



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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HC&S sugar plantation to close

PUUNENE, Maui—At its peak, sugar was the number one industry in Hawaii with hundreds of thousands of acres under cultivation on Kauai, Oahu, Maui and Hawaii island. By 2015, only Maui’s Hawaiian Commercial & Sugar Company (HC&S) remained of the industry once called “king,” and by the end of 2016 that last plantation will grind to a halt, ending commercialized sugar in the state.

Shut-down announced affecting 650 ILWU members

“The day began like any other day,” recalled Charles Andrion, a third generation sugar worker at HC&S. “It was the first week of the year and the beginning of the off season, when repairs and refitting of equipment are done. It was business as usual and we were hoping that the harvesting season would start soon.” Just after noon, a company town hall meeting at 1:00 p.m. was announced. Under overcast skies, HC&S workers were given a packet with a letter stating that the company would be phasing out of sugar after the current crop is harvested at the end of the year. The shutdown will affect more than 650 ILWU members.

Citing operating losses of \$30 million in 2015 and a forecast of continued losses in the future, the company said that it will stop planting in early March and as many as 90 field workers will lose their jobs. The rest of the workers will lose their jobs throughout the year as their specific responsibilities are completed.

Workers and their families face uncertainty

Andrion has worked as an Instrument Technician since he was accepted into HC&S’s apprenticeship program after graduating from college nine years ago. His grandfather was one of the *sakadas* who were recruited from the Philippines to work on the plantation in 1946. His grandparents and parents were able to provide for their families with the wages and benefits they received, which were



Photo by Charles Andrion

Hawaiian Commercial & Sugar Company (HC&S) workers gather under overcast skies at the company town house meeting on January 6, 2016 to receive the announcement that HC&S will be making their last sugar cane harvest this year. More than 650 ILWU members will be losing their jobs when HC&S, the last surviving sugar plantation in Hawaii, shuts down at the end of the year.

negotiated by the ILWU. Andrion was stunned by the unforeseen announcement by Alexander & Baldwin (A&B), the parent company of HC&S.

During a family discussion at the dinner table the day before the announcement, Andrion’s four-year-old pre-schooler asked if they could sign her up for gymnastic class. “I told her yes, but after the announcement was made, we are not sure if we can afford the tuition,” said Andrion.

Disappointment in the decision to close

Esther Manibog’s father was also a *sakada*. He met the woman of his dreams—who was working in the HC&S power plant—and married her, putting down roots in Maui. In 1986, Esther began working in the sugar fields like her father. After several years, she was accepted into the apprenticeship program and earned certifications to be an electrician. Manibog has considered applying for jobs outside of HC&S but didn’t because ILWU negotiated wages and benefits provided her enough to pay the mortgage and raise her child, even as a single parent.

Manibog expressed her disappointment

regarding A&B’s decision to shut down the operation. She described how the union—Local, Maui Division, and HC&S unit officers—mobilized her fellow HC&S workers and their families and worked hard to educate the community on the economic benefits and the jobs that HC&S provided. “We provided testimony opposing the proposed water reduction from East Maui, because of concerns over the economic impact that reduced water would have on the plantation and jobs,” Esther said.

A lawsuit seeking to end all agricultural burning was filed by the “Stop Cane Burning” group against HC&S last July. “Through a coordinated effort by the union, we gathered more than 6,000 signatures on a petition supporting the current Agricultural Burning Permit and delivered it to the Department of Health,” said Manibog. “Despite all these efforts, A&B made the decision to close.”

An Injury to One is an Injury to All

With the first layoff period fast approaching, the union again mobilized—this time to help the affected workers

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transition into new jobs, and to deal with the hardships that they will face.

A survey was sent out to the workers immediately after the announcement was made. The survey allows the union to gather information on the affected worker’s needs, so that the appropriate resources are provided by the company as well as federal, state and county governments. The workers also updated their contact information to ensure that the union can provide additional information or assistance when needed.

Two open house meetings were held at the ILWU Hall in Wailuku on January 15-16, 2016, to meet the workers face-to-face and to answer any questions that they may have. Assistance in completing the survey was available. English and Ilocano speaking members were on hand to make certain that everyone understood what services and programs are available to help them with the transition and layoff. Help will also be provided to laid-off workers applying for unemployment benefits.

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News from The Dispatcher

ILWU Library launches new website

By Robin Walker
ILWU Librarian and Archivist

The ILWU library is now online after a mass digitization project. The new site: <http://archive.ilwu.org> hosts digitized issues of The Dispatcher plus two other ILWU-related publications: the Voice of the Federation, and the Waterfront Worker. The site contains close to 2,000 documents, plus a handful of selected images from the ILWU Library's collection of over 20,000 photographs.

Each of the papers featured on the new site chronicles the union's history during important phases in its organization. The first of the publications, The Waterfront Worker, began in the months before the 1934 strike. An anonymous group of rank and file longshore workers closely associated with Harry Bridges produced the simple, mimeographed newsletter and disseminated it to workers in secret by stashing it aboard ships to reach ports throughout the coast. Featuring frank language and simple line drawings, it helped inform people of key issues in the unionization struggle.

The second publication, the Voice of the Federation began shortly after the 1934 strike. In the strike's aftermath, longshore workers banded together with other unionized maritime workers to form a group called the Maritime Federation of the Pacific. This organization sought to strengthen union recognition throughout the maritime trades and to expand many of the gains that longshore workers achieved in the strike to other unions. The Voice of the Federation, the Maritime Federation's organ, carried news from all the unions involved in the consortium, including the Pacific Coast District of the International Longshoremen's Association, later, the ILWU. The Maritime Federation



succeeded in expanding the 1934 gains to other unions in subsequent actions, but the organization was short-lived due to internal conflicts among its member unions.

With the demise of the Maritime Federation of the Pacific, the ILWU leadership realized the need for a paper of its own. At the end of 1942, the union began publishing The Dispatcher. The ILWU was less than a decade old at the time of The Dispatcher's first issue, but the union's need to establish its own means of communications was clear. The ILWU faced rapid changes: its ranks were expanding and growing more diverse as millions of Americans moved out to the western states to work in wartime

industries; meanwhile, the union was under continued attack from employers, and ILWU President Harry Bridges faced ongoing deportation threats. The Dispatcher provided a trustworthy source of worker-focused reporting to ILWU members, covering news from the locals, stories of interest to the labor movement, and featuring columns from officers.

When assembled together, these three publications cover the ILWU's entire history from 1934 to the present. The website now offers an excellent resource for those interested in how the union addressed key issues throughout its history—from early organization opposing the brutal shape-up hiring practices before the 1934 strike to more recent struggles

and victories. Although the website's content represents only a small fraction of the material in the library, having these three pivotal publications available online greatly expands access and facilitates research on the union.

The website also helps address some of the library's concerns over preserving original documents. Some of the earlier issues of the papers are over 80 years old, and it is difficult to balance the need for preserving them with the union's desire to make them available to people with an interest in ILWU history. In some cases, access to the original documents must be restricted due to the fragility of the paper.

In the future, the library hopes to offer more digital content on the website.

Aussie dockers return after mass-firing

Nearly 100 dockers who were fired three months ago by Hutchison Ports Australia (HPA) will now be returning to work, according to an agreement reached November 17 between the Maritime Union of Australia (MUA) and HPA management.

One hundred and three days had elapsed since 97 workers at Brisbane and Sydney learned of their terminations via text messages and email. HPA tried to terminate the workers after boasting of plans to aggressively automate ports—without first negotiating terms and conditions with the union.

Union officials say the November 17 settlement will provide “substantial” benefits for workers who take voluntary retirement packages. Reaching those terms took several rounds of intense negotiations.

International Transport workers Federation (ITF) President and MUA National Secretary Paddy Crumlin led the talks with HPA officials at the government's Fair Work Commission. Crumlin said the new agreement indicated “a more functional and mature approach to industrial relations,” compared with the

company's unilateral attempt to restructure their operations three months ago.

Crumlin thanked affiliates of the ITF and IDC (International Dockworker Council) for their solidarity to help the sacked workers during the past three months.



Dare to struggle, dare to win: After learning via text and email they were being sacked, Maritime Union of Australia dockers took action and won their jobs back in a struggle over automation.

Know non-union workers who need help organizing?

The ILWU represents workers in the following industries: transportation, agriculture, tourism, automotive, retail, healthcare, and more! If you know workers at a non-union company who need help securing their jobs and making improvements at their workplace, let your union representative know.

Call the ILWU and ask for the Organizing Department at your Division Office:

Hawaii (808) 935-3727 • Maui (808) 244-9191
Kauai (808) 245-3374 • Oahu (808) 949-4161
Hawaii Longshore (808) 949-4161



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Effects bargaining to begin

Because HC&S workers are covered by an ILWU contract, the company has a duty to bargain with the ILWU over the effects of the closure on workers. This is called effects bargaining.

Some of the issues that will be discussed are severance pay, payout of unused vacation and sick leave, seniority, retirement benefits, and medical and dental insurance. The union has asked to begin effects bargaining with HC&S as quickly as possible. “We will be working hard to assure that the workers receive the full benefit of their contract and what they are entitled to by federal and state law,” said ILWU President and negotiating committee spokesperson Donna Domingo.

Severance pay and medical coverage

Severance pay is usually based on the length of employment with a company and is not required by the Fair Labor Standards Act (FLSA). However, the ILWU negotiated contract with HC&S includes severance as a benefit and specifies that it will be paid out on the basis of nine days’ pay for each year of service for all eligible workers. No union dues are deducted from severance pay.

The union negotiating committee’s goal is to increase the severance benefit to help laid-off workers pay for housing and other expenses—a concern for many HC&S ILWU members. Mariano Oliveros, who emigrated from the Philippines seven years ago, got his first full-time job as a drip irrigation hook-up and repair worker. “My family is living comfortably because the plantation provided me with a stable income. I’m in my fifties, too old to find another job easily. How am I going to pay for my medical coverage and mortgage without a job?” said Oliveros.

Another area that the union negotiating committee will be working on is the severance payout timeframe. Workers at other companies have waited up to 14

months after the closure to receive their severance pay. The union negotiating committee will do its best to insure that the severance is paid out in a timely manner.

The union negotiating committee will also be fighting to extend the period during which laid-off workers receive medical coverage. “I’m having a hard time sleeping because I’m worried about how I’m going to pay for my daughter’s and my medical,” said Manibog, with tears in her eyes.

An era ends, but the impact of sugar workers remain

Sugar plantations once stretched the length of the island chain—from Kekaha to Kau. Hundreds of thousands of workers and even family were brought to Hawaii from as far away as the Azores and Puerto Rico and China, Korea, Japan and the Philippines to work the fields. Plantation communities were the foundation of Hawaii’s multi-ethnic culture and values.

In 1946, 30,000 sugar workers plus their families went on strike to begin a long battle for a better life. Their struggle—along with their fellow workers in other industries in the ILWU—reshaped Hawaii, building power for workers and their families and achieving a large measure economic, social and political justice.

The era in which ILWU sugar workers shaped the history of Hawaii has passed, but the impact of sugar, its workers, and the workers’ union remains. “The workers should take pride in the fact that they did everything they could to keep HC&S going, and that they were able to rally their community in support of Hawaii’s last sugar plantation,” said ILWU Secretary-Treasurer Guy Fujimura. “I see them as heroes of the ILWU.”

Charles Andrion summed up his feelings on the bittersweet ending of HC&S. “It feels like my grandparents put the first cane stalk into the ground and I will be taking the last cane stalk out of the ground,” he said. “But we’ll find a way to move forward.”



Zenaida Andaya, who is fluent in English and Ilocano, reviews the informational packet with Renato Yadao and his wife. Yadao has worked in the planting department since 1980. “The closure is really going to hurt because this job is the main source of income for us,” he said.



Social Services Coordinator Joanne Kealoha (right) explains material from a packet of information to be passed out at the open house meeting on January 15, 2016. This was the first of two meetings with members held to pass out information on the services and programs that are available to help them deal with the loss of their jobs. (l-r): Local Executive Board Member Esther Manibog, Gordon Martins, Unit Chair Daniel Martinez, and Business Agent Joe Aquino.



Floro Mangay-Ayam completes his ILWU survey. Mangay-Ayam has been in the harvesting department for nine years and is worried about how he is going to pay for his medical insurance.



Local Vice President Teddy Espeleta assists Carlos Garcia in completing contact information on the union survey. The updated contact information will enable the union to get in touch with Garcia to provide additional information and assistance. Garcia, a sugar boiler mechanic for 19 years, has experienced several company closures. When Wailuku Sugar Plantation shut down in the 1980s, Garcia transitioned to Wailuku Agribusiness. After Wailuku Agribusiness closed, Garcia enrolled in trade school and was hired at HC&S in 1997. Garcia said that he appreciates the union for all the help provided over the years he has been an ILWU member.

HC&S sugar workers are the most productive in U.S.

Founded in 1870, Hawaiian Commercial & Sugar Company (HC&S) is the last surviving sugar plantation in Hawaii. The plantation enjoys favorable climate, sufficient water distribution through drip irrigation in nearly all fields, good farming practices and a high level of investment. The installation of a computer monitoring and control system in the mill has led to increased productivity. Downtime is reduced because problems are identified more quickly, increasing sugar recovery.

The average sugarcane yield for HC&S is 87.8 tons/acre according to averaged data from the U.S. Department of Agriculture covering the last 15 years. It is the highest yielding sugar cane operation in the U.S. The other sugar producing states—Florida, Louisiana, Texas—average yields ranging from 34.7-28.9 tons/acre.

If you have any questions or for more information call the Maui Division Wailuku office at (808) 244-9191.

ILWU Legislative Update

2016 ILWU Legislative priorities

The ILWU Local 142 is a diverse union, with members working in many different types of jobs in most major industries in Hawaii. Because of this diversity, and because the ILWU is concerned about issues that affect the entire community—there are more than a hundred points, or issues, covered by the ILWU’s legislative program.

The ILWU strongly supports all points in its legislative program, but will focus on this list of legislative priorities for the 28th Legislature.

All state lawmakers receive copies of both the ILWU’s legislative program and legislative priorities.

1. **Support for legislation to provide needed assistance to laid off HC&S workers.** Support for legislation to enable completion of HC&S final harvest.
2. **Airport Improvements.** Strong support for runway and terminal improvements at Kahului and Kona Airports to facilitate international travel that will increase revenue to the state.
3. **Workers’ Compensation.**
 - a. Suggest a closed claim study to determine the effect of delays in and denial of treatment and benefit payment to injured workers seeking to return to gainful employment.
 - b. Protect and enforce the “presumption clause” in the Workers’ Compensation law.
 - c. Require mutual agreement of the claimant and the insurer for selection of a physician to perform an Independent Medical Examination (IME). Establish a list of IME physicians to assist claimants in the selection of an IME physician. Provide that a rating for permanent disability shall not be performed at the same time as the IME.
4. **Harbor development.** Continued support for development of harbors throughout the State of Hawaii, based on priorities established by the HHUG study. Priority should be given to the development and maintenance of facilities to sustain the growth of operations for manifested cargo without compromising safe working conditions for workers.
5. **Senior programs.** Strong support for programs to address the needs of the growing population of seniors and the disabled. Such programs include Kupuna Care, caregiver support, protection of the vulnerable elderly, resources for caregivers and care recipients, financing for long-term care, and home and community based care. Support for programs to educate the general public about long-term care needs and costs.
6. **Hawaii Health Systems Corporation (HHSC).** Continued support for adequate funding for HHSC to fulfill its mandated health care safety net function in rural and neighbor island communities and provide needed long-term care beds and services. Partial or full privatization should be considered only as a last resort, but employees must remain unionized with past service benefits protected.

Opening Day at the State Legislature

The first step to a strong political program is working to get legislators who understand and who will fight for our issues elected. A strong political program helps to provide the ILWU the best avenue to address members’ concerns. ILWU members and retirees visited their legislators during the opening day of the Hawaii State Legislature on January 20, 2016.



(Above) Local 142 members getting on a bus that transported them to the Hawaii State Capitol. The driver of bus was brother Tuki Ifopo (left), a member of the recently ILWU organized company, Polynesian Adventure Tours.

(Right) Senator Brickwood Galuteria with members and retirees representing Oahu Division. Front row (l-r): Dorothy Sakamoto, Esther Scharsh, Mel Yamamoto, Nadine Bukoski, Alanna Kuhn, and Alan Ah Yo. Back row (l-r): Kanani Hosaka, Business Agent Wilfred Chang, Denise Sherman, Bruce Nakahara, Deborah Gilther, Sen. Galuteria, and Anthony Hirota.



Hawaii Division delegation with Representative Nicole Lowen (l-r): Division Director Elmer Gorospe, Business Agent Corinna Salmo, Nani Kaeha, Rep. Lowen, Cristie Domondon, Gilbert De Motta, and Clyde Kihara. Back row (l-r): Business Agent George Martin, Frankie Pang & Roland Shimaoka, Jr.



ILWU Legislative Update

The high costs of long-term care is everyone's business

By Joanne Kealoha
Social Services Coordinator

Hawaii and the nation are in the midst of a crisis. Many do not even realize the crisis exists while others are all too familiar with the challenges of what has been referred to as the “silver tsunami.”

The “silver tsunami” is here

Hawaii has the highest percentage of residents over the age of 85 than any other state. More people are living longer but not necessarily without health issues. Many require costly institutional care in nursing homes and foster homes, others need private caregiver support, but most wish to remain in their own homes or with family and rely on their loved ones to provide uncompensated care.

The inevitability of old age is something most of us hope for, even with attending disabilities. Yet long-term care may be needed by younger adults as well—a person of any age in a major work or auto accident, with a serious health condition, or with disabilities resulting from combat or other military service. Severe, life-altering disability can hit at any age.

The high cost of long-term care

The costs of providing what is called long-term services and supports (LTSS), otherwise known as long-term care (LTC), can be significant. Nursing home care costs, on average, \$12,000 a month. Foster homes, where skilled nursing care is provided in private residences, can run from \$5,000 to \$7,000 a month. Private caregivers who provide services in a person's own home charge about \$25 an hour.

Even having loved ones provide care is costly. The family caregiver may be employed, having to rely on limited paid or unpaid family leave, or may even have to resign or retire early and sacrifice his or her own retirement security. Even

more importantly, the stress of juggling schedules and dealing with the care of another is a cost that has no price tag but exists nonetheless.

Most of us are not prepared financially for these long-term care needs. Many think that government will take care of these expenses, that Medicare (for eligible seniors age 65 or older) will pay for long-term care or that Medicaid (for low-income adults with few assets) will be available. But Medicare does not cover long-term care—only the cost of acute care and skilled nursing care for rehabilitation. Medicaid has eligibility requirements that many will not be able to meet. And the cost of Medicaid is ultimately borne by taxpayers through federal and state taxes.

Long-term care financing is needed

So what is the answer? Advocates and legislators have long supported a financing program to help pay for costs associated with long-term care.

In the early 1990s, the Family Hope Program was introduced to require an income tax increase to establish a fund to pay for long-term care. It failed.

In 2003, Care Plus was passed, then vetoed, and would have required a \$10 a month payroll tax to provide \$70 a day for long-term care services. The veto was not overridden.

In 2015, a measure was floated to require a half-percent surcharge on the General Excise Tax (GET) to provide for long-term care. The measure did not pass but is still alive.



In 2016, the Legislature will again consider the GET surcharge for a long-term care trust fund.

Who benefits?

The proposed long-term care fund is not intended to address the high cost of institutional care but is meant to help the frail elderly and disabled remain at home with support from family caregivers who will be paid \$70 a day for up to 365 days.

Family caregivers are currently estimated to provide 162 million hours of uncompensated care each year, valued at close to \$2 million. The fund to support family caregivers will allow much needed financial assistance for some caregivers and respite services for others.

Not only will patients and caregivers

themselves benefit, employers will also benefit by retaining valued and experienced employees. Caregivers who still hold jobs must take time off, paid or unpaid, to attend to caregiving duties. That means their employers are short-staffed for short or long periods of time and must hire and train new employees if the caregiving employees quit, representing an additional cost to employers.

The benefit of \$70 a day is not enough to cover the cost of institutional care, but allowing the elderly to “age in place” at home will help to delay or eliminate the need for institutional care and thus reduce taxes needed to support Medicaid.

Who pays?

The half percent surcharge on the General Excise Tax will be paid by everyone who consumes goods or services in the State. Legislation seeks to ensure that only retail, not wholesale, transactions will be subject to the surcharge, thereby eliminating the “pyramiding” effect of the GET that has raised opposition.

Significantly, about one-third of the GET collected is paid by tourists—yet they will not be eligible to receive benefits from the long-term care fund unless they file tax returns in the State.

A GET surcharge is a regressive tax, and lower income families may feel its effect disproportionately, but they are also eligible for the benefits. Tax credits are being considered to mitigate the impact of the GET increase.

Inaction is not an option

The “silver tsunami” is already here. If we do nothing, it will inundate us. The time to act is NOW. Please support a half percent surcharge on the GET to fund long-term care for Hawaii residents.

Contact the Local at (808) 949-4161 for more information.



Lieutenant Governor Shan Tsutsui with members and retirees from the Maui Division on Opening Day at the State Legislature. Twelve members from Hawaiian Commercial & Sugar Company (HC&S) were part of the group.

Outstanding members recognized by Kauai Division

LIHUE—With today’s hustle and bustle, we often forget to praise and thank the people who do so much for their communities. This is true of the many unit officers and stewards who volunteer their time to help their fellow workers and serve the union.

Kauai Division made it a point by giving special recognition to those outstanding individuals at their annual recognition banquet held at the Kauai ILWU Union Hall in Lihue on December 18, 2015.

The 5th Annual Recognition Banquet brought together a mix of active members, their families, pensioners and guests for a night of good food and fellowship and the presentation of awards to those unit leaders who make the union’s programs a success.

The recognition banquet was very bittersweet because it will be the last meeting that retiring Kauai Division Director Michael Machado will be attending as an active member. Machado thanked those in attendance for remembering and appreciating his years of service with the union. Though Machado will be retiring, he said that he will remain active by joining an ILWU pensioner club.

And the award goes to:

The Outstanding Unit Leader of the Year with 1-30 Members award went to Dennis Lagmay of Unit 3419 - A&B Fleet Services, Kauai. Gwendolyn Wenio of Unit 3401 - Kauai Coffee Co., was recognized as the Outstanding Unit Leader of the Year with 31-99 Members. The Outstanding Unit Leader of the Year with 100+ Members award went to Valerie Winchester of Unit 3410 - Wilcox Memorial Hospital.

Unit leaders from Unit 3511 - Grand Hyatt Kauai received The Inspirational Leader of the Year awards. There were (Female) Rhonda Morris and (Male) Tyson Moises.

The Outstanding Leader of the Year award went to Evelyn Javillonar of Unit 3516 - The Point @ Poipu.

These exceptional ILWU members deserve all the thanks and support that we can give them. Congratulations!



Outstanding Unit Leader 31-99 Members Gwendolyn Wenio holding a future ILWU member with retiring Division Director Michael Machado.

Valerie Winchester, Outstanding Unit Leader, Unit with 100+ members.



Inspirational Leader of the Year (male) Tyson Moises with Michael Machado.



Rhonda Morris, Inspirational Leader of the Year (female).

(Below) Outstanding Leader Evelyn Javillonar.



Look for more unit recognition award winners from other Divisions in the March/April issue of the VOICE of the ILWU

ILWU VEBA Trust reaches 10-year mark

**By Joanne Kealoha
Social Services Coordinator**

The ILWU VEBA Trust is now 10 years old—which means that eligible ILWU members may now begin to receive benefits.

What is the ILWU VEBA Trust?

VEBA stands for Voluntary Employees Beneficiary Association. Unlike Taft-Hartley Trust Funds, where contributions are made by employers, VEBA contributions are made by employees or, in this case, by participating ILWU units for their members. The purpose of the ILWU VEBA Trust is to accumulate funds that will earn interest, be set aside for individual members, and provide for medical benefits upon the member’s retirement.

The ILWU VEBA Trust was initiated by convention action in 2003 when delegates

sought a way to provide for retiree medical benefits. After a round of meetings statewide, a sufficient number of units voted to participate in the VEBA Trust, which began collecting unit contributions for members in 2005.

How much is contributed?

The original intent was for units to contribute for their members sufficient amounts of money to allow the Trust to offer substantial benefits at retirement. However, the Local Convention voted for \$3 per month in contributions, which limited the amount of available benefits. Although individual members may make Supplemental Contributions, very few members have.

Members who leave participating units may pay the required contributions on their own to continue their participation in the ILWU VEBA Trust, but if they fail to make the required contributions, their accounts may be forfeited.

What are the benefits of the ILWU VEBA Trust and when are they payable?

Monies in an individual’s ILWU VEBA Trust account may be used only for retiree medical costs, such as to help pay for Medicare Part B or Part D premiums, for Medicare Advantage plan premiums, or for COBRA premiums upon retirement. To be eligible for benefits to be paid, a member must have at least 10 years of required contributions (i.e., \$3 per month) made to the ILWU VEBA Trust, be retired, be at least 62 years of age, have made required contributions for at least 12 months during the three-year period prior to applying for benefits, and apply for the benefits.

If you are eligible to withdraw monies from your VEBA account, contact Pacific Administrators, Inc. in Honolulu at 441-8600 or from the neighbor islands at 888-256-3573 (toll-free).

How can my benefits from the ILWU VEBA Trust be increased?

With contributions of \$3 a month and 10 years of vesting, benefit payments will be limited. Even earnings from investments are limited and were especially so during the recession. Yet there are still ways to increase benefits.

For one, participating units may consider increasing their monthly contributions from \$3 to any amount they choose. For another, individuals in participating units may make Supplemental Contributions of any amount at any time.

For more information, contact Pacific Administrators, Inc. at (808) 441-8600 or your Business Agent at:

- Hawaii Division - 935-3727**
- Maui Division - 244-9191**
- Kauai Division - 245-3374**
- Oahu Division - 949-4161**

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on March 18, 2016, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

Team Maui's bats stymied by Fairmont Orchid in state slow-pitch softball finals

HONOLULU—Under the bright sun and brisk trade winds, the ILWU 30th Annual Slow-Pitch Softball Tournament was played on Saturday, October 3, 2015. The tournament was hosted by the Oahu Division and played at the Salt Lake District Park.

The first semi-final game, began with Fairmont Orchid, representing Hawaii Division, scoring two runs in the top of the first inning. Oahu Division's representative Poola, made up of members of McCabe, Hamilton & Renny Co., came back in the bottom of the inning to take the lead, scoring three runs. Poola continued to lead until the bottom of the third inning when Fairmont Orchid scored six runs to regain the lead. Fairmont Orchid continued to pad their lead the rest of the game. Despite

a furious rally in the bottom of the sixth inning, where Poola pushed across seven runs, Poola still came up short 19-17. Fairmont Orchid's and tournament "Most Outstanding Player," Joby Amaral was a perfect 4-4 with four runs batted in (RBI) and two home runs (HR). Cameron Tabiolo contributed with a HR for Fairmont Orchid. Poola's Alvis Satele had four RBIs and a HR and Matthew Ramie had three RBIs and a HR for Poola.

The second semi-final game featured two of the greatest rallies one will ever experience in a softball game. Grand Hyatt Kauai, representing Kauai Division started the game by scoring two runs in the top of the first inning. Maui Division's representative, "Team Maui" pushed across four runs in their half of the inning

to take the lead, 4-2. Despite trailing from the beginning, Grand Hyatt Kauai was able to score nine runs in their half of the seventh inning and build their lead to two runs, leading 12-10. Entering the bottom of the seventh inning and with their final at-bats, Team Maui caught fire and pushed across ten runs to finish off Kauai 20-12. Team Maui's Jordan Kahalekai-Bermoy had four hits, five RBIs and a HR, Kawehi Ko had three RBIs and a HR and Logan Kanamu had three RBIs. Roy Costa had three RBIs for Grand Hyatt Kauai.

The consolation game, between McCabe and Grand Hyatt Kauai, was a blow-out, ending in five innings when the 10-run rule was invoked. Poola used a 22-hit barrage and four home runs to win 19-6. The game was a big contrast as compared to the nail-biter in last year's consolation game where Grand Hyatt Kauai was able to squeeze by 9-7. Poola's Alvis Satele, Chad Rogers, Matthew Ramie and Clyde Carvalho hit a HR. Schyler Arakaki hit a HR for Grand Hyatt Kauai.

The championship game began with Team Maui scoring a run in the top of the

first inning. With a tremendous defense Team Maui stymied Fairmont Orchid's bats by turning a double play and a forced out in the bottom of the first inning. The momentum and situation quickly changed as Team Maui didn't score again until the fourth inning. Meanwhile, Fairmont Orchid had back-to-back five-run innings in the third and fourth innings to lead 12-3. Team Maui could only muster two more runs and the game was called after the sixth inning when the 10-run rule was invoked, ending the game at 16-5. Fairmont Orchid's Joby Amaral had three RBIs and a HR and Chase Cazimero had three RBIs for Fairmont Orchid.

"This was a hitter's tournament," said State Sports Coordinator Brian Tanaka. "Whoever hit consistently and didn't make errors won." The tournament and awards luncheon were organized by Brian Tanaka, Oahu Division Sports Coordinator Jose Miramontes and Business Agent Paris Fernandez. Hawaii Division Sports Coordinator Corinna Salmo and Maui Division Sports Coordinator Claro Romero were present to assist their teams.



Hawaii State Slow-Pitch Softball Tournament Championship Team – Fairmont Orchid (l-r): Back: Aaron Perez, Joby Amaral, Cameron Tabiolo, Chase Cazimero, Devin Joaquin, Coach: Blayne Crabbe. Front: Sheldon Emeliano, Reyn Matsu, Ian Carvalho, Torry Carvalho, Reeve Cazimero



Third Place Team Award – McCabe, Hamilton & Renny Co., Poola.



Runner-up Team Award – Team Maui.



Sportsmanship Team Award – Grand Hyatt Kauai.

Individual Awards

Most Outstanding: Joby Amaral, Fairmont Orchid
 Most Home Runs: Joby Amaral, Fairmont Orchid
 Most Runs: Kaden Kamoe, McCabe
 Highest Batting Average: Jay Rigsby, Team Maui
 Most RBIs: Joby Amaral, Fairmont Orchid
 Most Hits: Jordan Kahalekai-Bermoy, Team Maui

All-Tournament Team

Jay Rigsby, Team Maui • Joby Amaral, Fairmont Orchid • Cameron Naihe-Tabiolo, Fairmont Orchid
 Matthew Ramie, McCabe, Hamilton & Renny (MHR) • Froy Smith, MHR • Chad Rogers, MHR
 Kaden Kamoe, MHR • Vern Podlewski, MHR • Jordan Kahalekai-Bermoy, Team Maui
 Mike Akiu, MHR • Chase Cazimero, Fairmont Orchid • Reeve Cazimero, Fairmont Orchid
 Roy A. K. Costa, Grand Hyatt Kauai • Robert Kanahale Jr., Grand Hyatt Kauai

ILWU 2016 Sports Program

Next Statewide Event:
Mixed Golf Tournament
September 3-4, 2016
Hosted by Hawaii Division

Contact your Division Sports Coordinator for more information: Hawaii Division - Corinna Salmo at 935-3727; Maui Division - Claro Romero at 244-9191; Kauai Division - Doreen Kua at 245-3374; Oahu Division - Jose Miramontes, Paris Fernandez, or Brian Tanaka at 949-4161

Young Brothers Unit unanimously approves new 5-year contract

HONOLULU—On December 4, 2015, longshore workers of Young Brothers, Ltd., Unit 4209 - Oahu and Unit 2201 - Molokai voted unanimously to ratify a tentative contract agreement reached on November 17, 2015.

Members at neighbor island ports began voting on the agreement earlier in the week of November 30 - December 4, 2015. With the Oahu vote, members of Young Brothers, Ltd., unanimously approved the new 5-year agreement that will expire on July 1, 2019. The contract covers over 200 members statewide.

The new contract brings improvements in both language and economic areas. The settlement package increases wages substantially over the life of the contract and increases the pension by over 20% for those retiring on or after July 1, 2017. The most important improvement was strong language incorporated into the contract which addresses newly agreed upon work rules, job safety protections, jurisdictional maintenance, and manning. Included was a “no lay-off or furlough” section for the life



Young Brothers, Ltd., union negotiating committee members: Standing (l-r): Michael Victorino, Michael “Sully” Sullivan, Dennis Morton, Elgin Calles, Dennis Saniatan Sr., Charlton “Kana” Wallace, Tyrone Tahara. Sitting (l-r): Drake Delaforce, Shawna Rapoza, Nate Lum, Jesse Andrade, Gary Talbert, Royale Komomua, and Robyn DeCambra.

of the contract.

This contract also marks the end of part-time employment status in all the major ports. All part-time employees in

the ports of Kauai, Hilo and Kawaihae were converted to full-time. Although the brothers and sisters in the ports of Lanai and Molokai will remain part-time, the committee was able to gain for them all the same holiday benefits that apply to full-time employees.

The committee was able to accomplish a historical achievement, one that will be reflected on in the future. Labor Day holidays at Young Brothers, Ltd., will be “no work” holidays—meaning that no work will be offered—so that the workers can spend the day with their families and reflect on the victories of the labor movement and the achievements of this negotiating committee.

Longshore Division Director Nate Lum credited the hard-working negotiating committee, the Longshore Division Officers and more importantly, the solidarity of the workers on the docks in achieving the settlement. Lum said, “This committee just didn’t ‘rubber stamp’ the

proposals. There were heated discussion and disagreements, but the committee came together based on what the majority voted on.”

Members of the negotiating committee were: Then Longshore Division Director/Spokesperson Nate Lum, Unit 4209 - Honolulu Chair/Co-Spokesperson Jesse Andrade, Unit 4209 - Honolulu Secretary/Negotiating Committee Secretary Shawna Rapoza, Longshore Division Secretary/Treasurer Drake Delaforce, Longshore Division Trustee/Maui Chair Michael Victorino Jr., Unit 3201 - Kauai Chair Michael “Sully” Sullivan, Unit 4209 - Honolulu Treasurer Royale Komomua, Unit 4209 - Honolulu Gary Talbert, Unit 1201 - Hilo Chair Dennis Saniatan Sr., Unit 1201 - Kawaihae Chair Robyn De Cambra, Unit 2201- Molokai Chair Charlton “Kana” Wallace, Overall Unit 4201 Chair Elgin Calles, Business Agent Dennis Morton, and Business Agent Tyrone Tahara.



Honolulu port members of Young Brothers, Ltd., listen carefully to a report on their tentative contract agreement before voting overwhelmingly to accept the settlement on December 4, 2015.

ILWU members and retirees joined hundreds of marchers in a parade to celebrate Dr. Martin Luther King’s life

HONOLULU—Martin Luther King, Jr. Day was observed for the first time thirty years ago. It’s part of a nationwide tradition celebrating his legacy. He is best known for his role in the advancement of civil rights using nonviolent civil disobedience based on his Christian beliefs. More than 60 ILWU Local 142 members and officers, HOWU members, retirees, their family and friends joined other unions and community members in the annual celebration parade and rally on January 18, 2016.

The event started at Magic Island, traveled down Ala Moana Boulevard and Kalakaua Avenue, and ended at Kapiolani Park. The parade was organized by the Hawaii Martin Luther King, Jr. Coalition, and also featured a unity rally celebration with food, community booths and entertainment.

Dr. King spoke of the shared goals of the civil rights and labor movements. Minorities needs the organized strength of labor unions to gain dignity and equality. In his December 11, 1961 address to the fourth AFL-CIO national convention, King said, “Our needs are identical

with labor’s needs—decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children, and respect in the community. That is why Negroes support labor’s demands and fight laws which curb labor.”

King and the labor movement

The ILWU provided financial support and backed the boycott of the Montgomery Bus Company after Mrs. Rosa Park was arrested for refusing to give up her seat in the colored section to a white man, after the white section was filled.

Dr. King was formally made an honorary member of the ILWU Local 10 in September 1967 because of his efforts on behalf of working families and the labor movement.

In 1981, the 24th Biennial Convention of the ILWU passed a resolution calling for the ILWU to work for legislation that would make January 15—Martin Luther King, Jr.’s birthday—a national holiday.

King came to Memphis, Tennessee in support of 1,200 striking sanitation

workers, members of AFSCME, Local 1173. The workers walked off their job when the city of Memphis refused to recognize the union. He led 5,000 marchers through the streets in sympathy with the striking workers, but the march broke into violence.

Determined to lead a successful nonviolent march, King returned to Memphis in early April, but he never got the chance. On the evening of April 4, 1968, at the age of 39, while standing on the balcony of his motel room, he was assassinated.



ILWU Local 142 members and Staff, retirees, their family and friends joined other unions and community members in the annual celebration parade through Waikiki with a message of social justice. On Martin Luther King, Jr. Day, Americans are urged to spend the holiday in a day of service to their community.