



VOICE OF THE ILWU

HONOLULU HAWAII
© LOCAL 142
LOCAL 142

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

June/July 2006

Building ILWU Today for a Better Tomorrow

CALL

to the 24th Convention



International Longshore & Warehouse Union, Local 142
September 25-26-27-28-29, 2006
Ritz Carlton Kapalua, Maui

Call to Order | 12:00 noon | Monday, September 25

THINGS TO DO:

- 1) Elect delegates
- 2) Credentials must be received by the Local Secretary-Treasurer no later than August 28, 2006
- 3) Authorizations through unit finance policies or membership approvals must be in order to pay for observer expenses
- 4) Hold meetings to prepare proposals, if any, for Convention. All proposed amendments to the Constitution shall be submitted to the Local Sec.-Treas. at least 30 days before the opening day of the Local Convention. (Art. 36.01.1)

“An Injury to One is an Injury to All”

ADDRESS LABEL

ILWU 142 Convention site moved to Maui First time on neighbor island

For the first time, the ILWU Local 142 will be holding its convention on a Neighbor Island instead of the Island of Oahu. The convention will also be held for the first time at an ILWU organized hotel, The Ritz-Carlton Kapalua, which edged out a field of six other ILWU hotels with the right combination of meeting facilities, reasonable room rates, favorable location near local food, and sufficient airline flights from all other islands. The convention will start on Monday, September 25 and end on Friday, September 29, 2006.

—continued on page 2

ILWU LOCAL 142 NOTICE OF NOMINATION AND ELECTION OF OFFICERS FOR 2007-2008-2009—see page 3

Next Local Executive Board Meeting scheduled for September 7-8, 2006 • 10:00 am • ILWU Union Hall, Honolulu

Local 142 Convention

ILWU 142 Convention to be held at Ritz-Carlton Kapalua—continued from page 1

The convention was originally scheduled to be held at the Ilikai Hotel in Honolulu from September 18-22, 2006. However, the hotel was sold in February 2006, the management contract with Renaissance was terminated, and the new owners began moving forward with the renovation and sale of half of the hotel rooms as condominium units.

The problems became more and more serious. First, the new owners had other priorities and the change in management upset many previous arrangements reached with the Renaissance team on use of the hotel facilities. Second, there were not enough rooms available at reasonable rates for the 400 plus delegates expected to attend the convention and many would have to be housed at other hotels. Third, the new owners had scheduled renovation work in September which would affect the meeting rooms. Fourth, the collective bargaining agreement with the hotel and HERE Local 5 expired and there would be the possibility of a labor dispute involving the Ilikai and other Waikiki hotels around the time of the convention.

Forced to move

The contract with the Ilikai provides for a cancellation without penalty if done at least 45 days before the event. After reviewing the situation, the executive committee of the union made the decision to cancel the contract and move the ILWU's 24th Convention to another hotel. There were a number of

requirements—the hotel had to have at least 12,000 square feet of banquet and meeting facilities, have enough rooms for five days in September, and offer all of this at a reasonable price.

Nothing was available on Oahu for the required dates, but seven ILWU organized hotels on Kauai, the Big Island, and Maui had potential—the Grand Hyatt Kauai, the Fairmont Orchid Hawaii, the Hilton Waikoloa Village, the Hyatt Regency Maui, the Grand Wailea Resort, the Westin Maui, and the Ritz-Carlton Kapalua. The number of airline flights from other islands and the availability of inexpensive, local food near the hotel narrowed the field to Maui and finally to the Ritz-Carlton, Kapalua.

The ILWU has always held the meetings of its highest governing body on the island of Oahu, usually alternating between the Sheraton Waikiki and Ilikai hotels. Even though the majority of the union's membership live and work on the Neighbor Islands, Oahu was a convenient gathering place. The Honolulu airport is the central hub for flights to and from all islands. Government offices, attorneys, accountants, and other professionals the union had to deal with are based in Honolulu.

Logistics and expenses

The statewide headquarters of the union is also located near Waikiki and has the staff and the printing presses, collating and stapling machines to produce the tremendous

amount of printed materials required by the convention. ILWU-style democracy gives delegates the power to make and change policies and this requires printing thousands of copies of reports and resolutions throughout the five days of the convention. Holding the convention on another island would require bringing some of the Oahu based office workers to staff a work room with computers and high speed printers and copiers. Guest speakers would also need to be flown to the island and housed.

Besides the added logistical expenses, the costs for rooms and food will be higher. Most of the ILWU organized hotels are luxury-class resorts with higher room rates than Waikiki. The Ritz-Carlton, Kapalua, for example is rated as a Five Star

hotel with the highest levels of service and amenities, while the Ilikai Waikiki is a Three Star hotel with basic services and moderate room rates. The Ritz-Carlton will be giving the convention a very competitive rate, but it is still higher than the rates at a hotel like the Ilikai. Some of the higher cost is due to the fact that ILWU members who work at the Ritz-Carlton earn higher wages and receive better benefits than Waikiki workers under the HERE Local 5 contract.

Holding the 24th ILWU Convention on Maui at the Ritz-Carlton, Kapalua will be a new experience for the union and for the convention delegates. The delegates may well decide that all future conventions should be held at ILWU hotels. ♦

What is the Convention and what does it do?

ILWU democracy is based on putting the members of the union in charge of their union. They do this by meeting in convention to decide the policies and programs of the union, set the finances and budget, and make all other rules which govern the union.

The convention is the highest governing body of the union. It is held once every three years in the month of September, and is attended by approximately 400 rank and file members who are elected by their co-workers from ILWU "units" throughout the State of Hawaii. A "unit" is the union organization at each job site or company, such as the Ritz-Carlton unit, which is made up of all the ILWU members who work at that hotel. However, there are also units such as Foodland with many job sites and some units which represent only certain workers within a company. Every unit with 10 or more members is entitled to at least one delegate, with additional delegates based on membership. About 120 units are expected to send delegates to the Convention.

The work of the convention takes five full days (and a few evenings) of meetings and deliberations to complete. On the first day, delegates will work in three committees to review a

series of reports on the work of the union in the last three years and proposed plans for the next three years. These reports cover the following program areas: contract administration, political action, education and publicity, and membership services.

On the second day, delegates continue their work in two different committees. One committee will review the officers' report, organizing, and propose policies in the form of resolutions. The second committee will review and recommend changes to the union's constitution and by-laws.

The work of all five committees must then be approved by the entire delegation to the convention.

On the third or fourth day, delegates will review and adopt a budget to fund the work of the union and any proposed programs. On the fifth and last day, delegates will nominate the candidates for the top elected officers of the union—the president, vice-president, secretary-treasurer—and industrial grouping members of the local executive board.

Throughout the five days, delegates will also hear from invited guest speakers and remarks from the Local 142 President and the ILWU International Officers. ♦

Unit 2523 - Ritz Carlton Kapalua

- **LOCATION:** One Ritz Carlton Drive, Kapalua, Hawaii
- **TYPE OF COMPANY:** Golf Resort Hotel
- **INDUSTRIAL GROUPING:** Tourism
- **ILWU MEMBERS SINCE:** 1992
- **TOTAL UNION MEMBERSHIP:** 450
- **BARGAINING UNIT MAKEUP:** Job classifications include Bartenders, Bar Porters, Cocktail Servers, Hosts/Hostesses, Servers, Banquet Captains, Banquet Porters, Housekeepers, House and Hall Attendants, Inspectors, Linen Room Attendants, Laundry Attendants, Pressers, Seamstresses, Lobby Expeditors, Valets, Bell Captains and Attendants, Beach and Pool Attendants, Cooks, Pantry workers, Pastry workers, Stewards, Maintenance workers, Landscapers and Equipment Operators and more.
- **UNIT OFFICERS:** Unit Chair Michael Spath, 1st V. Chair Kanaiela Palazzotto, Treasurer Amy Kawaguchi, Secretary Agnes Talihan. **STEWARDS:** Marco Bato, Adam Borowiec, Stanford Brody, Ronald Busby, Roland Caguioa, Evelyn Hockings, Michelle Imokawa, Anna Johnson, Nathan Laborte, Brandon Lurendez, Marla Pincott, Angela Raphael, Leonardo Reyes Rojas, Margie Ruiz, Sione Tauese, Tovia Tufuga, Troy Yabo.
- **BUSINESS AGENT:** Wayne Takehara

ILWU LOCAL 142

NOTICE OF NOMINATION AND ELECTION OF OFFICERS FOR 2007-2008-2009

—PROCEDURES—

NOMINATION—September 1-15, 2006

Nomination Petitions (ILWU-E-Form 14) signed by 25 members in good standing must be submitted to the Local Secretary-Treasurer between September 1 and September 15, 2006, inclusive. The Local President, Vice President, Secretary-Treasurer, and members of the Local Executive Board At-Large from the Industrial Groupings shall be nominated from the floor at the Local Convention.

PRIMARY ELECTION (IF NECESSARY)—Nominations and primary election of the Local President, Vice President, Secretary-Treasurer and members of the Local Executive Board At-Large from the Industrial Groupings shall be held on the last day of the Convention (September 29, 2006).

ELECTION—November 11-17, 2006, to conclude 4 p.m. Friday, November 17, 2006 (but not to exceed five (5) days). The specific date for the election in your Unit will be printed in the VOICE of the ILWU.

RUN-OFF ELECTION (IF NECESSARY)—December 4-8, 2006, to conclude 4 p.m. on Friday, December 8, 2006.

1. OFFICERS TO BE NOMINATED AT THE CONVENTION

TITLED OFFICERS

- Local President 1 to be elected by Statewide voting of the entire membership.
- Local Vice President 1 to be elected by Statewide voting of the entire membership.
- Local Sec.-Treas. 1 to be elected by Statewide voting of the entire membership.

INDUSTRIAL GROUPING LOCAL EXECUTIVE BOARD MEMBERS

- Sugar 1 to be elected by Statewide voting of all members in the sugar industrial grouping.
- Pineapple 1 to be elected by Statewide voting of all members in the pineapple industrial grouping.
- Longshore 1 to be elected by Statewide voting of all members in the longshore industrial grouping.
- General Trades 1 to be elected by Statewide voting of all members in the general trades industrial grouping.
- Tourism 1 to be elected by Statewide voting of all members in the tourism industrial grouping.

2. OFFICERS TO BE NOMINATED BY PETITIONS SIGNED BY 25 MEMBERS IN GOOD STANDING AND SUBMITTED TO THE LOCAL SECRETARY-TREASURER BETWEEN SEPTEMBER 1 AND SEPTEMBER 15, 2006, INCLUSIVE.

DIVISION OFFICERS	Hawaii	Maui	Kauai	Oahu
DIVISION DIRECTOR	1	1	1	1
DIVISION TRUSTEE	1	1	1	1
DIVISION LOCAL EXECUTIVE BOARD MEMBER	1	1	1	1
BUSINESS AGENTS—AT LARGE	6	6	2	6

DELEGATES TO THE 2009 INTERNATIONAL CONVENTION	Hawaii	Maui	Kauai	Oahu
AT LARGE	2	1	-	1
LONGSHORE INDUSTRIAL GROUPING	1	1	1	1
GENERAL TRADES INDUSTRIAL GROUPING	1	1	1	1
PINEAPPLE INDUSTRIAL GROUPING	-	1	-	1
SUGAR INDUSTRIAL GROUPING	-	1	1	-
TOURISM INDUSTRIAL GROUPING	1	1	1	1

Contact your Division Office for nomination petitions:
 Hilo - 935-3727; Waimea - 885-6136; Wailuku - 244-9191; Lihue - 245-3374;
 Honolulu - 949-4161. Job descriptions for Business Agent and Division Director are available at your Division Office. Nomination petitions for above Offices must be submitted to the Local Secretary-Treasurer by September 15, 2006. Mail to: Local Secretary-Treasurer c/o 451 Atkinson Drive, Honolulu Hawaii 96814 OR hand deliver by 4:00 p.m.

If you require accommodation for voting under the Americans with Disabilities Act please submit a written request to the Local Election Committee postmarked no later than September 15, 2006 c/o 451 Atkinson Drive, Honolulu Hawaii 96814.

International Longshore & Warehouse Union Local 142 • 451 Atkinson Drive • Honolulu, Hawaii 96814

High gas prices good for sugar workers

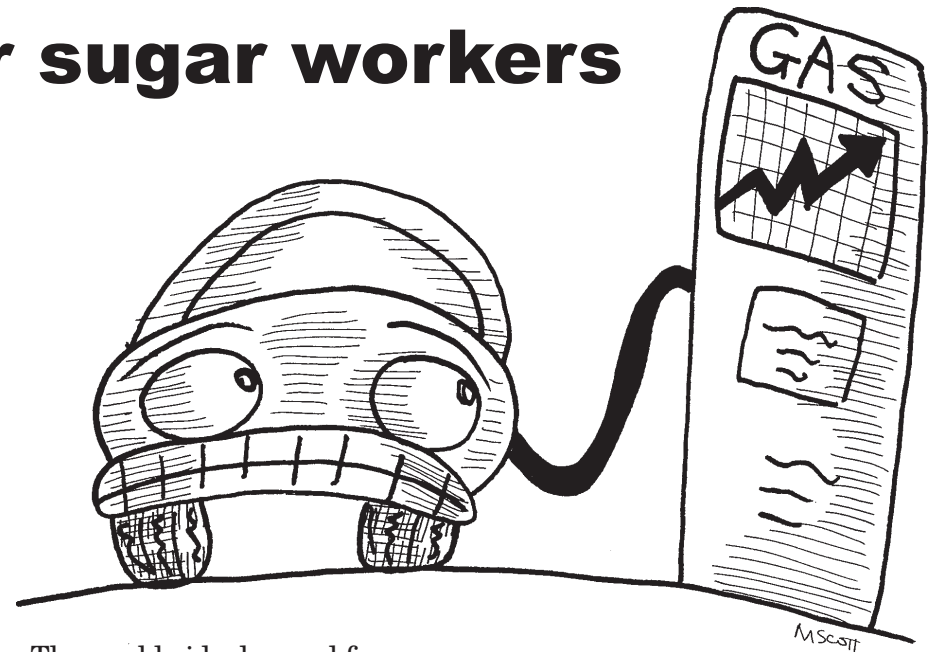
High oil and gasoline prices have led to higher world prices for sugar, and that is good news for Hawaii's sugar industry and workers.

How can the price of oil affect the price of sugar? The answer is ethanol. Brazil is a major producer of sugar and also a major producer of ethanol which is blended with gasoline. When gasoline prices are high enough, Brazil can earn more money by using its cane crop to make ethanol for fuel instead of making sugar for food. This reduces the supply of sugar on the world market which in turn pushes the price higher.

The world price for raw sugar hit a 25-year high in February 2006 when it sold for 19.73 cents

a pound. The price has dropped somewhat but still averaged over 17 cents a pound for the first half of 2006, compared with 11.35 cents for 2005.

Two other developments are expected to keep sugar prices high for the near future. Sugar exports from the European Union will be sharply reduced after the Europeans carry out an agreement to end government subsidies to their sugar farmers, and the people of China and India are consuming more of the world supply of sugar as their incomes have been increasing.



The worldwide demand for sugar has enabled sugar growers in the United States to sell their raw sugar for an average of 23.56 cents for the first half of this year, which is more than high enough to cover the cost of production. ♦



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Editor: Mel Chang

Know non-union workers who need help organizing?

The ILWU represents workers in 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 County (808) 244-9191 • Kauai (808) 245-3374 • Oahu (808) 949-4161

ILWU Tourism Industry News

Pacific Beach Hotel workers fight for justice

“11 years! One raise! Fair Contract NOW!”

This chant sums up the injustice faced by the Pacific Beach Hotel workers who won an election to be represented by the ILWU over two years ago and are still struggling to get a fair contract with their employer—the HTH Corporation. HTH also owns King Kamehameha’s Kona Beach Resort on the Big Island and the Pagoda Hotel in Honolulu.

The July 10, 2006, march and rally of Pacific Beach workers and over 300 supporters was loud and spirited. They chanted, sang, and made a lot of noise as they marched up and down Lili‘uokalani Avenue in Waikiki which runs along one side of the 837 room hotel. About 150 of the supporters were participants from local and mainland unions who were attending the Summer Institute for Union Women (SIUW).



Participants in the Summer Institute for Union Women’s “How to Mobilize for an Action” class made signs and banners and developed chants for the Pacific Beach rally. ILWU member Velda “Pua” Akamu from the Hapuna Beach Prince Hotel (second from right) made the banner shown above.



The rally was held right in front of the hotel.



SIUW participants gather in front of the ILWU to catch a bus to the rally in Waikiki. ILWU members like Ruby Shimabukuro from Unit 4405 - Foodland Super Market Ltd. (standing, third from right) came on their own time to help support Pacific Beach workers.



Virginia Recaido (above left) and Guillerma Ulep (above right) address SIUW participants before the Pacific Beach rally. Many SIUW participants were moved to tears as the two women explained that they want a fair contract to better the lives of their fellow workers and their family members. They received a standing ovation.

Summer Institute for Union Women held in Honolulu

HONOLULU—The 25th Annual Western Regional Summer Institute for Union Women (SIUW) was held July 7-11, 2006 at the Ala Moana Hotel. 153 union workers—including ten from ILWU Local 142—came together to learn important skills, meet other union sisters and build solidarity around important labor issues.

Intensive core classes were offered on Basic Leadership Skills, Advanced Leadership Skills, Uniting for Action on Big Issues, Organizing Contract Campaigns, and Basic Grievance Handling. Short workshops included Talking to Management, How to Organize a Union Action, Workplace Discrimination, and much more.

The highlight of the Institute took place on Monday, July 10 when participants did two actions—a demonstration at the Pacific Beach

Hotel in support of ILWU members, and the delivery of a petition and sign-holding at the Hilton Hawaiian Village for UNITE HERE Local 5 hotel workers.

SIUW participants were joined by leaders from other local unions such as IBEW and the Teamsters at the Pacific Beach rally, where chants of “11 years, 1 raise, fair contract now!” and “Hotel workers under attack—what you gonna do? Stand up! Fight back!” rang out in front of the hotel.

SIUW participants came from 23 different unions, including the Musicians Union, the British Columbia Government Employees Union, Hawaii Government Employees Association (HGEA), ILWU, Service Employees International Union (SEIU), Teamsters, United Auto Workers (UAW), and United Public Workers (UPW). ♦

ILWU Tourism Industry News

Kapalua Bay Hotel to turn condo

When the 200-room Kapalua Bay Hotel opened in 1978, it was a place local people called the “end of the road”, because that was where the paved road turned into a dirt road, which continued along the shore of the leeward coast of West Maui. There were no houses or developments beyond that point.

The Bay Course, the first of three golf courses, had opened earlier in 1975. The golf course and hotel were surrounded by pineapple fields, and at certain times of the year were invaded by tiny white pineapple (mealy) bugs. This was the beginning of a master-planned resort community that would be built by the Kapalua Land Company, the development arm of the Maui Land and Pineapple Company which owned the 23,000 acre Honulua Ranch and pineapple fields.

The development followed a business plan that was proving successful in other areas of Hawaii. The idea was to build a luxury resort with hotel and golf course, which would attract guests who could afford to buy the high-priced homes that would be built around the golf courses.

Today the Kapalua Resort covers 1,650-acre with three luxury-class hotels (The Ritz-Carlton Kapalua, Kapalua Bay Hotel, and The Kapalua Villas), 5 condominiums (The Coconut Grove on Kapalua Bay, Bay Villas, Golf Villas, Ironwoods, The Ridge), and four single family community developments (Plantation Estates, Pineapple Hill, Pineapple Hill Estates, Kapalua Place). There are three golf courses, two tennis facilities, three white sand beaches, restaurants and shopping.

What are Condo hotels?

The 28-year old Kapalua Bay Hotel will be torn down and replaced by a new hotel with a mix of regular hotel rooms, some rooms sold as residential units, and some sold as

“fractional” owned units. These developments are commonly known as condominium hotels (Condotel) where the people who buy the units can use the rooms whenever they want or have the hotel rent the rooms as part of the hotel inventory. The owners would receive half of the rent and the hotel takes the other half as its fees.

By selling rooms as condominium units, hotel owners get cash up front, instead of waiting years to recover their capital costs. The hotel is able to spread some of the risks and costs to condo owners who are essentially investors in the hotel. The fee received by the hotel for renting the rooms and the monthly maintenance costs for each unit can also become profit centers for the hotel.

Condo owners who rent their rooms for most of the year benefit by receiving some rental income and higher tax deductions. They also have greater flexibility in using their units as they don't have to deal with a long-term tenant.

Conversion trend

The strong sales of condo hotel units has created a small boom in

the real estate market in resort areas like Hawaii, South Florida, Las Vegas, and parts of California. A number of Waikiki hotels, including the Ala Moana and Ilikai Hotel, have converted some or all of their rooms to condo units. Nationwide, about 227 condo hotel projects are in the development stage and will add more than 93,000 rooms to the supply of traditional hotel rooms.

The “fractional” owned units are similar to condo units except a number of buyers share ownership and the maintenance costs of a single unit. The Kapalua units will be sold as part of the Ritz-Carlton Fractional Club program where the buyer of a fractional unit would own 1/12 share and be entitled to stay in the unit for 21 or more days each year. The Kapalua shares are being offered for \$300,000-\$700,000 depending on the size of the unit, which is much less expensive than buying a vacation home which would be vacant most of the time.

The construction of the new hotel is expected to take three years and the 208 ILWU members who worked for the Kapalua Bay Hotel were permanently laid off in April. ♦



Aloha
Kapalua Bay
Hotel
ILWU Members



Aree Teamglum, Helen Magno, Peter Rizzo. (Right) Romana Balcita.



Dale Yamamoto, Lino Bermudez, Visese Sakaria, Minda DeGracia, Lauren Higa.



Nathalie Quedding, Bundit Teamglum, Crystal Kauamo.



Mila Manglicmot, Narciso Buduan, Ricardo Gazmen, Alfredo Malapira, Alden Armantico, Jun Sablay, Den Melchor.

International Convention Speakers

Have you had enough?

By Richard Trumka,
AFL-CIO Secretary-Treasurer

We have a chance this year to turn our country around because voters are discovering the truth about George W. Bush and his way of life and everything that they stand for.

They are learning that he is as incompetent as his administration is corrupt. You see, he failed to win victory in Iraq or make a plan for peace. He failed to track down terrorists. He failed to save our airlines, steel industries, and our manufacturing sector. He failed to create enough jobs. He failed to control the budget deficit. He failed to control the trade deficit. He failed to deliver a prescription drug program benefit that actually works. He failed to bring gasoline and heating oil prices under control. He failed to bring down health care costs. He failed to bring health care to 45

million American workers. And all the while he failed, he aided and abetted the attacks on our pensions, on our health care, on our jobs, on our wages, on our unions. He rewards and encourages the outsourcing of our jobs and the security of our country.

Labor and our allies can take back control of our federal government by asking voters of all political persuasions one simple question, "Have you had enough?"

That is the question that I ask all of you today and that you in turn have to ask your members every day between now and November. "Have you had enough?" When you see them at work, you ask them, "Have you had enough?" When you see them in church or on the streets in town, "Have you had enough?" When we see them at the store you ask them, "Have you had enough?"

Have you had enough of a corpo-

rate policy box which is collapsing the middle class and stealing the future of workers? Have you had enough? Have you had enough of working harder and harder and harder for less and less and less so that corporations can make more money and CEO's can steal more money? Have you have had enough? Have you had enough of the corporate lobbyists like Jack Abramoff and corporate criminals like Wilbur Ross and Haliburton pulling the strings of our elected officials and controlling our government? Have you had enough? Have you had enough of our retirees and our widows losing their pensions after years and years and years of suffering and bleeding and dying and losing their health care? Have you had enough?

Have you had enough of children going without health care and the education that they deserve? Have you had enough? Have you had



enough of immigrant workers and American workers and Canadian workers and union workers being treated like second-class citizens? Have you had enough?

Have you had enough? Well, then, let's get together—let's stand together, let's fight together, let's vote together! Let's kick their asses together because we have had enough! ♦

We need unions now more than ever

By Danny Glover
Member, Screen Actors' Guild

Those are the concrete ways in which we all are capable of using ourselves individually and collectively in supporting action. As someone once said, it's not only action, but vision, because action without vision is chaos. Today more than ever we need action with vision in order to bring us clarity in what we need to do as we move forward in the 21st Century.

A great labor leader who fought for 25 years to establish this union, a sleeping pullman car worker, A. Philip Randall, once said, "We have no permanent enemies, we have no permanent friends, but we have permanent interests."

The ILWU understands that it has permanent interests, and that interest is for working people to fight for better benefits, to fight for better working conditions, to fight for better health care, to fight for a better standard of living. That is the role that the ILWU has played.

I stand here because I stand on the shoulders of men and women who supported the ILWU along the way. Paul Robeson supported the ILWU. Harry Belafonte supported the ILWU. My dear friends Ollie Davis and Ruby Dee supported the ILWU, supported the work of unions.

We need unions more than ever now at this particular junction as we move into another age, an age in which energy costs go up, an age in which people are beginning to turn more and more back into the city as a place in which they inhabit, live, and raise their kids. They need a safe city. They need a safe community. They need jobs that pay living wages, not the wages that hotel workers receive in New Orleans. Not

those wages, not \$7 an hour, but living wages, wages with which they can raise a family and not have to work two and three jobs, and benefits which include health care for their children.

Unions have played that role historically, and that role becomes more evident and more important today. Unions have played that role. Because when we talk about raising the standard of living, unions have always talked about programs that got you out of the poverty program. Unions have always raised the level of what we as workers are due and what we receive. They have always fought for that and they must fight for that more than ever.

As we see an increase in profits within all industries, the service industry, the manufacturing industry, unions play a critical role at this particular time. We need to bring more people to the union. We need to build the constituency. We need to build the voice of union workers. And by building the voice of union workers, we build the voice of all workers.

This is going to take the proactive legacy that you are steeped in. This is going to take the proactive and imaginative action from which you were established. This is not a complex vision. This is a vision centered around justice. It is a vision centered around a dream. It is a vision centered around creating a world which is equitable for all of us. That is your vision. You can never lose sight of that vision. You can

never lose sight of that mandate.

It is a mandate that struggles for the rights of women. It is a mandate that struggles for the rights of minorities. It is a mandate that tells us that we are in a very real sense brothers and sisters and that we each are our brother's keeper. That is the mandate that you service — a mandate that embraces pragmatism, a mandate that embraces past struggles.

You are a manifestation of that. Everything you have gotten, every victory you have achieved has been a struggle, a struggle you have em-

The ILWU understands that it has permanent interests, and that interest is for working people to fight for better benefits, to fight for better working conditions, to fight for better health care, to fight for a better standard of living.

braced. Every single loss that you suffer, every single battle that you lose is not a loss to one person, it is a loss to all workers. All workers lose when you lose. And all workers win when you win.

In this new 21st Century, where oil prices are rising, serviceable public transportation has to be our calling. Not just what we call for, what we ask for and what we demand. In this new place, we become a little bit closer to each other. We need to become closer to each other. You are going to play a very important role in fabricating that, not only for you right here, this moment, but for the future of your children and grandchildren. It's an enormous calling. It's an extraordinary moment. I know you will stand up to the task and you will be there. You have been there in the past and you will

be there in the future.

My parents worked for the post office more than 30 years. More than 30 years. When they worked for the post office for more than 30 years, they had a good health care plan that I was a beneficiary of. They had good benefits which my father retired on. They had a living wage in which they could aspire to the middle class dream, the American dream of middle class.

We have to bring that back. It is our responsibility to bring that back for ourselves, for our children, and for those generations to come.

It doesn't take a rocket scientist—it really doesn't—to figure this out. We can talk about all kinds of statistics and strategies around profit, about all the theories around markets. But there is something in that discussion that cannot be reduced, that cannot be ignored. What cannot be reduced is those who don't care about what happens to human beings, what happens to children, what happens to those who work all their lives and who then retire. We cannot be reduced to forgetting about that. No matter what the market strategies, whatever the market theories, whatever the current economic theories are, we cannot be reduced to believing that all of this is natural science. This is not natural science. This is about what human beings do and how human beings transform themselves or not transform themselves, how human beings themselves act and decide what is important. If life and the preservation of life is important, then that is what we have to elevate. Not the preservation of profits, not the preservation of evil-spiritedness, not the preservation of inhumanity. We have to hold on to the preservation of people. And unions do that. Unions talk about the people and they do that. ♦

Negotiations Update

Hawthorne Pacific settles

Hawthorne Pacific members approved a new collective bargaining agreement in May and June 2006. The statewide agreement run two years and covers most of the production and clerical workers in units on Maui, Kauai, Hilo, Kona and Oahu.

The agreement provides an annual 3.5 percent wage increase for all production and clerical workers and maintains existing benefits such as medical, pension, vacations, and holidays. Improvements in sick benefits include the use of up to 10 days of paid sick leave per year to care for a child and other family members and long-term disability benefits which replaces 50 percent of wages for long illnesses or injuries.

The ILWU represents about 79 of the 280 Hawthorne Pacific employees. The company is the exclusive dealer for Caterpillar equipment and also sells and services other heavy equipment such as Toro, Genie and Kubota.

This was the first complete agreement negotiated with the new owners, Hawthorne Machinery of San Diego,

California, who bought the former Pacific Machinery Company in May 2004. Pacific Machinery was a 79-year old Hawaii company that was part of Theo H. Davies, one of the Big 5 companies which came out of the wealth created by Hawaii's sugar industry. The other Big 5 companies were Castle and Cooke, C. Brewer, Alexander and Baldwin, and Amfac.

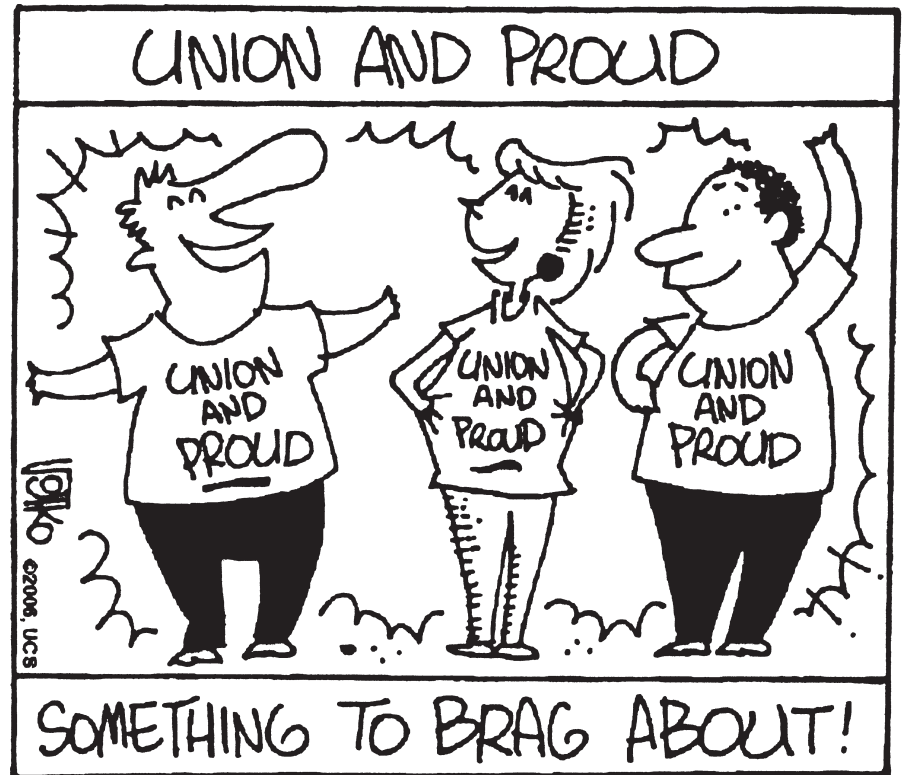
Hawthorne renamed the company Hawthorne Pacific and agreed to maintain the existing collective bargaining agreements with the ILWU. There were actually four (five with Kona?) separate contracts, one for each island, and all of them had different expiration dates.

The ILWU and Hawthorne agreed to standardize the contracts and negotiate for all islands at the end of 2005. Contracts that expired

earlier were extended and the company agreed to increase wages by 3.5 percent for production workers and 1.5 percent for Oahu clerical workers.

The union and company reached a settlement and members ratified the new agreement in meetings held in May 2006 for Oahu, Kauai and Maui and in June 2006 for Hilo and Kona.

Hawaii Division Director Richard Baker, Jr. served as the union spokesperson. Maui business agent Delbert DeRego was the co-chair. Maui member Rikizo Tengan, Jr. served as the union committee chair and Big Island member Marlene Nakaishi was the secretary. Kauai member Eric Carvalho and Oahu member Steve Allen also served on the union committee. ♦



Grand Wailea concierge win increase in commission

As of April 2006, about 25 concierge workers at the Grand Wailea Resort & Spa on Maui became part of the bargaining unit and will be covered under the union contract. In addition, the concierge workers will receive an increase in commission from 1.0 percent to 1.75 percent on tours, cruises, luaus and other commissionable activities they sell to guests.

Many luxury hotels have a concierge desk where guests can get assistance with their travel needs. The concierge staff can get a baby sitter, make reservations at restaurants, book shows and events, or give suggestions on things to see and do. Guests at the Grand Wailea Resort can also go to their concierge desk to buy dinner cruises, tours to Haleakala Crater, bike rides, whale watching, helicopter rides and so on. Grand Wailea Resort concierge workers will now earn a 1.75 percent commission on these sales, which can add several hundred dollars a month to their income.

A hotel may have many other incentive programs which are not spelled out in the union contract. For example, Grand Wailea Resort front desk workers receive a 5 percent commission when they sell a guest a more expensive room which is not in the contract.

The hotel has the same legal obligation to bargain with the union over any changes in these agreements, but if they are not in the contract, the union must make a timely request that the hotel bargain over the issue. Changes are often made without the union's knowledge; there is no request for bargaining; and the union may find out months later when it is too late to do anything.

There are many reasons why union members should work to include these kinds of incentive arrangement in the union contract. Everyone will know the terms of the incentives, and management will be required to bargain with the union before making any changes. Members should keep their union officers informed of all incentive programs and any changes in these incentives. ♦



The VOICE of the ILWU welcomes letters, photographs and other submissions from members.

Write to: Editor, VOICE of the ILWU, 451 Atkinson Drive. Honolulu, HI 96814

Or e-mail: ilwuvoice@hawaii.rr.com

ILWU Political Action

Help with political action

Can you spare a few hours this week?

The September 23 Primary Election is only a few weeks away and we need to elect candidates who will work in the best interest of working families.

There's a lot to do and we need your help.

Would you be willing to pass out voter reminder cards to members in your unit? Hold signs before or after work? Come to the union hall to stuff envelopes? Make phone calls to members? Spend a few hours on the weekend walking house to house? Help drive people to the polls or remind them to vote on election day?

Help support your union's Political Action Program.

If you can volunteer some time, please call your Business Agent, the Division Office, or talk to your unit officers. Or you can make a donation to the ILWU Political Action Fund.

Get rewards

Participate in the Union Rewards.

All ILWU active members, pensioners and their families who participate in political action activities receive entry forms for prize drawings that will take place after the November General Election. Call your Division PAC Coordinators at the number(s) below for details on how you help out with political action and have a chance to receive rewards, too.

Your vote counts and your help can make the difference in the upcoming election.

Don't forget to vote—either by absentee ballot or at the polls on Saturday, September 23, 2006. If you would like a voter registration form, absentee ballot application or need help getting to the polls, call your union office today!

Hawaii ILWU—935-3727 Maui ILWU—244-9191
Kauai ILWU—245-3374 Oahu ILWU—949-4161

Oahu Division • ILWU Endorsements Primary Election • Saturday, September 23, 2006

U.S. SENATE Daniel K. Akaka
U.S. HOUSE DIST. 1 Neil Abercrombie
GOVERNOR Randy Iwase
Lt. GOVERNOR Malama Solomon

STATE SENATE DISTRICT
9 Palolo-Kaimuki-Kapahulu Les Ihara
10 Manoa-Moilili-Makiki Brian Taniguchi
11 Punchbowl-Ala Moana-McCully Carol Fukunaga
13 Kalihi-Liliha-Nuuanu Suzanne Chun Oakland
14 Moanalua-Aiea-Halawa Valley Donna Kim
19 Makakilo-Kapolei-Waialele . Janice Lehner
20 Waipahu-Ewa-Ewa Beach William Espero
24 Kaneohe-Kailua-Enchanted Lake Jill Tokuda

HONOLULU CITY COUNCIL
District II Donovan Dela Cruz
District VI Rodney Tam

OPEN ENDORSEMENT:
U.S. House District 2-Rural Oahu and Neighbor Islands; Senate District 15; House Districts 23, 32, 35, 41, 42, & 47; Council District VIII; Board of Education; Office of Hawaiian Affairs. An "OPEN" endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

STATE HOUSE DISTRICT
17 Kalama V.-Hawaii Kai .. Avelino Halagao
18 Kahala-Aina Haina Lyla Berg
19 Kaimuki-Waialae Michael Abe
20 St. Louis Hts.-Palolo Calvin Say
21 Kapahulu-Diamond Hd . Scott Y. Nishimoto
22 McCully-Pawaa Scott Saiki
24 Manoa Kirk Caldwell
25 Tantalus-Makiki Della Belatti
26 Punchbowl-Nuuanu Sylvia Luke
27 Liliha-Puunui Sesnita Moepono
28 Iwilei-Downtown Karl Rhoads
29 Kalihi-Sand Island Jun Abinsay
30 Alewa-Moanalua Terry Vesperas
31 Salt Lake-Tripler Glenn Wakai
33 Aiea-Halawa Blake Oshiro
34 Newtown-Pearl City K. Mark Takai
36 Pearl City-Palisades Roy Takumi
37 Mililani-Waipio Ryan Yamane
38 Mililani-Mililani Mauka Marilyn Lee
39 Wahiawa Marcus Oshiro
40 Makakilo-Kapolei Sharon Har
43 Ewa Beach-Iroquois Pt. . R. Scott Belford
44 Honokai Hale-Nanakuli ... Michael Kahikina
45 Waianae-Makaha Maile Shimabukuro
46 Kahuku-N. Shore Michael Magaoay
48 Kaneohe Ken Ito
49 Maunawili-Enchanted Lake . Pono Chong
51 Lanikai-Waimanalo Tommy Waters

Hawaii Division • ILWU Endorsements Primary Election • Saturday, September 23, 2006

U.S. SENATE Daniel K. Akaka
GOVERNOR Randy Iwase
Lt. GOVERNOR Malama Solomon
STATE SENATE
2 Waiakea Uka-Volcano Russell Kokubun
STATE HOUSE
1 N. Hilo-Hamakua-N. Kohala ... Dwight Takamine
2 Hilo Jerry Chang
3 Hilo, Keaau, Mt. View Clifton Tsuji
4 Puna-Paho-Hawn Acres .. Faye Pua Hanohano
5 S. Kona, Ka'u Robert Herkes
6 Kailua, Keauhou Joshua Green
7 North Kona, South Kohala Cindy Evans

BOARD OF EDUCATION
Maui Mary Cochran

HAWAII COUNTY COUNCIL
District I Fred Holschuh
District II Donald Ikeda
District III Paula Helfrich
District IV Stacy Higa
District V Gary Safarik
District VI Robert Jacobson
District VIII Angel Pilago
District IX Peter Hoffman

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HD PAC 7/27/06 eo

OPEN ENDORSEMENT:
U.S. House District 2-Rural Oahu and Neighbor Islands; Council Dist. VII; Office of Hawaiian Affairs. An "OPEN" endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

Maui Division • ILWU Endorsements Primary Election • Saturday, September 23, 2006

U.S. SENATE Daniel K. Akaka
GOVERNOR Randy Iwase
Lt. GOVERNOR Malama Solomon
MAYOR James Kimo Apana
STATE SENATE
4 Wailuku-Waihee-Kahului-Paia ... Shan Tsutsui
STATE HOUSE
8 Wailuku-Waiehu-Kahului Joe Souki
9 Kahului-Paia Bob Nakasone
10 W. Maui Kam Tanaka
11 S. Maui Stephen West
12 Upcountry Kyle Yamashita
13 E. Maui-Lanai-Molokai Diane Mele Carroll

MAUI COUNCIL
Wailuku Michael Victorino
Kahului Joseph Pontanilla
Makawao-Haiku-Paia .. Mike Molina
Upcountry Gladys Baisa
Lanai Riki Hokama
Molokai Danny Mateo
Hana Bill Medeiros

BOARD OF EDUCATION
Maui Mary Cochran

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rev MD PAC 7/27/06 eo

OPEN ENDORSEMENT:
U.S. House District 2-Rural Oahu and Neighbor Islands; Office of Hawaiian Affairs. An "OPEN" endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

Kauai Division • ILWU Endorsements Primary Election • Saturday, September 23, 2006

U.S. SENATE Daniel K. Akaka
GOVERNOR Randy Iwase
Lt. GOVERNOR Malama Solomon
STATE HOUSE
14 Kapaa-Hanalei Hermina Morita

KAUAI COUNCIL
Pending endorsement

BOARD OF EDUCATION
Maui Mary Cochran

OPEN ENDORSEMENT:
U.S. House District 2-Rural Oahu and Neighbor Islands. An "OPEN" endorsement means that the union had no recommendation for any candidate and members may vote as they choose.

KD PAC 7/27/06 eo

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Maui Division pensioners with endorsed candidate Senator Shan Tsutsui.