



# VOICE OF THE ILWU

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## Mobilizing Begins for Foodland Negotiations



Todd Furumori, William Peroff, and Dona Takamori sport their union pins at the Kāne'ohe store.

Foodland workers across Hawai'i are proving what coordinated, rank-and-file power looks like. With their contract having expired on October 31, ILWU Local 142 kicked off a major statewide mobilizing campaign to support Foodland negotiations and things are starting off incredibly strong.

On October 16, Foodland members from every island gathered in Honolulu for a full-day statewide mobilizing training. The goal was to build a coordinated campaign across 32 stores to ensure that every Foodland worker has a voice in shaping the fight for fair wages, strong benefits, and safe working conditions.

Mobilizing across multiple locations is no small task. Unlike a single-unit shop floor, Foodland workers are spread across the island chain, making visibility, communication, and momentum much harder to sustain. The statewide training was an investment to tackle that very challenge.

Members worked together to create store-by-store organizing wall charts designed to track participation and keep mobilizers focused as negotiations soon approach. These charts will serve as visual roadmaps, allowing every mobilizer and Business Agent to see in real time where support is strong and where deeper conversations are needed.

The first coordinated action launched immediately after the training: a two-week petition campaign urging Foodland to come to the table with proposals that honor the hard work members do every day. Foodland employees returned

home energized, determined to show the company that they are united and ready to fight for a fair contract.

By November 5, when Foodland member mobilizers reconvened to review their progress, the results were inspiring. This was the most successful petition action Local 142 has seen since the mobilizing program began a year and a half ago.

Stores submitted petitions with signatures from 70% to 100% of their membership—far exceeding the typical first-round participation rate of around 30%. Many units came in at or near full participation. For a multi-store statewide unit, this level of early unity is exceptional. It reflects both the leadership of Local 142 Business Agents and the commitment of Foodland members who understand the power of standing together.

Next up in the campaign was a “button-up” action. Members chose the Friday before Thanksgiving to launch the effort, one of the busiest customer days of the year. Wearing union pins during a peak shopping period brings the campaign straight to the customers who rely on Foodland workers every day. Pin-ups are simple but powerful: they create a visible line of solidarity in the store and help build confidence among workers, reminding them, and management,

that unity is their greatest leverage at the bargaining table.

A notable addition to this round of mobilizing was the participation of Kanoe Ramos, Unit Chair at Mauna Kea Beach Hotel, who was invited to help facilitate the October 16 training. Although her background is in tourism rather than general trades, Ramos has proven herself to be a skilled organizer and a strong rank-and-file leader in her own workplace.

That experience translated naturally to the Foodland members. Her ability to connect with members, make them feel seen, and motivate them to take ownership in the campaign demonstrated that the Local’s mobilizing program is designed to identify, develop, and elevate worker-leaders from across industries.

Ramos’s contribution was a promising example of the cross-unit solidarity and leadership development that Local 142 is committed to building statewide. Mobilizing is not as much about industry specifics as it is about learning how to talk story with members, understand their concerns, and bring them into a fight that belongs to all of us.

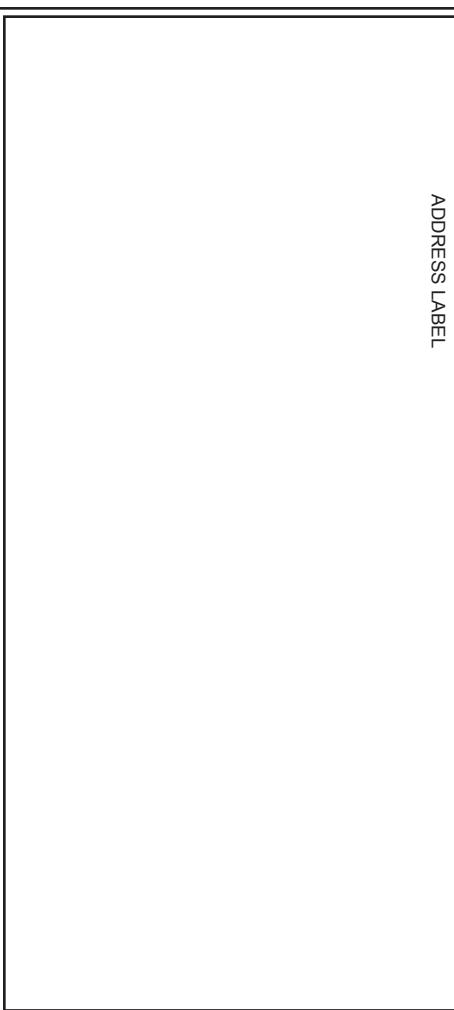
Negotiations with Foodland are only just beginning, and there is still much work ahead. But the foundation is strong. Foodland workers have already shown that they are organized, energized, and ready to fight for what they deserve.

To our many ILWU members who shop at Foodland: take a moment the next time you pick up groceries to talk with your fellow member. Ask them how things are going. Let them know you stand with them. The strength of this union has always come from workers supporting one another—and together, we will win a contract worthy of the people who keep Foodland running every day.



Abigail Dias, Shauncey Pacheco, and Victoria Dahl, button-up at the Waimea store on Hawai'i Island.

ADDRESS LABEL



## On the Inside

*Young Workers Conference.....2*  
*Hawai'i SNAP Impacts.....3*  
*Maui Awards Banquet.....4*  
*Divisions Year-end Gathering...5*  
*Aloha Rae Shiraki.....6*  
*Tri-Isle Sick Leave Triumph.....6*  
*Harriet Bouslog Scholarship.....7*

## Meeting Dates

Local Executive Committee  
Monday, January 5, 2026  
Monday, February 2, 2026  
Monday, March 2, 2026

Local Executive Board  
Friday, March 20, 2026

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



## United in Struggle 2025 Young Workers Conference prepares next generation of ILWU leaders

More than 150 delegates and guests gathered at the Maritime Labour Centre in Vancouver, B.C., from September 10 to 12, for the sixth ILWU Young Workers Conference, which aimed to empower workers, foster leadership, and strengthen solidarity within the union.

The three-day event emphasized the importance of active participation, strategic organizing, understanding current fights in the context of past struggles, the ILWU's values and traditions, and a commitment to fighting for the rights of all workers.

ILWU Canada's Second Vice President, Dan Kask, welcomed everyone and encouraged the delegates to make the most of the three-day event. "You're going to get out of this what you put into this; put in the effort. This room is filled with people who have attended this conference and are now in every level of leadership within the ILWU. This is the beginning of leadership, activism, and organizing training within the ILWU," Kask said.

Throughout the three days, delegates heard from ILWU leaders, young activists, organizers, labor historians and economists, and key labor leaders from British Columbia and across the globe.

### Welcome blessing

The conference was officially opened with a traditional welcome by Sam George, Sr. and his son, Sam George, Jr. Sam George, Sr. is a respected elder of the Squamish Nation, an original descendant of the Bow and Arrow Gang, and the eldest grandson of Chief Dan George and Amy George. He was a member of Local 500 for 43 years and has been retired for 19 years.

They performed a traditional blessing to officially open the conference, marking the start of the day with a prayer to the Creator, Mother Earth, and ancestors, asking for protection and love for everyone in the territory. Sam George, Jr. explained that their opening ritual is to 'open a door' for ancestors to join

the gathering, providing guidance and support.

**International Indigenous solidarity**  
The welcome was followed by Local 500 member Joulene Parent and Local 333 member Christina Verde. They discussed Indigenous solidarity and highlighted the connection between the labor movement and Indigenous rights. Verde explained how Indigenous people laid the groundwork for the values that the ILWU fights for: fairness, dignity, and collective strength.

**ILWU Canada President Rob Ashton**  
ILWU Canada President Rob Ashton spoke on the conference theme, "United and Struggle." He emphasized the important lessons of organizing, overcoming internal divisions, fostering constructive dialogue with those you disagree with, and the collective action of the working class against the ruling class.

"You'll learn how to debate and discuss issues, without bringing people down but lifting them up, so their voices are also heard, even if they're of an opposing opinion," Ashton said.

He ended his speech with a call to action, urging delegates to become unifiers who can organize the working class to fight "the only war worth fighting"—the fight for the working class.

"The employing class and the ruling class like to divide and separate," Ashton said. "It is your responsibility as organizers to bring people together and to find the common thread that binds everyone. The only division that should ever matter is working class versus ruling class."

### Crisis, inflation, and profits

Union economist Jim Stanford from the labor think tank, the Centre for Future Work, debunked the misconception that workers' wages were the cause of the post-pandemic inflation surge.

"The storyline that we got from our central bank that looks after interest rates and oversees the banking system was that

the reason inflation took off was because workers had too much money to spend," Stanford said. "They said high prices resulted from too much spending power. Where does worker spending power come from? It comes from wages."

Stanford compared data on employer profits, labor costs, and inflation rates to demonstrate that it was employer profit, not labor costs, that directly correlated with rising inflation. "There's no correlation at all between wages and the rise and the fall of inflation," he said. "You can't explain what happened by talking about workers' wages."

He concluded that deliberate price increases by corporations — especially in key sectors such as global shipping, energy, and food — rather than rising wages, drove the post-pandemic surge in inflation. He explained that companies took advantage of the crisis to raise prices to increase their profits.

### Lessons from the 1912 Vancouver Free Speech Fight

Mark Leier, a history professor at Simon Fraser University, explained how social movements can build solidarity. He said solidarity is a practice that must be intentionally developed across political and organizational differences.

"Solidarity is not a point that you reach. It's a discipline, a habit, that has to be consciously built, rebuilt, and refigured to reflect changing conditions and needs," Leier said.

He examined the 1912 Vancouver Free Speech fight by the I.W.W. to illustrate how combining the complementary tactics of direct action, legal defense, political pressure, and inclusive self-organization can help labor movements achieve victory against repression.

The session included a small group exercise that emphasized the importance of understanding historical divisions and coordinating diverse roles of helpers, advocates, organizers, and rebels to

strengthen collective power.

### Pensioner perspective

A panel of ILWU Canada pensioners provided an important perspective on ILWU history. The group included Ron Noullet, Herb Howe, and Peter Lahay. The panel discussed the importance of learning from past struggles, building community leadership, and addressing systemic inequities. Each reflected on their biggest struggles and the lessons they learned from them, and their experiences of rank-and-file power in the workplace.

### Unions and worker power

Local 23's Zack Pattin led a session that included both large and small group discussions, focusing on the adversarial relationship between workers and employers, and exploring the sources of workers' power and how they can exercise it. Pattin concluded with a history of the ILWU in the 1930s and 1940s. He highlighted the importance of coast-wise unity during the 1934 West Coast Strike and the significance of the "March Inland"—the successful effort to organize thousands of warehouse workers between 1934 and 1938 that was aimed at preventing strikebreaking and expanding the sites of struggle.

The first day concluded with a brief address by Jason Woods, President of Local 400, the Marine Division of ILWU Canada. Woods spoke about the importance of educational programs, such as the Young Workers Conference and LEAD, as successful pipelines for leadership development. He noted that

### See Young Workers, 8

# Oh SNAP! Corporate Welfare Suspended During Government Shutdown but Workers Pay the Price.

A sudden, painful reality hit over 160,000 people in Hawai'i in November: SNAP benefits ("food stamps") were suspended due to the federal government shutdown. In Maui County alone, more than 18,600 people across 9,400 households depend on SNAP.

The drastic impact this would have on people's lives catapulted the issue to the top story of the news for weeks, bringing the age-old narrative battle to center stage. The debates began around SNAP recipients, with one side focused on the extreme food insecurity that some would suffer without SNAP, and with the other side focused on framing SNAP recipients as a burden to society. The debate is typically framed as one between charity and welfare.

This framing focuses on the individual recipients rather than the system that allows for 42,000,000 people in the United States to live with food insecurity. It also erases a large portion of SNAP recipients those who work. According to USDA data, a large portion of SNAP households have earned income. About 28% of all SNAP households work for a living, and 55% of SNAP households

with children report some earned income.

Other data confirms that SNAP supports workers. A report from the Center on Budget and Policy Priorities shows that over 70% of adult SNAP recipients worked either in the year before or after receiving benefits. And many of those jobs are low-wage, part-time, or unpredictable — the kind of work that doesn't offer paid sick leave, raises, or reliable hours.

## Hawai'i and SNAP

According to the latest data from the Center on Budget and Policy Priorities, a progressive think tank that analyzes the impact of federal budget policies, in 2024 one in nine Hawai'i residents (161,600) were supported by SNAP benefits. More than half of those recipients were in families with children and over a third were working. Hawai'i ranks 25 in the U.S. for the percentage of residents receiving SNAP benefits. We should question why 56,000 of our fellow working-class Hawai'i residents need SNAP to get by.

County by county, the data shows a strong need in Hawai'i. According to the Hawai'i Department of Health from

2018-2022, between 9-10% of O'ahu and Maui County residents receive SNAP benefits. Kaua'i was just over 11% and Hawai'i County was a whopping 18%. Some percentages were slightly higher and some slightly lower in the years before the pandemic. The dominant sector for working SNAP beneficiaries is service-related, such as retail and food service.

## SNAP as Corporate Welfare

It may sound harsh, but SNAP often subsidizes corporate profits. When low-wage workers rely on SNAP to put food on the table, some big corporations benefit by keeping wages low. Retailers selling SNAP-eligible groceries, food packages, and processed goods make money. That's why critics sometimes call SNAP "corporate welfare."

## The Walmart example

In 2020, the U.S. Government Accountability Office published a study on the prevalence of federal healthcare and food subsidies. The widely-sited study showed that in a sample of 9 states, 14,500 Walmart employees received SNAP benefits. Yet, in that same year, Walmart showed \$5.1 billion in profits in the third quarter alone.

Walmart is a clear example of why the working class should focus its critical eye on the corporate benefits of federal subsidies rather than supporting ideas that individuals simply don't want to work. Walmart workers on SNAP have just enough to get by. Walmart can keep wages low and maintain a sizable part-time workforce because the government will foot the bill. Worse, the low prices of Walmart compel those on SNAP to shop there. So the company benefits two times over from this system.

## SNAPing into focus

When you hear debates or read the comment sections on social media around SNAP beneficiaries, keep your union thinking cap on. Blaming poverty on the poor only benefits corporations. We should ask, who pockets the profits from low-wage workers forced to be on SNAP? Who pockets the profits from groceries purchased by SNAP? The elderly, disabled, and working poor may get some food, but corporations are the big winners.

For the 35% of SNAP beneficiaries in Hawai'i who work, what if the company gave them full-time hours and a living wage? That would help us all out and make this a more just and humane world to live in.

**Hawai'i**  
Supplemental Nutrition Assistance Program

January 21, 2025



The Supplemental Nutrition Assistance Program (SNAP) is the nation's most important and effective anti-hunger program. It plays a critical role in reducing poverty, improving health and economic outcomes, supporting people who are paid low wages, and serving as the first line of defense against hunger during economic downturns.

## Whom Does SNAP Reach?

In federal fiscal year 2024, it helped:

- **161,600** Hawai'i residents, or **11%** of the state population (**1 in 9**)
- **41,697,500** participants in the United States, or **12%** of the total population (**1 in 8**)

<b>HAWAII</b>	more than <b>56%</b> of SNAP participants are in families with children	more than <b>37%</b> are in families with members who are older adults or are disabled	more than <b>35%</b> are in working families
<b>NATIONALLY</b>	more than <b>62%</b> of SNAP participants are in families with children	more than <b>37%</b> are in families with members who are older adults or are disabled	more than <b>38%</b> are in working families

# Maui Division Holds Their First Recognition Awards Banquet

The Maui Division held its annual Recognition and Awards Banquet on November 19, celebrating the strength, dedication, and service of ILWU members across the island.

The event brought together an impressive gathering of community and political leaders, including Lieutenant Governor Sylvia Luke, Mayor Richard T. Bissen, Jr., State Senators Troy Hashimoto and Angus McKelvey, State Representatives Justin Woodson and Tyson Miyake, U.S. Representative Jill Tokuda, and representatives for Governor Green and Representative Diedre Tegarden.

This year's honorees embodied the best of ILWU values. The evening honored not just individuals, but the collective spirit that makes the Maui Division strong.



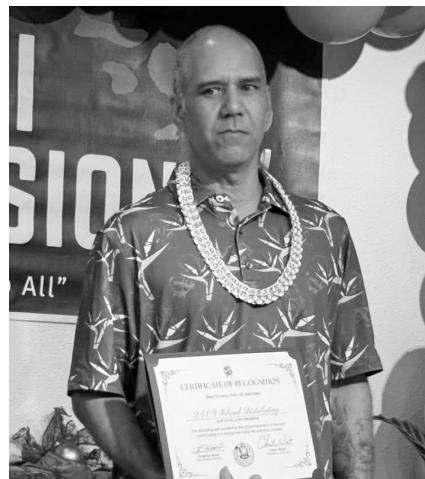
Unit 2527 Coral Tree Residence Hawai'i. Unit of 21-60 members. L-R: Division Director Stephen West, Unit Vice Chair Honorio Martinez Jr., and stewards Grace sarian and Alma Mamaclay.



A beautiful display of aloha and appreciation greeted members as they arrived.



Members packed the Wailuku Hall to celebrate the accomplishments of fellow members, units, and pensioners.



Unit 2409 Island Distributing. Unit of 1-20 Members. Unit Chair John Kaipo Medeiros.



Unit 2406 HC&D. Unit of 61-100 Members. L-R: Division Director Stephen West, Unit 1st Vice Chair Joseph Fernandez, and Business Agent Ronald Siliado.



Unit 2408 Foodland Super Markets. Unit of 101-300 members. L-R: Unit Treasurer Lucile Porte, Unit Vice Chair Store 23 Ligaya NakamMra, Unit Chair Keith Kayatani, and Unit Chair Store 24 Sierra Delgado.



Unit 2505 The Westin Maui. Unit of 301-500 Members. L-R: Division Director Stephen West, member Dawn Jacinto, and Business Agents Seini Dennis and Ronald Siliado.



Unit 2520 Grand Wailea Resort. Unit of 501 or more Members. L-R: Temporary Business Agent Gail Mainbog, Division Director Stephen West, Unit Treasurer Kelly Stutzman, Unit Vice Chair Doris "Kaleo" Kalawai'a, Unit Secretary Melinda DiGregorio, and Business Agent Seini Dennis.

## Outstanding Unit Leaders:

Male: Jeofrey Baltero  
Unit 2509 – Four Seasons Resort Lāna'i

Female: Michelle Takahama  
Unit 2520 – Grand Wailea Resort & Spa

## Outstanding Members:

Male: Generoso Fernandez  
Unit 2401 – Pūlama Lāna'i (Heavy Division)

Female: Kelly Stutzman  
Unit 2520 – Grand Wailea Resort & Spa

## Perpetual Award (30+ years):

Male: Marc Gonsalves  
Unit 2406 – Walker Industries

Female: Rosie Agdeppa  
Unit 2516 – Hyatt Regency Maui

## Outstanding Pensioner:

Male: Michael Victorino Sr.  
General Trades

Female: Adelaida Primero  
Tourism

## Outstanding Units:

1-20 Members: Unit 2409 – Island Distributing  
Unit Chair: John Medeiros

21-60 Members: Unit 2527 – CoralTree Residences Hawai'i (Kā'anapali Ali'i)  
Unit Chair: Merle Baptista

61-100 Members: Unit 2406 – HC&D  
Unit Chair: Gregory Villiarimo

101-300 Members: Unit 2408 – Foodland Super Markets & Farms  
Unit Chair: Keith Kayatani

301-500 Members: Unit 2505 – The Westin Maui Resort & Spa  
Unit Chair: Leonard Sevall

501+ Members: Unit 2520 – Grand Wailea Resort & Spa  
Unit Chair: Michelle Takahama

# Divisions Build Family Bonds as 2025 Comes to a Close



O'ahu Division Business Agent Dural and his 'ohana were in full Halloween spirit for the O'ahu Division family night.

The holidays have rolled in, and even though ILWU members are still grinding hard through the end of the year, each Division carved out a little time to do something just as important: reconnect, laugh, eat, and enjoy each other as one union 'ohana.

The O'ahu Division kicked things off with its annual Family Night Division Executive Board (DEB) meeting — always a kid favorite. The Wednesday before Halloween, the hall looked more like a mini fall festival than a meeting. Kids hopped from game to game,



Don Duque (far right) and his 'ohana attended the Maui DEB in Lahaina enjoying food, music, and fellowship.

grabbed treats, and settled in for a movie while the adults got updates from HMSA on new insurance plans. Then everyone dug into dinner and an evening of easy conversation and genuine fellowship.

"We do this annually to bring the members together as the year winds down, and I think it grows the strength of the Division," said Business Agent Dillon Hullinger. "It was nice to see so much camaraderie because members were there not just as officers representing their units but as moms, dads, and families."

On Maui, the Division gathered for a heartfelt, long-awaited return to Lahaina for its November DEB meeting — the first since the fires. At Canoe Beach, hosted by the Lahaina Canoe Club, members, families, and community came

together for food, friends, and live music by Lahaina Grown. It felt like a homecoming.

Before the DEB kicked off, the Division held a packed Political Action Committee meeting focused on Bill 9, which would phase out

the remaining transient vacation rentals on Maui — an issue that hits directly at affordability, stability, and the future of West Maui communities.



Spooky cookies, a little crime fighter, and friendly butterflies all added to the fun at the O'ahu DEB Family Night.

"This was really important for our Division," said Maui Division Director Stephen West. "The bulk of union membership on Maui works here in West Maui, and many of our members live here. This meeting symbolizes our union's connection and commitment to West Maui and the ability for all of us to rebuild together."

Division's year-end dinner meeting. It's one of the most beloved events of the year. Table-decorating battles, a dessert competition, a talent show, and a room full of members and Pensioners turning out to celebrate another year of solidarity on the Big Island.

Across every island, these gatherings remind us of something ILWU has always promoted: that building bonds and building power go hand in hand. Social connection is not frivolous, it's foundational. When we break bread, laugh, share stories, and show up for each other as people, we strengthen the very core of our union.

As we close out this year of hard work, big challenges, and countless examples of members taking ownership of their union,



Hoku Keamoai of Unit 3511, Grand Hyatt Kaua'i, Division Director Rhonda Morris pose for a holiday shaka with Lieutenant Governor Sylvia Luke.

we move into the next one with our 'ohana stronger than ever. May the new year bring fresh energy, new victories, and the continued joy of standing together.

To all ILWU members, Happy Holidays, and here's to rising together in 2025.



Business Agent Micheal DelaCruz mingles with the ladies of the Mauna Loa Mac Nut Pension Club.



Maui Division Pensioners sport their ILWU Lahaina Rising T-shirts at the Lahaina Maui DEB.

## Honoring Rae Shiraki: A Legacy of Stewardship, Scholarship, and Service



Rae Shiraki retires after decades of service to the ILWU Local 142.

For more than three decades, the ILWU Local 142 library and archives have been shaped, strengthened, and safeguarded by the dedication of Rae Shiraki, who recently retired from her role as Librarian Archivist. Her departure marks the end of an era and offers a moment to reflect with deep appreciation on the knowledge, care, and commitment she brought to preserving the union's history and supporting its future.

Born and raised in Mānoa on O'ahu, Rae's roots in Hawai'i shaped her lifelong sense of place and purpose. She attended Mānoa Elementary and Roosevelt High School before heading to UC Berkeley, where her world expanded in remarkable ways. At Berkeley, Rae's interests in culture, art, and history flourished as did her connections. She was roommates with the granddaughter of Paul Robeson, one of the most iconic Black artists, activists, and labor advocates of the 20th century. Robeson's ties to the ILWU run deep; he stood with Harry

Bridges, denounced fascism, fought for workers, and paid a heavy price for his political courage. That Rae found herself connected to this lineage of powerful working-class struggle is a fitting early chapter in her own path toward the labor movement.

Rae later earned a master's degree from Columbia University before returning home. In 1993, she joined ILWU Local 142 as an intern for then Secretary-Treasurer Guy Fujimura. That experience introduced her to the internal life of Hawai'i's most significant private-sector union, and she soon found her professional calling. In the mid-1990s, Rae enrolled in library school at UH Mānoa to pursue a master's degree in Library and Information Sciences. She would go on to put in the additional work required to become a certified archivist.

Rae honed her craft under the late Pam Mizukami, the Local's longtime librarian. When Pam passed away in 2007, Rae stepped into the role of Librarian Archivist with humility, and a deep appreciation for the responsibility she was inheriting. She also built a strong working relationship with ILWU International Librarian Gene Vrana, whose mentorship and collaboration further strengthened the Local 142 archives.

Among Rae's greatest contributions was her stewardship of the Ah Quon McElrath Papers—her legacy project, and one of the most prized collections in the library today. Ah Quon, affectionately known as A.Q., was a social worker, organizer, intellectual, and advocate for working people. Upon A.Q.'s retirement, Rae took on the monumental task of organizing

her files, writings, correspondence, and personal records into a coherent archival collection. This work was far more than mere sorting; it was an act of interpretation and care, ensuring that future generations could understand the depth and breadth of A.Q.'s impact on both Hawai'i and the ILWU. Rae worked closely with A.Q.'s daughter, Gail Long, and collaborated with Chris Conybeare and Joy Stannard as a consultant for the award-winning documentary, *Ah Quon McElrath: The Struggle Never Ends*.

Rae's skill and knowledge made her an invaluable resource far beyond the library walls. Over the years, she provided research support and consultation for numerous scholars, authors, and filmmakers. Among them was renowned historian Gerald Horne, whose book, *Fighting in Paradise: Labor Unions, Racism, and Communists in the Making of Modern Hawai'i*, relied on Rae's careful guidance through the Local's extensive archival records.

But perhaps Rae's greatest impact was on the union's internal work. She approached every inquiry, whether from a Titled Officer researching an arbitration, a Business Agent trying to understand past contract language,

a Local Rep studying historical grievances, or a rank-and-file member looking for history, Rae supported important research with incredible detail and expansive context.

In the fast-paced day-to-day fight for members, union libraries are easy to miss. They are quiet rooms filled with boxes, binders, and old minutes. But they are also powerhouses of information—giant data centers of the people. They hold the record of what working people have built together: from negotiations, to strikes, to leadership, to hot debates, to the hard-won victories of the rank and file. Rae understood this better than anyone. She treated the archives not as dusty storage but as a living repository of worker power and worker memory. In doing so, she preserved the ILWU's legacy, which is a blueprint to its future.

As Rae begins her well-earned retirement, we thank her for her decades of passionate service, her intellectual rigor, and her steadfast guardianship of our union's history. Her work will continue to guide ILWU Local 142 for generations to come.

We will miss her deeply—and we will always be grateful.



A hui hou - until we meet again. Draped in tokens of aloha, the Local Titled Officers share a fond farewell to Rae Shiraki at her retirement lunch.

## Island Distributing Members Win Paid-out Sick Leave



Fresh off the Tri-Isle Trucking victory on Maui, members at Island Distributing delivered another watershed win — one that will ripple through their lives for years to come.

Negotiations wrapped in November with 100% of members voting to ratify

their new contract. The agreement brings major wage increases, stronger benefits, and improvements to retirement. But the biggest breakthrough was on something members have fought for over many years: sick leave payout.

Under the new agreement, all unused sick leave will now be paid out annually. Even more remarkable, every hour of already accumulated sick leave will be paid out as a one-time lump sum on January 1, 2026. The impact is huge: one member with 456 unused sick-leave

hours will receive a payout of \$15,865.

Starting in 2027, members will get yearly payouts for whatever sick leave remains unused at the end of each year, with the average payout expected to be around \$5,000. It's a win-win that rewards good attendance instead

of penalizing workers, proving that incentive-based policies are both fair and smart business.

Like every meaningful gain in ILWU history, this win didn't happen because the company felt generous. It was earned through a hard-fought mobilizing campaign that mirrored the Tri-Isle strategy: coordinated actions, big magnetic union signs slapped on the sides of trucks, visible unity, and even a picket line when needed. Members stood firm — and they won big.

Congratulations to our Island Distributing members on Maui for securing a powerful, well-deserved victory. Your solidarity, strategy, and persistence continue to raise the bar for working people across the islands.

# Scholarships Available for ILWU Members and Children

It's scholarship season - that time of year when students and their families locate and apply for funding to pay for tuition and other college expenses. A number of scholarships exist specifically for ILWU members or their children who are pursuing higher education. But the system is not always easy to navigate as applicants need to access various applications, keep track of deadlines, and ensure all required materials are completed. This is a guide for our members who are looking to apply for scholarships, either for themselves or for their children.

## Changes to Harriet Bouslog Scholarship Important for Members to Know

The most well-known scholarship available to members and children of members of the ILWU Local 142 is the Harriet Bouslog Labor Scholarship.

As of this year, the scholarship application is now being managed through the University of Hawai'i Foundation and applications go through the University of Hawai'i System Common Scholarship Application. What does this mean for student applicants?

### Application in new location

First, the application is no longer found on the Harriet Bouslog Labor Scholarship Fund website ([harrietbouslog.com](http://harrietbouslog.com)). This website is still useful for learning about the scholarship but the application is now housed with UH.

Second, students who wish to apply for the Harriet Bouslog Scholarship will need to complete the UH System Common Scholarship application. The deadline is 4p.m. on March 2, 2026.

### Ensuring a strong application

The quality or completeness of the application is no longer monitored by the Harriet Bouslog Scholarship staff or the ILWU staff - it is solely processed through the University of Hawai'i along with applications for hundreds of other scholarships.

This means two things: 1. The application must be complete and well done PRIOR to its submission. Once it is submitted, there is no follow-up on incomplete applications or low-quality essays, or for incomplete letters of

recommendation. Once the application is submitted, there is no way for ILWU or Harriet Bouslog support staff to access the application.

2. Because applications no longer go through the hands of Harriet Bouslog staff, students will not enjoy the same proactive support they once enjoyed throughout the application process, such as calls if the application is incomplete, or notifications of recommendation to rewrite essays. But applicants can still access support!

### Students must be proactive

The ILWU is holding a financial aid workshop on January 22 from 5:30-7p.m. for all ILWU members interested in the Harriet Bouslog Scholarship and other scholarships. It will be held via Zoom. Make it a priority to attend this workshop.

Reach out to ILWU Local 142 Education Specialist, Ilima Long, before submitting your final UH Common Scholarship application if you would like support ensuring your application is complete and ready for submission. Do not wait until the last minute.

Access support services on your campus: high school counselors if you are a senior, or student support centers and writing centers if you are already enrolled at a college.

Scholarship season can be stressful but planning ahead, knowing where to turn for support, paying attention to deadlines are the keys to ensuring successful applications.

## Good-to-Know Terminology

### Student Loan

**Student loans** are loans from the federal government, distributed directly through the school and applied to expenses such as tuition and housing, with any left over money given to the student as cash. Loans must be paid back.

### Pell Grant

**Federal Pell Grants** usually are awarded only to undergraduate students who display exceptional financial need and have not earned a bachelor's, graduate, or professional degree. Pell Grants usually do not have to be paid back.

### FAFSA

**The Free Application for Federal Student Aid (FAFSA)** application is required for all need-based scholarships as well as federal student loans. Student loans, Pell Grants, and scholarships are what make up the whole of what schools call "financial aid".

### Need-based Scholarships

**Need-based scholarships** are determined by financial need, which is assessed through the Free Application for Federal Student Aid (FAFSA) application. Scholarships do not have to be paid back.

### Merit-based Scholarship

**Merit-based scholarships** look at things like academic and extra-curricular activities, not financial need. Merit-based scholarships can also be awarded simply through affiliation (such as being a member of the ILWU). Scholarships do not have to be paid back.

### UH System Common Scholarship Application

This is the one-stop shop for all scholarships managed by the UH Foundation - and there are many, including the Harriet Bouslog Scholarship and those listed below. It processes all scholarship applications through one master application.

## How to Prepare

### Tax Forms

When applying for the FAFSA for need-based scholarships, applications will ask for income information from the W-2 of the head of household. Even if parents are not contributing to the student's college costs, they will still have to provide this information. Having them ready will save time.

### Academic Transcripts

The UH Common Scholarship Application and most financial aid related applications will require a copy of the student's academic transcripts. If they are entering college as freshmen, they will need to provide copies of their high school transcript, sometimes original sealed copies. It's best to prepare early.

### Essays

Personal essays are a common requirement for scholarships. The UH Common Scholarship application requires one 300-word max essay from students, which will be found in the application. Specific scholarships, such as the Harriet Bouslog Scholarship may require additional essays.

### Letters of Recommendation

The UH Common Scholarship application requires one letter of recommendation. Non UH Common Scholarship scholarships often require one too. It is best to ask ahead of time a teacher, coach, supervisor, or mentor, who can speak to your strengths and character if they are willing to write your letter. The scholarship application will tell you how to submit the letter.

## Look for These Scholarships on the UH Common Scholarship Application Site!

### Harriet Bouslog Scholarship

A scholarship for ILWU Local 142 members or their children who are attending any campus in the University of Hawai'i System pursuing a degree in any major. Awards of \$750-\$2,000 per semester.

### Makena Golf & Beach Club Scholarship

For students pursuing an undergraduate degree in any field at any University of Hawai'i campus. Applicants must be an employee of Makena Golf & Beach Club, or be a dependent or family member of the Makena Golf & Beach Club or have genealogical ties to the area of Makena, Maui.

### Mauna Kea Resort Scholarship

For Hawai'i Island residents pursuing a degree in Travel Industry Management, Culinary Arts or Hospitality and Tourism at any UH campus. Preference given to employees or dependents of employees of a Mauna Kea Resort.

ILWU Financial Aid Workshop  
January 22, 2026 5:30 p.m.  
Zoom Registration



University of Hawai'i System  
Common Scholarship Application



### IMPORTANT NOTICE!

The Harriet Bouslog Scholarship is no longer accessed through [harrietbouslog.com](http://harrietbouslog.com) or through Scholars App. The only place to apply for the scholarship is the UH System Common Scholarship website. If you or your family member applied for the 2026 scholarship through the [harrietbouslog.com](http://harrietbouslog.com) or the Scholars App, it is void and you need to apply through UH.

## Young Workers:

two vice presidents for Local 400 have come out of the Young Workers program. Woods also spoke about the successful organizing efforts in Local 400, which have doubled the local's membership in recent years.

### Focus on organizing

Day two was filled with educational workshops focused on internal and external organizing. Delegates heard from several speakers, including ILWU International Secretary-Treasurer Ed Ferris, ILWU Canada First Vice President Tom Doran, ILWU Canada Third Vice President Jessica Isbister, and B.C. Federation of Labour's President Sussanne Skidmore and Secretary[1] Treasurer Hermender Singh Kailley. ILWU Canada First Vice President Tom Doran opened the second day.

His address highlighted key moments of struggle for Canadian dockworkers, starting with the Battle of Ballantyne, when striking longshore workers were attacked by police in Vancouver, British Columbia, on June 18, 1935.

He then placed the current labor struggle in the context of the decades[1] long attacks on union rights and workers' rights that began in 1973. "Employers and the capitalist class have sought to undo decades of victories by the working class" through the application of free market fundamentalism that "ushered in a half-century assault on trade unions," Doran said. This has resulted in the weakening of unions and the "rise of the billionaire class across the globe and the impoverishment of the vast majority of the people in the world."

He urged delegates to recognize the importance of solidarity and understand that workers are the producers of all wealth. He also cautioned delegates to think critically about the information they are consuming.

### Young workers speak

Doran was followed by a panel discussion from the outgoing Young Workers Committee, who spoke on their experiences over the past two years. They encouraged delegates to stay engaged in their locals and to actively pursue educational opportunities. Local 23's Brian Skiffington, Local 19's DJ Marin, and Local 10's Beau Logo facilitated a group discussion on practical tips on starting and sustaining a Young Workers' Committee. The three shared their experiences starting one in their own locals and discussed the successes and obstacles they had to navigate, including the need to challenge local union cultures that discouraged participation by younger workers. Skiffington emphasized the importance of ensuring young workers have a voice and a path to participate early in their careers, before they develop habits of not participating in union activities due to years of exclusion.

B.C. Federation of Labour B.C. Federation of Labour President Sussanne Skidmore and Secretary[1] Treasurer Hermender Singh Kailley recognized the young worker delegates for already

being leaders vital to the strength of the labor movement.

"I'm proud to be here with all of you, because this room is filled with power. Not power that will show up ten years from now. Not power that's on its way. You're not just the future of the labor movement; you are the movement. This event isn't just a young workers' conference; it's a war room for the working-class," Kailley said.

Skidmore added, "This movement is only as strong as the people who step up. The fact that you're here means that you saw a chance to lead and you took it. And that's really where the change starts. I'm here because one day I showed up. I kept showing up and doing the work. And the most powerful thing any of us can do is raise our hand and then inspire others to do the same. Because a strong union is one where every member has a voice."

### Beating Apathy

Local 23's Zack Pattin and ILWU Canada Organizer Genevieve Lorenzo led an interactive workshop that challenged the notion that apathy is the primary obstacle to organizing a workplace.

"If you are looking at the problems in your union and you are going on the assumption that people don't care about anything, then you have already lost. You can't organize yourself or your union out of that situation," Pattin said.

The fundamental lesson of the workshop was that apathy isn't real. Everybody cares about something, and it's the organizer's job to ask the right questions and identify the issues that matter to people.

### Spotlight on safety

ILWU Canada's Third Vice President and Safety Chair, Jessica Isbister, spoke on the important topic of workplace

safety. She shared a critical incident more than 20 years ago from her own career, where a co-worker suffered a life-changing injury in a ship's hold. She emphasized that workers in Canada have the right to refuse dangerous work and the importance of workers knowing, practicing, and being prepared to exercise that right, despite pressures from their employer. She said that safety awareness and rehearsing refusal are essential to act decisively when unsafe working conditions arise.

### Empathy & hope

ILWU International Secretary[1] Treasurer Ed Ferris addressed the delegates, stating that leadership is rooted in humility, service, and active listening. Ferris said that effective leaders should embrace discomfort, avoid ego, and maintain empathy and hope in challenging times. "Leadership is about service. It's not about titles," Ferris said.

[Read full article at ilwu.org](http://ilwu.org)



**ILWU LOCAL 142 MAUI  
DIVISION INVITES YOU TO**

# MĀLAMA ĀINA COMMUNITY WORK DAY

ILWU LOCAL 142 MAUI DIVISION is proudly joining Hawai'i Land Trust for a morning of volunteer work rebuilding an ancient Hawaiian Loko I'a (fish pond). Come be a part of rebuilding this sacred space for future generations on Maui.

**Saturday, Jan. 10th**  
**Waihe'e Coastal Dunes & Wetlands Refuge**  
 Halewaii Rd, Wailuku, HI 96793  
 8am-12pm

**BRING THE FOLLOWING:**

- Boots
- Water bottle
- Shade hat
- Sun protection
- Long sleeve

**Lunch will be provided!**

**SIGN UP HERE:**



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