



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

Volume 47 • No. 5

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

June/July 2007

Ka'anapali Beach Hotel joins ILWU health and welfare fund

On July 1, 2007, the Ka'anapali Beach Hotel became the sixth hotel to provide medical and dental benefits to their unionized employees through the ILWU Health and Welfare Trust Fund. There are about 220 ILWU members employed at the Ka'anapali Beach Hotel which is known as the "Most Hawaiian Hotel in the State of Hawaii." The hotel achieved this recognition due in part to a unique program where all employees receive ongoing education on Hawaiian culture and values.



The addition of the Ka'anapali Beach Hotel will mean almost 2,900 ILWU members will be covered by the fund. The Hyatt Regency Maui, the Hilton Waikoloa Village on the Big Island, and the Grand Hyatt Kauai were the first ILWU hotels to join the Health and Welfare Trust fund in January 2005. Two years later, in January and February 2007, the Four Seasons Resorts Lanai and Castle & Cooke Resorts Lanai joined the fund.

Ka'anapali Beach Hotel employees have the choice of the Kaiser Health Maintenance Plan or the Comprehensive Medical Plan administered by HMA, Inc. The Comprehensive Medical Plan is the traditional pay-as-you-go insurance. You choose a doctor; you pay for part of the doctor's bill; and the plan pays for part of

the bill.

Almost all pay-as-you-go health insurance plans work the same way. You save the most money by choosing doctors who agree to work with the plan. These are called "participating providers." If you choose doctors who are not part of the plan, your medical bills will be much higher. Over a year's time, you could end up paying hundreds and even thousands of dollars more in medical expense.

With pay-as-you-go insurance, you are the one making the decisions about your healthcare. This requires more effort on your part to manage your medical costs. You will need to know about participating providers, what services are covered, and when you need advance approvals. You will need to submit claims for payments, keep

records, and do some paper work.

If you have any questions about the Comprehensive Medical Plan, call the HMA Health Services Department. Their toll free number is 1-866-377-3977. Oahu can call 951-4621.

If you want someone else to do all the work for you, then consider joining the Kaiser plan. The Kaiser plan requires the least effort on your part and can save you the most money. There are no forms to fill out and no choices to make, because all of your medical care must come through a Kaiser Clinic or Hospital.

For help with the Kaiser Plan, call their Customer Service Center call toll free 1-800-966-5955. Oahu can call 432-5955. ♦

Maui Pine Cannery workers qualify for benefits

Laid off workers from Maui Pineapple Company's Kahului Cannery are eligible to receive a wide range of job assistance from the federal government. The ILWU was successful in requesting these benefits under the Trade Act of 1974, which provides help to workers who lose their jobs because of foreign imports and additional benefits for workers

over the age of 50.

An investigation by the US Department of Labor found a direct link between increasing imports of canned pineapple and declining sales and employment at the Maui Pineapple Cannery.

"The investigation revealed that employment, sales and production at the subject firm declined in 2006 compared with 2005 and in January through

April 2007 compared with the same period in 2006.

"The Department of Labor surveyed the subject firm's major declining customers regarding their purchases of canned pineapple fruit in 2005 through April 2007. The survey revealed increases in import purchases during the period under investigation."

The US Department of Labor
—continued on page 8

ADDRESS LABEL

On the Inside

Meet your Oahu and Kauai Officers, pages 2-3

SPECIAL SECTION:
An ILWU Look at Literacy Reading the union contract, page 4

Better living through literacy, page 5

Learn to read, or learn for fun pages 6

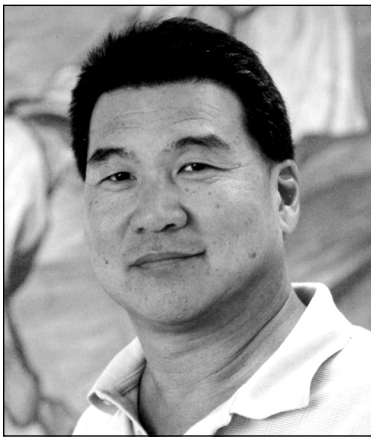
Volunteering for the union, page 8

**ILWU Local Executive Board Meeting scheduled for Dec. 20-21, 2007
10:00 am
451 Atkinson Drive
Honolulu**

Corrections

May 2007 issue of the VOICE. The May 2007 issue of the VOICE of the ILWU mistakenly identified Claro Romero as Maui Division Director. Claro is a Business Agent. Our apologies to William Kennison, who is the Maui Division Director.

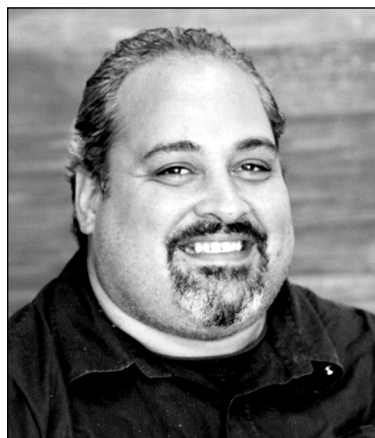
Meet Your Oahu Division Officers



Dave Mori
Division Director

My first term as your new Division Director was a learning experience for me. What I discovered is our Union is in dire need of new and qualified leaders who will be committed to serving our members. Complacency has created a vacuum in our Union's leadership as many elected positions go unchallenged.

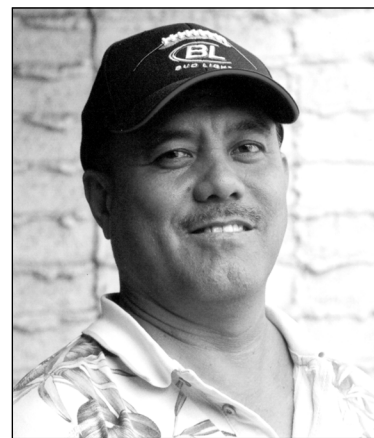
Workers now face a new challenge; the challenge to fight to keep what the Union has gained for them. My focus in the next three years will be to continue to mentor the present Business Agents to better their skills, and to seek new leadership from our ranks.



Shane Ambrose
Business Agent

Aloha,
As a Business Agent my most important goal over this term is to inspire members to build solidarity and participation in their workplace. Building awareness of their rights and obligations as members in this organization is what will help build a strong foundation for generations to come.

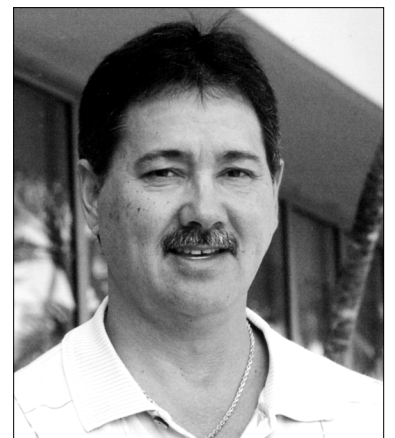
One of my goals is to revitalize the Oahu Division bulletin program with the help of all the Business Agents, Staff, and the dedicated members who are involved so that we all can share in the learning and educating process together. I also hope to make Community Service an important part of our Division placing a positive light on our contributions to the community.



Brandon Bajo-Daniel
Business Agent

I have two main goals for this triennium. The first is to make sure that all members have representation on the job, and that they are also empowered to represent themselves. This means providing training where necessary, in the form of steward and other classes, and having active leaders participate fully in the grievance process, negotiations, and other dealings with management.

My second goal is to encourage all rank-and-file members to do at least one union activity. It can be signing up to be an "eyes and ears" steward, volunteering for a day of political action, participating in the sports program, or even just coming to our Oahu Family Day this October, or our Labor Day Celebration next year. Each step toward more activism will build a stronger ILWU.



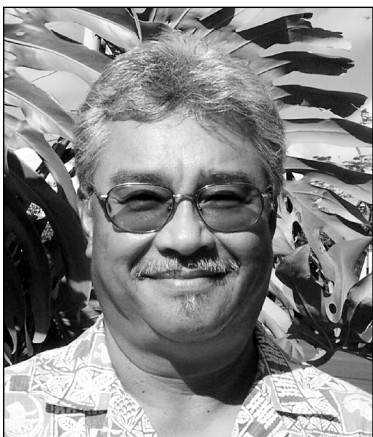
Karl Lindo
Business Agent

During this term in office my goal is to continue representing the members and protecting their rights on the job. I also want to negotiate improvements to wages and benefits in our ILWU contracts.

I believe in educating the rank-and-file leadership and members on the importance of being involved in the union. This means exercising their rights as union members, policing the contract, and participating in union programs. With member participation and involvement, we can make a difference together: providing workers with good wages, protecting important benefits, and getting respect on the job.

Business Agents face many challenges on a daily basis, but having the support of unit leadership and members is what enables us to do our job more effectively—your support shows that the union is strong.

Meet Your Kauai Division Officers



Clayton Dela Cruz
Division Director

As Division Director my goals are to work productively with the International, the Local, Division full-time officers, and units to provide the best possible representation for Kauai members.

The ILWU has been serving the workers of Kauai for 70 years. The union has a long history of fighting for working families, helping the community, and going above and beyond representation "on the job."

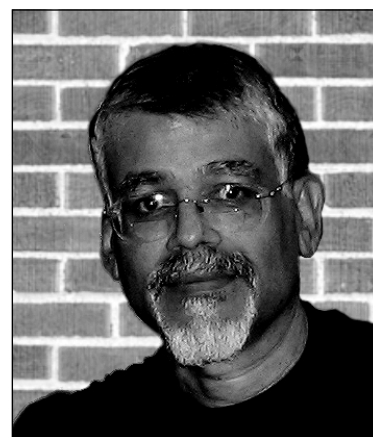
I want to continue to build the union on Kauai, while keeping the feeling that we are all family. My goal is for every member to know and understand and believe the ILWU motto "An Injury to One is an Injury to All,"—and to act accordingly every day.



Pamela Green
Business Agent

Wow! Three years have come and gone! I have to admit that it is a challenge to keep up with the work load. Sometimes the "Quieter Units" have been unintentionally pushed to the side and I apologize. I will try harder to get out to visit those units.

I was asked by the Local "What do you want to accomplish in your term of office?" I feel the question should be "What do 'My Units' want me, as their Business Agent, to accomplish in this term?" In order to know the direction in which my units would like to go, I urge all members to get involved with their Units, voice your concerns, your goal and your complaints. Remember, your Business Agents are here to serve you, the members. Thank you for the opportunity to continue to serve as your Business Agent.



Michael Machado
Business Agent

Michael Machado is on leave from Unit 3504 - Princeville Corp.

The most important part of being a union member is being actively involved in your union. It's your union, and the ILWU is a highly democratic organization—so you have a say in what the union does.

Speak up on contract proposals. Come to union meetings. Support your negotiating committee during contract talks. Police your contract—watch out for management violations.

Don't be afraid to talk with your unit officers if you see a problem, or to call me anytime. I will always be there for you as your Business Agent—and I need you to get involved, too.

Together, we can do better.



MelissaLynn Ragasa
Division Clerk

**ILWU Kauai Division
Lihue Union Hall
4154 Hardy Street
Lihue, HI 96766**

**Need to contact
Kauai Division?
Call 808-245-3374**

Meet Your Oahu Division Officers



Larry Ruiz
Business Agent

I have three basic goals for this term: to strengthen the union by getting more members to be active participants in union programs, to strengthen our contracts through negotiations and a strong steward system, and to strengthen labor's position in politics through our Political Action Program.

The first is important because the ILWU is a highly democratic union, and democracy does not work without participation. If more members play an active role in the union—even a small one—the overall function of the union will improve.

The second goal is based on the fact that our union contracts are a huge factor in the quality of life of our families. We need to fight for the improvements we need and fight against takeaways.

Finally, even with a strong contract, we would be lost without laws that protect the rights of working people. Even the right to belong to a union is determined by law. If we do not elect lawmakers who understand and support working families, our whole community will suffer.



Lisa Maehara
Division Clerk

**ILWU Oahu Division
Honolulu Office
451 Atkinson Drive
Honolulu, HI 96814**

**Need to contact
Oahu Division?
Call 808-949-4161**



Tyrone Tahara
Business Agent

Thanks to all the Pensioners for the silver spoon which we use today to feed our families. Thanks for making the waterfront industry prosperous so we, the next generation, are given the opportunity to labor. Thanks for taking the hits on the picketlines for six months so the next generation doesn't have to, yet. Thanks for bending your backs, dirtying your hands, and planting the seed which bears the fruit we eat today. As for today's generation of workers, the writing is on the wall: "Advanced Technology, Jurisdiction, Industry Changes."

"Save Your Money"

8-1/2 months left

1 yr. 2 yrs. 3 yrs. 4 yrs. 5 yrs. 6 yrs.

P.S. We are accepting negotiations proposals starting in October. The deadline is late January. Stay hungry.



Brian Tanaka
Business Agent

We must follow the union program, which includes strengthening existing units, training and bringing along new leadership, organizing new members, and keeping our union and collective bargaining agreements strong.

We have already begun work to increase our members in the growing health care industry. We are accreting members where we can, and also negotiating the best possible contracts for all ILWU healthcare workers.

I am also encouraging rank-and-file participation in the education programs of the union, including getting leadership and steward training. Part of our education program includes the production of a Business Agent report that can be shared by all units that do not have their own news bulletins.

There is a place for every member in the ILWU—working side by side to make our jobs and lives better.



Michael Yamaguchi
Business Agent

I am thankful that the Division has confidence in me, and I will do my best to fulfill this appointment.

Organizing new members needs to be a priority for the union. We have lost several hundred members recently in the pineapple industry, with the closure of Del Monte and the lay off of Maui Pine Cannery workers. Some of our neighbor island hotels have also shut down for renovations. We need new members to build union density, so that we can negotiate from a position of strength and continue to have the political clout for which the ILWU is well known.

I also want to organize existing units, motivating members and building a strong unit architecture of leaders, secondary leaders and engaged rank-and-file. We will team up to enforce our contracts, and unit members will learn to stand up for themselves.

The full-time officers—like your Business Agents—are not the union. We are *all* the union. Without the efforts of everyone, the union cannot succeed. However, with an active and involved membership, there is nothing the ILWU can't do.



Oahu fishing tournament

The Oahu Division fishing tournament was held from August 17 to 19, 2007. The top winners were Servco in first and second place, Sodexo third, and Foodland fourth. Pictured at right is the leader of first place team "Power On," Davon Tong. Above is second place "Satoichi," with Naomi Uyeshiro, Clayton Anderson, Robert Uyeshiro and Ron Sato. If you are interested in any ILWU sports event, call your Division Coordinator at your union hall: Hawaii - 935-3727; Maui - 244-9191; Kauai - 245-3374; and Oahu - 949-4161.



Did you know members have a duty to keep us informed of your latest home address?

The US Post Office will only forward mail for 60 days, so send us a card to let us know you moved. We need your name, old address, and new address. Send the card to: Mailroom, ILWU, 451 Atkinson Drive, Honolulu HI 96814



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

An ILWU LOOK AT LITERACY

Reading the Union Contract

Most members would find it hard to read

Your union contract is important to you as a worker. It tells you how much you should be paid. It lists your benefits such as medical and vacations. It spells out your rights on the job.



The union contract is very important, but most of us would have a hard time reading and understanding the document.

We looked at one of our contracts and found it had a reading difficulty level of over 350. One sentence on sick leave contained 96 words!

Documents are more difficult to read when they contain long sentences, when they use unfamiliar words not found in everyday language, or when they

try to cover too many ideas in one sentence. The 99 word sentence on sick leave contained eight different ideas. It would be easier to read if the sentences were shortened and covered a single idea.

Union members often joke that it requires a law degree to read the contract, but this joke comes very close to the reality. College

graduates can read and understand materials with a difficulty level of 314. People with a Masters or Doctors degree scored around 327. College graduates have a higher reading score because they are familiar with the words used in their area of study and are used to reading technical documents.

The average reading difficulty score for adults is around 270. This doesn't mean the average adult can't read and understand the union contract. It would just take them longer. They would have to read slowly and more carefully. They may need to read a sentence several times. They would need to look up unfamiliar words in a dictionary. They would need to learn the meaning

of some of the specialized language used in union contracts.

This is why it is necessary for the ILWU to hold education classes for members who are more active in the union. These classes teach them to understand the terms used in the contract. These are terms such as "work opportunity", "just cause", or "union recognition." These terms are not part of our everyday language and most people would not know what they mean.

Every union member should still try to read their union contract. You should, however, ask your unit officers or business agents to explain the terms you don't understand. ♦

Win a prize for longest sentence

Read your union contract and find the longest sentence. We'll give an ILWU T-shirt to the person who sends us the longest sentence.

Send us your name and address. You can write out the sentence or just tell us what section number of the contract. Mail to: Voice of the ILWU, 451 Atkinson Drive, Honolulu, HI 96814. Or just give it to your business agent or drop it off at your ILWU Division Office.

The Guinness Book of World

Records used to have an entry for the longest sentence in English. That sentence was 1,287 words and came from William Faulkner's novel, *Absalom, Absalom!* In 2001 Jonathan Coe wrote a 13,955 word sentence that ran on for 32 pages in his novel, *The Rotters' Club*.

The record for the longest

sentence in any language may belong to Czech author Bohumil Hrabal in *Dancing Lessons for the Advanced in Age: A Novel*. In this story, a slightly drunk old man tells his life story to six young women, sun-bathing on the beach. The old man's story is a single sentence of around 20,000 words. ♦



The U.S. Department of Education estimates that only about 13 percent of adults with the most advanced English language skills would be able to read the union contract. This is less than one out of eight adults.

WORDS AND PHRASES TO KNOW

ILWU Health & Welfare Trust Fund—A trust fund jointly managed by trustees chosen by the union and hotel management, who work together to keep expenses down while providing high quality medical care.

literacy—The quality or state of being able to read and write.

standard of living—A minimum of necessities, comforts, or luxuries considered essential to maintaining a person or group in customary or proper status or circumstances.

volunteerism—The act or practice of doing volunteer work in community service.

Definitions from Merriam-Webster online dictionary (<http://www.m-w.com/dictionary.htm>) and the U.S. Department of State (<http://countrystudies.us/united-states/economy-12.htm>)

An ILWU LOOK AT LITERACY

Better living through literacy

In 2003 and 2004, the U.S. Department of Education tested 19,000 people over the age of 16 to determine how well they could use the written materials found in modern society. The survey is called the National Assessment of Adult Literacy. The people came from all 50 states. Their background information was collected so the results could be analyzed by age, race, education, income, employment, and other factors.

The test involved completing tasks which became more and more difficult. An example of a simple task is to find the expiration date on a driver's license. A harder task would be to read a bus schedule to find out how to get downtown by 12 noon. The most difficult task would be to read something like a union contract and explain how a worker would qualify for sick leave pay.

Based on their test scores, people were put into one of four levels of literacy skills—Below Basic, Basic, Intermediate, and Proficient. Literacy is defined as: "Using printed and written information to function in society, to achieve one's goals, and to develop one's knowledge and potential." The Department of Education published the results in a pamphlet named "Literacy in Everyday Life" in April 2007.

Survey results

According to the survey, some 14 percent or 30 million adults were Below Basic. They may be able to locate and use simple words, phrases, and numbers in everyday contexts and perform simple one-step arithmetic operations. They got most of their information from TV, radio, or talking. They relied on friends and co-workers for help with more difficult tasks and documents. Many of the people at this level had not completed high school or were not native speakers of English.

About 29 percent of adults or 63 million people were at the Basic level. People at this level are able to read simple words, phrases,

and numbers in everyday contexts when the information is easily located and are able to solve one-step problems. They could use a street map to find a location. They could calculate the cost of a meal by adding the cost of items from a menu. Most of



these people were high school graduates.

The Intermediate level contained 95 million people or 44 percent of the adults. They are able to read and use written materials to locate information in denser, less commonplace texts; summarize information;

draw simple references; and make use of quantitative information when the arithmetic

operation is not easily inferred. A task at this level involved writing a letter to explain an error on a credit card bill. People at this level completed college or had some college education.

Only 13 percent of adults or 28 million people were in the Proficient Level. These adults are able to read and use complex written material to integrate multiple pieces of information, perform analytical tasks, draw more sophisticated inferences, and make use of quantitative information when more complex relationships are

A worker who can't read the safety instructions for a chemical could be injured or killed on the job.

materials written in English found in everyday life. While people at the Basic or Below Basic level may have trouble reading, they can speak and understand English. Instead of reading the newspaper, they get most of their information from television and radio. Instead of reading the union contract, they talk with co-workers to learn about their rights on the job.

By relying on oral forms of communicating, most of them are able to function like any other member of society. But their lower literacy skills can lead to serious trouble. A worker who can't read the safety instructions for a chemical could be injured or killed on the job. A person who doesn't understand the terms of a credit contract could lose everything in bankruptcy. People who can't read the warning labels on their medication could put their health in danger.

Fortunately, people who are willing to make an effort to learn can easily improve their literacy skills.

There are many rewards that come with higher literacy. The survey found that people with higher literacy skills had more job opportunities and earned higher incomes. Their families were healthier and their children did better in school. The children did better because their parents were able to help them learn.

Read the stories on this page to learn more about the many educational opportunities for adults and how the union can help. ♦

involved. A task at this level required explaining the difference between two types of employee benefits. Another task involved calculating the total interest paid on a loan. Most of the people at this level had advance college degrees.

Trouble reading

Added together, there are 93 million people or 43 percent of the adults in the United States at the Basic or Below Basic level of literacy.

It is important to understand that the literacy test does not measure intelligence or the potential to learn. The test only measures the ability to use the

It is important to understand that the literacy test does not measure intelligence or the potential to learn.

The VOICE of the ILWU

welcomes letters, photographs and other submissions. Write to:

Editor, VOICE of the ILWU, 451 Atkinson Drive
Honolulu, HI 96814

An ILWU LOOK AT LITERACY

Learn to read or learn for fun

Hawaii has many programs that can help adults at all literacy levels improve their skills. Hawaii has 11 community schools for adults which are part of the public education system. There is no cost for the basic education classes. Some classes may charge a small fee for books. A reasonable fee is charged for general interest classes. The program is open to all adults.

Classes are held in the Spring, Summer, and Fall. You will need to sign up for these classes in advance. Many of the classes are held in the evenings for people who work during the day. You should call the community school in your area and ask them to put you on their mailing list for class schedules. Residents of Molokai and Lana'i should check with the Maui Community School for Adults for classes on their islands.

These schools for adults have many classes to help Non-English speakers improve their English. These classes are free with a small charge for books.

Adults who need to improve their basic reading, writing, and math skills may qualify for individual tutoring. This program is free of charge. You should call the schools to get more information about this service.

There are two ways adults can

earn a high school diploma. This can be done by taking a test called the General Educational Development test. The school will help you study and prepare for the test.

You can also earn a high school diploma by taking classes that give you the practical skills and knowledge you need as an adult in our society. These classes cover five areas: Community Resources, Government and Law, Health, Occupational Knowledge, and Consumer Economics.

The Community schools also offer general interest classes on many different subjects. These subjects do change a lot, so you need to look at the class schedules. Examples of general interest classes are Hawaiian language and culture, Accounting, Computers, Drawing, Golf, and Financial Planning. Many of the schools are open to suggestions for subjects and may offer the class if there is an enrollment of at least 15 people. ♦



M Scott

Take advantage of this great program Call your Community School for Adults

Island	School	Phone
Hawaii	Hilo Community	974-4100
Hawaii	Kona Community	327-4692
Kauai	Kauai Community	274-3390
Maui	Maui Community	873-3082
Oahu	Farrington Community	832-3595
Oahu	Kaimuki Community	733-8460
Oahu	McKinley Community	594-0540
Oahu	Moanalua/Aiea Community	837-8466
Oahu	Wahiawa Community	622-1634
Oahu	Waipahu Community	675-0254
Oahu	Windward School Adults	254-7955

Adult Education = Skilled Workers = High Living Standards

In the last five years, Norway has consistently led the world with the highest human development index which measures life expectancy, literacy, education, child welfare, and standard of living. Norwegian workers have rights and benefits on the job that US workers can only dream about. Yet the average wage and benefit package in Norway of \$39.93 an hour (2005 data) is the highest in the world. In the US it was \$23.65 an hour.

Norway is able to maintain one of the world's highest standard of living because its workers are highly skilled and continue their education throughout their lives. The country has a long tradition and strong support for life-long adult education. Education doesn't stop after graduating from high school or college.

Education continues on the job and in the community. Adult education and training are free or subsidized by the government to keep fees low.

Adult education has been part of the culture of life-long education in Nordic countries such as Norway, Sweden, and Finland for over 50 years. These countries have some of the highest adult literacy in the world. More than half of Finnish adults participate in some kind of education program each year.

Norway is able to maintain one of the world's highest standard of living because its workers are highly skilled and continue their education throughout their lives.

They attend classes at an adult education center, join a study circle, or attend a regular university. Public funds support the education centers, public libraries, study circle centers, and subsidize tuition for adults. The government wants to increase this participation to 60% of all adults by 2008.

From the very beginning, the labor movement in these countries supported adult education as a way to improve the conditions of workers. This helps to explain why 69-91% of the workers in these countries are unionized. In the United States,

less than 15 percent of the workforce are unionized.

Their wages and living standards are much higher than the United States. In 2005, the average combined wage and benefit package in Norway was \$39.15 an hour, in Finland it was \$31.93 an hour, and in the US it was \$23.65 an hour.

This culture of adult education combined with a strong labor movement have enabled these countries to maintain a highly skilled, adaptable, and competitive workforce. Workers laid off in dying industries receive complete financial support as they train for jobs in growing industries. This has enabled the workforce to quickly acquire new skills and use new technology as the global economy changed. ♦

An ILWU LOOK AT LITERACY

Background of the Literacy Study

The first comprehensive study of adult literacy in the US was done in 1992-1993, following the passage of the National Literacy Act of 1991. The Clinton Administration published the detailed results of the study in August 2003, a few months after the study was completed. The results were startling—26% of American adults had no more than basic literacy skills and 22% had little or no literacy ability in the English language.

A follow-up study was done in 2003 to see if adult literacy improved after 10 years. That study was completed in early 2004, but it was an election year and somehow it took the Bush Administration almost 2 years until December 2005 to release a short report on the results. It

took another year and four months before the final report was published in April 2007, a few months after the 2006 mid-term elections.

One reason for the delay was a change in the standards for literacy. It seemed the 1992 survey was too tough on people

by requiring an 80 percent passing grade for each level. The passing grade was reduced to 67 percent and the 1992 data was revised accordingly.

Even with the lower standard, the results were alarming—28% of American adults had no more than basic literacy skills and 16% had little or no literacy ability in the English language. It was only slightly better than the revised 1992 figures of 27% at the basic level and 18% below basic. What was more disturbing was a drop in the top level—in 1992 it was a little over 14%, but in 2003 it was

13%. [See <http://nces.ed.gov/Pubs2007/2007480.pdf>]

Voting and Literacy

Voting rates and volunteerism consistently increased with literacy skills. All levels of literacy got a lot of information about current events and government from family, friends, and co-workers or from TV or radio. People at the higher levels also got information from the internet and reading, while very few of the lower levels used these methods to get information on current events. ♦

2006 US DOE Estimates of Hawaii Literacy

Literacy Level	Voted in 2000	Got Current Events From:		Did Volunteer Work wkly
		Friends	TV/Radio	
Below Basic	55%	23%	56%	10%
Basic	62%	23%	62%	14%
Intermediate	72%	21%	62%	20%
Proficient	84%	18%	58%	24%

2006 US DOE Estimates of Hawaii Literacy

	Level 1	Level 2	Level 1 & 2
Hawaii State	18%	22%	40%
Maui County	17%	22%	39%
Honolulu	19%	20%	39%
Hawaii County	19%	23%	42%
Kauai County	20%	26%	46%

Union contract can help

Many ILWU contracts provide for the employer to pay for the cost of the tuition, books, and fees for job related training. You will need to get advance approval from your employer. See below for an example of the training benefit in a hotel contract.

Even if your union contract does not have a training benefit, your employer may still agree to pay for the training.

You should speak with your union officers before approaching management. They may be able to help with your request for training.

Many of the Community School for Adults locations offer classes on Hawaiian culture or Japanese language. It would make sense for a hotel to support this kind of training for any of its workers who may have contact with guests.

This is an example of the training language in an ILWU hotel contract:



SECTION 30. Training Program - If any job training is undertaken by an employee with the Hotel's consent and is successfully completed by the employee, the Hotel will reimburse the employee for the cost of the tuition, books and fees, provided that such training is approved by the Hotel in advance.

With reference to the administration of this section, it is understood that the type of training referred to is the type of training offered by high schools, community colleges, or by correspondence, not academic or professional training at the college and university levels.

It is also intended that the training will be directly related to the employee's current job for the purpose of qualifying for promotion to a higher position in his general occupation; provided, however, non-academic and non-professional training offered by the University of Hawaii which is directly related to the employee's job may be included.

Any employee wishing to avail himself of a training opportunity at the Hotel's expense would be expected to discuss plans, probable costs, etc., with the Hotel in advance.

Union Service is Community Service

Volunteering for your Union

“Have you done any volunteer service with an organization to help improve the lives of people in your community?”

When we asked this question of our union officers and stewards, they mentioned volunteering for their school, church, or club. Some shook their heads, embarrassed to say they did nothing. Not one of them said they did volunteer service for their union. Yet every one of them spends many hours every month helping their fellow workers.

The unpaid work they do for their co-workers and the union fits the definition of voluntary, community service in every way. They receive no pay for their time. The work they do improves the lives of people in their community. When we point this out to them, they look surprised. It never occurred to them to think of their service in this way.

Thank you, to all the union members who give their time, energy, and hearts to improve the lives of working people. Thank you, for standing up to defend the rights of your fellow workers. Thank you, for your efforts to better the wages, benefits, and conditions of hundreds of workplaces in Hawaii.

All of you deserve our recognition and thanks for your volunteer service.

A survey conducted by the Corporation for National and

Community Service in 2007 counts volunteerism as “any unpaid activity for any organization.” This volunteer service did not have to help the community or improve lives. It could include selling huli-huli chicken to buy uniforms for your child’s soccer team or organizing a barbecue for your motorcycle club. Volunteerism could include serving the food at a church luncheon.

The survey was introduced as follows: “This month, we are interested in volunteer activities, that is, activities for which people are not paid, except perhaps expenses. We only want you to include volunteer activities that you did through or for an organization, even if you only did them once in a while.”

Following this introduction, people were asked the first question: “Since September 1st of last

year, have you done any volunteer activities through or for an organization?”

If people did not answer “yes” to the first question, they were asked the following question: “Sometimes people don’t think of activities they do infrequently or activities they do for children’s schools or youth organizations as volunteer activities. Since September 1st of last year, have you done any of these types of volunteer activities?”

People in the survey were considered volunteers if they answered “yes” to either of these questions.

The government survey defines organizations as associations, societies, or groups of people who share a common interest. Examples include churches, synagogues, and other religious institutions, youth groups, and civic organizations.

Hawaii Volunteerism

According to this survey, Hawaii had a volunteerism rate of 25 percent. Most of their volunteerism was with educational, youth, religious, hospitals, and social groups. The most common activity was fundraising or preparing and serving food.

Utah had the highest



volunteerism rate of 46 percent, where almost half of their adult population said they did volunteer work. Hawaii’s volunteerism rate of 25 percent put us near the bottom at number 43. The state of Nevada had the lowest volunteerism rate of 17.5 percent.

Volunteers are defined as persons who performed unpaid volunteer activities at any point during the last 12 months, from September 1 of the prior year through the survey week in September of the survey year. The count of volunteers includes only persons who volunteered through or for an organization; the figures do not include persons who volunteered in a more informal manner.

For more information about the survey, see:

<http://www.nationalservice.gov/about/volunteering/states.asp> ♦

Maui Pine Cannery workers qualify for benefits—cont. from page 1

approved the ILWU’s petition on July 25, 2007. The ruling covers all Kahului Cannery workers who lost hours or their jobs on or after May 8, 2006, and continues for two years until July 25, 2009. This means eligible workers may apply for assistance anytime within this two year period.

Benefits include

In addition to the regular 26 weeks of state unemployment insurance, laid off Maui Pine workers are eligible to receive: 1) free retraining and assistance in finding a new job; 2) reimburse-

ment of expenses in seeking work outside of their normal commuting area; 3) relocation expenses if the worker must move to get a new job; 4) free training up to a maximum of 104 weeks including an additional 26 weeks if basic education is required; 5) income support while a worker is receiving full-time training (this must be done within 8 weeks of certification); 6) a tax credit of 65 percent of the monthly health insurance premium.

Eligible workers over age 50 may also receive a wage subsidy if they get a new, full-time job

that pays less than their old job.

Maui Pine members should contact the State’s Rapid Response Unit on Maui at 984-2091 for information and help in applying for these benefits.

There are deadlines for applying for these benefits, so don’t wait until it’s too late. If you have any questions, call the ILWU ILWU Maui Division Office at 808-244-9191 or the ILWU’s social services coordinator Joanne Kealoha at 808-949-4161.

Imports cause job loss

Maui Pineapple was the only

company still canning pineapple in the US, as other companies such as Dole and Del Monte have long moved their canning operations overseas. In recent years, the cheaper, imported canned pineapple has been hurting sales of Maui Pineapple’s canned products.

As a result, the company closed its cannery operations on July 31, 2007, and laid off 120 workers. The company had already cut 150 cannery jobs in January 2005, when it scaled back its cannery operation. Maui Pineapple will continue to grow and sell pineapple as fresh fruit and juice. ♦