contract.

The negotiations were led by Unit Chair, Walker Kawika "Boy" Crichton, who wished to see this contract through before retiring as the Unit Chair. He commended the values of some of the higher-wage departments who prioritized a win for the Housekeepers for this contract.

"The Union is alive and well at the Ritz. The Negotiating Committee along with our Union leaders fought the company and showed that our solidarity to improve wages for those who've been underpaid for years, was more important than some of our own needs - and we won." said Crichton.

Well-done Ritz members and Negotiating Committee!

## O'ahu

### Kaiser Negotiations in full swing.

The ILWU and Kaiser Permanente have now met for nine formal bargaining sessions, with the most recent discussions held in mid-May. While some progress has been made on procedural matters—with a few tentative agreements reached—the core issue of wages remains unresolved.

Kaiser continues to resist wage adjustments that would bring the Diagnostic Imaging Department in line with current market rates. Instead, the company insists on sticking to the middle range of Hawaii's pay scale, despite it being highest percentage increase in recent contract history. This would still leave some imaging specialties lagging behind market wages for another two years.

Adding to members' frustration, Kaiser's proposal falls short of wage gains negotiated for Diagnostic Imaging workers at another hospital under its management.

The next rounds of negotiations are June 9-10 and June 23-24. We urge all Kaiser members to wear your ILWU pin at work. Now is the time to stand in solidarity and show support for your Negotiating Committee as they push for a fair contract.

## Kaua'i

### Wilcox settles new four year contract.

Members at Wilcox Memorial Hospital on Kaua'i settled a new four-year contract that saw wage increases and improvements in scheduling and bonuses.

The negotiating committee successfully secured guarantees that members will have at least two weekends scheduled off per month, rather than the single weekend that was guaranteed in the prior contract.

Additionally, bonuses are now guaranteed and no longer tied to patient satisfaction reports.

A new labor-management committee for Clinical Assistants was also secured in order to find remedy in a collaborative manner to various recurring issues that Clinical Assistants face. Clinical Assistants who are on the committee will meet with management periodically and on the clock to find solutions to problems facing the Assistants.

Finally, the new contract secured "favored nation status" ensuring that Wilcox ILWU members will be lifted up with any gains that other ILWU healthcare units achieve in negotiations.

Congratulations to Wilcox members and the Negotiating Committee for a good contract that is well-deserved.

### "The Days of Settling for Cents is Over" Hawaiian Cement latest to ratify game-changing contract.



Hawaiian Cement Unit 2406 are all smiles after unanimously ratifying a new three-year contract on May 28.

Members from Hawaiian Cement on Maui gathered at the Wailuku Hall on the evening of May 28th to ratify their new three-year contract - the lastest to demonstrate a major shift in the union.

The outcome of the vote was a unanimous 100% YES. First and foremost, the new contract was the first one in recent memory that moved annual increases beyond cents to over \$2.00 per year. "The days for settling for cents is over" exclaimed Ron Siliado, the units Business Agent following ratification. Pension and 401k were also hot topics. In the new

contract, the employer contribution to the pension is now calculated on "compensable hours" rather than hours worked. This means it's based on hours worked, vacation hours, sick hours, holidays, and any other hours that factor into an employee's pay. This resulted in a significant increase in pension contribution by the employer.

Other meaningful gains were achieved but the big take-away was the difference a well-prepared and well-supported negotiating committee makes. Great work and congratulations to the members of Unit 2406.

## Membership Services Department

### ILWU Partnership with Farrington High School and Employers Opens Doors for Local Youth

A growing partnership between ILWU Local 142, Farrington High School, and local employers is paving the way for Hawai'i's youth to enter the workforce with purpose and support.

The collaboration was launched at Farrington High School's Career Fair on April 24 and spearheaded by ILWU Membership Services Coordinator Cassandra Cockett. At the event, 25 students were interviewed for positions with 'Alohilani Resort, a Highgate Hotels property and ILWU-signatory employer. As of May 20, twelve students are expected to receive job offers—marking a 300% increase from last year, when four students were hired through the same effort.

These twelve students, who will begin as on-call employees, are also potential new ILWU members. Their journey reflects the union's commitment to investing in the next

generation of Hawai'i's workforce.

"This initiative is more than just job placement," said Cockett. "It's a way to connect youth with good employers, build lasting community relationships, and grow our union with the future of labor in Hawai'i."

In addition to 'Alohilani Resort and Royal Lahaina Resort, other business partners participating in the Career Fair included Pepsi, Servco, and the Odom Corporation. The ILWU's involvement helps ensure that students understand their rights as workers and the power of union representation from the outset of their careers.

The success of this effort shows what's possible when labor, education, and industry come together with a shared vision: to create real opportunities for local families and strengthen Hawai'i's workforce from the ground up

# 2025 Sports Calendar

The 2025 ILWU Sports Calendar dropped, marking one of the union's oldest traditions of bringing members together for fun and comraderie.

## Golf's Return to Kaua'i

The season kicks off in Kaua'i with the Local Statewide Golf Tournament. Tyson Moises, Kaua'i Division Business Agent is the new Division Sports Coordinator for that island. He is also a 27-year baseball coach and active in the Kaua'i athletics community. Moises is glad to see the statewide golf tournament to return to the Garden Isle.

"The pandemic cancelled the last golf tournament scheduled in Kaua'i. I'm excited to have our members return to our wonderful island. They'll get to experience two great ILWU courses—Princeville Makai and The Ocean Course at Kokualoa. I want members to come on over to the relaxing part of the islands, enjoy great scenery, great golf, good food and beverages, and of course, lots of fellowship." Moises shared.

## ILWU Fabric for 80 years

The ILWU sports program is one of the union's longest standing programs, going back to the 1940's. Joy Enomoto, the new Assistant librarian at Local 142, comes into contact with photos and documents related to the program daily.

"The sports program really took off in the post-war period. Everything from baseball, to boxing, to bowling, to wrestling, member involvement in sports built pride and unity across the islands. There was even a sports program as part of some of the strikes to help keep members engaged and morale up" said Enomoto.

## An Invitation to Members

The program is lead by the Local's Secretary-Treasurer, Mike Victorino Jr. and Division Sports Coordinators.

"The ILWU Sports Program is an integral part of ILWU Local 142. It fosters camaraderie, mentorship, and lasting friendships among members—true union solidarity in action. Through sports, we connect not only with one another but also with our families, strengthening bonds while promoting health, wellness, and a united community." said Victorino.

Members are encouraged to play and should contact their Division Sports Coordinator for more information.

**ILWU LOCAL 142**  
**2025 SPORTS CALENDAR**

**AUGUST 9-10**  
Local Statewide Golf Tournament  
Kaua'i

**AUGUST 29**  
3rd Annual Wesley Furtado  
Golf Tournament  
O'ahu

**OCTOBER 5**  
Local Statewide Softball Tournament  
Hilo

**NOVEMBER 9**  
Local Statewide Basketball Tournament  
Hilo

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

Longshore Division – KK Kamai (808) 499-5372

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

Maui Division – Cyrus Kodani (808) 446-9634

Oahu Division – Dural Duenas (808) 367-4427

Kauai Division – Tyson Moises (808) 245-2747

## From the Archives



Bowling was a big part of the sports program but dwindled as allies across the islands shuddered.



Two members from Hakalau plantation box in a tournament during the 1958 sugar strike. Sports played a key role in keeping moral up during big strikes.

# LEAD:

union cohesion. Panelists included Local 13 President Gary Herrera, Local 142 President Chris West, Local 23 President Jared Faker, and pensioner and past Local 40 President Dawn Des Brisay. It was facilitated by Columbia River Organizer Ryan Takas.

Herrera also spoke about how he is building bridges with organizations outside the union that have in the past been adversaries. He explained how environmental groups have supported automation because they use “green technologies.” Herrera said he sought to build a blue-green alliance that advocates for clean air technologies operated by humans, not robots. “These groups are all about sustainability,” Herrera said. “But sustainability has three pillars: social, environmental, and economic. To achieve sustainability, those three things must work together. You have to have a strong community, good jobs, all while having a clean environment.”

## Reaching out to young leaders

The second full day of the conference began with a panel discussion facilitated by Local 23’s Brian Skiffington on how locals are reaching out to and engaging with newer and younger ILWU members. Panelists included ILWU Canada Second President Dan Kask, Local 23 President Jared Faker, Local 54’s Stef Flores, Local 23’s Tyler Rasmussen, Local 508’s Brittni Paquette, and Beau Logo and Gina Villeggiante from Local 10.

The panelists discussed the history of the young workers’ movement within the ILWU, which started in ILWU Canada in 2013. They emphasized the importance of creating spaces within the union for young workers to get involved, highlighted their vital role in strengthening the ILWU, and shared practical tips and strategies for engaging new and young workers.

## Respect in our union and workplace

Local 142 Education Director Ilima Long facilitated a discussion on respect in the union and the workplace with panelists Scarlett Kelly and Joulene Parent from Local 500, and Local 5 President Benjamin Ficklin. The panel was grounded in ILWU’s Third Guiding Principle, which holds that discrimination of any kind is a weapon of the boss that serves no other purpose than to pit worker against worker to their own destruction.

Long introduced the conversation with a discussion of the history of the way oligarchs in Hawai’i deliberately utilized and fostered racism and division among plantation workers to undermine their strength and unity, and how that was overcome by building an inclusive movement that welcomed diversity.

“They unified through a working-

class identity and also brought in their racial identities, their national identities, and their ethnic identities. Different languages were brought into union meetings and union materials. Culture was brought in, food was brought in, and that is what created the whole of what we have today.” Long said. “It was not about getting rid of everything that is not a worker identity. It’s about expanding the walls of the union to bring in our whole selves. That’s what our Hawaii history tells us.”

Kelly spoke about the “Be More than a Bystander” workplace bullying and harassment prevention program that ILWU Canada has successfully implemented in its longshore division.

Ficklin talked about Local 5’s diversity and inclusiveness and how that has been a source of strength.

“Three quarters of our officers at Local 5 are trans, queer, or non-binary including myself; I’m a non-binary person,” Ficklin said, explaining how inclusion has helped to attract workers organize their workplaces with Local 5 and make it one of the fastest growing locals in the ILWU.

“By embodying the Third Guiding Principle, people are brought into our labor movement, and that makes everybody sitting here and all the locals that we represent stronger by making sure that we’re a radically inclusive space,” they said.

## Race, labor, and lessons from history

Moon Ho-Jung, The Harry Bridges Chair at the University of Washington’s Bridges Center for Labor Studies, gave a talk that challenged attendees to think historically and critically about race and national security. He argued that race is a socially and historically constructed category that perpetuates social inequalities and denies power to those considered non-white.

Ho-Jung then traced the intersection of race, labor, and national security from the founding of the U.S., the colonization of the Philippines, Hawai’i, and the internment of Japanese Americans in concentration camps during World War II and concluded by challenging people to consider that the ways “national security” has often been invoked to in U.S. history including the current moment to criminalize and repress anti-racist and labor struggles.

## Meetings that work

Prof. Ho-Jung was followed by a session led by Local 34’s Sean Farley on how to run effective meetings. He gave practical tips and tools for orderly debate, efficient meetings, and decision-making.

After the day’s program, LEAD attendees, speakers, and guests attended

a dinner at the Local 23 hall. The event included food trucks and live music. They also heard about the organizing efforts by 200 vehicle processing workers at Wallenius Wilhelmsen Logistics in the Port of Tacoma, who are fighting for a fair contract.

## Internal organizing & external growth

Wednesday morning began with a discussion on internal and external growth facilitated by ILWU Organizing Director Ryan Dowling with panelists Local 56 President Albert Ramirez, Local 6 Business Agent Pedro de Sa, Local 22’s Dax Koho, and Local 142’s John Simpliciano.

“When we are talking about external organizing, we’re talking about bringing new members into the union, and when we’re talking about internal organizing, we’re trying to activate the members of the union,” de Sa explained. “But in many ways, the ideas are very similar. We are trying to ensure people have agency in their workplaces and their unions. How do we create a relationship and structures where people have more investment and power in their workplace and union?”

## Strategic Organizing Campaign Planning

Jon Brier and Northern California organizer Evan McLaughlin introduced the “Heat and Hammer” strategic campaign framework that attendees would use in their final group project, which challenged attendees to put together all of the skills they learned throughout the conference.

“Heat and hammer” is a framework for understanding and strategically using both workers’ energy and workers’ power. “Heat” refers to the passion and readiness of workers to fight for their rights, while the “hammer” represents the leverage and power that workers have to achieve their goals.

## Analyzing the 1934 West Coast Strike

This was followed by a strategic analysis of the 1934 West Coast Strike. After watching the PBS documentary, “Bloody Thursday,” Local 23’s Zack Pattin led a discussion that broke down the strike as a strategic organizing campaign using the “Heat and Hammer” framework.

ILWU Senior Researcher Bridget Wack and Rachel Erstad, Research Director for the Harry Bridges Center for Labor Studies, facilitated a two-part training to give attendees practical tools for applied strategic research and how to utilize them in a campaign.

## Lords of the Docks

Wednesday evening LEAD participants

gathered at the Washington State History Museum to watch, From Wharf Rats to Lords of the Docks: The Life and Times of Harry Bridges, a one-man play written and performed by Ian Ruskin that chronicles the life and times of ILWU co-founder Harry Bridges. The UW’s Harry Bridges Center for Labor Studies sponsored the event.

## Final project

For their final project, attendees were grouped by region and tasked with defining a goal and identifying decision makers, harnessing the energy and passion among fellow union members about the issue, identifying the points of leverage and pressure to apply to the decision maker and the tactics and actions that will be used to reach their goals. Participants spent most of Thursday working in their groups, with most of them working well into the night.

On the conference’s final day, attendees presented their final projects. Each presentation was followed by questions and feedback from the audience. Afterward, a graduation ceremony was held where each participant received their LEAD diploma for completing the course.

## Participant reaction

LEAD attendees said they came away from the training inspired by the ILWU. They learned concrete skills that they could take home to their locals and left with an appreciation for the union’s diversity and rich history.

William Evans is a casual at Local 23 and a member of the Young Workers Committee. He said he was energized and grateful for the opportunity to learn about the union.

“The experience has been very eye-opening to me. I didn’t know a lot about the workings of the union. I was honored to come to LEAD and learn from other workers. I’m what I’m going to take black everything that I learned. It’s given me a lot more confidence to be more involved in the union than I am now,” Evans said.

Neal Gonzalez from Alaska Longshore Unit 223 in Dutch Harbor said LEAD reminded him how big and diverse the ILWU is and that he would be taking back many of the lessons he learned back to Alaska.

“I want to take back things like organizing unit meetings to make them more efficient and effective and get more members to the meetings,” Gonzales said. “Internal and external organizing are also things that I’m personally passionate about.”