



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

Volume 55 • No. 3

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

May/June 2015

Hawaii longshore unit unanimously approves new 5-year contract



Hawaii Longshore Division negotiating committee (sitting, l-r): Secretary-Treasurer and Unit 4201 Overall Secretary Drake Delaforce, Division Director Nate Lum, Statewide Negotiating Committee Chair and Unit 4201 Overall Chair Elgin Calles, Unit 4201 Overall Vice Chair Dustin Dawson, International Vice President (Hawaii) Wesley Furtado. (Standing, l-r): Business Agent Dennis Morton, Unit 1201 - Big Island Stevedores/HSI Chair Ronald Auwae Sr., Unit 3201 - Nawiliwili Stevedores Chair Nelson Rita, Unit 2201 - Kahului Stevedores Chair Samuel Kaaihue, Unit 4201 - HSI Vice Chair Christian West, Unit 4201 - McCabe, Hamilton & Renny Vice Chair Curt Kalama, Executive Secretary Lynette Mau, Vice Division Director William Haole IV, and Business Agent Tyrone Tahara.

ADDRESS LABEL

HONOLULU—Unit 4201 longshore workers on Oahu voted unanimously to ratify a tentative contract agreement reached on April 2, 2015. Members at neighbor island ports began voting on the agreement earlier in the week of May 18-22, 2015. With the Oahu vote, members of the Hawaii Longshore Division unanimously approved the new 5-year agreement that will expire on July 1, 2019.

Longshore employers will continue to provide fully paid medical and dental benefits for active workers and retirees. The agreement increases wages by \$6.50 an hour over the life of the contract. Wage differentials for skilled classifications will increase by an additional \$2.00 per hour effective July 1, 2015 and July 1, 2016.

Significant improvements were made in pension benefits to future and past retirees. Also, the unreduced surviving spouses benefit increased from 50% to 70% for retirees prior to June 30, 1999 and 50% to 65% for retirees from July 1, 1999 to June 30, 2008.

Members that retired after July 1, 2008 and into the future will see the unreduced surviving spouses benefits increase from

60% to 75%.

Other gains included strong language incorporated into the contract which addresses current practices, job safety protections, and regaining and maintaining job jurisdiction.

Statewide Negotiating Committee Chair and Unit 4201 Overall Chair Elgin Calles credited the hard-working negotiating committee, the Longshore Executive Board and more importantly the solidarity of the workers on the docks in achieving the settlement.

Tentative agreements have been reached with the Wharf Clerks, CY/CFS and Maintenance units. Negotiations are still ongoing with Matson Clericals, Bulk Sugar and Young Brothers.



Members of the Hawaii Longshore unit raise their hands to approve a Memorandum of Agreement that maintains excellent health benefits and job safety protections, and increases pension benefits for past and future retirees.



Horizon Lines (HSI) Josue Orpilla asking for a point of clarification during the presentation of the Memorandum of Agreement.

See page 2 for a summary report on West Coast longshore negotiations

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on September 11, 2015, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

ILWU News from the West Coast

West Coast longshore members overwhelmingly ratify new contract by 82%

Longshore workers voted overwhelmingly to ratify the tentative contract agreement reached in February with the Pacific Maritime Association.

LOCAL	PORT	YES	NO	PERCENTAGE YES
04	Vancouver	165	4	98%
07	Bellingham	9	1	90%
08	Portland	325	29	92%
10	San Francisco/Oakland	819	127	87%
12	Coos Bay	28	0	100%
13	Los Angeles/Long Beach	3430	1224	74%
14	Eureka	13	0	100%
18	West Sacramento	27	3	90%
19	Seattle	570	42	93%
21	Longview	159	17	90%
23	Tacoma	709	16	98%
24	Aberdeen	32	0	100%
25	Anacortes	10	0	100%

LOCAL	PORT	YES	NO	PERCENTAGE YES
27	Port Angeles	15	0	100%
29	San Diego	79	8	91%
32	Everett	39	1	98%
34	San Francisco/Oakland	104	52	67%
40	Portland	68	2	97%
46	Port Hueneeme	120	7	94%
47	Olympia	32	2	94%
50	Astoria	23	0	100%
51	Port Gamble	10	0	100%
52	Seattle/Puget Sound	93	16	85%
53	Newport	8	0	100%
54	Stockton	66	4	94%
63	Los Angeles/Long Beach	720	144	83%

Members voted by 82 % to approve the new 5-year pact that will expire in 2019. The vote totals were 7,673 “YES” and 1699 “NO.”

Voting results were certified on May 22 by the Coast Balloting Committee, which is chosen by Coast Longshore

Caucus delegates.

“The negotiations for this contract were some of the longest and most difficult in our recent history,” said ILWU International President Robert McEllrath. “Membership unity and

hard work by the Negotiating Committee made the outcome possible.”

The new agreement provides approximately 20,000 good-paying jobs for workers living in 29 West Coast port communities. The contract maintains

excellent health benefits, improved wages, pensions and job safety protections. It also limits outsourcing of jobs and provides an improved system for resolving job disputes.





Grand Hyatt Kauai negotiating committee (sitting, l-r): Local Vice-President Teddy Espeleta and International Vice-President (Hawaii) Wesley Furtado. Standing (l-r): Hoku Keamoai, Tyson Moises, Business Agent Pam Green, Teddy Rentrop, Unit Chairperson Joey Silva, Trudy Azeka, Kori Benzine, Nancy Abigania and Rhonda Morris. Not pictured: Division Director Michael Machado.



ILWU negotiating committee members (left) listen carefully as the company negotiating committee spokesperson responds to union contract proposals.

Substantial gains made in Grand Hyatt Kauai contract

A new three-year contract for over 700 members of Unit 3511 - Grand Hyatt Kauai Resort & Spa is now in force. It has been announced by Local Vice President Teddy Espeleta who was the union chief spokesperson.

Wages will increase by 2% effective January, 2015, 1.5% effective June, 2015, 2% effective December, 2015, 1.5% effective June, 2016, 2% effective December, 2016 and 2% effective June, 2017 for a total of 11% over the life of the contract. Also the company agreed to increases in the contribution to the pension

and the health and welfare trust.

The new contract includes language in the seniority section to strengthen bumping in the event of temporary layoffs.

Other improvements included increases in portage premiums, valet service charge and service charges in the banquet department and spa. Group life insurance

was increased to \$20,000.

Gains in the housekeeping department included changes in the daily room credits, increase in the premium for roll-away bed, crib or sofa bed and service charge for room service.

Members of the negotiating committee are as follows: Nancy Abigania, Trudy Azeka, Kori Benzine, Hoku Keamoai, Tyson Moises, Rhonda Morris, Teddy Rentrop, Joey Silva, Wesley Furtado, Michael Machado, Pam Green and Teddy Espeleta.

Espeleta characterized the negotiations as being hard and long. He stated that, "Without this strong committee, we would

not have been able to achieve these gains."

He also thanked International Vice-President (Hawaii) Wesley Furtado who worked tirelessly, "Wes had a large part in directing how the negotiations went."

The Grand Hyatt Kauai Resort & Spa is an AAA Four Diamond hotel located on the south shore on the Island of Kauai. The property features two saltwater swimming lagoons offering kayak and flotation rentals; two freshwater outdoor pools with connecting "river pools" and three tennis courts.

Anara Spa was chosen by readers of Condé Nast Traveler as one of the best spas in the U.S.

Hawaiian Memorial Park ratifies new contract

KANEOHE—Seventeen ILWU members of Hawaiian Memorial Park Cemetery are now working under a new three-year contract.

According to union chief spokesperson Wilfred Chang Jr., negotiations began with the company stating that they are struggling to survive and needed to cut costs by eliminating the Ground Maintenance Department and subcontracting the work. The main duties of a ground maintenance worker is general landscaping such as trimming trees, shrubs and lawn maintenance.

A ground maintenance worker is one of five job classification at the cemetery

and is the entry level classification. When not engaged in the general landscaping duties they are trained in other job tasks in other job classifications and are paid at the hourly rate of the higher job classification as spelled out in the temporary transfer (TT) section of the collective bargaining agreement (CBA), a benefit negotiated in nearly every CBA at an ILWU unionized workplace.

The company's payroll system doesn't calculate the TT automatically and needed to be inputted manually, which was an added expense to the company.

The union and company worked out a win-win situation for all parties involved by collapsing the previous five job classifications into just two. The end result was that some workers received as much as a \$2.00 an hour wage increase and the company doesn't have to calculate TT because they will perform tasks within the job classification they are assigned to.

The settlement calls for wage increases of a nickel for each year of the three year agreement. Other gains included language incorporated into the contract which addresses current practices, scheduling of overtime, and job safety protections.

The ratification was held May 29, 2014 and the Memorandum of Agreement (MOA) was approved unanimously.

Members of the negotiating committee are as follows: Unit Steward Janet Leong and Business Agent/Spokesperson Wilfred Chang Jr.



Handyman Christopher Alapai (left) has been with the cemetery for 18 years, and Lead Person George Yamauchi, who started 49 years ago, gather their equipment from the maintenance building and are headed out to the cemetery grounds. Hawaiian Memorial Park Cemetery workers start at 7:30 a.m. every day and work a five day week schedule which is either Monday to Friday or Tuesday to Saturday.



Business Agent Wilfred Chang Jr., with Group II Vault Maker Janet Leong, a nine year ILWU member and Vault Lead Person Glenn Franks, who started at the cemetery 42 years ago, in the vault-making shop.



The VOICE of the ILWU (ISSN 0505-8791) is published every two months 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: Donna Domingo, Teddy B. Espeleta and Guy K. Fujimura.

Editor: Gordon Y. S. Young

Montage Kapalua Bay inks contract, gains are outstanding

A first time contract for Housekeepers at Montage Kapalua Bay has been ratified by the 29 members who now belong to ILWU Local 142, Maui Division. The advantages of joining a union—obtaining better wages, employer provided medical and dental benefits, job security and decent working conditions—is clearly demonstrated in the newly negotiated agreement.

According to union spokesperson Maui Division Director Stephen Castro, the five-year agreement will run from November 1, 2014 to October 31, 2019. The contract calls for a 1.5% wage increase to be paid out every six months for a total of 15% over the life of the contract.

The Montage Kapalua Bay hotel opened on May 31, 2009 originally as the Ritz-Carlton Club and Residences. The Kapalua Bay Hotel, which opened in 1978, occupied the property prior to being transformed to the Residences.

The Residences were originally designed with a mix of wholly-owned private condominium and fractional (timeshare) residences. Due to poor market timing, the unsold components of the Residences were foreclosed in early 2013. Timber Resorts replaced the Ritz-Carlton Hotel Company as management group of the property. Some of the ILWU workers continued employment under Timber Resorts. Those that were terminated received severance in accordance to the section on severance;



Housekeepers of the first shift listen as their first contract is being presented. Many of the housekeepers transferred to the Residences from ILWU unionized hotels such as the Hyatt Maui (Regency), Westin Maui, and Ritz-Carlton Kapalua to name a few. Knowing the advantages of an ILWU unionized workplace, their first contract was ratified overwhelmingly.

a benefit in nearly all ILWU unionized workplaces.

The new ownership group decided to convert the unsold components to hotel suites and replaced Timber Resorts with Montage Hotels & Resorts as the new management group.

Housekeeping workers have been ILWU members since May 2010. The Engineering Department recently won union representation and is in negotiations for a first contract.

(Right) Public Area Attendant Nely Rivera has been an ILWU member for 10 years. She started at the Ritz-Carlton Kapalua hotel and transferred to the Residences when it first opened and continues to be employed at the Montage Kapalua Bay. Rivera said, "The union contract gave me good wages and benefits, but most important was job security."



(Above) Unit Chairperson and Housekeeper Malia Waring, like Rivera started at the Ritz-Carlton Kapalua 10 years ago. She said, "I'm so glad we are union again. It gives us job protection."

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TRANSITIONS

NEW PENSIONERS:

Unit 1517 Hilton Waikoloa Village: Jerry Miyamoto,
Betty Nastor

Unit 2414 Times Supermarket: Lester Tanaka

Unit 2516 Hyatt Maui (Regency): Desiderio Gando,
Imelda Garcia, Lucrecia Pacli, Margiolina Tuhao

Unit 4404 Love's Bakery, Inc.: Judith Root

Unit 4526 Pacific Beach Hotel: Beatriz Agustin,
Visitacion Baxa, Bonifacio Dafun, Norma Felix,
Joyce Kekona

DECEASED MEMBERS:

Unit 1503 Mauna Kea Resort Services: Marcos
Rillanos

Unit 1505 King Kamehameha's Kona Beach Hotel:
Julita Fernandez

Unit 2107 Valley Isle Community FCU: Sue Ishibashi

Unit 2414 Times Supermarket: Sinaitaaga Tufaga

Unit 2516 Hyatt Maui (Regency): Ignacio Cardenas,
Michael Mazzone

Unit 4526 Pacific Beach Hotel: Monina Eligio

DECEASED PENSIONER:

Unit 1106 Hamakua Sugar: Tadashi Higuchi

Unit 1409 Mauna Kea Agribusiness: Tadao Matsuzaki

Unit 2501 Royal Lahaina Resort: Sylvia Harima

Prepare now for 2016 scholarships

It is not too early to prepare for the 2016 Harriet Bouslog Labor Scholarship Fund (HBLSF) scholarships.

- If you have—or know of an ILWU member who has—a child, nephew, niece or grandchild who is a high school senior this year and plan to attend any of the University of Hawaii (UH) campuses, including the community colleges, you should encourage them to apply for the 2016 scholarships.
- If you are an ILWU Local 142 member in good standing and currently enrolled in or applied for admission to a campus of the University of Hawaii System, on a full-time basis, you should prepare to apply for the 2016 scholarships.

Applications are accepted from November 1, 2015 through March 1, 2016. Up to 10 scholarships are awarded each year.

All applicants are required to videotape an interview with his or her family member who is or was an ILWU Local 142 member and write an essay about what they learned from the interview and what the role of ILWU Local 142 and other unions should be for them and others. If the ILWU Local 142 family member is deceased or not available to be interviewed, any ILWU Local 142 member may be interviewed.

Scholarship awards per semester are: \$2,000 for UH-Manoa, \$1,000 for UH-Hilo or UH-West Oahu, and \$750 for UH community colleges. Awardees are eligible for up to eight semesters of tuition assistance. With the cost of education at UH going up, the scholarship is a good way to support a college education. Brochures and application forms will be available after October 15, 2015 at any ILWU office or on the ILWU website www.ilwulocal142.org. Additional information can be found by visiting www.harrietbouslog.com or contacting Joanne Kealoha at (808) 949-4161.

CORRECTION: In the *Servco Pacific workers win big in new contract* article, it was stated incorrectly, "Servco Pacific remains the ONLY auto shop IN HAWAII where auto technicians are paid on the hourly system." Other ILWU auto technicians also continue to be paid on the hourly system. They are Big Island Toyota, Maui Toyota, and Valley Isle Motors to name a few. We regret the error.