



VOICE OF THE ILWU

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Tri-Isle Trucking: Small Unit, Big Fight



Unit 2404 Tri-Isle members stand with fellow ILWU members from across Maui at their September 15th informational picket.

For forty or so members who work at Tri-Isle trucking, it's been a long summer of negotiations. Beginning in April and rounding out in October, the Maui trucking unit stayed the course, mobilized, and got the contract they needed. In the process, their very relationship with the Union changed.

Many of our members may not have heard of Tri-Isle Trucking before. But if you live on Maui and shop at Costco, you definitely rely on them. Tri-Isle Trucking is a local freight, delivery, and moving company that employs around 40 ILWU members. They provide services for companies across a wide variety of sectors on Maui, including retailers, wholesalers, hotels, freight-forwarders, and more. From the docks to the store, Maui relies on Tri-Isle employees to keep the supply chain moving.

Negotiations for Unit 2404 Tri-Isle Trucking got underway at the end of April, the same month their contract expired.

"We're teaching the company what a unified and committed membership looks like."

Jeff Rapoza is the Unit Chair and Negotiating Committee Chair. "Like many other units in the ILWU, we've done settling for cents in contract negotiations. We've settled for too long."

Rapoza is not wrong. Unit members entered the negotiation period aware that they made less than similar companies on other islands. So the Local mobilizing team was assigned to assist Unit 2404 in securing the best contract possible. They received support at the negotiation table and with the rank and file. Ultimately, however, it was up to the members to do whatever it would take to break past norms.

The company indicated early on that

it did not wish to break those norms. Bargaining on economic proposals was very slow-moving as the company and the union were far apart on wages and benefits. This, along with frustrations around the day-to-day working conditions, helped fuel a strong mobilizing drive as soon as it became clear that *showing* the company that the members were united was necessary.

First, all members signed a petition stating that they are willing to do what it takes to secure a fair contract. One hundred percent of the membership signed the petition. This was the company's first indication that the members were unified and paying attention. But it did not move the needle in bargaining. So the members picked it up a notch and put signs on their dashboard with the union logo and messages of solidarity. When the company directed them to remove the signs out of concern for safety and driver visibility, the members pivoted to

large union magnets on the sides of their trucks - less visible to the drivers but much more visible to the public.

"Tri-Isle is not used to this kind of union activity," said Renee Kanoho, who serves as the unit. "So we're teaching them [the company] what a unified and committed membership looks like during negotiations. We know our rights, we have the backing of the union officers and staff, and we're going to do what we gotta do."

On Monday, September 15th, Tri-Isle members turned up the heat a notch, conducting their first informational picket along Ka'ahumanu Highway in front of Young Brothers. The picket was intended to draw public attention to Tri-Isle's unwillingness to move forward

and settle a fair contract. Members from other units, including HC&D, The Grand Wailea, Foodland, The Hyatt Regency, The Westin, Ka'anapali Ali'i, Hali'i Maili, Kahului Stevedores, and Hawai'i Stevedores Inc. Maui. Maui pensioners also came in full force. There were as many sister Unit members at the picket as there were Tri-Isle members, which conveys the momentum that the Maui Division has built through two years of intense negotiations and mobilizing campaigns.

"We're out here with these guys because their fight is our fight", said Richard Van Barriger, of the Grand Wailea who held signs with Tri-Isle employees that Monday evening. "Our Maui Division units need to stand together against these companies who want to offer us poverty-level wages, and contract negotiation are where we can come together and put pressure on them with actions like this. As a union, we're in this together. An injury to one is an injury to all."

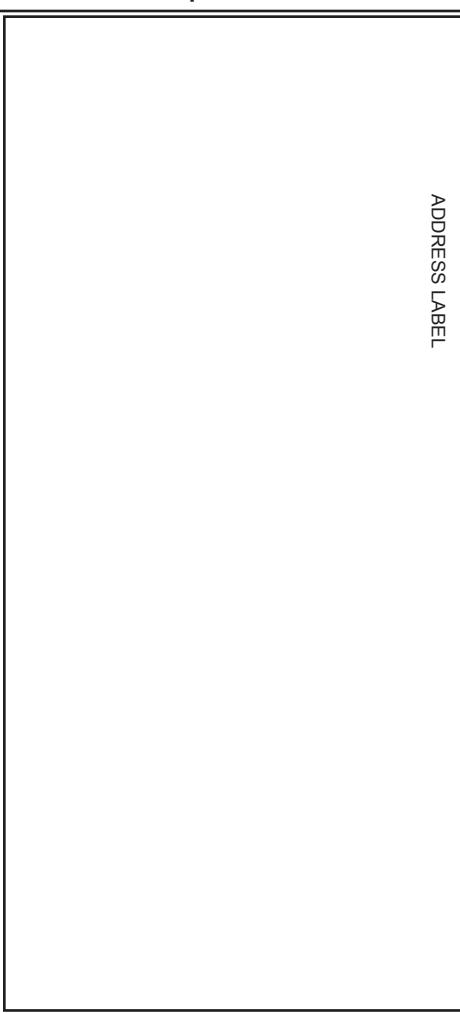
Negotiations resumed in the week following the picket. They started as unpromising as prior sessions but by

See TRI-ISLE, 8



Tri-Isle members Waikeli Cockett and Raquel Acob take a stand for a good contract.

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Meeting Dates

Local Executive Committee

Monday, November 3

Monday, December 1

Local Executive Board

Friday, December 19

Hawai'i Division Executive Board

Last Friday every month

Maui Division Executive Board

3rd Wednesday every month

O'ahu Division Executive Board

3rd Wednesday every month

Kaua'i Division Executive Board

2nd Wednesday every month

News from The Dispatcher

A message from the International Titled Officers Lessons from the Big Strike

Sisters, Brothers, and Union Siblings,

Ninety-one years ago, the foundations of our union were laid down when longshore workers and allies from Everett WA to San Diego, CA, stood together during the 83-day West Coast Waterfront Strike in their fight for a union-controlled hiring hall that would end discrimination and favoritism in hiring and equalize work opportunities; a coastwise contract, with all workers on the Pacific Coast receiving the same basic wages and working under the same protected hours and conditions; and a six-hour work day with a fair hourly wage.

For the Coast Longshore Division, July 5 is a day off. But it is not an excuse for a picnic or a day to spend with our families. We commemorate Bloody Thursday every July 5 to remember the deaths of Nick Bordoise and Howard Sperry, who were shot by police on July 5, 1934, in San Francisco, and all of those killed during the '34 strike: Dickie Parker and John Knudsen in San Pedro, Shelly Daffron in Seattle, and James Connor in Portland.

"THE HISTORY OF THE BIG STRIKE IS A TESTAMENT TO THE IMPORTANCE OF SOLIDARITY AND WHAT WORKERS CAN ACCOMPLISH WHEN ORGANIZATION AND PURPOSE FOCUS OUR POWER INTO COLLECTIVE ACTION."

Bloody Thursday is also a time to recognize the debt we owe to past generations and reflect on what we will pay forward to those who come after. The benefits we enjoy today came from the sacrifices and struggles made by generations of ILWU members who fought contract after contract to improve wages and working conditions and built a strong union that we continue to benefit from. What does it mean for us to be stewards of this union, and what legacy will we leave behind for future generations?

The strike began on May 9, 1934, when West Coast longshore workers struck, shutting down docks along 2,000 miles of coastline, including the major ports of Seattle, Tacoma, Portland, San Francisco, San Pedro,

and San Diego. The press labeled the strike an insurrection, and the longshoremen were vilified as rioters and communists. The governor of California mobilized 1,700 National Guard troops to the streets of San Francisco—not to quell disorder, but to crush the strike and force the longshoremen back to work. They deployed tanks and set up machine-gun nests along the Embarcadero. The escalation of violence by the government ultimately led to the murders of Bordoise and Sperry.

The employers and the government joined forces to break the strike, so cargo could continue to move. But workers came together, too. The history of the Big Strike is a testament to the importance of solidarity and what workers can accomplish when organization and purpose focus our power into collective action.

The 1934 strike was won through the efforts of more than 12,000 longshore workers along the West Coast, allied with other maritime workers—an estimated 35,000 in total participated in the strike, including

sailors, engineers, firemen, oilers, wipers, cooks, stewards, masters, mates, and pilots. They were joined and supported by other working-class allies, including Nick Bordoise, a Greek immigrant and a member of the cook's union who was volunteering in the union kitchen, helping to prepare meals for striking longshoremen, when he was murdered.

On July 9, a massive funeral procession for Bordoise and Sperry brought together people from San Francisco, with 50,000 people turning out to witness the solemn event, according to strike leader Henry Schmidt. Their deaths sparked a general strike in San Francisco, uniting more than 130,000 workers across the Bay Area in support of longshore and other maritime



On July 9, a massive funeral procession for Bordoise and Sperry marched up Market Street in San Francisco. The police killings united workers in the city behind the strikers and ignited a general strike.

workers. This act of mass solidarity marked a turning point in the conflict, leading to a coastwise victory and ultimately led to the formation of our union.

The strike united workers not just across craft lines but also across racial lines. This did not happen organically but was the result of organization and determination. Strike leaders recognized that the discrimination against Black workers on the waterfront by white longshoremen was a source of strength for employers. The exclusion of Black workers became a tool of the boss, creating a pool of potential strikebreakers that ultimately weakened worker power as the failed 1916 waterfront strike demonstrated.

By organizing within the Black community and promising to integrate the union, strike leaders effectively undermined the employers' ability to divide workers against each other. Overcoming this legacy of racism was a conscious act of solidarity by white workers and Black workers.

VOICE OF THE ILWU

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Editor: Kerry Ilima Long
ilima.long@ilwulocal142.org

Photo credit: "Funeral of slain men" from the Collection: 1934 International Longshoremen's Association and General Strike, UC Berkeley, Bancroft Library.

Welcome Newest Unit: The ILWU Credit Union!



L to R: Chris West, Ron Clough, Jackie Dun, Destiny Teo, and Jayson Semetara celebrate the ILWU Credit Union's first contract.

ILWU Local 142 is proud to welcome its newest unit: the ILWU Credit Union. Though the unit is small, with just three members, its significance is large, bringing into the union family an organization that has long stood side-by-side with ILWU members.

The ILWU Credit Union was founded in 1954 to serve the financial needs of ILWU members and their families.

Over the decades, it has become a trusted resource, offering affordable loans, financial services, and community support rooted in union values. Its staff have always been close partners with the Local, present at events, conferences, and gatherings to support members with financial tools. Now, with union representation of their own, they have taken the next step in fully joining the ILWU ohana.

Mobilizing Begins for Statewide Foodland Negotiations

ILWU Local 142 is preparing for upcoming negotiations with Foodland, Hawai'i's largest locally owned and operated grocery chain. This round of bargaining will be a statewide effort, covering nearly 20 stores on O'ahu, several on Maui and Hawai'i Island, and the lone Kaua'i location. For the first time, Local 142's new mobilizing program will be put into action across all islands at once, uniting Foodland workers in a coordinated show of strength.

Foodland is a household name in Hawai'i, known for its "local first" branding. Its community-minded image, with the slogan "Food, Family, Friends & Aloha," positions the company as a neighborly alternative to mainland-based chains. In recent years, Foodland has leaned heavily into that identity with its upscale Foodland Farms stores, emphasizing local produce, gourmet prepared foods, and modern shopping experiences. The company has also invested in loyalty programs and partnerships that strengthen its hold on the grocery market.

But while Foodland markets itself as a company rooted in Hawai'i, it is not immune to national grocery trends. Across the industry, companies are seeing rising revenues but often holding the line on labor costs by leaning on part-time scheduling, multitasking, and self-checkout expansion. These trends are

familiar to grocery workers everywhere: fewer people doing more work, often without the pay or stability to match. Foodland has followed suit in upgrading stores and technology—moves that boost customer spending but can increase pressure on frontline staff.

For ILWU members, the negotiations ahead are about more than wages. They are about ensuring that Foodland's success translates into real security and fairness for the workers who make it possible. Members will be pressing for proper staffing levels, predictable scheduling, and protection against job erosion as technology reshapes the industry.

The upcoming talks also mark a turning point for the union's approach. With bargaining spread across all islands, the Local is preparing its first coordinated statewide mobilization effort under the new program. Stewards and rank-and-file leaders will play a central role, keeping members informed, enforcing the contract, and building unity across stores.

Foodland's image may be local, but the company's choices in these negotiations will reveal how much that "local first" spirit extends to its workers. ILWU members are ready to stand together, island to island, to make sure the answer is clear. Next time you shop at Foodland, tell your union sibling you have their back.

"Even though I've always felt like part of ILWU through my work with members, becoming a union member myself feels different—in the best way," said Jackie Dun, longtime credit union representative and now ILWU member. "I've spent years attending Local 142 events, helping members with their financial needs, and sharing in the union spirit. But now, I'm really a part of it. I can stand with members not just as their credit union rep, but as their union sister. That means so much to me."

The new unit also ensures that Hawai'i-based ILWU Credit Union staff are now on par with their counterparts at the ILWU Credit Union on the West Coast, who have been unionized for years. This alignment strengthens the credit union's ability to carry out its mission in solidarity with members, while guaranteeing that the workers behind the services receive fair wages, benefits, and protections themselves.

ILWU Local 142 leaders emphasized that the creation of the unit is about more than just numbers. It symbolizes the principle that union values—fairness, dignity, and collective strength—belong in every workplace, no matter the size. When organizations closely tied to the ILWU embrace unionization for their own staff, it reinforces the broader

message that workers' rights and union power are for everyone.

As the newest unit, ILWU Credit Union members will now have the same protections and voice at work that they have long encouraged others to pursue. Their decision reflects the belief that solidarity is not only something to support from the outside but something to live from within.

With this addition, Local 142 continues to grow not only in membership but in the breadth of organizations that embody the spirit of unionism in Hawai'i. The ILWU Credit Union has always been here for members. Today, its workers are officially members themselves.

Join your unionized union credit union!

Unlike a bank, ILWU Credit Union membership provides value, support and personalized service for the unique needs of union workers and the Longshore community. Membership is open to anyone who is a member of the ILWU Local 142 and their family members.

For more information or to download a membership application, visit ilwucu.org/membership.

Hale Ho'okala Labor Day Blessing Opens New HLD Building

On Labor Day, the Hawai'i Longshore Division gathered with members, family, and friends to bless its new hall at 1160 North King Street. The building is called Hale Ho'okala, a name that carries the Division's values of unity, strength, and looking out for one another.

From the moment you walk into the lobby, it feels like you are in Longshore's house. The walls are lined with historical photos of longshoremen and the places they've worked. The space is inviting, giving a strong sense of ho'okipa—or as the song Stevedore Hula puts it, "Hawaiian hospitality"—with places to sit, socialize, and work, all in the entry hall. A strong sense of connection and community is as present here as the longshore ethic of hard work.

But when it comes to the purpose of the building, it's a straightforward place, built to serve the membership. Inside are offices, meeting rooms, and multi-purpose rooms. It's meant to be used—for learning, organizing, and doing the day-to-day work that keeps the Division strong.

The hall is also a reminder that the Division is committed to supporting the whole worker—on and off the job. Training, health programs, financial planning, and support services will all run through this space. It's more than a building; it's an investment in the strength and future of Hawai'i's longshoremen. Hale Ho'okala stands as a place where history, solidarity, and the work of tomorrow come together under one roof.



The walls are lined with history and pride throughout Hale Ho'okala.

Report projects Hawai‘i Economic Downturn to Hit Tourism

What ILWU members need to know.

Photo credit: aopa.org



Last week, the University of Hawai‘i Economic Research Organization (UHERO) released its third-quarter 2025 forecast, sounding a warning for Hawai‘i’s tourism-based economy. The report attributes the weakening outlook to a cooling U.S. economy, rising tariffs that reduce consumer demand, declining visitor demand in key international markets (Canada and Japan), and increased cost pressures that are weakening purchasing power. UHERO projects Hawai‘i visitor arrivals will fall roughly 5 percent below last year by mid-2026, translating to an estimated real visitor spending decline of more than \$600 million.

Yet even with fewer visitors, Hawai‘i’s visitor industry has experienced higher per-visitor spending. As reported in the Star-Advertiser on October 2, total visitor expenditures in August reached \$1.72 billion—up 3 percent from August 2024—even as arrivals dropped 2.6 percent. In the first eight months of 2025, total visitor spending of \$14.62 billion was 4.5 percent higher than the same period in 2024, and 21 percent above 2019 levels. This divergence—downturn in numbers, but resilience in spending—underscores that profits in the visitor sector are not monolithic, and that management narratives deserve scrutiny.

These trends may increase what many hotel workers are already seeing: fewer shifts, reduced hours, and talk of cuts. That’s why ILWU members cannot simply anticipate an economic softening, but should prepare to resist attempts to shift the burden onto the workers and hold management accountable.

The Downturn Playbook in Tourism

When visitor numbers dip, the first move companies make is cutting labor. That can mean layoffs, reducing hours, with pressure on those who remain to cover the work of two or three people. It is an immediate way for management to keep profits up while demand softens. This shift not only pushes workers to exhaustion but also sets a dangerous precedent for what companies claim is “possible.”

Then, when the economy rebounds, companies resist returning staffing to

normal levels. They argue that because workers managed to do more during the downturn, the higher workload should become the new standard. In other words, the temporary sacrifice workers made in hard times becomes the permanent expectation, while profits recover and soar past previous highs.

The Profits Behind the Headlines

That’s why union members must look beyond headlines of softer demand. The biggest hotel companies in the world—Hilton, Marriott, Hyatt—continue to post revenues in the billions. Hilton reported \$2.98 billion in revenue in the second quarter of 2025, with \$448 million in net income. Marriott reported \$13.2 billion in revenue in the first half of the year, with \$1.3 billion in net income. Hyatt posted \$1.85 billion in revenue and \$165 million in net income for the second quarter. Blackstone, one of Hilton’s biggest investors, reported \$1.1 billion in quarterly distributable earnings.

These are not mom-and-pop operations scraping by. These are global giants backed by Wall Street. A decline in visitor arrivals does not put their survival at risk. It trims their margins, nothing more. But it is during these downturns that corporations often ask workers to “share the sacrifice”—a sacrifice that too often becomes permanent while profits recover.

Members Must Be Alert

During downturns, employers often frame staffing cuts, frozen wages, or benefit reductions as “necessary” sacrifices to keep the company afloat. But the numbers show the truth: these corporations remain highly profitable. What employers really seek is to protect shareholder returns, even if it means squeezing more out of fewer workers.

That is why ILWU members must be vigilant. A drop in visitors should never be equated with the kind of economic suffering that working families endure when wages stagnate or hours are cut. For corporations, downturns are about defending margins. For workers, they are about defending rights and livelihoods. Recognizing that difference is key to pushing back against employer narratives.

Hotels Have a Choice

Still, downturns do not automatically require squeezing workers. Some Hawai‘i employers have shown that there are choices to be made—and those choices matter. After the August 2023 wildfires, the Royal Lahaina Resort chose to keep its employees on payroll and housed longer than any other large Maui hotel, even when it was earning nothing. Its leadership decided that people came before profits.

At Kapalua Golf Course, management went even further, keeping every worker on payroll and building temporary housing for employees who had lost their homes. These actions showed the industry—and the community—that corporations can choose to prioritize workers and families over the bottom line, even in the most difficult circumstances.

As ILWU members, we should not accept the narrative that cuts to jobs and hours are “inevitable.” We know there are options. The question is whether hotel corporations, with billions in global profits, will choose to take care of their workforce, or whether they will fall back on the same old playbook of cutting labor to keep investors happy.

The Shield Is the CBA

No matter what employers decide, one thing does not change: the collective bargaining agreement. A downturn does not void the contract. The rights, protections, and standards that ILWU members have fought for remain in force. That makes the CBA especially critical during periods of economic slowdown and it is more important than ever that members become familiar with their contract and commit to contract enforcement.

Here’s what members and stewards must pay close attention to now:

Staffing protections. Employers may try to stretch fewer workers over more tasks, but contracts contain provisions against understaffing and overwork. Enforcing these protections prevents management from normalizing unsustainable workloads.

Bargaining unit work. When positions are cut, employers may try to fill gaps with supervisors or managers. Stewards must challenge these violations immediately. Protecting bargaining unit work today protects union strength tomorrow.

Overtime rules. Forced overtime is another way companies shift the burden of downturns onto workers. Contracts set clear rules for how overtime is assigned. Enforcing those rules ensures temporary pressures don’t become permanent practices.

Eyes and ears on the floor. Stewards play a vital role in downturns by documenting violations, communicating with members, and escalating issues quickly. The union is only as strong as its enforcement on the shop floor.

Looking Ahead

Periods of economic slowdown are unsettling. Workers hear daily reports of falling visitor counts, job cuts, and reduced hours, and it is easy to feel like companies have no choice but to demand sacrifice. But that is not the reality. For global hotel corporations, downturns are about protecting shareholder returns, not about survival. For workers, downturns are about protecting livelihoods.

That’s why vigilance is key. Members must not confuse the temporary reduction of visitors with a permanent financial crisis. Nor should they accept management’s framing that cutting jobs or hours is the only way forward. The Royal Lahaina, Kapalua, along with other ILWU companies, proves there is another path.

The visitor industry will recover—as it always does. The question is what condition workers will be in when it does. Will hotels use this downturn to cement leaner staffing and heavier workloads? Or will members enforce their contracts, push back against cuts, and ensure that standards are protected for the long haul?

The answer depends on what we do now. By standing together, enforcing the contract, and keeping our focus on workers’ rights, ILWU members can weather the storm and ensure that when the next upturn comes, the strength of the union and the dignity of working families endure.



I WANT YOU as a Union Steward

Interested in learning more about contract enforcement or upcoming union steward classes?



Labor Day Brings 'Ohana Together on O'ahu and Hawai'i Island



O'ahu Division Unit Leader volunteers, Neil Amasaki (Unit 4412, Servco), Lisa Goo (Unit 4420 Straub), and 'Ekolu Mano'i (Unit 4404, Pepsi) hold down the fort at the ILWU Local 142 tent at the 2025 Labor Day Unity Picnic.

Unions across Hawai'i marked Labor Day with celebrations bringing together thousands of working families in a show of solidarity, pride, and community spirit. From the Waikīkī Shell to Hilo's Harry Kamoku Hall, the weekend highlighted the joy of fellowship and the enduring importance of Hawai'i's labor movement.

On September 1, the Waikīkī Shell was packed for the annual Labor Day Unity Picnic, which made its first full comeback following the COVID-19 pandemic. The inner perimeter of the Shell was lined with colorful tents representing more than a dozen unions, including ILWU Local 142, the International Brotherhood

of Teamsters, UNITE HERE! Local 5, Operating Engineers Local 3, the International Association of Machinists (IAM) Local 1998, and the International Brotherhood of Electrical Workers.

Despite the muggy heat, thousands of union families hauled in chairs, blankets, and keiki for an evening of games, music, and working-class pride. The event kicked off with classic Hawaiian music in the style of the Sons of Hawai'i, complete with red palaka, performed by George Kuo & the Hawaiian Music Hall of Fame Singers. The night closed with high energy with a set by local reggae favorites, Sons of Yeshua from Kāne'ohe.

At the ILWU tent, O'ahu Division officers kept the day lively with cornhole for both kids and adults. They handing out swag bags and caught up with members who stopped by. Every ILWU member who RSVP'd in advance received four meal tickets at check-in, which they used to enjoy plates from the food vendors on site.

After a couple of years of smaller turnouts in the wake of the pandemic, this year's picnic restored the event's signature energy. "The tradition of Labor Day picnics is alive and well. It was great to see so many union families in one place. Everyone knows each other and shares in the pride of labor," said O'ahu Division Director Michael Yamaguchi.

Meanwhile on Hawai'i Island, the Big Island Labor Alliance hosted its annual Labor Day event at the ILWU Harry Kamoku Hall in Hilo, where around a dozen unions pitched in to make the gathering a success. Each union took on a role, ensuring that the day flowed smoothly and was filled with activities for all ages.



From keiki to kupuna, everyone stopped by to play some cornhole.

Families were treated to bentos, goodie bags, and an array of games. Bingo proved a favorite, and raffles kept the excitement high, including a grand prize drawing for a 70-inch TV. Emceeing the day was well-known radio personality Tommy "Kahikina" Ching, whose son Cashus is an ILWU member at Maunalani Golf Course.

Beyond the fun, the event carried a spirit of giving. Money raised throughout the day went to benefit The Hawai'i Food Basket, extending the labor movement's values of solidarity and care to the wider community.

Together, the Waikīkī and Hilo events underscored the deep roots of Labor Day traditions in Hawai'i. Whether enjoying live music at the Shell or Bingo in Hilo, union members and their families gathered not just to celebrate but to honor the struggles and achievements of working people who continue to shape Hawai'i's future.



Harriet Bouslog scholars came to volunteer at the ILWU tent.

Kaua'i and Hawai'i Island Gather Pensioners For Labor Day



Kaua'i Division pensioners turn out for an afternoon of food, games, and friendshipping.

It wasn't just current members who took the time to recognize Labor Day this year. ILWU pensioners gathered on Kaua'i and Hawai'i Island in late August to celebrate Labor Day with fellowship, fun, and a strong reminder of the union's enduring values.

On Kaua'i, members filled the ILWU union hall for one of the most popular pensioner events of the year. Former Mayor Bernard Carvalho and Kaua'i County Council Chair Mel Rapozo joined the celebration, underscoring the importance of pensioners as a force in the community. The hall was buzzing with games and activities — from Bingo and cornhole to darts — with pensioners collecting stamps on activity cards to redeem for prizes. The format kept everyone engaged and smiling throughout the day.

The event also served as an opportunity to encourage participation in Kaua'i's Pensioner Clubs, which provide retirees with a strong social network and a continued connection to union life. Joanne Kealoha, the Recording Secretary of the ILWU Memorial Association, and Guy Fujimura, a Board Member of the Memorial Association, flew in from O'ahu to take part. Their presence underscored the shared commitment to keep pensioners active in union affairs.

On Hawai'i Island, more than a hundred pensioners came together on August 23 at the Harry Kamoku Hall in Hilo. The day's program blended cultural expression with union pride. Up-and-coming Hawaiian musician and vocalist Heua Sai-Dudoit entertained the crowd with live music, while contests brought out the

creativity and spirit of the members. Pensioners competed in a "dress your best" showcase, a bake-off, and a lively talent show that featured singing, dancing, and even some performances that combined both.

The judges' table reflected the broad support for the event: U.S. Congresswoman Jill Tokuda, ILWU Credit Union representative Jaclyn Dun, and ILWU Local 142 Secretary-Treasurer Michael Victorino Jr. all lent their time and energy to the festivities. Representative Tokuda also addressed the gathering, speaking about the importance of labor and the challenges facing Hawai'i's working families today. Hawai'i County Mayor Kimo Alameda also attended and greeted the pensioners.

Every participant was treated to a bento lunch, and Joanne Kealoha once

again flew in from O'ahu to represent the ILWU Memorial Association.

Across both islands, pensioners celebrated Labor Day not just with food, music, and laughter, but with a renewed commitment to remain an active part of Hawai'i's labor movement.



Ben Feliciano, age 89, and Mrs. Poy, age 95, won a prize for most senior pensioners at the the Hawai'i Division gathering.



Pensioners enjoyed music, games, and some friendly competition filled Harry Kamoku Hall.

Membership Services Department

Local 142 Builds Pathways at Castle High School Career Fair



O'ahu Division Business Agent, Dural Duenas talks to students at Castle High School about job openings at ILWU companies.

This is the second high school the union has engaged this year following a successful collaboration with Farrington High School in Kalihi. These efforts are part of the Membership Services program's ongoing work to strengthen relationships with local schools and to create pathways from classrooms into good union jobs. Employers have welcomed this initiative as well, given that many union companies are currently short-staffed and eager to bring on new workers.

Throughout the day, each grade level and academy at Castle High rotated through the fair in one-hour sessions, giving students the chance to explore dozens of potential career paths.

The ILWU Local 142 table was staffed by the Membership Services Coordinator along with volunteers from the O'ahu Division. They shared information about the union and distributed flyers highlighting nearly a dozen ILWU-represented companies that are actively hiring. Each flyer

included job descriptions and links to applications, providing students with a tangible pathway to employment once they graduate—or in some cases, even while they are still in school.

To draw students in, the table also featured a raffle for union beach gear, including a popular dry bag and towel. But more importantly, ILWU representatives used the opportunity to engage students directly in conversation. When groups of students walked by, union reps often stopped them with a simple question: "What do you know about unions?"

The answers varied, but most students admitted they knew little or nothing. That opened the door for impromptu "Union 101" lessons on the spot. Students learned how unions fight for fair pay, job security, and benefits, and how they give workers a voice on the job. They were encouraged to ask every vendor at the fair whether or not their company was union, sparking a broader awareness of the difference between working in a union shop and a non-union shop. From there, students were invited to explore opportunities with ILWU-represented companies and sign up for the raffle.

What became clear throughout the day is that ILWU jobs can meet students at different stages of their lives. Some ILWU employers can hire high school

students immediately for part-time or seasonal work. Others can bring students on as soon as they graduate and are ready to work full-time. Still others, particularly in specialized fields such as medical professions or transportation, can hire students once they complete certifications like a CDL license or post-secondary degrees.

In addition to reaching students, the fair was also an opportunity to connect with Castle's teachers and counselors. Several expressed interest in strengthening employment pipelines for their students, while others were eager to incorporate more labor history into their classrooms. These relationships will help ILWU Local 142 deepen its presence in an important space: Hawai'i's public schools, where the next generation of workers—and union members—are being educated.

By the end of the day, the Castle High School Career Exploration Fair proved to be more than just an event to hand out flyers. It was a chance to plant seeds about unions in young minds, to spark curiosity about workers' rights, and to open doors to good-paying, secure jobs.

As ILWU Local 142 continues this work with schools across the islands, the goal remains clear: ensuring Hawai'i's future workforce knows that when workers stand together, they can build not just careers, but stronger communities.

Kupuna Corner

Walk to End Alzheimer's with the ILWU

Alzheimer's disease impacts so many of our members and their families. Research is making great strides to combat this difficult disease. Join us in taking steps toward hope. Every step makes a difference. Walk with the ILWU Local 142 in the annual Walk to End Alzheimers. Or follow donate to your island's ILWU team. Together, we honor loved ones, raise awareness, and stand united in the fight for a world without Alzheimer's. Click on the QR codes to register or donate today!



Note: The Hawai'i Island walk was held in September. Mahalo to all who participated or donated!

Social Security Ends Paper Checks

As of September 30, 2025, the Social Security Administration (SSA) and the U.S. Department of the Treasury have officially stopped issuing paper checks for most federal benefit payments, including Social Security. This change is part of a nationwide move to make benefit payments faster, safer, and more reliable.

If you were still receiving paper checks and did not switch to electronic payments by the deadline—and you do not qualify for an exemption—you may now face delays or interruptions in receiving your benefits. To avoid this, most beneficiaries are required to use one of two options: direct deposit to a checking or savings

account, or a Direct Express® prepaid debit card issued by the government.

You can update your payment information on the Social Security Administration's website or through your local bank or credit union to sign up for direct deposit. For those without a bank account, the Direct Express card offers a secure and convenient alternative.

In limited cases, the Treasury Department may grant waivers to allow continued receipt of paper checks, but these are rare and reviewed individually. For most retirees, making the switch ensures uninterrupted, secure access to benefits each month.

Is It Time to Enroll in Medicare?

If you are turning 65, it's important to know about the Initial Enrollment Period (IEP) for Medicare. This seven-month window begins three months before your 65th birthday, includes your birthday month, and continues for three months after. Enrolling during this time is critical to avoid gaps in coverage and potential late enrollment penalties.

Missing the window could mean higher monthly premiums for the rest

of your life or waiting until the next general enrollment period, which can delay when your benefits start. Signing up early—ideally in the three months before your birthday—ensures your Medicare coverage begins on time.

If you're approaching 65, don't wait. Review your options and enroll during your IEP to protect your health and your wallet.

LOCAL 142 SPORTS REPORT

Maui Takes Top Spots at Kaua'i Statewide Golf Tournament



The ILWU Statewide Golf Tournament returned to the Garden Isle of Kaua'i on August 9–10 for a two-day competition that blended camaraderie, friendly rivalry, and the beauty of Hawai'i's outdoors. This marked the first statewide golf tournament on Kaua'i since the pandemic, making the occasion even more special for members and their families.

Many participants arrived a day early to settle in and take part in Friday night's welcome event. This gathering set the tone for the weekend, giving golfers a chance to reconnect with friends, meet players from other islands, and enjoy the warm hospitality that Kaua'i is known for.

Day One kicked off at the picturesque Makai Golf Course in Princeville, located on the island's lush north shore. Afternoon tee times meant sunny skies and hot temperatures, with little wind to offer relief. Business Agents Chad Pacheco (Kaua'i), Durel Duenas (O'ahu), and Ron Siliado (Maui) made the rounds in carts, delivering hotdogs, chips, and cold water to players, ensuring everyone stayed hydrated, fueled, and in good spirits.

Day Two shifted to The Ocean Course at Hōkū'ala in Līhu'e, where golfers teed off in a cool morning shotgun start. The mild trade winds made for a comfortable and enjoyable round, with scenic ocean

views adding to the charm. The friendly competition wrapped up back at the ILWU hall, where golfers gathered for a well-deserved lunch and eagerly awaited the announcement of tournament results.

This year's ILWU Statewide Golf Tournament brought together members from every division, showcasing both competitive spirit and union camaraderie. The following golfers represented their respective islands:

Kaua'i Division

David Carter, Nick Kuhlman, Kawika Oliver, Manny Azeka, Makana Pfendler, Bobby Esposo, Wilfred Wong, Jim Beniamana, Daniel Laa, Tyson Moises, Bronson Kaleohano, Erick Casticimo and Eric Pomroy.

Hawai'i Division

Kihei Kapiliea, Jonathan Thiebaut, Michael McGovern, Jurnee Kauwe, Bully Kahalioumi, Nainoa Calip, Angel Bustamente, Brian Coad, Michael Dela Cruz and Devon Fernandez.

Maui Division

Mike Bunyard, Kevin Carter, Dayton Kaneshiro, Kalen Ibanez, Mich Domingo, Rex Tuquero, Bobby Abut and Daryl Yamashita.

O'ahu Division

Marisa Alderman (not pictured)

3rd Annual Wesley Furtado Golf Tournament

The 3rd Annual Wesley Furtado Golf Tournament was held on August 29 at the Kapolei Golf Course, bringing together more than 180 golfers from across Hawai'i and the West Coast. ILWU members, families, and friends filled the greens for a day of camaraderie, competition, and purpose.

The Hawai'i Longshore Division organizes the tournament in honor of the late Wesley Furtado, who served as International Vice President (Hawai'i) of the ILWU. Known as a formidable

organizer and a loyal brother to the labor movement, Furtado dedicated his life to improving the lives of working people. His leadership helped strengthen the union's role in growing the union and securing good contracts and better conditions for workers in Hawai'i.

The annual tournament not only celebrates Furtado's legacy but also raises funds for the Harriet Bouslog Scholarship program, which provides financial support to the children of ILWU members pursuing higher education.

First Place



Maui I: L-R: Rex Tuquero, Bobby Abut, Mich Domingo and Darryl Yamashita, winners of the 2025 ILWU Statewide Golf Tournament.

Second Place



Maui II: L-R: Kevin Carter and Michael Bunyard. Not pictured: Dayton Kaneshiro and Kalen Ibanez.

Third Place



Big Island: L-R: Brian Coad, Bully Kahalioumi, Nainoa Calip and Angel Bustamente.

Longest Drive



Michael Dela Cruz (Makai Golf Course, hole #10) and Erick Casticimo (Hōkū'ala Course, hole #10).

Division Fishing Tournament Results

The three-day shoreline O'ahu Division fishing tournament drew eight teams of up to five members each, casting from Friday through Sunday with no drones or kayaks allowed. Servco's team claimed victory with a total catch of 41.62 pounds of ulua and papio. Clear weather and community spirit marked the event, with winners taking home Yeti gear and other prizes.

First Place Team, O'ahu



Servco: L-R: Daven Tong, Roger Queja, Justin Queia. Kellie Ann Inouye and Kaulana Kimura not pictured.

First Place Individual, Hawai'i



TransCon Waikoloa: Kaleo Viloria and his son Beau (4).

REMAINING SCHEDULE 2025

Statewide Softball
Hilo, October 5

Statewide Basketball
Hilo, November 9

See Nov-Dec issue of
The Voice for report and
winners.

In Loving Memory of Hopena Pokipala, ILWU International Rep.



Hopena Pokipala, a native son of Kailua, was an International Representative for the ILWU

TRI-ISLE:

At the end of the second day, the company finally presented an offer that was within range of what the Negotiating Committee was working toward. At that evening's membership meeting, two topics of information was shared with the Tri-Isle members: 1) a negotiations update that included the latest numbers and 2) strike procedure education.

Five months into negotiations, it was time for the membership to get educated on the strike authorization process, should they be unsatisfied with the latest counter-proposal from the company. "The members have shown strike readiness," said Business Agent Stephanie Smythe. They are mobilized and have shown that they are willing to take stronger and stronger actions together to get the contract they deserve. So if we don't get to where we need to be soon, this is the inevitable direction we are heading and our guys have to understand the process."

Strike-readiness is often precisely the conditions that avoid a strike while securing a good contract. And this is exactly what happened in negotiations. The negotiation update provided at the meeting was positive, with one or two things still left to be desired by the members, things that could likely be worked out at the bargaining table. So the membership decided to come together in one more week and see where things were at.

At that next meeting, the Negotiating Committee shared the outcome of their

latest meet-up with the company. The membership was happy, seeing that the days of settling for menial increases were over. Ratification has been scheduled.

The experience of the members of Unit 2404 Tri-Isle Trucking is starting to feel very familiar to readers of The Voice. When members take ownership of their negotiations and their contract - when "we are the union" moves from a slogan to an action and way of being at work, power dynamics between the employer and the employees shift. The Tri-Isle members, supported by strong Unit leadership and a committed Business Agent and Division Director, did just that.



For the family, Xyren Franco is the son of Tri-Isle member Jeff Franco. Xyren came out to support his dad at the September picket.

We are heartbroken over the passing of our brother, Hopena Pokipala. Hopena was known and loved across Hawai'i, through paddling, hula, surfing, his time at Kamehameha Schools, and most of all, through the kindness and aloha he gave so freely. Everyone who knew him remembers the same thing: he was a light, joyful, generous, and full of love for his people and his home.

Hopena was also a proud longshoreman, a member of the ILWU Local 142 - Hawaii Longshore Division - Unit 4201-01 Hawaii Stevedores, Inc. He was one of the ILWU's newest and brightest organizers. Working closely with International Vice President (Hawaii) Brandon Wolff as an International

Representative, Hopena helped workers find their voice and their strength.

Though his time with us was far too short, he left a lasting impact on his union family, on the working class he championed, and on the many lives he touched. His longshore 'ohana sent him off with a tradition unique to the docks, shutting down work, gathering together, and letting the horns wail in remembrance.

We extend our deepest condolences to his "oma," his mother Heather, his wife Allie, his family, and all who were lucky enough to know him. We will carry his light forward in our work and in our lives.

We will miss you, brother.

What Does a "Clean" Bill 9 Mean?

Bill 9, a major piece of legislation in Maui County, will soon head to a hearing before the full County Council, expected in late October at the earliest. The bill aims to phase out thousands of short-term rentals on Maui, with the goal of freeing up housing inventory for long-term residents who live and work on the island. This is a priority Bill for the ILWU and its members but the way this bill passes matters just as much as whether it passes at all.

Bill 9 advocates are calling on the County Council to pass Bill 9 "clean." In other words, it should move forward without amendments that weaken its intent, create loopholes, or leave it vulnerable to being challenged in the courts. Opponents often try to attach so-called "poison pill" amendments—technical changes or add-ons that may sound harmless but are really designed to undermine the bill.

A "clean" Bill 9 protects the integrity of the law. It ensures that the policy can be implemented as intended and that working people can count on it to deliver the results it promises. Allowing amendments could dilute protections, introduce loopholes for corporations, or make the entire bill unenforceable.

As the bill heads to the Council, members should stay alert for calls to action. Public testimony will be an important part of making sure the Council knows where the community stands. A

strong, united voice from workers and residents will be necessary to hold the line against any efforts to weaken the measure.

If you are interested in submitting testimony in support of Bill 9 or just staying in the loop with your Division Bill 9 team, sign up below.

