



## HTH/Pacific Beach Hotel boycott spreads to Japan

Zenkowan, the All Japan Dockworkers Union, has voted to support the boycott of HTH Corporation's Pacific Beach and Pagoda Hotel, because of the company's unlawful opposition to their employees' right to organize into the ILWU and negotiate a union contract.

The International Department of the AFL-CIO has also contacted RENGO, the Japanese Trade Union Confederation, to inform their member unions about the boycott. Some 52 Japanese unions, with a



*Foodland members picket in front of the Pacific Beach Hotel in Waikiki. The hotel owner, HTH Corporation, fired dozens of the strongest union supporters among the workers and refused to recognize the ILWU as the worker's union. The ILWU has called for a boycott of the company and has charged the hotel with numerous unfair labor practice violations.*

**日本の旅行代理店のみなさまへ**  
**ハワイ・ワイキキ海岸Pacific Beach Hotelの労働争議**  
**～私たちは抗議のボイコット運動を行っています**

combined membership of 6.75 million members, are affiliated with RENGO.

ILWU supporters in Tokyo have met with the national officers of other Japanese unions, including Service Tourism Rengo, which represents 46,000 hotel workers and travel bureau workers. Service Tourism Rengo represents most of the workers at the Japan Travel Bureau (JTB), Kinki Nippon Tourist, Toptour Corporation, and Nippon Travel Agency (NTA) in Japan.

These meetings are timed to inform Japanese union members and the Japanese public about the boycott before they make travel plans for Golden Week, one of the three busiest travel seasons in Japan.

Golden Week consists of four national holidays which are celebrated between April 29 and May 5. This allows many workers to take 7 days off from work to travel outside of Japan. Golden Week starts with Showa Day (the birthday of Emperor Showa), Constitution Day (Kenpo kinenbi), Greenery Day which is dedicated to the environment and nature (Midori no hi), and ends with Children's Day (Kodomo no hi) to celebrate Boy's Day.

Over 1,200 Japanese travel agents have also been advised of the boycott.

## ILWU Local 142 VEBA Trust Future Retirees Health Plan

In 2003, the Twenty-third Convention of the ILWU Local 142 adopted a plan to help future ILWU retirees with medical and prescription drug benefits. Many workers lose their medical coverage when they retire and must pay the full cost of their health insurance. These medical costs can add up to hundreds of dollars every month.

The plan adopted by the ILWU Convention called for the union to set up a non-profit organization under section 501 (c)(9) of the US Internal Revenue Code. Such a tax free, non-profit organization is called a Voluntary Employee Beneficiary Association (VEBA). The ILWU VEBA would set up a trust fund. Units (the ILWU union structure at your workplace) would contribute a minimum of \$3 a month for each member into the fund. After a minimum of 10 years of contributions, ILWU members who retire would be able to use the money in their VEBA account to pay some of their medical bills.

Three dollars a month for 10 years would only provide a benefit of about \$419, based on an interest of 3 percent. In 20 years, the benefit would be close to \$1,000. In 25 years, the benefit would be over \$1,300. If interest rates are higher, the benefit would also be higher.

The 10 year benefit is not a lot of money, but it would help. The benefit in 20 or more years is much more substantial. You could think of the VEBA as a special savings account, which makes you save some money to take care of your future needs. You can also make additional contributions to your account on your own to receive a greater benefit.

The \$3 dollars comes out of your unit dues—you are not paying any additional amount. For example, if your unit dues are \$5 a month, you would still be paying \$5 a month today. Three dollars would go to your VEBA account and the remaining \$2 would go to your unit fund. Your unit fund is used for union activities at your workplace, such as sending delegates to the convention, for negotiations, or for social activities such as a Labor Day picnic.

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## Presidents Report

# Presidents Report by Robert McEllrath, International President

Late last year, some hangman's nooses appeared on the docks. The response from the ILWU was clear: Symbols of hate will not be tolerated in this union, period. Local leaders, the International Executive Board, and Coast Committee all moved quickly to adopt strong statements that condemned symbols of hate. Meetings were held with the PMA to discuss what happened and take action to prevent future incidents.

How could something like this happen in a union like the ILWU? Our union proudly led the charge against racism from the beginning. Harry Bridges knew that strikes had been broken—and unions crushed—because employers were using race to pit one group against another. He challenged prejudice in our ranks and helped build a union that practiced racial equality when much of America was still segregated.

Why is the noose such a frightening and offensive symbol? Because lynching was used to terrify African Americans for over a hundred years. Unfortunately, this history isn't always taught in schools. So where can we learn more about how the noose has been used as a symbol of racial hatred?

CNN recently aired a one-hour program called "The Noose" that everyone should see to understand how this symbol of hate was used to terrorize African Americans, Chinese, Native Americans, Latinos, Communists, and labor organizers.

I think everyone who learns more about this terrible history is going to be much more sensitive and respectful about living and working together with different kinds of people. That was part of Martin Luther King's dream, and this issue of the Dispatcher is dedicated to his life and work.

This April marks the 40th anniversary of Dr. King's assassination. Naturally, Dr. King is remembered for leading the Civil Rights movement. But many don't realize that he worked closely with labor unions—and was killed in Memphis while helping 1,300 striking sanitation workers fight for dignity and their right to have a union.

The strike had gone a month when Dr. King came to Memphis. He quickly helped rally church, labor, and community support for non-violent marches that focused national attention on the anti-union mayor and city council. The night before he was killed, Dr. King gathered his supporters in a local church where he gave his famous "mountaintop" speech. The strike was settled less than two weeks after his death.

Secretary-Treasurer Willie Adams visited Memphis last month to represent the ILWU, along with a thousand other union members from around the country who gathered to honor Dr. King's life and work.

Both Dr. King and Harry Bridges understood the power of unity, and how racial hatred can divide and destroy us. Both men were able to work with people from all backgrounds, and that approach made it possible for them to improve the lives of millions of working people.

We can honor the legacy of Harry Bridges and Dr. King by continuing to struggle for equality in our workplaces, opposing discrimination wherever it appears, and by building a stronger union that unites all of us to improve the lives of working families.

**An injury to one is an injury to all.**

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## Future Retirees Health Plan

### Handbook of Benefits

A handbook which describes your benefits, rights, and responsibilities under the ILWU VEBA Trust Fund is available at your Division office. Your unit officers or business agent may also have copies.

Over 80 ILWU units with a combined membership of over 10,000 have voted to participate in the VEBA Trust Fund. The fund has now been in operation for three years.

### Important Notice

Members who leave the company, quit, or retire before making 10 years of contributions may continue to contribute on their own. However, you must submit the required form (included in the handbook) and make payments by a certain date. For more information about contributing on your own or any other questions, you should call the Trust Fund Office in Honolulu at 808-441-8600 or neighbor islands may call 1(888) 256-3578 from 8:00 A.M. through 4:30 P.M.

### Board of Trustees

The VEBA Trust is administered by a board of trustees appointed by the union. Board members are: Dave Mori - Oahu Division; Wallace Ishibashi - Hawaii Division; Delbert DeRego - Maui Division; Pamela Green - Kauai Division; Eusebio (Bo) Lapenia - ILWU Retiree. Fred Galdones and Donna Domingo serve as alternates.

### Joining the VEBA TRUST

If your unit is not listed below, then you are not part of the VEBA Trust. Individual members cannot join the VEBA Trust—your unit must join as a group. Units may still join the fund, so talk to your unit officers or business agent. Speakers are available who can explain in more detail how the VEBA works and how it can help you when you retire.

### The following ILWU Units are in the VEBA Trust

**Hawaii Division** - BEI Hawaii; Foodland - Waimea; Hilton Waikoloa

Village; Mauna Kea Beach Hotel; Mauna Lani Bay Hotel & Bungalows; Mauna Loa Macadamia Nut; MLP - Kau; Sack N' Save; The Fairmont Orchid, Hawaii; Tropical Hawaiian Products; and Yamada & Sons.

**Maui Division** - Ameron HC&D - Maui; Castle & Cooke Resorts; Diamond Resort; Hale Makua; Hawaiian Cement; Hawthorne Pacific Corp.; Hyatt Regency Maui; Island Movers Maui; Kaanapali Beach Hotel; Kapalua Land Co - Cart Barn; Maui Blocks; Maui Eldorado Resort; Maui Prince Hotel; Maui Tropical Plantation; Paradise Beverage; Ritz-Carlton Kapalua; Royal Lahaina Hotel; Sandalwood Golf Course & Grand Waikapu; Star Ice and Soda Works; The Lodge at Koele/Manele Bay Hotel; Tri-Isle, Inc; and the Westin Maui.

**Kauai Division** - Foodland Supermarket; Grand Hyatt Kauai Resort & Spa; Kauai Commercial Co.; Kauai Toyota; Meadow Gold; Mid Pac Auto Center; Pacific Service & Development; and Princeville Operating Company.

**Oahu Division** - BEI Hawaii; Diamond Head Memorial Park Association; Dole Fresh Fruit; Dole Plantation Store; Eggs Hawaii; Foodland Supermarket; Hawaii Logistics; Hawaii Medical Center - Technicians; Hawaii Pacific Health; Hawaiian Memorial Park Cemetery Assn.; Honolulu Advertiser; Honolulu Airport Hotel; Honolulu Ford; Island Movers; Kaiser Foundation; Kapiolani Children's Medical Center; Kuakini Medical Center; Love's Bakery; Luana Hills Country Club; Macsteel Service Centers USA; Mililani Memorial Park & Mortuary; Mililani Town Association; Nuanu Memorial Park; Oahu Cemetery Association; Oahu One Credit Union; Pearl Country Club and Restaurant; Sack & Save; Servco Pacific; Simmons Bedding Company; Straub Clinic & Hospital; The Pepsi Bottling Group; Turtle Bay Resort Golf Club; Valley of the Temples Memorial Park; Vanguard Car Rental USA; Wahiawa General Hospital; Waialele Golf; and Weyerhaeuser Company.

## Education and Empowerment

## 2007 ILWU Labor Institute educates and empowers union members



Over 110 rank and file ILWU members spent five days in Honolulu last October 15 to 19, 2007, attending the union's intensive leadership training institute. They learned how to build a stronger union on the job and in the community.

This year's program focused on the skills these member/leaders would need to build stronger and more effective union organizations at their workplace, and the skills they would need to reach out to community groups and other organizations to gain support on worker issues.

These skills would be needed in 2008 when many of the ILWU's larger hotels and the entire longshore division will be negotiating new collective bargaining agreements with their employers.

This training program, known as the ILWU Labor Institute, is held once every three years. Some of the best instructors from labor education centers across the United States are recruited to teach the 35 workshops offered at the institute.

The union's communication director, Mel Chang, has been putting these institutes together for the past 20 years, beginning with the first institute held in 1987 at the YWCA Camp Kokokahi on Kaneohe Bay on Oahu. That first institute could accommodate only 45 participants who slept 12 to a cabin on bunk beds and shared communal showers.

Today, the institutes are attended by as many as 150 people and are held at the ILWU's building on Atkinson Drive in Honolulu. Gone are the cabins and bunk beds--participants stay at the Ala Moana Hotel across the street.

### Building Union Power

The themes of the first two days of the institute were "power on the job" and "power in the community." Participants had the opportunity to attend workshops and hear presentations by Robert Schwartz, Mark Brenner, and Stephanie Luce. Schwartz is an attorney and author of many labor books, including *Strikes, Picketing and Inside Campaigns: A Legal Guide for Unions*. Brenner is the director of Labor Notes, the organization which published "A Troublemaker's Handbook 2 - How to fight back where you work -- and Win." Luce teaches in the

Labor Relations and Research Center of the University of Massachusetts at Amherst and is author of "Fighting for a Living Wage and co-author of *The Living Wage: Building a Fair Economy*."

On Tuesday afternoon, institute participants showed their support for the workers of the Pacific Beach Hotel by joining a mass demonstration and picket of the hotel property in Waikiki. Over 400 workers of that

hotel voted to join the ILWU and have been struggling to win a fair union contract for over two years.

Workshops on Wednesday and Thursday ran for 6 hours and covered safety and health, labor law, grievance handling, leadership, communications, and how to research your employer. Institute participants also learned more about the struggle for justice at the Pacific Beach Hotel

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*Institute participants wrote over 400 letters to HTH Corporation, urging the company to rehire all their workers at the Pacific Beach Hotel and agree to a fair union contract. They also wrote letters to newspaper and television stations to provide more media coverage of this important issue dealing with workers' rights.*

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## ILWU Labor Institute



Del Beazley and friends leads the singing of "We Shall Not Be Moved" during Friday's graduation. It was a moving finale of another very successful ILWU education program.



### Labor Institute - from page 3

and wrote letters to the hotel's owners, HTH Corporation, in support of the workers.

Friday's workshops were 3 hours long and focused on issues in the workplace, such as health care, family rights, workloads, and how to get more members active in the union.

### Graduating New leaders

Graduation on Friday, October 19, was the last event of an intensive five days of learning and interaction for the participants. It was the end of the Institute, but just the beginning for taking what they learned back to the membership.

ILWU Local 142 President Fred Galdones thanked the participants. "Thank you for telling your members that you are willing to be a union leader, that you are willing to step forward and help your brothers and sisters in the workplace." Fred stressed that the education they received during the institute was just the beginning. "The best education will be out in the field, when you return home to your units."

Five students, one from each of the four ILWU Divisions and one from Lana'i, were asked to speak about what they learned, what they got out of the institute, and what they will do when they return home.

Barton McCollough from Yamada and Sons represented the Hawaii Division. "This was a good learning experience and it was fun meeting new people. I hope to take back some of the things I learned, particularly what I learned about safety hazards and unsafe equipment."

"This was an empowering experience," said Lolohea Hong from the Westin Maui and Maui Division. "I want to thank my unit and membership for the opportunity to be here. I learned how we have to support each other, because everyone here has the

same issues and the same problems."

"This has been an invigorating week," said David Truong from Castle & Cooke Resorts on Lana'i. David warned that workers have to be prepared to take on an employer who does things against us and our families. "Pacific Beach could happen to any of us," he said.

Brad Scott from Hawaii Stevedores spoke on behalf of Oahu Division. "We're all positive about our job and making the workplace better. In longshore, we don't have the same problem as some of the other industries. Our fight in longshore is to maintain what we have." Brad reminded everyone, "the employer always tries to take stuff away."

Kauai Division was represented by Leanne Shiroma from KD Golf Operations at Kauai Lagoons. She reminded everyone that the ILWU is a rank-and-file union, run by the membership. "We are the union--not just the officers up there."

### What did they learn?

Twelve instructors taught the 35 classes and workshops during the five days of the 2007 ILWU Labor Institute. After each class, the participants were asked to fill out an evaluation form which asked what they found

most useful and any comments they had about the class or instructor.

Following are descriptions of the workshops and the comments from the participants.

### Mark Brenner - Director Labor Notes New York and Chicago

Mark Brenner spoke on two panel presentations and taught two workshops: Shop Floor Tactics and Power in the Community.

★Creative tactics. How to frustrate your boss. Mapping the workplace. How to spread information.

★Building power at work. Organizing network. Great ideas shared, informative, interesting.

★Strategy and tactics. Very fun, kept everything moving, very informative.

★Building awareness in the community - inspiring more involvement of community people, politicians, churches, schools.

★Community involvement. Never thought of getting community groups involved with work issues - Rhonda Morris, Grand Hyatt Kauai.

★How to get communities and organizations to help get what you want from companies.

★Finding ways to connect with the community. May need to approach the community with negotiations committee.

★All topics. It allowed me to focus in on how community support plays an important role in our union causes.

### Robert Schwartz - Author and Labor Attorney, Work Rights Press - Chicago

Robert Schwartz spoke on two panel presentations and taught two workshops: Winning the Inside Campaign and Pickets and Boycotts.

★What you can and cannot do during strikes and work hours.

★Organizing strike strategies. Very informative coming from a lawyer who actually knows the law.

★Strike issues what you can and cannot do when your contract expires - Abel Kahoohanohano, Maui Division business agent.

★Goals of inside campaigns and inside tactics were very informative.

★National Labor Relations Act. How the act evolved and how it affects the union. Very good. Enlightens on our rights and different tactics to use.



Each morning of the Institute started with a large group session. Participants attended separate workshops for the rest of the day. Right: In his workshop, Mark Brenner had dozens of examples of how unions built effective and long-term relations with the community. In one city, bus drivers hit by cuts in routes and layoffs helped



organize support in the communities affected by the cuts in bus service. In another example, workers made their point by operating their company without supervisors for a day. Community supporters blocked the entrances and prevented supervisors from entering the building.

## Education and Empowerment



Robert Schwartz talked about how unions can legally use rats, bannering, and pickets to put pressure on employers. Some unions will call attention to an unfair employer by inflating a large rat balloon in front of the company. Another tactic is to have a couple of people hold a 100 foot long banner urging the public to boycott a bad employer.

### Randy Wright - Labor Education Specialist - Labor Education Program - University of Arkansas at Little Rock

Randy Wright taught four workshops: Bargaining and Inside Campaigns; Labor Law for Activists; and Protecting Family Rights on the Job.

★ Campaigns and mobilization. To get apathetic members involved.

★ Working without contract. Legal things you can do. All the information and on the job experience stories - Nancy Ramos, Love's.



Randy Wright teaches in many areas of the United States. He thinks the ILWU people in his classes are among the smartest and brightest of any union he has taught. Randy details a serious condition plus treatment is required for a chronic condition to be covered by the Family Medical Leave Act.

★ Inside campaign tactics and work to rule. Tactics used to strengthen your point.

★ Inside Campaigns. Learned new ways to get members involved.

★ So much experience and useful knowledge! I feel much more confident now in interpreting our contract and representing my brothers and sisters.

★ All of it! You showed we need to understand a lot!

★ His years of legal experience will help us all. His examples were all real-life stuff.

★ Family Medical Leave Act (FMLA) understanding the law, knowing what is your rights.

### PJ Dowsing-Buie - Field Education Coordinator American Federation of State County and Municipal Employees

PJ Dowsing-Buie taught four workshops: Grievances and Mobilizing; Building a Stronger Union and Internal Organizing; Keeping Members Involved.

★ The steps of the grievance procedure. Brainstorming other effective ways to get management attention - Diane Chaves, Foodland Pukalani.

★ New ideas for handling situations at work. Always fun, informative. Thanks PJ - Rhonda Morris, Grand Hyatt Kauai.

★ How to gain leverage on and off your workplace.

★ Other methods that can be used to help with coming to an agreement with management. It was a very good experience.

★ Different ways to deal with problems at work, not just grievances. It was a very informational class. And fun - Dennis Morton, HSI.

★ How to be more powerful for my fellow workers and how to get them more involved to solve issues - Kay Kelly, Westin Maui.

★ Good participation - instructor makes the class think out different situations - Dana Shigemitsu, Matson CFS/CY.

★ How and where UNION gains power from, who and understanding our allies and or enemies, qualities of good/effective leaders - Celia Arcilla, Diamond Resorts.

★ Keeping the union strong & members educated so we have more members - Foi Sanerivi, Island Movers.



PJ worked her classes hard and used every minute of her allotted time, but people loved her and her classes. PJ's classes were always informative, educational, and fun.



Judi King made learning fun. Her class on Work and the Family showed how the union can negotiate contract language that protects workers and their families. The US lags far behind other countries in laws that take care of family needs.

### Judi King - Associate Professor - Labor Education and Research University of Alabama at Birmingham

Judi King taught four workshops: Work, Family and Community; Strategic Planning with Pacific Beach hotel workers; Assault on Health Care; and Technology, Security and Privacy in the Workplace.

★ Ways on getting care for elderly and children through unions. She made everything fun and interesting. Very enlightening and educational.

★ All about our family especially if you are a working parent - Roberta Brown, Maui Pineapple.

### Stephanie Luce - Associate Professor - Labor Relations and Research Center - University of Massachusetts at Amherst

Stephanie Luce gave one panel presentation and taught one workshop on Workers and A Fair Economy.

★ ILO (International Labor Organization), Gatt (General Agreement on Tariffs and Trade), and neoliberalism. Lots of good information - Reneldo Rodriguez, Westin Maui.

★ The history of the ILO and all the background information gave me a better foundation for learning current issues. Hands on. She asked the group what we wanted to learn about and gave options.

★ Learning about the World Trade Organization - what it stands for and how it works. The instructor was very informative. She was easy to understand and explained things to where I could understand - Alanna Agustin, Wilcox Hospital.

★ Worker retention laws. Steps to gain power. Impact on workers. Bretton Woods Institute. Thank you. Learned so much about labor laws and steps that go into it.

★ Community and family matters. How everything affects us. How our family and community all tie in to what or how our jobs are affected.

★ On how we can strengthen our contracts to better our family needs.

★ Lots of eye opening information - David Truong, Castle and Cooke Resorts.

★ All topics were interesting and helpful. A lot of info was given about child and adult care that I never knew about and will come in handy in my own life and the lives of my friends and family that I can share with them - Lani Moala, Kaanapali Beach Hotel.



Stephanie Luce talked about the common interests shared by the community and union members for fair wages and job security. Many cities have passed worker retention laws which require a company to retain workers in a change of management or ownership.

★ Globalization, accountability campaigns. Luce was very engaging, not boring, always included class in discussion - not a one way speaker. Will be helpful for next negotiations - Star Medeiros, Westin Maui.

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## Building Stronger Units

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### Labor Institute aims at building stronger units



*Diane Thomas-Holladay showed how labor and the religious community can work together because they share common goals for justice and fairness. Diane (far right) shows how the very rich got the most benefit from George Bush's tax cut. The wealthy got enough money to buy new cars while working people barely got enough to buy a plate lunch.*

**Diane Thomas-Holladay -  
Labor Education  
Program University of  
Arkansas at Little Rock**

Diane Thomas-Holladay taught four workshop: Political Power/Faith and Labor; Strengthening the Local

Union; and Union Busting; and Politics, the Economy and Working Families.

★I learned how both political/faith labor can work together. This is a great tool for the union - Ululani Kalua, Maui Pineapple.



*Sharon Simon uses a mapping exercise to help workers identify dangerous conditions in their workplace. Different colored dots are used to identify biological hazards, physical hazards, chemical hazards, stress hazards like too much work, or ergonomic hazards due to repeated motions. A concentration of dots would show where the union can take action to ensure a safer workplace.*

**Sharon Simon - Director,  
Labor Safety and Health  
Training - National Labor  
College**

Sharon Simon taught three workshops: Fighting for a Safe Workplace and Don't Work Til it Hurts (two times).

★Pointed out some creative ways to get members attention.

★Great class, terrific instructor. Overall awesome.

★Goals for safety & health. Yes, we need to try this at work first - training was excellent.

★Made me start thinking about how to fix hazard in my place of employment. Good information I can take back to my unit and other members. Thank you for a great class. Teacher was very informative and knowledgeable.

★All of the information is very powerful and certainly will be used as a guideline for our unit. My unit will be initiating a safety committee.

★Lots of good information. OSHA (Occupational Safety and Health Act) rights and legal health and safety - just being able to better understand rights.



*Dawn Addy revealed the tricks used by union busting consultants to mislead workers during a union organizing drive.*

**Dawn Addy - Center for  
Labor Education & Research  
Florida International  
University**

Dawn Addy taught four workshops: Building Community Support for

Your Struggle; Communications Skills; Fighting Open Shops and Union Busting; and Fighting Subcontracting and Workload Issues.

★A good class for tourism industry. Smarter to tackle workloads.

★Subcontracting. Because it takes away union jobs and positions.

★Subcontracting out. Don't like it. Takes food off my dinner table - Thomas Kelii, Hawaiian Memorial Park.

★A lot of open discussion, examples, participation - Rhonda Morris, Grand Hyatt Kauai.

★Instructor led lively discussions. I can now appreciate the danger of subcontracting - Frankie Pang, Hapuna Prince.

★Group discussion was the best part. I hear other issues besides hotel problems.



*Tracy Chang's class taught people how to find strategic information on their employers and key management personnel. Websites such as [www.sec.gov](http://www.sec.gov), [www.Hovers.com](http://www.Hovers.com), and [www.guidestar.org](http://www.guidestar.org) can yield information on public, private, and non-profit companies.*

**Tracy Chang - Labor Educa-  
tion and Research Center  
University of Alabama at  
Birmingham**

Tracy Chang taught four workshops: Digging Out the Facts and Corporate Campaigns; Immigrant Rights-Broken Borders or Broken Justice; and Gender and Equality.

★Strategy and tactics of corporate campaigns. Using the Pacific Beach Hotel as a case study. Went very well even with the time constraint. - Don Cooper, Matson CFS/CY.

★Information on how to search web sites about the dirt on companies. Very informational and helpful with hands on experience with using computer laptops. Great energy. Great information given. Also helpful information to help us with our negotiating next year - Tiffany Kolo, Grand Wailea.

★Improve communication with

members. The instructor was clear with her lesson and very knowledgeable, she was respectful and very polite. Aloha - Julio Martinez, Jr. Hilton Waikoloa.

★Web sites to look up company info. This will help us in our upcoming negotiations.

★Immigration laws and immigrant rights. Level of population divided by race - Leo Reyes, Ritz Carlton.

★All of the information shared was very interesting. There was a wealth of information and what we need to do to build a stronger unit - Alanna Agustin, Wilcox Hospital.

★The differences in gender jobs and how they are not equal - except when there is a union - Elana Sousa, Maui Lu Resort.

★Gender roles and how to change them. Showing ways to change things for women's opportunity - Kay Kelly, Westin Maui.

## Membership Services

### In memory of Takeshi Kouchi



Takeshi Kouchi in 1959.

Retired ILWU business agent Takeshi "Take" Kouchi passed away on December 23, 2007. He was 79 years old. "Take" was born on February 26, 1928 and graduated from Hilo High School in 1946, a year after World War II ended. He served in the US Army, then found a job as a grocery clerk in 1953 at the Market City Foodland on Harding Avenue in Kaimuki. It was the first Foodland SuperMarket opened by the Lau Kun Family and their manager, Maurice Sullivan, in 1948.

The Market City Foodland was the newest concept in food retailing,

which was expanding across the United States. It was a one-stop store which sold meats, produce, canned and dry goods under one roof. It was no longer necessary to go to a butcher to buy your meats, to a farmers market to buy fruits and vegetables, or to a bakery to buy bread. The store was an immediate success, and crowds were so large that the front door had to be controlled, letting only a few people come in at a time. Foodland expanded rapidly and by 1959 there were 9 stores with over 400 employees on Oahu.

"Take" helped organize Foodland workers into the ILWU in 1958. Other unions were also trying to organize the company, but Foodland workers voted overwhelmingly for the ILWU. In an election held on November 25, 1958—205 voted for the ILWU, 14 voted for the meatcutters, 1 person voted for the retail clerks, and 66 voted "no union." On May 1, 1959, the ILWU reached agreement on the first union contract with Foodland.

"Take" quickly rose to leadership in the Foodland Unit and served on

the union's negotiating committee in 1961. In 1962, "Take" was elected chairperson of the Foodland Unit, which had grown to 15 stores and one warehouse on Sand Island. By that time, "Take" was the head stock clerk of the Aina Haina Foodland.

Unlike most ILWU units, Foodland had members working in sixteen different locations all over Oahu. It would take tremendous organizational skills and leadership to build the newly organized Foodland Unit. But "Take" took on the challenge and succeeded. By his second term of office, the Foodland Unit had an officer or shop steward in every store, was publishing a news bulletin, and had a bowling team playing in the Oahu Division league. Foodland members were active in a number of committees, including membership services, sports, medical and welfare, and political action.

"Take" was elected to the ILWU Local Executive Board and International Executive Board. He was appointed Oahu Division Representative, then elected as a

business agent in 1976. He serviced Oahu general trades units, including Foodland and Love's Bakery.

As a business agent, "Take" drew upon his experience as the chairperson of Foodland. He believed the union had to go beyond handling grievances and negotiating contacts. He cultivated a network of rank and file members in each of his units and worked patiently to get them more involved in union activities. He spent a lot of time with his unit officers and encouraged them to hold regular membership meetings, to organize social events to bring members together, to form teams to play in the ILWU sports league, and to help with the union's political action program. "Take" helped his unit officers build solid, well rounded unit organizations that became part of their members' lives.

After serving 15 years as a business agent, "Take" retired from the ILWU in 1991, when he was diagnosed with throat cancer. This was another challenge "Take" would fight and overcome. Retirement gave Takeshi the time to spend with his family and a growing number of new grandchildren.

## HMA pledges exceptional service

**For ILWU members at the Ka'anapali Beach Hotel, the Hyatt Regency Maui, the Hilton Waikoloa Village on the Big Island, the Grand Hyatt Kauai, Four Seasons Resorts Lanai and Castle & Cooke Resorts Lana'i.**

Who do you call when you have a question or problem with your medical plan?

If you chose the Kaiser Plan, you would call Kaiser at 1(800)966-5955. You wouldn't call your ILWU business agent or the Human Resources Director at your hotel.

The same thing applies if you chose the Comprehensive Medical Plan. You would call HMA (Health Management Associates, Inc) at 1(866)377-3977. This is the company hired by the ILWU Health & Welfare Trust Fund to run the comprehensive medical and prescription drug plan. HMA pays your medical claims, handles any disputes over your claims, and answers your questions about your benefits. Their website is [www.hmahi.com](http://www.hmahi.com).

HMA's service has improved tremendously since January 2005, when the ILWU Health & Welfare Trust Fund first started. At that time, HMA handled Hawaii claims out of

their Arizona headquarters, and there were some complaints from ILWU members about delays in getting their claims paid and difficulty in contacting HMA personnel.

The company had been doing business in Hawaii since December 2001, but the addition of thousands of ILWU members required a much larger staff in Hawaii.

Since then, HMA, Inc and its sister company Summerlin Life and Health Insurance Company have expanded their Honolulu office at 1440 Kapiolani Blvd, Suite 1020. Both businesses are owned by the i/mX Companies based in Tempe, Arizona.

Their staff includes: Harris Nakamoto, vice president and general manager; Gwen Suzuki-Oishi, manager of claims and customer service; Jun Jao, manager account services; Michelle Malamala, Akamai account coordinator.

#### "The Akamai Way"

Today, HMA wants to provide an even higher level of customer service with a new program called "*The Akamai Way*." *Akamai* is the Hawaiian word for smart, clever, wise or intelligent.

When you call HMA, ask for an Akamai representative. The Akamai

representative will be your guide and assistant in leading you through a healthcare maze that can be confusing and frustrating. Instead of telling you to call someone else, Akamai representatives are specially trained to personally handle your problem or answer your questions from start to finish. If the Akamai representative can't handle your problem immediately, they will take your name and phone number and call you back that same day. Their goal is to make same day call-backs.

The purpose of this program is to make your experience with HMA as easy and painless as possible by giving you a personal guide that can educate, offer options, and effectively find solutions for you. If follow up action is required, the Akamai representative will call you back a few days later to make sure your problem has been solved.

As you become more *akamai* about using your medical plan, you will find it easier to call the specialized HMA departments directly. If you have a problem with prescription medication, you would call Catalyst Rx at (888)869-4600.

If you need prior authorization or have a claims problem you would

know to call HMA at (866)377-3977. And if you're not sure who to call, then call the Akamai Way Hotline at (866)331-5913 and an Akamai representative will be happy to assist you.

### Health & Welfare Trust Fund

HMA Office ..... 866-377-3977  
Akamai Line ... 866-331-5913

Prescription Drug Plan  
Catalyst RX ..... 888-869-4600

Kaiser Plan ..... 800-966-5955

### VEBA Future Retiree Benefits

On Oahu ..... 441-8600  
Neighbor Islands  
Toll Free ..... 888-256-3578

### ILWU Offices

Hawaii Division  
Hilo ..... 935-3727  
Waimea ..... 885-6136  
Maui Division ..... 244-9191  
Kauai Division ..... 245-3374  
Oahu Division ..... 949-4161  
Local 142 Office --- 949-4161

## News Around the Union

## 70th Anniversary of ILWU Longshore Charter

October 5, 2007 marked the 70th anniversary when ILWU longshore locals in Hawaii received their charters from the newly formed International Longshore and Warehouse Union (ILWU).

The ILWU was formerly the Pacific Coast Division, District 38, of the International Longshore Association which was affiliated with the American Federation of Labor (AFL). The leadership of the AFL was dominated by craft unions that believed workers should belong to separate unions based on their skill or trade (such as carpenters, printers, boiler makers, etc.) and the best way to improve their conditions was to limit and control the number of skilled workers.

A group of unions within the American Federation of Labor proposed a different strategy. They believed that mass production and the growing factory system required a new kind of union that organized all workers, skilled and unskilled, into a single organization. The AFL disagreed and insisted that only the skilled workers should be organized into separate unions even when they worked in the same factory.

In 1935, the unions that favored industrial organizing formed the Committee of Industrial Organization to work within the AFL. The CIO went on to successfully organize tens of thousands of workers in the steel and auto industry, then left the AFL in 1938 and renamed itself the Congress of Industrial Organizations.

The Pacific Coast Division of the ILA favored the CIO program of

building democratic, industrial unions. A coastwise vote of rank-and-file longshore members in California, Oregon, and Washington overwhelmingly favored affiliating with the CIO. The ILA immediately expelled all West Coast locals from the ILA on August 9, 1937.

Thus, the ILWU was born in August 1937 as a democratic, rank-and-file industrial union. In October 1937, three Hawaii locals received their official ILWU charters—Local 35 Port Allen and Ahukini on Kauai, Local 36 Port of Hilo, and Local 37 Port of Honolulu.

From the waterfront, ILWU longshore members moved inland to help organize thousands of workers in the sugar and pineapple industries in the 1940s. When the tourism industry expanded to the neighbor islands in the 1960s, the ILWU organized hotels and tour drivers. The ILWU organized anywhere workers needed and wanted a union—supermarkets, hospitals, credit unions, trucking, memorial parks, restaurants, golf courses, and many more.

Organizing workers into unions continues to be a priority of the ILWU. Last December, workers at the Princeville Sheraton Hotel on Kauai voted to join the ILWU. They are now negotiating a collective bargaining agreement.

If you know about workers who need and want to be unionized, call your ILWU Division Office or our Organizing Department in Honolulu at 808-949-4161.

## Nanioloa Workers win full severance

A federal judge has ruled that Nanioloa Hotel Resort employees laid off in February 2006 will be given their severance pay that counts years of service before 1999.

The International Longshore & Warehouse Union, which represented the employees, took the new owner of the Hawaii Nanioloa Resort to court after he refused to pay the full severance to laid off workers.

The union maintained that

employees of the Hilo hotel were entitled to the maximum amount of severance pay based upon the collective bargaining agreement in place when the resort was sold in 2006 to Ken Fujiyama.

### Plan ahead

★ The ILWU International Convention is set for June 8 to June 12, 2009, in Seattle, Washington.

★ The ILWU Local 142 Convention is set for September 14 to September 18, 2009, in Honolulu.

The next LEB meeting is scheduled for June 19-20, 2008, in Honolulu at the ILWU building on 451 Atkinson Drive.

## 2008 Sports Calendar

**53rd Annual Fast-Pitch Softball**  
Oahu Division, Honolulu  
May 10, 2008

**55th Annual Golf Tournament**  
Hawaii Division, Kona  
August 30-31, 2008

**23rd Annual Slow-Pitch Softball**  
Maui Division, Wailuku  
September 20, 2008

**52nd Annual Bowling Tournament**  
Kauai Division, Lihue  
November 28-29, 2008

**27th Annual Basketball Tournament**  
Oahu Division, Honolulu  
December 13, 2008

Open to all ILWU Local 142 members, their spouses, and dependent children.  
Check with your unit officers, as some unit finance policies may pay the entry fee for team events.

## Harriet Bouslog Labor Scholarship

for ILWU children and grandchildren

Scholarships are awarded each year to ILWU seniors graduating from any high school in the State of Hawaii. The scholarships are only for the University of Hawaii at Manoa or Hilo campus and provide up to \$1,000 per semester. The scholarship may be renewed for four (4) years, provided the student remains a full-time student in good standing at the University of Hawaii.

Applicants must:

- Be a resident of the State of Hawaii;
- Be a senior in a high school in Hawaii;
- Have applied to the University of Hawaii Manoa or Hilo campus (award subject to UH acceptance);
- Have a parent or grandparent who is an active or retired member of the ILWU;
- Respond to a set of essay questions on unions and the ILWU;
- Submit the completed application form, responses to essay questions, list of extracurricular activities, and a personal reference to the ILWU Division nearest their home.

Deadline for applications and essays: April 1, 2008

For more information or an application, call or visit your ILWU Division office. Hawaii - Hilo 935-3727 or Waimea 885-6136; Maui Division - 244-9191; Kauai Division - 245-3374; Oahu Division - 949-4161.