



VOICE OF THE ILWU

HONOLULU HAWAII
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LOCAL 142

Volume 46 • No. 9

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

December 2006



ADDRESS LABEL

On December 14, 2006, Pacific Beach Hotel union negotiating committee members presented a petition to Outrigger CEO David Carey asking that new management company Outrigger “honor all that we have already achieved in our on-going union negotiations.” L-r: Rhandy Villanueva, Virginia Reaido, Kapena Kanaiaupuni, Lerma Ulep, Darryl Miyashiro, Carey, and union spokesperson Dave Mori. Negotiating committee members not pictured: Ruben Bumanglag, Todd Hatanaka, Cesar Pedrina, Virbina Revamonte, Larry Tsuchiyama, and Edison Yago. Also present were Local President Fred Galdones, Business Agent Karl Lindo, and organizers Ron Clough, Carmie Fontillas and Bill Udani.

Pacific Beach Hotel workers march and rally

WAIKIKI—Over 180 employees of the Pacific Beach Hotel and their supporters held a rally along the Lili'uokalani Avenue entrance of their hotel and marched to the Outrigger's corporate headquarters in the Ohana East Hotel on December 14, 2006 at 4:30 pm. The workers were seeking a commitment from Outrigger to honor previous agreements reached with the management of their hotel and to continue to negotiate with their union, the ILWU Local 142, for a fair collective bargaining agreement.

A delegation of 11 members of the employee's union negotiating committee, ILWU Local 142 president Fred Galdones, and ILWU Oahu Division Director Dave Mori met with David Carey, president and chief executive officer of Outrigger Enterprises Group. Carey told the workers that Outrigger would honor the previous agreements.

HTH Corporation owns the Pacific Beach Hotel and selected Outrigger to manage the hotel after January 1, 2007. HTH will continue to manage their other

hotels, the Pagoda Hotel in Honolulu and the King Kamehameha's Kona Beach Hotel on the Island of Hawaii.

The unionized employees, represented by the ILWU Local 142, have been negotiating for over a year on a first collective bargaining contract with HTH Corporation. The change in management means that Outrigger will step in to complete the negotiations on the contract that will cover wages, benefits and working conditions of the employees. ♦

MORE PHOTOS FROM THE PACIFIC BEACH RALLY, PAGE 7

Local 142 election results

Union-wide elections held in November 2006 elected 25 full-time officers, 13 members to the Local Executive Board, and 19 Delegates to the International Convention. All officers serve a term of three years, beginning January 2, 2007 and ending on January 1, 2010.

The top officers of the union remain in place. President Fred Galdones and Vice-President Donna Domingo were re-elected to serve their second terms. Guy Fujimura was elected to serve his seventh term as the union's Secretary-Treasurer, a position he has held since 1985.

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Next Local Executive Board Meeting scheduled for March 22-23, 2007 • 10:00 am • ILWU Union Hall, Honolulu

How the Union Works

How the Constitution is amended

The Constitution may be amended by a two-thirds vote of the Local Executive Board, subject to the approval of the majority vote of all ILWU members voting at Unit membership meetings.

At its December 14-15, 2006, meeting, the Local Executive Board approved a change in the Constitution that makes it clear that the Judicial Panel itself shall choose from its alternate members to hear cases which come out of a Division (Hawaii, Maui, Kauai, or Oahu) or when its regular members are disqualified from hearing any particular case.

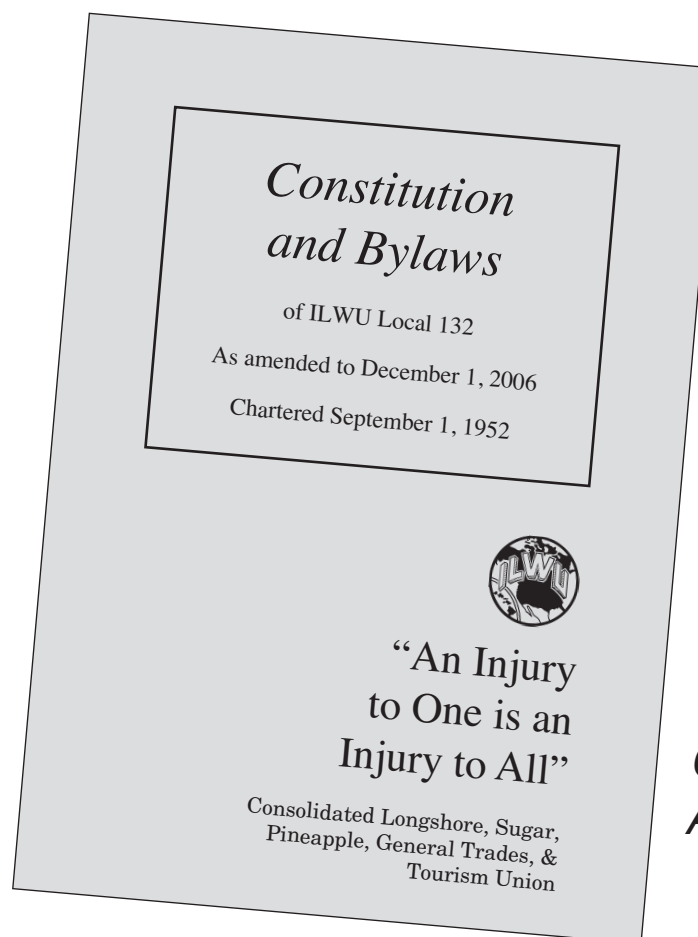
The Judicial Panel is made up of five ILWU members appointed by the Local Executive Board to hear charges filed against members and officers and election challenges. They serve a term of three years and one person is appointed from each Division and one person is appointed at large. A number of alternates are also appointed at the same time. When a case before the Judicial Panel comes out of a particular Division, the panel members from that Division are replaced by their alternates.

The 2007-2009 members are: Michael Machado (Kauai), Casey Del Dotto (Maui), Eli Miura (Hawaii), Patrick DeCosta (Oahu), and Steve West (At Large).

Alternates are: Linda Fernandez, Francis Kamakaokalani (Maui); Nelson Rita (Kauai); Arnold O'Brien (Oahu); Mary "Swanee" Rillanos and Jaylene Ordonez (at large).

Following are the changes to Article XXVIII, Section 28.01 (words in brackets [] are new language):

ARTICLE XXVIII The Judicial Panel 28.01 The ILWU shall have a Judicial Panel consisting of five (5) members all in good standing, appointed by the Local Executive Board. One (1) member will be appointed from each Division, and one (1) member appointed at large. The members shall serve a term concurrent with the terms of elected officers but remain until their replacement is named. The Local Executive Board shall also appoint two members in good standing to serve as alternate members. In the event a Division brings a challenge, the member(s) from that Division shall not sit to hear the charge. ~~Instead the [The Judicial Panel] Local Executive Board shall designate the alternate member(s) to serve for that case. If any division member is disqualified,~~



Watch for meeting notices for your area, so that you know the date, time and place you can vote on the ILWU Constitutional Amendment.

the [Judicial Panel] ~~Local Executive Board~~ shall select one of the alternates to replace the disqualified member.

The change was necessary because some cases, such as election challenges, have to be resolved quickly, and it was not practical to wait until the Local Executive Board could

designate alternate members to the Judicial Panel. The change allows the Judicial Panel to select replacements, but those replacements must come from the pool of alternate members already appointed by Local Executive Board. ♦

Minimum wage increases to \$7.25

Hawaii's minimum wage increased by 50 cents on January 1, 2007, to \$7.25 an hour. This was the result of Act 240, passed in 2005 by the Democratic majority in the Hawaii State Legislature. Act 240 increased the minimum from \$6.25 to \$6.75 in 2006, and to \$7.25 in 2007. The minimum wage will stay at \$7.25 an hour unless the Hawaii Legislature passes a new increase this year.

Three states—Washington, Oregon, and Vermont—provide automatic increases to their minimum wage, based on inflation as measured by the consumer price index or by averaging the increases

of other wages earners. This eliminates the need to pass a new minimum wage law every few years. The minimum wage in Washington State is \$7.93 an hour, the highest in the nation. It is \$7.80 an hour in Oregon and \$7.53 an hour in Vermont.

The federal minimum wage is \$5.15 an hour, which has not changed for a record 10 years. The last time the federal minimum wage was increased was in 1996 at the urging of President Bill Clinton. Legislation sponsored by Democrats raised the minimum to \$4.75 in 1996 and to \$5.15 in 1997.

Since then, the Republican majority in Congress and President George Bush have repeatedly opposed attempts to increase the wages of America's lowest paid workers. Their 10 year record of blocking the minimum wage beats the previous record of nine years held by another Republican president, Ronald Reagan. Reagan kept the minimum wage at \$3.35 for nine years between 1981 and 1990.

The Democrats, who now have a majority in the US Congress, have vowed to increase the federal minimum wage to \$7.25 by 2009. ♦

ILWU Local 142— Important notice on Political Action Fund

Articles XXXIII of the Constitution and Bylaws of ILWU Local 142 as amended to October 1, 1991 reads:

Section 1. The Local Political Action Fund shall consist of voluntary contributions. The Union will not favor or disadvantage any member because of the amount of their contribution or the decision not to contribute. In no case will a member be required to pay more than their pro rata share of the Union's collective bargaining expenses.

Section 2. The Local Convention shall determine the suggested amount of contribution to the Local Political Action Fund by each member. Individual members are free to contribute more or less than the guidelines suggest. Monies paid into the Fund will be contributed only on behalf of those members who voluntarily permit that portion of their unit dues to be used for that purpose.

Section 3. Those members who do not wish to have any portion of their unit dues diverted to the Local Political Action Fund, but who wish to make a political action contribution directly to the Fund, may do so in any amount and whenever they wish.

Section 4. Voluntary contributions to the Local Political Action Fund will be made during the month of December. Each September, October and November, each dues paying member of the Local shall be advised of their right to withhold the suggested contribution or any portion thereof otherwise made in December. Those members expressing such a desire on a form provided by the Local shall be sent a check in the amount of the suggested contribution or less if they so desire, in advance of monies being collected for the Fund."

Members of the ILWU who wish to contribute more than \$4.00 per regular member may do so by sending a check in the desired amount, made out to the ILWU Political Action Fund, directly to the Local office.

More than \$4.00

I wish to contribute more than the minimum voluntary contribution of \$4.00 to the ILWU Political Action Fund. Enclosed please find my check for \$_____.

Less than \$4.00

I do not wish to contribute the entire \$4.00 to the ILWU Political Action Fund. I will contribute \$_____. I understand that the Local will send me a check for the difference between my contributions and \$4.00 (\$2.00 for intermittents) prior to December 1, 2006.

No Contribution

I do not wish to contribute to the ILWU Political Action Fund. In order to ensure that no portion of my dues payment is allocated to the Fund, and recognizing that I have no obligation whatsoever to make such a contribution, the Local will send me a check in the amount of \$4.00 (or \$2.00 for intermittents) prior to December 1, 2006.

signature _____

name (please print) _____

address _____

unit# _____

social security # _____

Return to: ILWU • 451 Atkinson Drive, Honolulu, HI 96814 • ILWU Political Action Fund Contributions are not tax deductible.



The VOICE of the ILWU (ISSN 0505-8791) is published monthly except April and combined June/July and October/November issues 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: Fred Galdones, Donna Domingo and Guy K. Fujimura.

Editor: Mel Chang

Washington Report

The First 100 Hours: The Pelosi Agenda

By Lindsay McLaughlin
ILWU Legislative Director

For the last 12 years, Congressional Democrats have been stuck in the political wilderness as the minority party. The Republicans marched in lockstep with George W. Bush and shut out the Democrats from offering an alternative agenda on the floor of the House of Representatives. The 2006 election in which the Democrats took back the House and Senate was a repudiation of Bush's and the lockstep Republican Congress' agenda.

Now it is time for Speaker Pelosi and the Democratic Congress to take the initiative to fundamentally change the direction of the country. Pelosi has vowed to pass six major legislative items in the first 100 hours that Congress is in session. These legislative initiatives include an increase in the minimum wage, ethics reform, Medicare prescription drug reform, energy policy reform, higher education affordability and implementation of the 9-11 Commission Recommendations. It is imperative that Speaker Pelosi is successful for two reasons: these reforms are meaningful to the American people and success will provide momentum for other issues including labor law reform and health care reform.

Minimum Wage

Pelosi has vowed to increase the minimum wage from \$5.15 an hour to \$7.25 an hour. A minimum wage increase would raise the wages of millions of workers. An estimated 14.9 million workers (11 percent of the workforce) would receive an increase in their hourly wage rate if the minimum wage were raised according to the Economic Policy Institute. Since 1997 (the last time the minimum wage was increased) the purchasing power of the minimum wage has deteriorated by 20 percent. After adjusting for inflation, the value of the minimum wage is at its lowest level since 1955.

Workers need an increase in the minimum wage, but they also need access to affordable goods and services. Most workers employed at or near the minimum wage, for example, are not offered or cannot afford health insurance from their employer, leaving them with a high probability of being uninsured. Most do not have access to paid sick leave when they or their children become ill. Further, many cannot afford market rates for basic quality child care. Minimum wage workers need health insurance for themselves and their families, affordable, quality child care, and access to paid leave, along with a raise in the minimum wage.

Bush recently expressed support for the minimum wage provided the

increase is coupled with a tax cut and regulatory relief for his friends in businesses. Congress should answer with a big "NO." The most vulnerable workers in America desperately need a raise. It is an insult to pare their well-deserved raise with another give-away to Bush's business friends.

Ethics Reform

Having campaigned strongly on the issue of Congressional ethics, the Democratic leadership in both the House and Senate promised to pass ethics related legislation. Both the House and Senate proposals have



included stricter controls on members of Congress' interaction with lobbyists, a ban on travel, meals or gifts paid for by lobbyists, and the end to the practice of anonymous earmarking. These reforms are necessary given the scandals surrounding high-priced lobbyist Jack Abramoff's bribes to Republican members of Congress.

Implement 9-11 Commission Recommendations

Congressional Democrats want 100 percent of the cargo bound for the U.S. in ships and planes to be screened for dangerous materials. We can expect that the implementing legislation will include a proposal by Rep. Ed Markey (D-MA) to require that all cargo entering the U.S. be

screened for radiation or nuclear devices. Additionally, Pelosi argues that police, firefighters and other emergency personnel still don't have enough equipment to communicate with each other during disasters. The Democratic Congress will likely provide additional funding for homeland security as well as more oversight of what exactly the Bush administration is doing to protect the country from terrorist attacks.

Health Care

In the first 100 hours, the House of Representatives will give authority to the federal government to directly negotiate prescription drug prices with their manufacturers. Under the 2003 Medicare prescription-drug law, such direct negotiation is specifically outlawed—a boon to the drug companies, who feared such negotiations would cut into their huge profit margins. The pharmaceutical companies are one of the largest industries funding the Republican campaigns and these companies have been rewarded handsomely during the Republican Congress' reign.

Student Loans

In the first 100 hours, Democrats pledge to "slash interest rates in half for federal student loans, to 3.4

percent for students and 4.25 percent for parents, saving the average student borrower \$5,600. Students and parents are struggling to pay for college. Tuition costs are rising far faster than inflation while real wages have been stagnant. The average cost of tuition at a public college has increased 42 percent since Bush took office, but median household income has fallen 2 percent. As a consequence of the high cost of education, working families are foregoing dreams of a higher education and career of their choice.

subsidies to Big Oil and reinvest them into the clean, renewable energy technologies that will help America break its addiction to oil and save American families money at the pump. Tackling the oil companies thirst for higher and higher profits is vitally important to the American people. Half of low income households could not afford last year's heating bills. Gas prices have skyrocketed – the cost of regular gasoline grew by 58 percent from 2000 to 2005.

In talking about the first 100 hours, Speaker Pelosi talks of "draining the swamp." Common sense policies such as allowing the government to negotiate lower costs for prescription drugs, raising the minimum wage and rescinding tax cuts for price-gouging oil companies were not accomplished during the Republican Congress' reign. The Republican Congress was so tied into big money lobbyists and rich business interests that they ignored the pleas from the American people for common sense policies. They deserved to lose the election.

The first 100 hours is not the entire agenda of the Democratic Congress. It is just the beginning. We expect the House will overwhelmingly pass the Employee Free Choice Act to give workers a real chance to organize and collectively bargain for their wages and benefits. We expect that the debate over health care will shift to universal, quality, affordable coverage for every American worker. And we should expect that the Congress debate ways in which the American economy can be revitalized and high paying jobs be created for the American people. We must demand that Congressional Democrats lead the way in ending the war in Iraq and concentrate instead on issues of social justice both here and abroad.

This is not going to be easy. We still have an anti-worker President in office. We have a Senate that is virtually tied and it is difficult to get anything passed in that body with less than 60 votes given their rules allowing filibusters. The margin that Speaker Pelosi has in the House is narrow and there are significant numbers of conservative Democrats that do not want change. But still, today we have hope. We can change America.

"With Nancy Pelosi as speaker of the House, we will certainly make progress."

—Robert McEllrath
ILWU International President

Local 142 Convention

Report on the work of the 24th Convention

ILWU Local 142 Programs approved

The 24th Convention heard and approved nine reports which detail the work of the union. The Convention also received a report from the ILWU Memorial Association and from the Housing Program.

Report of the Local Officers (OR-1)

This is a report from the three Titled Officers (president, vice-president, and secretary-treasurer) which gives an overview of the economic and political conditions faced by the union and describes the major activities and programs of Local 142 in the last three years.

Organizing Report (OR-2)

This report reviews efforts to bring more members into the union by organizing unorganized workers. It also covers efforts to preserve existing members from attacks by anti-union employers when companies change ownership.

Report on Contract Administration/Safety and Health (CA-1)

This report covers the work of the union in negotiating contracts, in enforcing those contracts, and in grievance handling.

Report on Political Action (PAC-1)

This report describes the union's work to influence the legislative process in the State of Hawaii in order to pass laws that

benefit workers and prevent bad laws from being passed. It includes the union's efforts to support and elect candidates who will help working people.

Statement of Policy on Political Action (PAC-2)

This document sets out the union's policy of independent political action, the goal of improving laws to benefit members, how the ILWU works with the AFL-CIO and other unions in political action, relations with the Democratic Party, and the duty of union officers to follow the union political action program.

Attachment 2 - ILWU Political Action Committee. This attachment defines the union's political action machinery which is made up of Local, Division, and Unit Political Action Committees and explains how endorsements are made and what the endorsements mean.

Attachment 3 - Working Rules for Local Legislative Representative. This attachment clarifies that the Local Secretary-Treasurer administers and coordinates the work of the Local Political Action Committee and the Local Legislative Representative.

Attachment 4 - Report on Union Members Serving on Public Boards and Commissions.



ILWU Maui members Gary Sagayaga of Unit 2404 - Wailea Resorts - Guest Services, Trent Minor of Unit 2420 - Kapalua Land Co. Cart Barn, and Anna Johnson of Unit 2523 - The Ritz Carlton Kapalua attended the Convention.

ILWU members who serve on boards and commissions should use this form to report to the union when they attend these meetings.

Membership Service Report (MS-1)

This report covers the union's Membership Service Program which helps active and retired members and their families with their social service concerns, with job training in a mass layoff, or with problems concerning their medical or retirement benefits. The program also works to promote solidarity and cohesiveness within the ILWU family and with the ILWU pensioners clubs.

ILWU Sports Program (MS-2)

This report covers the state-wide sports tournaments run by the union, which include men's fast and slow-pitch softball, men's basketball, and mixed golf.

MS-2a - Sports Program Budget for 2007-2009. A sum of \$72,000 for the triennium or \$24,000 per year is budgeted to run the tournaments and sports program.

MS-2b - Sports Program Policy and Rules. This document covers the eligibility rules which limit participation in tournaments to Local 142 members, their spouses, pensioners and spouses, and dependent children attending school full-time, and members of the ILWU office staff and spouses. Associate Members are eligible to participate in all programs but can make up no more than half of any team.

Publicity and Education Report (PE-1)

This report lists the union's

work in member education and publicity. The report covers the educational programs run by the union such as the grievance handling classes, leadership classes, the Labor Institute, and training for Full-Time Officers. A section on publicity covers the union's newspaper, The Voice of the ILWU, and unit bulletins.

Library and Archives Report (PE-2)

This report describes the work of the union in maintaining and preserving the records and historical documents of the ILWU Local 142. This material is located in the Local 142 Library in the Atkinson Drive building in Honolulu and in the ILWU offices in each division.

Report on the ILWU Memorial Association (MS-3)

This report is from the separate, non-profit ILWU Memorial Association (M.A.) which owns the land and six buildings occupied by Local 142—in Honolulu, Wailuku, Lihue, Molokai, Hilo, and Honokaa. A seventh building on Lanai is owned by the M.A. but sits on land leased from Dole Foods/Castle & Cooke. Local 142 rents the properties for \$600,000 a year. The M.A. uses the money to maintain the existing buildings and to support pensioner programs.

Housing Report (MS-4)

This report covers the union's work in affordable housing programs and projects. The ILWU helped start five non-profit housing corporations and is working to preserve a number of plantation camps and communities. ♦



Daisy Nakamoto of Unit 1402 - Mauna Loa Macadamia Nut Corp. was recognized at the Convention for her 27 years of ILWU membership and 13 years of service on the Local Executive Board, the second highest decision-making body of the union. The resolution in honor of her retirement states, "Daisy continues to encourage members to get involved and take on leadership roles. She tells her co-workers at Mauna Loa that they need to stand up for themselves and not let the company walk all over them. She reminds them that the benefits and wages under the contract only came because others fought for them. The ILWU will miss Daisy's feisty spirit and her deep concern for the Union."

Local 142 Convention

Commemorating the 100th Anniversary of the Sakada

The 24th Convention of the ILWU Local 142 adopted the following resolution to honor the contributions and accomplishments of the Filipino *sakada* in Hawaii. Many of the *sakada* were ILWU members.

The first sugar workers from the Philippines arrived in Hawaii on December 20, 1906, aboard the SS Doric to work for the Ola'a Plantation on the Big Island. Over the next 40 years, the Hawaii Sugar Planters' Association (HSPA) brought more than 125,000 Filipinos to work on the sugar and pineapple plantations of Hawaii.

The Filipinos were called Sakada, the Visayan word for seasonal farm worker, and they braved unknown conditions and hardship to work in a foreign country, thousands of miles away from their homes in the Philippines. They endured long hours of backbreaking work to earn a little money to help support the families they left behind.

In 1909, the HSPA defeated a strike of 7,000 Japanese sugar workers on Oahu by hiring workers of other ethnic groups to replace the Japanese. Most of the striking workers were not rehired and the plantations looked to the Philippines for replacements. By importing large numbers of Filipinos, the planters could create a divided and more controllable workforce. By 1910, the HSPA was sending 3,000 workers a year to Hawaii from recruiting centers in Manila, Cebu, Iloilo and Bohol.

Filipino Labor Union

The early recruits came mostly from the Visayan Islands and worked under a three-year contract with the HSPA. They were paid \$17

a month for working 10 hours a day for 26 days, or about 7 cents an hour. It didn't take long before the Visayans were organizing protests and demanding better conditions. In 1920 they formed the Filipino Labor Union and coordinated their strike with the Japanese Labor Federation.

The HSPA was ruthless in putting down these strikes and arrested and deported the leaders. In 1924, Kauai police opened fire on a strike camp in Hanapepe and killed 16 Filipino workers. After the Hanapepe incident, the HSPA shifted their recruiting to the Ilocos area of the Luzon Islands. The planters wanted to keep the Filipinos divided between Ilocanos and Visayans. Recruitment of Ilocanos increased and reached 10,000 workers a year. By 1932, one-half of the plantation workforce of 50,000 were Ilocano.

In 1944 Filipino and Japanese sugar workers on nearly every plantation organized under the ILWU banner. The workers had learned the bitter lessons from the past struggles. This time a single union united the workers of every ethnic group. The workers themselves ran the union, elected leaders from each ethnic group, and made sure all groups were included in union activities.

The effort to win World War II required management and labor to work together, so the HSPA had agreed to a collective bargaining agreement with the ILWU. This

contract was set to expire in 1946 and the sugar industry made plans to break the union. The HSPA claimed there was a labor shortage and got an immigration exemption to bring 7,361 Ilocanos to Hawaii—6000 men and 1361 women and children. Japan had occupied the Philippines during the war, and the HSPA thought they could turn the newly recruited Ilocanos against the ILWU since many sugar members were of Japanese ancestry.

ILWU organizes

The ILWU expected the showdown in 1946 and sent organizers to work as cooks and stewards on the SS Maunawili and SS Falcon, the two ships that would bring the Filipinos to Hawaii. During the long voyage, the ILWU organizers talked to the Filipino recruits and educated them about the union and the need for racial unity. When the Sakadas arrived in Hawaii, they were already signed up as ILWU members.

The HSPA refused to bargain in good faith and 25,000 ILWU sugar members voted to strike. The strike lasted for 79 days and ended with a victory for the union. It would be the first successful industry-wide, multi-racial strike in Hawaii. Despite the hardships, the new Sakadas proved to be strong union members and resisted many attempts to get them to quit the union and cross the picket lines.

When the strike ended, the workers returned to their old jobs—cutting cane, fixing irrigation ditches, driving cane haulers, or running the mills. The jobs were the same, but the workers were changed forever. They now had an organization of their own, and the skills to run that organization.

The Sakadas played an important part in the working class movement that transformed Hawaii from a plantation society to a democratic and progressive state. The Sakadas resisted the abuse and unfair treatment on the job. They stood up against injustice by joining with other workers to improve their wages and working conditions. They overcame differences and united with workers of other races in a common struggle for dignity.

Union leaders

The Sakadas joined unions, became leaders and contributed their skills, energy and dedication to the success of the labor movement. Many rose to positions of top leadership within the unions. All five presidents of the ILWU Local 142 were Sakadas or their descendants: Antonio Rania, Calixto "Carl" Damaso, Erinio "Eddie" Lapa, Eusebio "Bo" Lapenia, Jr. and Fred Galdones.

Thanks to higher wages and better conditions brought about through unionization, the Sakadas were able to send substantial sums of money to their families in the Philippines. With better retirement benefits, many Sakadas were able to return to the Philippines and live comfortable lives. Those who made Hawaii their new home became part of the multi-ethnic community that makes our Islands unique in the world.

Therefore be it resolved, that this Convention of ILWU Local 142 salutes the Sakadas for their accomplishments in improving the lives of their families in the Philippines and in Hawaii and for the tremendous contributions they made to the labor movement in Hawaii. The Sakadas can be proud of their 100 years in Hawaii. ♦

Negotiations Update

Maui Pine contract ups wages

A new three-year contract will give Maui Pine members a 3 percent wage increase each year. The increases will put Maui Pine wages ahead of Dole and Del Monte when the contract expires on January 31, 2009. The total increase is roughly equal to about \$1.45 an hour increase for the lowest labor grade to \$2.35 an hour for the highest labor grade.

The Presidents Day and Kuhio

Day holidays will be replaced by two floating holidays. A holiday on Christmas Day was added to the list of paid holiday for factory intermittents and plantation non-regulars.

The agreement clarifies that the Fresh Fruit Packing Operation shall have the same rest period provisions as the Factory, which is two rest periods of no less than 10 minutes within each 7.7 consecutive hours of work.

The existing medical plan for

pensioners, and the medical, dental, pension and long-term disability plans for regulars workers were extended to and including January 31, 2009.

An incentive bonus of 4 percent of their wages will be given to employees if the company achieves its net operating income goal for 2007 and/or 2008. Employees must work at least 95% of their available work opportunity hours to be eligible for this incentive bonus. ♦

Royal Lahaina joins Health & Welfare

Royal Lahaina Resort on Maui will become the fifth hotel to provide medical and dental benefits under the ILWU-Hotel Industry Health and Welfare Trust Fund. The Hyatt Regency Maui, the Grand Hyatt Kauai, the Hilton Waikoloa Village on the Big Island, and the Four Seasons Resorts Lana'i at Manele Bay and The Lodge at Koele are also in the Trust Fund. ♦

A Page from Labor History

A bloody day in Hawaii's labor history Marker dedicated to 1924 Hanapepe Massacre

On September 9, 2006, the Kauai Filipino Centennial Celebration Committee dedicated a concrete marker in the Hanapepe Town Park in memory of 16 Filipino workers killed by police during a territory-wide strike of Filipino plantation workers in 1924. Four police officers were also killed. The incident is known as the Hanapepe Massacre. Kauai Division Director Clayton Dela Cruz represented the ILWU at the ceremony and the following is based on his remarks.

“Those who cannot remember the past are condemned to repeat it.”

This is the original saying written in 1905 by George Santayana, a Spanish-born American writer and philosopher. We study and learn from history to avoid repeating past mistakes.

The 1924 Hanapepe Massacre was a very important event in Hawaii's labor history, but most people probably never heard about it and our school children don't learn about it. This marker is a very good thing because it will remind people about the hardships and tragedy faced by the Filipino *sakada* and the working people of Hawaii. Hopefully, we will learn from this history.

The Filipino workers camped out in the Hanapepe banana patch were trying to improve their conditions and end the discriminatory treatment on the plantations. They were part of the Higher Wage Movement organized in 1922 by Pablo Manlapit and George Wright, a Pearl Harbor worker with the American Federation of Labor.

Manlapit was a *sakada* who arrived in Hawaii in 1910 to work on a Big Island plantation. He was fired three years later when he and other Filipino workers protested a cut in their pay. Manlapit's name was added to a list of “do not hire, troublemaker” that was distributed to the managers of all plantations. Unable to get a plantation job, Manlapit moved his family to Honolulu where he worked as a janitor and

interpreter for an attorney. Manlapit studied law on his own, passed the exams, and in 1919 was the first Filipino in Hawaii licensed to practice law.

Filipino Union

Manlapit was also one of the leaders of the Filipino Labor Union which, together with the Japanese Labor Federation, struck Oahu sugar plantations in 1920. That strike failed but Manlapit continued his efforts to organize Filipino workers.

The Higher Wage Movement sought a minimum wage of \$2.00 a day and a reduction of the 10 hour day to 8 hours. Most Filipino sugar workers earned only \$1 a day for 10 hours of

work. Manlapit and Wright held rallies and gave speeches on Oahu, Kauai and the Big Island and collected signatures on a petition. In April 1923, they sent the petitions signed by 6,000 Filipino workers to the Hawaii Sugar Planters Association (HSPA) and requested a meeting. The HSPA simply ignored them.

Unable to even meet with the HSPA, the Higher Wage Movement prepared to call a strike of Filipino workers which would start in March 1924. Only workers earning \$1 a day would strike—other workers earning more would continue to work and give money to support the striking workers. The strike started on Oahu and spread to the Big

Island, Maui, and to Kauai. About half of the 18,000 Filipinos working on the sugar plantations stopped work.

Hanapepe strike

The Filipino workers in Hanapepe were on strike, but it was nothing like the strikes we have today. In those days, the plantation owners controlled Hawaii's government and they passed laws to control workers and make it almost impossible for them to organize unions. It was illegal to picket. It was illegal to interfere

with a business in any way. Any group of two or more workers could be arrested for unlawful assembly. About the only thing the workers could do legally was not show up for work.

If you didn't go to work, you were kicked out of your plantation housing, which is why the Visayan Filipino workers were camped out in the Japanese language school and banana patch in Hanapepe. At that time most of the Filipinos in Hawaii were Visayans.

On September 9, 1924, the Kauai police entered the camp to retrieve two Ilocano workers who were reportedly being held against their will. The police had recruited local hunters with high-powered rifles and stationed them on the hill above the banana patch. As the police were leaving with the two workers, a shot was fired, and in the resulting confusion the police and the deputized hunters began shooting the Filipino workers. Sixteen workers and four policemen were killed and many more were injured.

Strike broken

Heavily armed National Guard troops were sent to Kauai. The surviving workers were arrested, 76 were tried in court, and 60 received 4 year prison terms. Manlapit had nothing to do with the Hanapepe incident but he was found guilty of conspiracy

and sent to Oahu Prison in 1925. He was released after 2 years on the condition he leave Hawaii. The leaders and suspected leaders of the Higher Wage Movement in all other plantations were fired and sent back to the Philippines. With their leaders in jail or deported, the Higher Wage Movement fell apart.

The “official” investigation concluded that the Filipinos started the fight, had fired first on the police, and then attacked with cane knives. More recent interviews with witnesses and survivors of the strike suggest it was more likely a tragic mistake and over reaction by the police and deputized hunters.

After 1924, the sugar planters stopped recruiting Visayans, shifted their recruitment to the Ilocos area, and rejected recruits who were educated. The planters wanted to prevent the Filipinos from uniting by dividing them as Ilocanos and Visayans. Within a few years, Ilocanos were the majority of Filipinos on the plantations.

Lessons learned

It was a serious defeat for Hawaii's workers, but it also taught them many lessons. They learned that workers had to have a union organization of their own and leadership has to be developed at all levels. They learned that a union must include all workers in the same organization, and cannot be separate organizations of Filipino or Japanese workers. They learned that the

They learned that the laws against unions have to be changed, and working people have to use their power of the vote and get involved in politics.

laws against unions have to be changed, and working people have to use their power of the vote and get involved in politics. In the ILWU we use this history to teach our members important lessons. One lesson is “government is very important and working people must get out and vote.”

Conditions are better today, because of the hard work and sacrifices of the *Sakada*, and the lessons we learned from this struggle in Hanapepe. ♦

Tourism Industry Update

Big gains for Lana'i hotel ILWU members

Lanai hotel members at the Four Seasons Resort Lana'i at Manele Bay and The Lodge at Koele will see a huge increase in their take home pay beginning January of next year. Thanks to a new collective bargaining agreement between the ILWU and the Four Seasons, the hotels will come under the ILWU Health and Welfare Trust Fund, and workers will no longer need to pay their 15 percent co-share of the monthly medical premium.

The new contract calls for the hotel to pay the full cost of the family or single medical plan for full-time and part-time employees. The employees share of the medical premium, which could range from \$50 a month for single coverage and up to \$150 a month for family coverage, will no longer be deducted from their paychecks and will show up as a big jump in their take home pay.

There were many other gains in the contract. Wages for all workers

got a 3 percent boost on August 1, 2006, and a second jump of 3 percent will take effect on July 1, 2007. Five more increases will push wages up by a total of 17 percent by the end of the five-year contract.

Employees will no longer have 80 cents per work shift for meals automatically taken out of their paychecks. Instead, employees may purchase meal tickets which is currently set at \$.80 cents per meal.

The portage or baggage handling

fee paid to bell workers increased to \$4.00 for each check-in and \$4.00 for each check-out. On July 1, 2007, the portage will increase to \$4.50 and on July 1, 2008, it increases to \$5.00 for each check-in and each check-out.

Workers will receive \$2.50 for delivering house charge amenities and \$4.00 for group charge amenities. These will increase in mid-2008 to \$3.00 for house and \$4.25 for group charges and in mid-2010 to \$3.50 for house charges and \$4.50 for group charges.

Housekeepers will get a higher premium of \$2.00 for making up roll-away, sofa beds or cribs in their rooms. On July 1, 2007, the premium will go up to \$3.00. The premium does not apply to the built-in Murphy beds (beds that fold down from the wall) installed in a handful of rooms at The Lodge at Koele.

Food and Beverage workers will be guaranteed a service charge of 16%, up from the 15% of the old contract. Workers cleaning grease pits and traps will receive a new premium of \$5 per hour.

On July 1, 2007, the hotel will increase its contributions into the pension trust fund from 25 cents to 30 cents for each hour you work. On July 1, 2008, the pension contribution will increase to 35 cents per hour.

Other changes

Part-timers working an 8 hour shift for 8 consecutive days without a day off will get overtime pay for all work after the 8 days. This benefit is already given to full-time workers.

Work schedules will be posted a day earlier by Thursday at 5:00 pm instead of Friday noon.

New employees who become eligible for sick leave benefits after August 31, 2006, shall serve a two-day waiting period for the first year of eligibility. Thereafter, the waiting period is one day before sick leave benefits are paid.

The union will be given 15 minutes to do a presentation at the end of the company's orientation meetings for new employees. ♦

Earthquake damage forces Mauna Kea Beach Hotel shutdown

Engineers discovered previously undetected earthquake damage to the Mauna Kea Beach Hotel which resulted in the closure of the hotel on December 1, 2006, for 18 months or longer until repairs can be completed. Over 400 ILWU members working for the Big Island hotel are affected by the closure.

The magnitude 6.7 earthquake off the Kohala Coast off the island of Hawaii on October 15 had caused extensive damage to the hotel. Elevator shafts were cracked and inoperable, three lanais collapsed on the beachfront wing, and half of the 300 rooms were put out of service. The damage was not considered serious enough to close the hotel, and Hawaii County inspectors approved the buildings for occupancy.

On December 1, consulting engineers hired by the hotel discovered

damage to the lateral bracing system in sections of the roof of the main building. Because of the serious structural damage and continuing earthquake activity on the island, hotel management decided to stop renting rooms and move guests to another property.

Some of the restaurants, hotel services, and activities such as the luau and clambake will remain open or are being relocated to the Mauna Kea's sister hotel, the Hapuna Beach Prince Hotel. The golf course, pro

shop, 19th hole restaurant, and Seaside Tennis Club remain open for business. These continuing operations will keep about half of the workers employed, and many more are expected to transfer to the Hapuna Beach Prince Hotel where they will not need to serve a second probationary period. Most, if not all, of the remaining workers should easily find temporary jobs at other hotels until the Mauna Kea Beach Hotel reopens.

There is a severe shortage of workers, and hotels in the area have many open job positions. The Fairmont Orchid, which had 100 vacancies, scaled back its program to bring workers from the Philippines on temporary 9-month work permits. Instead, the Fairmont plans to hire some of the Mauna Kea Beach workers.

Other ILWU organized hotels in the area, besides the Fairmont Orchid and Hapuna Beach Prince Hotel, include the Hilton Waikoloa Village, the Mauna Lani Bay Resort, King Kamehameha's Kona Beach Hotel, the Ohana Keauhou Beach Resort, and the Sheraton Keauhou Bay Resort and Spa.

The ILWU moved quickly to take care of the 400 plus members at the hotel. The union met with management to work out the procedures for the layoffs and return to work and to make sure members' rights and benefits were protected. A new contract was negotiated which runs until August 31, 2009, with an 8.5% hike in wages and an increase in pension contributions from the hotel. The union arranged job fairs to help laidoff workers find jobs. ♦

Pacific Beach rally—continued from page 1



(Left) ILWU Local Executive Board members from Kauai Doreen Kua and Jon Garcia support Pacific Beach workers at their rally. (Above) Pacific Beach ILWU members and supporters marched from the hotel to Outrigger headquarters, then gathered outside while the union negotiating committee delivered a petition to Outrigger management.

Local 142 election results—continued from page 1

Two full-time business agent positions on Kauai are pending the outcome of a re-run election scheduled for January 27 to February 2, 2007. The re-run affects only the business agent race and all other officers on Kauai are elected.

The next highest positions are the four division directors—Hawaii, Maui, Kauai, and Oahu—who administer the work of the union in their division. All four division directors were re-elected by the members of their divisions. Richard Baker was re-elected as Hawaii division director; Willie Kennison was re-elected as head of Maui division; Kauai's director, Clayton Dela Cruz, will serve another term; and Dave Mori was returned to office as the Oahu division director.

The division directors are charged with the responsibility of directing the work of their division and supervising the work of the business agents and division office staff.

The three titled officers and four division directors also serve as the union's executive committee and meet monthly to coordinate the work of the union, particularly in the areas of contract negotiations and grievance handling.

Business Agents

On the Big Island, George Martin and Corinna Salmo are the new business agents. They will be joining Isaac Fiesta, Jr., Greg Gauthier, Wallace Ishibashi, Jr., and Elmer Gorospe to make up the Hawaii Division team.

Maui members will continue to see familiar faces serving as their business agents. Incumbents Bobby Andrión, Teddy Espeleta, Claro Romero, Jr., Stephen Castro, Sr., Joseph Franco Jr., and Jerrybeth DeMello won their elections.

On Oahu, the six incumbent business agents were returned to office—Shane Ambrose, Brandon Bajo-Daniel, Karl Lindo, Larry Ruiz, Tyrone Tahara, and Brian Tanaka.

The results of the Kauai business agent elections will be announced after the re-run election.

Local Executive Board

The Local Executive Board is composed of 20 people—the three top titled officers, the four division directors, and 13 rank-and-file members. Elected to the executive board are the four Division Trustees—Lloyd Matsubara, Douglas Cabading, Doreen Kua, Nate Lum; four Division Representatives—Eli Miura, Jason Medeiros, Jon Garcia, and Michael Yamaguchi; and five Industrial Group Representatives—Henry Kreutz (Longshore), Jerry Lagazo (Sugar), Robert Faborito (Pineapple), Rikizo Tengan (General Trades), and Donna Lee "Kehau" Oyamoto-Maeha (Tourism).

International Executive Board members from Hawaii also sit on the Local Executive Board as observers. They are: Robert Zahl (Sugar), Nate Lum (Longshore), Avelino Martin (Pineapple), Kenneth Ige (General Trades), and Joey Silva (Tourism). ♦

RESULTS BY DIVISION

LOCAL TITLED OFFICERS

* = Elected	Hawaii	Maui	Kauai	Oahu	Total
President					
*Galdones, Federico "Fred"	1776	2498	771	2180	7225
Vice President					
*Domingo, Donna	1624	2463	761	2133	6981
Secretary-Treasurer					
*Fujimura, Guy K.	1581	2215	715	2079	6590
LOCAL EXECUTIVE BOARD MEMBERS FROM INDUSTRIAL GROUPINGS					
* = Elected					
Sugar					
*Lagazo, Jerry	-	212	52	-	264
Raposas, Aurora	-	146	54	-	200
Longshore					
*Kreutz, Henry	56	45	21	372	494
Pineapple					
*Faborito, Robert	-	219	-	344	563
General Trades					
*Tengan, Rikizo	463	386	206	1206	2261
Tourism					
*Oyamoto-Maeha, Donna "Kehau"	1102	1213	352	90	2757

HAWAII DIVISION

* = Elected	Total Votes
Division Director	
*Baker, Jr., Richard	1701
Division Trustee	
*Matsubara, Lloyd N.	889
Rillanos, Mary "Swanee"	723
Reeves, Arthur W.	496
Local Executive Board	
*Miura, Eli T.	1188
Business Agent At-Large - 6 to be elected	
*Fiesta, Jr., Isaac	1428
*Gauthier, Greg	1374
*Ishibashi, Jr., Wallace A.	1369
*Gorospe, Elmer C.	1337
*Salmo, Corinna	1288
*Martin, George	1280
2009 International Convention Delegates	
Longshore	
*Miura, Eli T.	60
General Trades	
*Butterfield, Christeen "Teena"	472
Tourism	
No Candidate	
At-Large	
*Gossert, Rankin C.	1495
*Piltz, Dean K.	1344

MAUI DIVISION

* = Elected	Total Votes
Division Director	
*Kennison, William "Willie"	1959
Casumpang, Jr., Nicanor E.	1260
Division Trustee	
*Cabading, Douglas	972
Salcedo, Delilah R.	836
Alexander, Mark	712
Stalker, Amelia M.	362
Local Executive Board	
*Medeiros, Jason	1553
Business Agent At-Large - 6 to be elected	
*Andrión, Robert "Bobby"	1881
*Espeleta, Teddy B. (Bear)	1856
*Romero, Jr., Claro Pascua	1655
*Castro, Stephen Sr.	1637
*Franco Jr., Joseph A.	1541
*DeMello, Jerrybeth (J.B.)	1521
Tolentino, Elmer G.	1440
Kahoonahano, Jr., Abel L.	1343
Molina, Eric	1335
Staton, Lena Escritor	755
Stalker, Jr., Williard J. (Willie)	648
2009 International Convention Delegates	
Sugar	No Candidate
Longshore	No Candidate
Pineapple	No Candidate
General Trades	No Candidate
Tourism	
*Moala, Francine "Lani"	1253
At-Large	
*Guerra, Rubi K.	2082

KAUAI DIVISION

* = Elected	Total Votes
Division Director	
*Dela Cruz, Clayton W.	811
Division Trustee	
*Kua, Doreen	449
Dotario, Mona	445
Local Executive Board	
*Garcia, Sr., Jon D.	564
2009 International Convention Delegates	
Sugar	
*Raposas, Aurora	99
Longshore	
*Rita, Nelson K.	26
General Trades	
*Garcia, Sr., Jon D.	218
Tourism	
*Kelekoma, Jonalen	197
Nix, Rhonda	193
Costa, Robert	178
At-Large	No Candidate

OAHU DIVISION

* = Elected	Total Votes
Division Director	
*Mori, Dave K.	2148
Division Trustee	
*Lum, Nathan "Nate"	2036
Local Executive Board	
*Yamaguchi, Michael S.	1467
Hullinger, Dillon	683
Business Agent At-Large - 6 to be elected	
*Ambrose, Shane A.	1788
*Tanaka, Brian S.	1752
*Bajo-Daniel, Brandon	1704
*Lindo, Karl	1654
*Tahara, Tyrone Kaihe	1619
*Ruiz, Larry	1611
2009 International Convention Delegates	
Longshore	No Candidate
Pineapple	No Candidate
General Trades	
*Young, Gordon	1249
Tourism	
*Kim, Kalani "Kala"	93
At-Large	No Candidate