



VOICE OF THE ILWU

HONOLULU HAWAII
© 2011 ILWU
ISSUE 117

Volume 51 • No. 2

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

March/April 2011



ADDRESS LABEL

ILWU officers and members march in support of workers' rights in the State of Wisconsin at the Hawaii State Capitol on February 26, 2011. (Front, left to right) Oahu Business Agent Shane Ambrose, Michael Ruiz and Tavita Tufaga from Unit 4415 - Hawaiian Memorial Park, and former unit officer from The Honolulu Advertiser Rick DeCosta. Wisconsin's Governor Scott Walker and the Republican majority in the state's legislature are trying to ram through a new law that will take away collective bargaining rights from public workers.

Workers' right to bargain collectively at risk

"Union political action is vital because your rights and benefits can be taken away by the stroke of a pen." These words refer to the fact that legislation can be made and become law when signed by the governor of a state.

The law can give you benefits and protect your rights, but new laws can also take away these benefits and rights. This is happening in the state of Ohio and Wisconsin where Re-

publican governors John Kasich and Scott Walker and Republican majorities in the state legislatures have passed laws that severely limits the collective bargaining rights of state public workers and threatens the continued existence of public worker unions. Police and fire worker unions are excluded in the Wisconsin law but the Ohio law includes all 360,000 of the state's public workers.

The 2010 elections gave TEA party backed Republicans a majority in both legislative houses of Wisconsin and Ohio. TEA party Republicans refuse to consider the possibility or necessity of raising taxes in order to balance the state's budget. While both states are facing budget problems, the Republicans gave tax breaks to the wealthy and business and are blaming middle class public

workers for the budget crisis. For years, the states failed to set aside enough money to fund their pensions commitments, and the governors now want to break promises made in earlier collectively bargained contracts.

In both states, the fight is being taken to the people. In Wisconsin, public workers and their supporters plan to recall eight Republican
—continued on page 3

Democracy on the rise in world but under attack in U.S.

An uprising of people's power calling for more democracy in Tunisia, Egypt, Libya and other countries is toppling dictators around the world. The movement appears to be sweeping through the Middle East.

At the same time people around the world are calling for more democracy, the United States is going backwards and taking away democratic rights from its own people.

In Wisconsin, a Republican governor and Republican majorities in the state legislature are ready to pass a law that will severely limit the right to bargain from public worker unions.

Workers in Egypt played a decisive and under-reported role in helping topple Egyptian dictator Hosni Mubarak.

Union members in textile plants, post offices, sanitation services and the Suez Canal organized job actions across the country on February 9th - the day before Mubarak announced his resignation. Journalists at the



nation's most influential newspaper, Al Ahram, combined demands for better wages with insistence on more political independence.

Five thousand unemployed youths stormed a government building in Aswan, 6,000 Suez Canal workers held a job action and 2,000

pharmaceutical workers in Quesna went on strike. One trade union official said, "most strikers say that the resources of the country have been stolen by the regime."

Strikes and other job actions have increased dramatically since the year 2000 when the International

Monetary Fund, corporations, and U.S. government officials pushed Egypt to adopt "neo-liberal" economic agenda based on "free market" policies that raised unemployment and lowered living standards for most workers while favoring the wealthiest Egyptians.

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on June 17, 2011, in Honolulu at the ILWU union hall, 451 Atkinson Drive. ILWU members are welcome to attend as observers.

Collective bargaining is fundamental worker right

Four fundamental principles and rights at work

- 1) **Freedoms of association and collective bargaining.**
- 2) **Elimination of forced and compulsory labor.**
- 3) **Elimination of discrimination in employment and occupation.**
- 4) **Abolition of child labor.**

The worker rights listed above are rooted in the International Labor Organization's Constitution and the Declaration of Philadelphia annexed to the ILO Constitution. Their core value has been reaffirmed by the international community, notably at the 1995 World Summit on Social Development in Copenhagen and in the 1998 ILO Declaration on Fundamental Principles and Rights at Work.

These enabling rights make it possible to promote and realize decent conditions at work. The ILO Declaration on Social Justice for a Fair Globalization, adopted

in 2008, noted that freedom of association and the effective recognition of the right to collective bargaining are particularly important to the attainment of all ILO strategic objectives.

The International Labor Organization (ILO) is an agency of the United Nations and is responsible for drawing up and overseeing international labor standards. It is the only 'tripartite' United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programs promoting Decent Work for all.

The value of collective bargaining

- Collective bargaining is a major tool for labor governance. It is a way to control the workforce.
- It is a means of attaining beneficial and production solutions to potential conflicts between workers and management.
- It builds trust by promoting peaceful, inclusive, and democratic participation of workers and management.
- It is a powerful tool to address economic and social concerns, poverty and social disadvantage.
- It enhances enterprise performance, managing change, and building harmonious industrial relations.
- Collective bargaining is a way to reach agreement on issues affecting the world of work.
- Independent organization with right to strike is essential to equal dialogue.
- Government and legal framework needs to maintain a conducive and enabling environment.

U.S. gets failing grade on labor rights

Most Americans would be surprised and ashamed to learn that the United States has one of the worst records in the world when it comes to standing up for workers' rights.

The United Nation's International Labor Organization (ILO) seeks to ensure that social progress goes hand in hand with economic progress by establishing minimum labor standards which would be respected and promoted by all nations of the world.

In 1998, the ILO adopted the "Declaration on Fundamental Principles and Rights at Work" which identified the following eight core labor standards as universal human rights that apply to all people in all states. The core rights are: 1) The right to organize unions; 2) The effective recognition of the right to collective bargaining; 3) Elimination of all

forms of forced labor; 4) Elimination of forced labor imposed for political reasons; 5) Equal pay for work of equal value between men and women; 6) Elimination of employment discrimination and to promote equality of treatment; 7) Minimum age for child labor; and the 8) Abolition of the worst forms of child labor such as prostitution and slavery.

As on January 2011, almost three-fourths or 133 of the world's 183 nations have adopted all eight standards and 92 percent of the world's nations have adopted at least five of the core labor standards.

Canada has ratified five of the ILO standards and is making a serious effort to change provincial and federal law to conform to the remaining three standards dealing with collective bargaining, forced labor, and the

minimum age for child labor.

Bad record for U.S.

The United States has ratified only two of the eight standards—to eliminate forced labor for political reasons and to abolish the worst forms of child labor. The U.S. government refuses to ratify the other six standards. The current Republican majority that controls Congress does not recognize or protect these rights in the United States and opposes the idea that the U.S. should be subject to international law. This was also true of the Bush administration from 2000 through 2008.

U.S. law does not effectively protect the right to join unions or prevent employers from routinely intimidating and firing workers for union activity. The U.S. government

itself prohibits many of its workers, such as those in Homeland Security, from bargaining collectively.

U.S. forced prison labor

The U.S. puts more of its people in prisons than any other country in the world. The U.S. jails 743 people for every 100,000 people in the population. Russia is the second highest with 582 prisoners for every 100,000 people. China comes in at number 95 with an incarceration rate of 141. Most U.S. prisoners are African-American and other minorities who are jailed because of drug laws and laws that require mandatory imprisonment.

The U.S. prison population was 2.3 million in 2009 and another 4.9 million are on parole. About 100,000

—continued on page 3

Society benefits from unions and collective bargaining

The following is an excellent explanation of the freedom of association and collective bargaining from the ILO website at <http://www.ilo.org/declaration/principles/freedomofassociation/lang-en/index.htm>.

The freedoms to associate and to bargain collectively are fundamental rights.

Strong and independent workers' and employers' organizations, and the effective recognition of their right to engage in collective bargaining, are major tools for labor market governance. Collective bargaining is a way of attaining beneficial and productive solutions to potentially conflictual relations between workers and employers. It provides a means of building trust between the parties through negotiation and the articulation and satisfaction of the different interests of the negotiating partners.

Collective bargaining plays this role by promoting peaceful, inclusive and democratic participation of representative workers' and employers' organizations.

The continuing importance of collective bargaining in the twenty-first century derives from its potential as a powerful tool for engagement between employers' and workers' organizations to address economic and social concerns. It can strengthen weak voices and reduce poverty and social disadvantage. This can be done by applying collective bargaining to the needs of the parties and promoting voluntary agreements that sustain the well-being of individuals and enterprises.

The recognition of the right to collective bargaining is the key to the representation of collective interests. It builds on freedom of association and renders collective representation

meaningful. Collective bargaining can play an important role in enhancing enterprise performance, managing change and building harmonious industrial relations.

Collective bargaining, as a way for workers and employers to reach agreement on issues affecting the world of work, is inextricably linked to freedom of association. The right of workers and employers to establish their independent organizations is the basic prerequisite for collective bargaining and social dialogue. The right to strike has been recognized internationally as a fundamental right of workers and their organizations and as an intrinsic corollary to the right to organize. Nevertheless, these fundamental rights are still not enjoyed by millions around the world, and where these rights are recognized, there continue to be challenges in applying them. In

some countries certain categories of workers are denied the right of association, and workers' and employers' organizations are illegally suspended or their internal affairs are subject to interference. In extreme cases trade unionists are threatened, arrested or even killed.

The exercise of the rights to freedom of association and collective bargaining requires a conducive and enabling environment. A legislative framework providing the necessary protections and guarantees, institutions to facilitate collective bargaining and address possible conflicts, efficient labor administrations and, very importantly, strong and effective workers' and employers' organizations, are the main elements of a conducive environment. The role of governments in providing for an enabling environment is of paramount importance.

Why collective bargaining is good for America

Commentary by U.S. Secretary of Labor Hilda L. Solis

I was “raised union.”

My mother, who immigrated to the United States from Nicaragua, worked the 3 p.m. to midnight shift at a toy factory after the birth of my younger twin sisters. She was a member of the United Rubber Workers, which later merged with the Steelworkers Union.

My father worked at a battery recycling plant and was a shop steward there for the Teamsters Union. His plant went on strike several times when I was a kid. During those times, he explained to my mother, my six brothers and sisters, and me that it would be tough. Although the union paid a small part of his wages when they were on strike, it was a hardship. But we understood that we had to make sacrifices. And we did.

When I was in ninth grade, my dad would come home at the end of the day and ask me to sit with him at our kitchen table. From his pockets, he would pull pieces of paper with writing in Spanish on them—notes given to him by his co-workers. There were all sorts of things scribbled on them: concerns about health and safety practices at the plant, questions about paychecks that didn't add up, and ideas about how to improve the efficiency and productivity of the line. He'd ask me to translate them into English for him.

The first time, I didn't understand what they were. When I asked, he explained: “They are the voice of the workers.” He said that the paper

scraps started a conversation between the union and management. He told me it was a way to get them together “at the table.” After that, I understood.

My dad told that story to President Obama when they met. He said, with obvious pride: “Hilda has been doing this sort of work for a very long time. She still understands.”

I do. And since then, for my entire adult life, I have honored, respected and celebrated the voice of workers, which can only be guaranteed when they have the right to organize and bargain collectively.

That's important to remember, particularly now, as states and cities grapple with enormous fiscal challenges, and everyone must sacrifice to meet those challenges. The public employees who are critical to our communities—from nurses to teachers to firefighters and police officers—have made and will continue to make sacrifices to help close budget gaps. But some state leaders have gone too far in the process. Budget sacrifices are one thing; demanding that workers give up their rights as union members—to take away their voice—is another.

For me, it's not lofty rhetoric. During my two years as labor secretary, I've seen firsthand time and time again how unions make remarkable contributions to the strength and prosperity of our nation. In workplaces from my home state

of California to Washington, D.C., where I spend most of my time now, and everywhere in between, organized labor is helping businesses improve their bottom line, make workplaces safer and more productive, and ensure that all Americans have the opportunity to achieve the middle class.

Organized labor does the same for state and local government “business,” too. I'm talking about the men and women who care for our neighbors, teach our children, keep our communities safe and clean, and run into burning buildings when others run out of them. These dedicated public servants — many of them union members — do their important work with little fanfare or recognition. Through their unions, they have a voice in their workplace, in their future... and most importantly, in our future.

They've made sacrifices, too — particularly in the past decade — and have worked closely with state and local leaders to help the public sector do what it is supposed to do. Their participation in our civil society is paramount to its success.

Their collective voice gives them the opportunity and the right to actually improve public education, public health, and public safety and security. They deserve the right to have their voices heard when they speak out for job security and safe workplaces. Unions fight for better wages and benefits, not just for their members, but for everyone. They advocate for quality jobs that build a strong middle class.



In hard times, we all understand the need for sacrifices. Scapegoating teachers, firefighters and bus drivers by taking away their basic rights is not going to solve any problems. This is a time to find ways to work together and forge compromise. Neither side will get everything it wants, and everyone should share in the sacrifice.

Collective bargaining — what my dad called sitting “at the table” — is a cornerstone of our democracy and our middle class. It shouldn't be cast aside in hard times. It can and should be part of the solution. Just as my dad explained to me with those paper scraps at our kitchen table, the best solutions come from people sitting down at the table together.

U.S. gets failing grade on labor rights—continued from page 2

of these prisoners are forced to work in prison factories owned and operated by state or federal governments. These factories produce over 175 different products such as clothing, office furniture, license plates, and provide services such as recycling computer parts and data entry. Prisoners are paid from 23 cents to \$1.15 an hour. These products and services are only sold to government agencies and not the general public. Such prison work is a serious viola-

tion of the ILO prohibition against forced labor.

U.S. law has not eliminated the reality where women continue to earn less than men or put an end to the discrimination against immigrants, women, minorities, and others. In 1998 President Clinton asked the U.S. Senate to approve the ILO standard on equal pay for equal work, but after eight years, the Republican controlled Senate refused to ratify it.

The U.S. continues to allow children

of farm workers to work long hours, a violation of child labor prohibitions.

Enforcing the standards

The International Labor Organization supervises the application of these labor conventions. Countries that ratify the conventions must submit annual reports on what they are doing to implement the labor standards.

The ILO will examine what the countries are doing and will inves-

tigate complaints by workers and organizations when countries violate the labor standards they adopt.

Finally, the ILO works with countries to ratify more of the labor standards by offering technical help and expertise.

Table of Ratifications

You can find a table of the labor conventions adopted by each of the 183 member nations here: <http://www.ilo.org/ilolex/english/docs/declworld.htm>.

Workers' right to bargain collectively at risk—continued from page 1

Senators who voted for the anti-labor bill. They have already collected over 22,000 signatures on a petition to recall Dan Kapanke. Only 15,588 signatures were needed. A second petition to recall Republican Senator Randy Hopper also has enough signatures.

Wisconsin circuit court judge Maryann Sumi stopped the enforcement of the new law for at least two months because Republican legislators violated the state's open meeting law when they called a session with less than two hours notice.

In Ohio, unions are mobilizing to

let Ohio voters decide whether to approve or reject the anti-union law by putting the issue on the November 2011 ballot. The process begins when 1,000 signatures are submitted calling for a referendum vote. Organizers submitted over 3,000 signatures. Supporters of the referendum then have 90 days to collect about 232,000 signatures from at least 44 of Ohio's 88 counties. The law would then be put on hold until the results of the November vote.

Public opinion polls in both states show strong support for the right to bargain collectively.

Republican controlled states such as New Hampshire, Tennessee, Texas, and Florida are closely watching the events in Ohio and Wisconsin. They are considering passing similar laws attacking workers' rights.

The U.S. labor movement understands the need to stand in solidarity with Ohio and Wisconsin public workers. What is happening in these states could spread to other states and to workers in the private sector. Over 1,000 demonstrations were held on April 4 in support of collective bargaining and civil rights.



The VOICE of the ILWU (ISSN 0505-8791) is published every other month for \$2 per year by Hawaii International Longshore & Warehouse Union, 451 Atkinson Drive, Honolulu, Hawaii 96814. Periodicals postage paid at the post office of Honolulu, Hawaii.

POSTMASTER: Send address changes to VOICE of the ILWU, c/o ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814. Editorial Board: Isaac Fiesta Jr., Donna Domingo and Guy K. Fujimura.

Editor: Mel Chang

Do you want to work for less pay? What you need to know about the “right to work for less”

There are 22 states which have a so-called “Right-To-Work” law which prohibits agreements between unions and employers which require workers to pay union dues as a condition of employment. In these states, workers in a unionized workplace can not be required to become union members nor pay union dues. Yet these workers would get all the benefits under the collective bargaining agreement negotiated by the union without having to pay any of the costs to support the union’s operations.

Business organizations such as the Chamber of Commerce and the National Right To Work Committee lobbied to pass these laws which are really intended to maximize business profits by keeping unions weak and workers disorganized. The term “Right-To-Work” is misleading because it really means “right-to-work-for-less”.

Unions in “Work-for-Less” states must constantly spend time and resources to educate and convince workers to become union members and pay their fair share of union dues. The vast majority or 80 percent of union workers do become dues paying members, but 20 percent of the workers do not pay dues.

This leads to weaker unions and a smaller unionized workforce. In 18 of these 22 states, less than 8 percent of their workforce are union members.

Weaker unions mean lower wages and benefits, and these 22 states have some of the lowest wages in the nation. In 2009, the average annual income of these states was \$38,214 a year.

Four of the 22 Right-To-Work for less states have relatively high rates of unionization. Nevada has 14.9 percent of their workers unionized because of the large gaming industry. Iowa, Alabama, and Nebraska’s union membership range from 9.2 percent to 11.3 percent.

Union Yes states

In comparison, states which do not

have Right-To-Work for less laws have a much larger unionized workforce. New York, Alaska, and Hawaii have over 20 percent of their workers unionized.

Stronger unions enable workers to negotiate higher wages and benefits. The average annual income of the free collective bargaining states was \$44,685 in 2009. This is \$6,471 higher than the average income of \$38,214 of the 22 Work-for-Less states. The number of people living in poverty was also much lower in the stronger union states — 12.4 percent in 2009 compared to 14 percent for the 22 Work-for-Less states.

The Work-for-Less states are: Alabama, Arizona, Arkansas, Florida, Georgia, Idaho, Iowa, Kansas, Louisiana, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, and Wyoming.

Source of data

The data on wages for this story comes from the United States Bureau of Labor Statistics Occupational Employment Statistics and Wage Estimates. We used the State Cross-Industry estimates for May 2009 which can be found at http://www.bls.gov/oes/oes_dl.htm.

The data for union membership also comes from the United States Department of Labor. You can find union membership by state for 2009 and 2010 here: <http://www.bls.gov/news.release/union2.t05.htm>.

We looked at the average annual wages earned by 787 jobs from oc-

cupations such as Accountants and Astronomers to Writers and Zoologists. The data includes managers and executives and covers over 129 million American wage earners.

Some of the largest occupational groups were retail sales, cashiers, office clerks, and food workers.

Workers in 706 occupations earned more than 2 percent higher wages in Union-Yes states compared to the same occupations in Work-for-Less states. The average of all 706 occupations was \$2.54 higher pay per hour or 13 percent more than in Work-for-Less states.

Even managers and executives did better in Union-Yes states. When their workers are paid more, managers also receive pay raises.

We use 2 percent as this is about what a union member would pay in

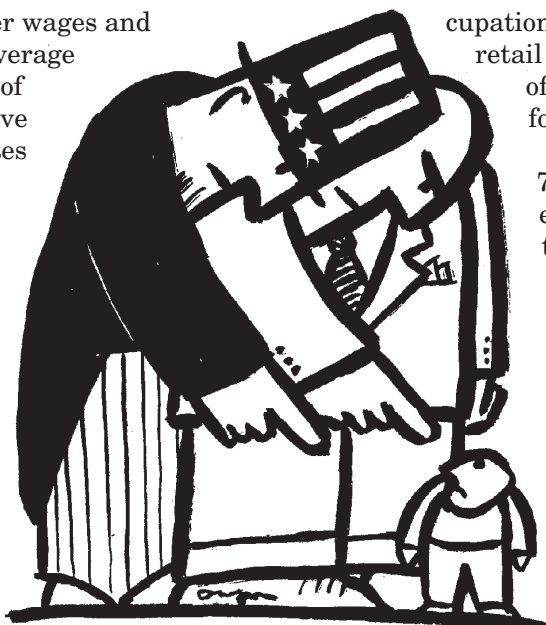
union dues. This does not count the fact that union workers receive much higher benefits in medical, retirement, holidays, and sick leave. Even if a union worker earns less, the value of better benefits would more than offset lower wages.

Eighty-one occupations earned wages that were less than 2 percent or lower than wages in Work-for-Less states. They averaged \$.70 less an hour or about 2.5 percent less. A large number of these occupations included doctors, dentists, psychiatrists, scientists, engineers, and other specialized occupations which are rarely unionized.

Major occupation groups

In the 22 major occupational groups, all but one group does far better in Union-Yes states compared to Work-for-Less states. Construction jobs had the highest advantage, earning 28 percent higher wages than in Work-for-Less states. Protective services and legal occupations earned around 20 percent higher wages.

Farmers and fishermen were the only major occupational group that earned about the same in Union-Yes and Work-for-Less states.



Communities thrive in union-yes states

Higher worker wages and incomes in Union-Yes states result in a higher tax base for local communities. This means local and state governments have more money to build roads, improve their schools, and provide better health and social services to their community.

Lower wages in Work-for-Less states means less tax dollars for government services.

More money in the pockets of lower and middle class creates a much stronger economy, because these people spend most of their money on necessities in the local community.

This leads to a growth in small businesses who sell goods and services to workers and their families. As small businesses do well, they create jobs in the local community.

When you put more money in the hands of the rich, there is less benefit to the local economy. The wealthy can only spend so much money on local goods and services. Most of their money leaves the local economy to buy luxury goods produced elsewhere or buy investments in companies which do business in other states or countries around the world.

“Union-Yes” states have higher wages than “Work-for-Less” states

State or District	Wages	% Union	State or District	Wages	% Union	State or District	Wages	% Union
1 Dist. of Columbia	\$70,740	9.1%	18 Hawaii	\$42,760	21.7%	34 Maine	\$38,55	11.6%
2 Massachusetts	\$52,710	4.5%	19 Oregon	\$42,540	16.2%	35 Kansas*	\$38,530	6.9%
3 Connecticut	\$50,950	16.7%	20 Pennsylvania	\$42,040	14.7%	36 Indiana	\$38,330	10.9%
4 New York	\$50,790	24.3%	US Average	\$41,893	12.3%	37 Idaho*	\$37,920	7.2%
5 New Jersey	\$50,010	17.1%	21 Georgia*	\$41,340	4.0%	38 Alabama*	\$37,500	10.1%
6 California	\$49,550	17.5%	22 Texas*	\$41,100	5.4%	39 Kentucky	\$37,370	9.0%
7 Maryland	\$49,510	11.6%	23 Vermont	\$40,940	11.8%	40 Tennessee*	\$37,360	4.6%
8 Alaska	\$48,690	23.1%	24 Arizona*	\$40,910	6.4%	41 Nebraska*	\$37,310	9.2%
9 Washington	\$47,770	19.5%	25 Nevada*	\$40,400	14.9%	42 South Carolina*	\$37,040	4.7%
10 Virginia*	\$46,360	4.6%	26 Ohio	\$40,300	13.7%	43 Iowa*	\$36,96	11.3%
11 Delaware	\$46,270	11.4%	27 Wisconsin	\$40,190	14.2%	44 Louisiana*	\$36,610	4.4%
12 Illinois	\$46,110	15.5%	28 Wyoming*	\$39,910	7.3%	45 North Dakota*	\$36,010	7.3%
13 Colorado	\$45,990	6.6%	29 Florida*	\$39,440	5.6%	46 Oklahoma*	\$35,830	5.4%
14 Minnesota	\$44,940	15.6%	30 North Carolina*	\$39,420	3.2%	47 Montana	\$35,090	12.6%
15 Rhode Island	\$44,320	16.4%	31 Missouri	\$39,250	9.9%	48 Arkansas*	\$34,640	4.1%
16 New Hampshire	\$43,720	10.1%	32 Utah*	\$39,220	6.6%	49 West Virginia	\$34,580	14.8%
17 Michigan	\$42,930	16.5%	33 New Mexico	\$38,920	7.3%	50 Mississippi*	\$33,570	4.4%
						51 South Dakota*	\$33,320	5.6%

* Work-for-Less states

Joe Ibarra, former ILWU International Secretary Treasurer, passes away

Former ILWU International Secretary Treasurer and Local 26 President, Joe Ibarra, passed away on February 11th. He was 69 years old. Joe's life was celebrated at a memorial service on March 4th in San Pedro, CA by family, friends, and his union brothers and sisters. Joe was remembered for a lifetime of outstanding service to workers and for his dedication to social and economic justice for all people.

Joe was born on January 23, 1942 in Agua Caliente, Mexico. He immigrated to San Pedro with his family at a young age. He enrolled at Barton Hill grammar school in San Pedro at the age of 6 and at that time he could not yet speak English. He would go on to graduate from high school and attend classes at Harbor College.

Brother Ibarra began his nearly 40-year career representing ILWU members in 1964 when he was elected to the Local 26 Max Factor negotiating committee. This was the first of many negotiating committees on which he would eventually serve. While serving on the Watchmen's negotiating committee in 1966, Joe would help establish the first pension plan in that industry.

The membership of Local 26 recognized Joe's commitment and leadership qualities in 1965 when he was elected by the membership as a delegate to the International Convention. In 1969, he was elected Local 26 President and then in 1975, Joe was elected to the International Executive Board (IEB) along with Rudy Rubio. They were the first two Mexican-Americans to serve on the IEB. Joe continued to serve on the IEB until 1982 when he was appointed Southern California Regional Director, a position he held until

1994 when he was elected International Secretary-Treasurer.

Joe was committed to organizing new workers into the ILWU. He ventured into the Imperial Valley where he organized cotton compress workers such as those at CalCot. Joe also organized workers at Great Lakes Carbon Corp., Kerr Steamships and several off-dock container stuffing operations.

Joe was instrumental in organizing office clerical workers into the OCU unit of Local 63. In the 70s, and early 80s Joe had the difficult responsibility of negotiating sever-

ance packages for many Local 26 members whose employers either closed up their union shops or moved to the "right to work for less" states.

Joe understood the importance of solidarity. He worked closely with Local 6, which had many employers in common with Local 26. Joe served as the ILWU representative at many Teamster meetings and conferences and he worked closely with the International Federation of Chemical, Energy, Mine, and General Workers Union (ICEM).

He was also politically active in his community. Joe worked with

the Watts Community Labor Action Council and he was appointed to the Board of Social Service Commissioners by Los Angeles Mayor Tom Bradley. Later, Mayor Bradley would appoint him to the Police Commission.

As International Secretary Treasurer, Joe put a lot of energy into the International's education program. He believed strongly ILWU members needed education about the history, traditions and policies of the ILWU. To address this, he helped initiate the highly regarded Leadership, Education and Development Institute (LEAD).

Joe was also committed to organizing and as Secretary Treasurer; he helped refocus international resources on organizing. He closely watched over the finances of the International union and upon his retirement in 2003, the ILWU was left in the best financial shape in over a decade.

Joe is survived by his wife Elsa, sons Gary and David, daughters, Monica and Angel, nine brothers and sisters, 10 grandchildren and 6 great-grandchildren.

Friend of Local 142

Joe was a good friend of many of the members and Local Officers of the ILWU in Hawaii and regularly attended Local 142 Conventions as a fraternal delegate.

Joe always took special care of Hawaii delegates who attended the ILWU International Conventions and the Hawaii members of the International Executive Board.

Joe was an avid golfer and regularly brought a large group of Southern California members to play in Local 142's annual golf tournament, strengthening ties between Hawaii and mainland ILWU members. He will be greatly missed.



Student activists rock Ohio with the ILWU

Over 250 student activists from dozens of college campuses across the country converged at the Ohio State University in Columbus for their annual conference in early February. The United Students Against Sweatshops (USAS) invited ILWU Vice President Ray Familathe to join them as a special guest.

USAS is an organization that corporations can't afford to ignore. Since forming in 1997, USAS has established affiliate groups on 150 campuses and racked-up an impressive record of wins against powerful corporations including Nike and Russell Athletic. In both those cases, USAS was instrumental in winning settlements for abused workers making their college-logo apparel.

"I went to congratulate these student activists for their work in the past, and thank them for their ongoing campaign to help Rite Aid workers," said International Vice President Ray Familathe who spent two days meeting with the students. Also on hand were ILWU Organiz-

ing Director Peter Olney and officials from the United Food and Commercial Workers Union Local 880, who represent Rite Aid workers around Cleveland, Ohio.

Familathe and the students weren't deterred by the record-breaking snowstorms and freezing temperatures that pounded the Midwest before the conference. The 250 activists began their meetings early in the morning and went late into the evening. They also found time to march in support of campus stadium workers on the Ohio State campus in Columbus, who are fighting the giant Sodexo corporation for better wages, benefits, respect on the job, and union recognition.

When Familathe went to the podium, he told the students that he wanted to contact their parents and tell them how proud they should be for raising such hard-working children that want to make the world a better place.

"What you're doing to help the Rite Aid workers is part of a bigger fight

for justice and respect that has to keep moving forward with every generation," said Familathe, "and you're doing your part."

Familathe's speech was part of a panel that shared recent struggles by workers in the U.S. and abroad, including garment workers in Honduras and the Dominican Republic, along with campus workers at the Ohio State University and the College of William and Mary in Virginia.

Familathe outlined the Rite Aid campaign and the important role that students are now playing. "You mobilized across the country on December 15 to support Rite Aid workers, and now you're rising up again to mobilize for actions on Valentine's Day." He praised the students for their willingness to take on long-term struggles and help workers in other countries.

Familathe noted that the ILWU also has a long history of supporting workers and communities in other lands. "Our slogan is 'An Injury to One is an Injury to All,' and we mean

it. When Nike workers were organizing for justice in Honduras, the ILWU told Nike corporate that we load and unload your finished goods, and that we didn't like how they were treating workers who made the products."

In the Dominican Republic, USAS organizers are supporting Alta Gracia, a factory that produces "sweat-free" clothing—made by union members—that can be sold on college campuses in the U.S. Also on hand were organizers from Honduras who worked with USAS activists to protect union members from government and corporate attacks.

"We respect the ILWU because you're our predecessors in international solidarity and have always reached out to stand with workers in other countries," said Teresa Cheng, USAS National Organizer. "We look forward to joining with you to support Rite Aid workers in Lancaster, Ohio, New Jersey and wherever workers are fighting for their rights."

Workers Are Consumers, Too

Love's members testify for labeling frozen bread

Grocery stores are selling the thawed, previously frozen bread which comes from the mainland on the same shelves as the fresh baked bread produced by Love's Bakery. Because of higher profit margins, many grocery chains are giving the frozen bread the best shelf positions and pushing the locally produced Love's bread to the bottom shelves.

The law was passed because some bakers began making lighter loaves (14 or 15 ounces) that were the same size as the one pound loaves and sold them for slightly less. Consumers would mistakenly buy the lighter bread, thinking they were one pound loaves.

Hawaii's "bread weight law" was repealed in 1991, following the passage of the US Nutrition Labeling and Education Act of 1990 which established national standards for food quality and labeling.

The union is looking into the possibility that the frozen bread may violate federal law and the Hawaii Food, Drug and Cosmetic Act (HRS 328) which prohibits false or misleading labeling or packaging, misrepresentation of foods, and omissions in labeling.

Both the federal and Hawaii laws require previously frozen food to be labeled as such.



Labeling gives consumers important information about products and helps them make informed decision about what they buy.



Love's Bakery members and retirees testified in favor of a law that would require previously frozen and thawed bread to be labeled as such.

US Food and Drug Administration Rules on Fresh and Frozen Foods (CPG 7120.06)

The Federal Food, Drug, and Cosmetic Act requires that food labels bear the common or usual name of the food.

The Fair Packaging and Labeling Act requires that a statement of identity appear prominently on the principal display panel.

To avoid misrepresentation and provide information needed to assure proper storage, food labels should include in the name or statement of identity appropriate descriptive terms such as pasteurized, canned, frozen, or dried.

FRESH: The term fresh should not be applied to foods which have been subjected to any form of heat or chemical processing.

FROZEN: Frozen foods should be prominently labeled as "frozen." This deters deceptive practices such as thawing frozen foods and offering them as "fresh." It also serves to "flag" goods as requiring freezer storage.

FROZEN FRESH: Foods which were quickly frozen while still fresh may be labeled "frozen fresh" or "fresh frozen."

2010 census shows Hawaii County grew most

Results from the United States 2010 Census count shows the 2010 population of the State of Hawaii grew to 1,360,301 individuals. This was an increase of 148,764 people since the 2000 census, an increase of 12.3 percent.

Hawaii County added 36,402 residents for the largest percentage increase of 24.5 percent. Maui added 26,740 residents for a population growth of 20.9 percent.

Kauai added 8,628 residents for a growth rate of 12.3 percent. Honolulu County added 77,051 people for a rate of growth of 8.8 percent.

Ethnic group changes

Mixed race residents are the fastest growing group in Hawaii, adding 45,820 people for a growth rate of 41.2 percent. Caucasians are growing the second fastest with a growth rate of 28.6 percent.

Asians are the largest ethnic group in Hawaii with 525,078 people, but

their numbers have only increased by 14.3 percent since 2000.

Hawaiians and Pacific Islanders grew by 14.7 percent to 135,422 individuals.

National population

The U.S. population as a whole grew by about 9.7 percent to 308,745,538 people.

The U.S. Constitution requires a count of the resident population every 10 years. The count includes everyone—citizens and immigrants.

The count of people and where they live are used to determine the number of representatives a state should have in the U.S. Congress. Every state has two Senators. There are a total of 100 Senators in the U.S. Congress.

Every state is given at least one seat in the House of Representatives. There are 435 members in the House of Representatives, and so the remaining 385 seats are allocated

to states based on the population counts of the census.

Each state uses the census counts to redraw their districts so that each representative has an equal number of people in his or her district. Districts for state and county elections will also be changed based on the 2010 Census counts. This process is called reapportionment.

Hawaii has two representatives in the U.S. House and this will not change.

Eight states will gain seats in the House because of population growth.

Texas will gain four seats and Florida will gain two seats. Arizona, Nevada, Utah, Washington, Georgia, and South Carolina will all gain one additional seat in the House of Representatives.

Ten states, mostly in the North and Mid-West will lose seats. New York and Ohio will lose two seats each. Michigan, New Jersey, Illinois, Iowa, Missouri, Pennsylvania, Massachusetts, and Louisiana will lose one seat each. See <http://2010.census.gov/2010census/data/>.

Population Growth from 2000 to 2010

	2010	2000	Change
Statewide.....	1,360,301	1,211,537	148,764
Honolulu County.....	953,207	876,156	77,051
Hawaii County.....	185,079	148,677	36,402
Maui County.....	154,834	128,094	26,740
Kauai County.....	67,091	58,463	8,628

Consumer Rights Are Worker Rights

Consumer right to information and protection

The United States Food and Drug Administration (FDA) is responsible for assuring that foods sold in the United States are safe, wholesome and properly labeled. This applies to foods produced domestically, as well as foods from foreign countries. The Federal Food, Drug, and Cosmetic Act (FD&C Act) and the Fair Packaging and Labeling Act are the Federal laws governing food products under FDA's jurisdiction.

The Nutrition Labeling and Education Act of 1990, which amended the FD&C Act requires most foods to bear nutrition labeling and requires food labels that bear nutrient content claims and certain health messages to comply with specific requirements.

Evolving law

The U.S. passed its first pure food and drug act in 1906. Since then the law has evolved to deal with other threats to the public safety and health and to give consumers more information about the products they buy.

Following are some of the major laws dealing with food, drugs, and consumer rights.

1906 - The original Pure Food and Drugs Act is passed by Congress on June 30 and signed by President Theodore Roosevelt. It prohibits interstate commerce in misbranded and adulterated foods, drinks and drugs. The Meat Inspection Act is passed the same day. Shocking disclosures of insanitary conditions in meat-packing plants, the use of poisonous preservatives and dyes in foods, and cure-all claims for worthless and dangerous patent medicines were the major problems leading to the enactment of these laws.

1913 - The law is amended to require food package contents be "plainly and conspicuously marked on the outside of the package in terms of weight, measure, or numerical count."

1937 - Elixir of Sulfanilamide, containing the poisonous solvent diethylene glycol, kills 107 persons, many of whom are children, dramatizing the need to establish drug safety before marketing and to enact the pending food and drug law.

1938 - The Federal Food, Drug, and Cosmetic (FDC) Act of 1938 is passed by Congress. The law extends control to cosmetics and therapeutic devices; requires new drugs to be shown safe before they can be sold; provides that safe tolerances be set for unavoidable poisonous substances; authorizes standards of identity, quality, and fill-of container for foods; authorizes factory inspections; and adds the remedy of court injunctions to the previous penalties of seizures and prosecutions.

We take for granted that the foods we eat and the drugs we take are safe and won't poison us or make us sick. This confidence is the result of almost 100 years of needed government regulation of the quality and safety of our food supply. Some of these regulations are mandatory, some are voluntary, and some give consumers a choice by providing information.

1966 - Fair Packaging and Labeling Act requires all consumer products in interstate commerce to be honestly and informatively labeled, with FDA enforcing provisions on foods, drugs, cosmetics, and medical devices.

1969 - FDA begins administering Sanitation Programs for milk, shellfish, food service, and interstate travel facilities, and for preventing poisoning and accidents. These responsibilities were transferred from other units of the Public Health Service.

1970 - Environmental Protection Agency established; takes over FDA program for setting pesticide tolerances.

1973 - Consumer Product Safety Commission created by Congress; takes over programs pioneered by FDA under 1927 Caustic Poison Act, 1960 Federal Hazardous Substances Labeling Act, 1966 Child Protection Act, and PHS accident prevention activities for safety of toys, home appliances, etc.

1980 - Infant Formula Act establishes special FDA controls to ensure necessary nutritional content and safety.

1982 - Tamper-Resistant Packaging Regulations issued by FDA to prevent poisonings such as deaths from cyanide placed in Tylenol capsules. The Federal Anti-Tampering Act passed in 1983 makes it a crime to tamper with packaged consumer products.

1988 - The Prescription Drug Marketing Act bans the diversion of prescription drugs from legitimate commercial channels. Congress finds that the resale of such drugs leads to the distribution of mislabeled, adulterated, sub potent, and counterfeit drugs to the public. The new law requires drug wholesalers to be licensed by the states; restricts reimportation from other countries; and

bans sale, trade or purchase of drug samples, and traffic or counterfeiting of redeemable drug coupons.

1990 - Nutrition Labeling and Education Act requires all packaged foods to bear nutrition labeling and all health claims for foods to be consistent with terms defined by the Secretary of Health and Human Services. The law preempts state requirements about food standards, nutrition labeling, and health claims and, for the first time, authorizes some health claims for foods. The food ingredient panel, serving sizes, and terms such as "low fat" and "light" are standardized.

1995 - FDA declares cigarettes to be "drug delivery devices." Restrictions are proposed on marketing and sales to reduce smoking by young people.

2002 - Country of Origin Label-

ing requires beef, lamb, pork, fish, perishable agricultural commodities and peanuts sold at retail to consumers had to have a country of origin label (COOL). Fruits, vegetables, and peanuts could carry a "United States country of origin" label only if they were exclusively grown in the United States. Meat and fish products must come from animals born, raised, and slaughtered in the United States or fish caught in waters of, and processed in, the United States. Such labeling is already required on most packaged food products. The food industry proposed voluntary labeling and, with the backing of the Bush Administration, successfully lobbied Congress to delay implementing the mandatory labeling until September 2006.

2004 - Soft drink labels must include the type of sugar used in their products. The "corn syrup and/or sugar" labeling was legal, as the soft drink industry had requested and received a special exemption in 1993 from the US Food and Drug Administration (FDA). Soft drink makers argued this would give them the flexibility to use either form of sugar when it was cheaper or in special cases such as the Jewish Passover where bottlers will use sugar because corn syrup is not considered Kosher. They also claimed it was impractical to change the label to deal with these limited situations. In November 2004, the FDA withdrew the special exemption and will now require soft drink makers to accurately label the type of sugar used in their products. The ruling may encourage some soft drink makers to use more sugar in their products.

Charter of Consumer Rights

Many nations place far more importance on consumer rights than the United States. Consumer rights is written into the European Charter as a basic human right. The following is an example of Consumer Rights from Ireland.

1. The right to basic goods and services which guarantee survival.
2. The right to be protected against the marketing of goods or the provision of services that are hazardous to health and life.
3. The right to be protected against dishonest or misleading advertising or labeling.
4. The right to choose products and services at competitive prices with an assurance of satisfactory quality.
5. The right to express consumer interests in the making and execution of government policy.
6. The right to be compensated for misrepresentation, shoddy goods or unsatisfactory services.
7. The right to acquire the knowledge and skills necessary to be an informed consumer.
8. The right to live and work in an environment which is neither threatening nor dangerous and which permits a life of dignity and well-being.

Around the Union

Organized labor built the middle class

Vice President Joe Biden spoke to thousands of union members in a virtual town hall conversation hosted by the AFL-CIO on March 17, 2011.

"You can't have a strong middle class without unions, without organization, without organized labor. "You guys built the middle class," said Biden.

"I would just emphasize what Hilda [Secretary of Labor Hilda Solis] said and say it slightly different: We don't see the value of collective bargaining, we see the absolute positive necessity of collective bargaining.

"Let's get something straight: The only people who have the capacity — organizational capacity and muscle — to keep, as they say, the barbarians from the gate, is organized labor. And make no mistake about it, the guys on the other team get it. They know if they cripple labor, then the gate is open, man. The gate is wide open. And we know that too."

"You already made sacrifices. Granted we all have to make more, but sacrifices relate to what every other American has to do to get this economy going does not relate to basic, basic human rights.

"Everyone of us, we fought too damn hard, my grandfather, my parents, your parents have fought too hard to make sure we had a voice at the table.

"And it's you, it's labor. If anybody wearing a white collar who is not labor, if anybody wearing a blue collar who is not labor, think there is any possibility they would have the safety, security, rights they have but for organized labor.

The Barbarians

"I find this ridiculous. The very philosophy, the very conservative people who got us in this ditch, who created — through their greed — this orgy of focusing on the super wealthy and Wall Street without regulations, the very people who drove us into this ditch, are now the people using you guys as the scapegoats.

"This is what you call blaming the victim. The people of the neighborhoods we all grew up in and you guys live in, organized labor, they're the very people getting killed right now by this economy. And the audacity these guys that come along and say, 'Hey, this is the fault of collective bargaining'—that is malarkey."

ILWU donates thousands for Japan disaster victims

Local 142 Executive Board approved a \$15,000 donation to aid Japan disaster victims at their meeting on March 25. The Local 142 Longshore Division acted to donate an additional \$2,500 and ILWU units are being asked to make donations of

their own. Oahu Divisions full-time officers agreed to donate at least one day of their wages to victims of the earthquake and tsunami that devastated Northern Japan on March 11, 2011.

ILWU Bouslog scholarships now for UH and community colleges

If you are an ILWU member or retiree, your child or grandchild may be eligible for a scholarship!

The Harriet Bouslog Labor Scholarship can help ILWU families fund a college education for their children. The application process has been simplified and requires an application, a video interview of the ILWU member, and a short essay. Deadline for applications is May 1st of each year. Applications and brochures for the Scholarship are available at all ILWU Division Offices and through the Local.

To qualify, students must be high school seniors planning to attend the University of Hawaii at Manoa, Hilo or West Oahu or a community college in the UH system. In response to many inquiries, this is the first year that students planning to attend a community college will be eligible to apply.

Plan for next year

If your child or grandchild is not yet a senior, it's not too early for

them to prepare their applications for next year or the year later.

Scholarships will be awarded to a total of 10 high school seniors each year, but recipients may receive benefits for up to eight semesters, provided they continue to attend a UH campus as a full-time student in good standing.

Award amounts

Scholarship awards are: \$2,000 per semester for UH Manoa; \$1,000 per semester for UH Hilo or UH West Oahu; and \$750 per semester for a UH community college.

With college tuition increasing every year, parents need to consider every way to finance their child's education. The Bouslog Labor Scholarship was established by Harriet Bouslog and her husband, Stephen Sawyer, specifically to benefit ILWU families and to encourage attendance at the University of Hawaii. Please encourage your members with children graduating from high school this year to apply.

ILWU Lanai Hall construction progress



The ILWU Hall in Lanai City gets a face lift and some much needed repair work. The Hall serves as an important meeting place for the small community of 3,500 people on the island of Lanai. Most of the workers of Lanai are employed by the ILWU-organized Four Seasons Resort Lanai—including the Lodge at Koele and Manele Bay Resort—or for Castle and Cooke's Shuttle Drivers or Heavy Division. Many retirees worked for Dole Pineapple Company.

Buy Books, Help ILWU Members buy your books at - www.powellsunion.com

Workers of Powell's Bookstore in Portland, Oregon, are members of the ILWU Local 5. They have negotiated a partnership with the owner of Powell's Books where 10 percent of all purchases made from their website go directly to the members of ILWU Local 5. Some of this money will go to assist members displaced by recent layoffs at Powell's. Powell's is an independent bookstore and has over one million titles of both used and new books. Most book orders over \$50 qualify for free shipping.

Recommended Reading

"23 Things They Don't Tell You About Capitalism" is a fun and easy to read book written by Ha-Joon Chang, an economist originally from South Korea who lives in England and teaches at the University of Cambridge. Chang has advised a number of United Nation organizations on the economics of development.

In this book, Chang exposes the fallacies and myths of capitalism and free trade, explains how global capitalism and American society is dominated by the super rich, and how they cause economic disasters such as the great recession of 2008. Reading this book will help you understand how Tea Party and Republican Party policies of no more taxes, blame everything on public workers, and union busting serves the super rich and will destroy the living standards of middle-class Americans. You can learn more about Chang at his website - www.hajoonchang.net - and read some of his articles for free.