



VOICE OF THE ILWU



HONOLULU HAWAII
LOCAL 142

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March/April 2015

A Guide to the ILWU: What every member should know

Are You a New Member?

Are you a new employee, hired within the last twelve months? If so, this issue of the VOICE of the ILWU was prepared especially for you. As a union member, you are entitled to many rights and benefits and some responsibilities. This issue will help get you started with the essential information you need as a member of the ILWU. **Even longtime members may find the information useful.**

Then this is for you!

First of all, the VOICE of the ILWU is the official newspaper of the ILWU Local 142. You are receiving the newspaper because you are now a member of the ILWU. Your membership in the ILWU started when you were hired into your job. At the time you were hired, you signed a form which allows for the automatic payment of union dues by payroll deduction. This form also serves as an application for membership in the union.

The company you work for is a unionized company, which means all workers covered by the union contract must also become members of the union. This is only fair as all workers covered by the union are equally entitled to the wages, benefits, and protection of the union contract. The workers who are part of the union are sometimes called “covered” workers or “bargaining unit” employees.

A few employees at your company are excluded by U.S. labor law from becoming members of the ILWU. These include supervisors, security guards, and certain professional and confidential employees. Employees who are excluded from the union are sometimes referred to as “non-bargaining” employees. While they are excluded from joining the ILWU, they can organize or join a different union.

In some companies, the ILWU may represent only one part of the workforce, such as only distribution or only clerical workers. The other workers may be represented by another union, or, if there is enough interest, could be organized into the ILWU. Call the ILWU Organizing Department if you know people who want to join the union.

—More on pages 2,3, and 6

ADDRESS LABEL

ILWU Longshore Caucus delegates vote to recommend tentative agreement to membership for ratification vote

SAN FRANCISCO – ILWU Coast Longshore Caucus delegates voted Friday to recommend approval of the tentative agreement reached on February 20, 2015, between the union and employers represented by the Pacific Maritime Association (PMA).

The tentative agreement was approved on February 20 by the ILWU’s 16-member elected Negotiating Committee and 8-member Safety Sub-Committee. The proposed 5-year contract covers 20,000 dockworkers at 29 west coast ports.

All 90 delegates to the Coast Longshore Caucus spent this week reviewing the proposed agreement line-by-line, before voting by 78% to recommend the proposal on Friday.

“This agreement required ten months of negotiations—the longest in recent history,” said ILWU International President Bob McEllrath, “but we secured a tentative agreement to maintain good jobs for dockworkers, families and communities from San Diego to Bellingham. Longshore men and women on the docks will now have the final and most important say in the process.”

Copies of the agreement will be mailed to longshore union members, who will then have a chance to discuss the proposal at local union meetings. A secret ballot membership ratification vote will be the final step in the process. A final tally will be conducted on May 22.

IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, AFL-CIO, AND YOUR RIGHTS UNDER LAW

As a result of your current employment, you are eligible for membership in the International Longshore and Warehouse Union, Local 142, AFL-CIO. Union membership is a right and privilege to be proud of.

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union.

Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and Bylaws.

We believe that most people would want to become active members of the ILWU Local 142, and desire to fully participate in the affairs of their Union. Strong, active and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, by law, you also have the right to refrain from becoming an active member of the Union and you may elect to satisfy the requirements of a contractual union security provision by paying monthly dues and fees to the Union which reflect the representational expenditures of the ILWU Local 142. Please be advised: That 3% of funds were spent in our most recent accounting year (2014) for nonrepresentational activities (such as political activities, lobbying of issues not reasonably related to accomplish the union’s representational duties); that nonmembers can object to having their union security payments spent on such activities; that those who object will be charged only for representational activities; and that if a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, Hawaii 96814.

Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU Local 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections; and all other rights, privileges and benefits established for and provided for ILWU Local 142 members by its Constitution and Bylaws.

We are confident that after considering your options, you will conclude that the right to participate in the decision making process of your Union is of vital importance to you, your family, and your co-workers, and you will complete and transmit your application for membership in ILWU Local 142. Thank you.

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on June 19, 2015, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

A Guide to the ILWU: What every member should know

Welcome to the ILWU!

A guide to what every member should know

As a member of ILWU Local 142, you are a part of a long and proud tradition where workers join or form organizations for their mutual benefit and to promote fairness and justice on the job. These organizations are called labor unions, trade unions, or just unions.

In Hawaii, one out of every four workers is a member of a labor union. The most common kind of union is based on the job the worker does. For example, there are unions of airline pilots, firefighters, bricklayers, teachers, nurses, and only workers who do those jobs are members of those unions.

Another kind of union is based on an entire industry—such as hotel workers, government employees, or postal workers. A third kind of union, like the ILWU, organizes and includes workers from many different industries. This kind of unionism brings the highest level of unity to workers.

There are 18,000 ILWU members on all major islands in Hawaii, which makes the ILWU one of the largest unions in Hawaii. ILWU members work in every major industry including: tourism, longshore, sugar, pineapple, manufacturing, transportation, and hospitals. ILWU members hold diverse jobs—they are mechanics, drivers, cooks, hotel housekeepers, store cashiers, computer clerks, hospital technicians, and more.

Dignity and respect in unions

Believe it or not, most workers organize into unions because of bad working conditions and poor treatment by management and not for higher wages and benefits. When workers are organized into unions, they gain the power to change their working conditions and demand respect and fair treatment from management.

With a union, workers have job security and can no longer be fired, transferred, or demoted at the whim of their bosses.

In the United States, workers are hired “at-will.” This is a term that means workers are not slaves and can quit their job at their choice—or at their will. It also means an employer can fire a worker for any or no reason—or at the employer’s will.

U.S. and Hawaii law only protects a worker from being fired for an illegal reason—such as discrimination by race, sex, age, religion, sexual orientation, ancestry, disability, marital status, or arrest and court record. However, unionized workers have a written contract which gives them additional protection against unjust or unfair firing or treatment on the job.

With a union, workers gain the power to meet with management on equal terms and bargain collectively to improve their wages and benefits.

Union workers no longer have to go to their boss as individuals and beg for an increase in wages. With a union, employees have a say on working conditions because management is required to negotiate with them on any changes in the terms and conditions of employment. With no union, management can take back benefits and change things on the job at any time with no notice and no need to consult with workers.

Unions give workers dignity, respect, and a voice on the job. Many workers consider these to be the most valuable benefit of having a union.

Changed your address? Let us know

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

The U.S. 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, Hawaii 96814.**

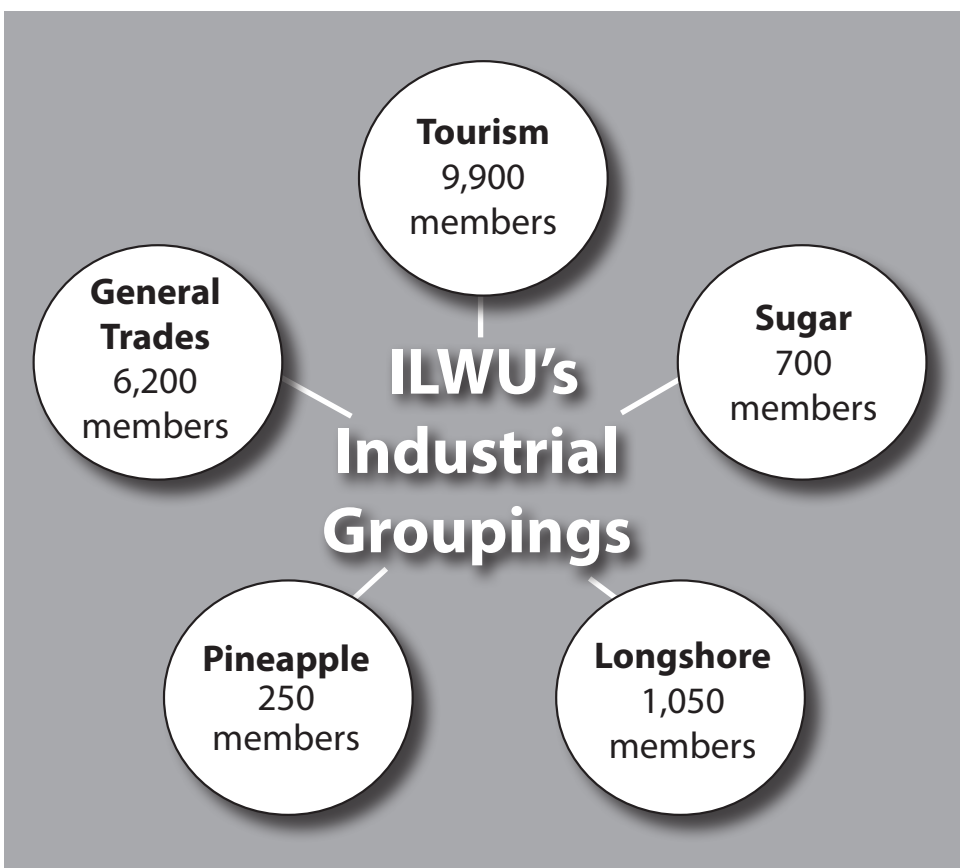
Get published in the VOICE

The VOICE of the ILWU welcomes letters, photographs and other submissions Write to: **Editor, VOICE of the ILWU, 451 Atkinson Drive, Honolulu, Hawaii 96814.**

Are you planning to retire soon?

If you enjoy receiving the VOICE in the mail and would like to continue your mail subscription, please contact the Local 142 Office at:

(808) 949-4161, ext. 219



Know non-union workers who need help organizing?

The ILWU represents workers in the transportation, agriculture, tourism, automotive, retail, and healthcare industries—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!

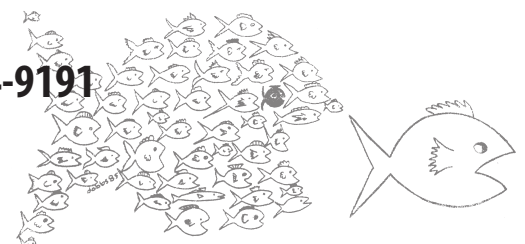
Call the ILWU and ask for Organizing Dept. at your Division Office:

Hawaii (808) 935-3727

Maui County (808) 244-9191

Kauai (808) 245-3374

Oahu (808) 949-4161



There is strength in numbers... ORGANIZE!

A Guide to the ILWU: What every member should know

Organization for mutual benefit

A very important benefit of union membership goes far beyond your job. You are now a member of a workers' organization—dedicated to defend your interests as a worker and to promote the general welfare of you and your family.

*“Declaration of Principles:
We, the men and women working under the jurisdiction of ILWU Local 142 Hawaii, in order to build and maintain a strong local organization and provide for the defense of our common interests, promote the general welfare of our members, their families and other wage earners in the community, and uphold the rights and dignity of our labor and its organized expression, have determined that we shall be guided by the following principles . . .”*

One of the most important ways the union defends our interests is through union political action. The legal system is extremely important to working people. Laws can be passed to give additional rights and protection to workers or, just as easily, take away workers' rights and protections. In our country, the U.S.

Congress and our Hawaii State Legislature have the power to make new laws and change old laws. Every year in Hawaii, our state legislature considers thousands of bills that propose changes in our laws—some of these proposals benefit legislation that would hurt working families, and urging legislators to pass legislation that benefit workers.

The success or failure of union political action depends on numbers— it takes a majority of legislators to pass a piece of legislation. This is why the ILWU and other unions endorse certain candidates over others during the elections. In the last election in 2014, the ILWU Political Action Committee interviewed dozens of candidates and questioned them on issues important to workers.

Union members were then urged to vote for only those candidates who would support working families.

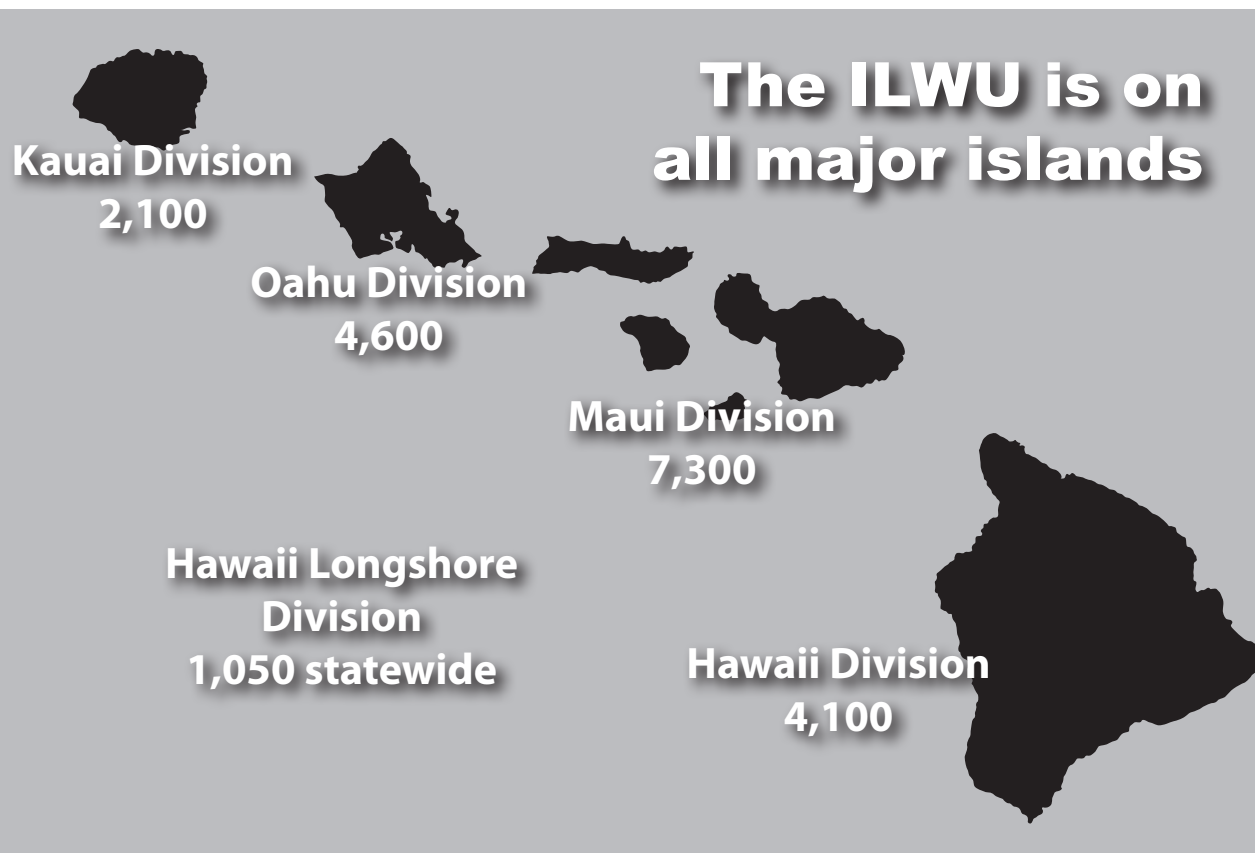
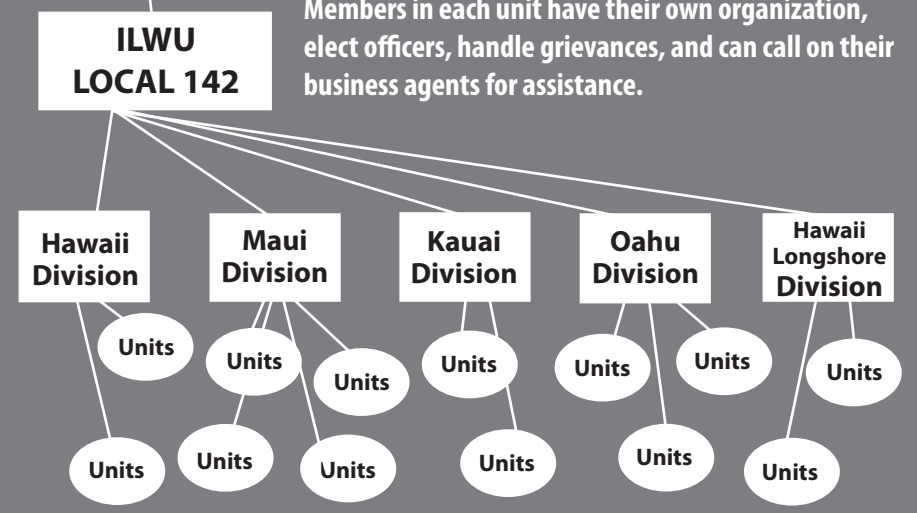
Structure of the ILWU



The International ILWU is made up of 52 locals in California, Oregon, Washington, Hawaii, and Alaska. The ILWU also includes Canada and Panama Divisions, the affiliated Inlandboatmen's Union, the American Radio Association, and the Kauai and Maui County Paramedics. ILWU headquarters are located in San Francisco, California.

ILWU Local 142 is located in Hawaii and operates with a statewide Local office, four island Divisions, and one longshore Division. Each geographical Division is made up of the units in that Division. The longshore Division is a statewide Division made up of all longshore industry members.

Members in each unit have their own organization, elect officers, handle grievances, and can call on their business agents for assistance.



You have rights on the job

As a member of a union, you have rights on the job. With the ILWU you have the combined strength and experience of the union on your side.

You have the right to have a union steward or business agent help you with any problem on the job. You have the right to ask for a union representative if the company calls you into a meeting which may lead to disciplinary action.

You put yourself at a disadvantage when you try to settle a problem by yourself, or when you fail to let you union know of problems you and your fellow workers have.

If you have a question or problem, the first thing you should do is talk to your on-the-job steward.

Your company is called a "unit" within the ILWU structure. Each unit has its own elected officers and union stewards, who serve as volunteers. They get no special treatment or privileges from the company or from the union, but they are ready to help you and your fellow workers.

Get involved in your union!

Know your rights. Read and understand your rights and benefits under the union contract and the ILWU Constitution and Bylaws. You can get copies of the Constitution or contract from your union representative.

What every member can do

Take an active part in shaping your working life. Get to know your union stewards and get involved with union activities. The union is only as strong as its members.

Come to union meetings. You'll learn about your rights as a worker. It's an education that will make you a better person and your employment at

your company more rewarding. Your participation in the union is always welcome and you will be glad you got involved. Meeting notices are posted on your union bulletin board, along with other important announcements.

Make it a practice to regularly read the notices on your union bulletin board.



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Editor: Gordon Y. S. Young



Maui FTOs with the unit bulletin editors recognized at the Maui Division Awards Dinner (l-r): Division Director Stephen Castro, Business Agent Steven Lee, Lourdes Rivera with the David E. Thompson Award for Statewide Excellence awarded to Seini Dennis, LaPhena Wahinehookai, Local Representative Cyrus Kodani, Emmanuel Baltazar accepting the award for Melissa Widing, Business Agent Stephen West, and Joseph Aquino.



Mark Gonsalves accepted the award for Francis Kamakaokalani of Unit 2406—Ameron and Malia Waring were recognized as the Outstanding Unit Chairperson. Unit 2406 - Ameron, Hawaiian Cement, Maui Blocks and Walker Industries was recognized as the Outstanding Unit (101-300 members).



Jason Medeiros accepts the Outstanding PAC Chair award.

Maui Division Awards Dinner begins on a somber note

KAHULUI, Maui—In what has become an annual event, Maui Division honored their outstanding units, members, and pensioners at a special awards dinner after the regular Division Executive Board (DEB) meeting on February 18, 2015.

Members from Lanai were also in attendance. Division Director Stephen Castro began the evening on a solemn note as he paid tribute to Representative Mele Carroll who passed away earlier in the day. Before leading a moment of silence, Castro remarked, “For decades, Mele served the community at all levels, and with so much heart. She was a strong advocate of the working family and was always there to listen and get things done. Mele will be greatly missed.”

Local Secretary-Treasurer Guy Fujimura was the next speaker and he also paid tribute to Representative Carroll. “Today is an extremely sad day because we lost a very close and dear friend of the ILWU,” said Fujimura. “She was always there when we needed help.”

Fujimura reflected on the ILWU as being, “The single force that fought for political, social and economic justice. The ILWU united all races and treated all workers as one. Our principle is everyone is a worker.”

He further said, “The union movement brought forth the middle class. ILWU-organized agricultural workers became

the highest paid agricultural workers in the entire world. But all of that we have won can be taken away by the stroke of a pen.” Fujimura encouraged everyone to work harder to spread the word about the ILWU. “Each individual and unit deserves an award. Today, we have to reflect and celebrate who we are.”

Local Vice President Teddy Espeleta and Hawaii Division Director Elmer Gorospe were also in attendance, but did not speak.

And the award goes to . . .

Seini Dennis of Unit 2505 - The Westin Maui won the David E. Thompson Award for Statewide Excellence for the outstanding unit bulletin she produces for her members. Joseph Aquino, the editor for Unit 2101 - HC&S, received the runner-up award. Melissa Widing, the editor for Unit 2520 - Grand Wailea Resort and LaPhena Wahinehookai, the editor for Unit 2516 - Hyatt were recognized for the high quality bulletins they produce for their respective units.

The Outstanding Unit Chairperson awards were given to Malia Waring of Unit 2510 - Montage Kapalua Renaissance

and Francis Kamakaokalani of Unit 2406 - Ameron.

Unit 2520 - Grand Wailea Resort members, Perlita Manlansing and Emmanuel Baltazar were recognized as the Outstanding Unit Leadership for the year.

The Outstanding Unit Member awards went to Patricia Balderas of Unit 2505 - Kaanapali Beach Hotel and Alex Ajolo of Unit 2505 - The Westin Maui.

Richard Mukogawa and Nora Racoma were chosen for the Outstanding Pensioner award.

The award for Outstanding PAC Chair was bestowed to Jason Medeiros.

Outstanding Units

The Outstanding Unit award is categorized based on the number of members in the unit. The following units were recognized for their achievements in 2014.

- 1-100 members: Unit 2401 - Pulama Lanai.
- 101-300 members: Unit 2406 - Ameron, Hawaiian Cement, Walker Industries and Maui Blocks.
- 301-500 members: Unit 2526 - Andaz Maui at Wailea.
- 501 or more members: Unit 2520 - Grand Wailea Resort.

I'll remember my first DEB

After much prodding from regular attendees of the Division Executive Board meetings, Ariane-Joyce Impelido of Unit 2408 - Foodland—Kahului #20 and

Harrison Aranaydo of Unit 2520 - Grand Wailea Resort and Spa attended their first DEB meeting. Ariane-Joyce, a 13-year member was asked, “What prompted you to attend?” Sister Ariane-Joyce responded, “Recently—at our store—a worker had an issue that was resolved only after a grievance was filed. After I saw how the grievance procedure works,” said Ariane-Joyce, “I wanted to get involved and learn how the union works.”

Brother Harrison has been an active member of his unit for 12 years. Harrison said, “Dickson Manzano has been encouraging me to attend the DEB and reap all the benefits by attending. Today, I received a lot of information and got to hear Secretary-Treasurer Guy Fujimura’s speech on the ILWU. I was inspired and will definitely attend future meetings and encourage my fellow workers to attend.”

Each division holds a DEB meeting once every month to discuss and make decisions on division issues as well as to keep members informed about Division-wide happenings. All unit officers should attend the meetings on behalf of their membership. Any member in good standing is encouraged to attend their DEB meeting. Food and refreshments are provided before the meetings. If you drive to attend the meetings you will be reimbursed at the current rate of 50 cents per mile. Participation is the key to a successful union.



Outstanding Unit (501 or more members) Award winning Unit 2520—Grand Wailea Resort and Spa members Perlita Manlansing, Lei Sato, Merlina Valdez, Emmanuel Baltazar, Henry Oandasan, Harrison Aranaydo, and Dickson Manzano with Business Agent Stephen West (back).



(Above, left) Venancio Garduque, Unit Chairperson accepting the Outstanding Unit (301-500 members) Award Unit 2526 – Andaz Maui at Wailea. (Above, right) First time DEB attendees with Maui FTOs (l-r): Business Agent Bobby Andrion, Ariane-Joyce Impelido, Division Director Stephen Castro, Harrison Aranaydo, and Business Agent Stephen West.

Hawaii ILWU members show the strength of their connection to the union on recognition night

HILO—On February 21, 2015, Hawaii Division held its 38th Annual Recognition Awards at the Garden Court banquet room at Nani Mau Gardens. It rained most of the day in East Hawaii, darkening the late afternoon sky and slicking roads. But bad weather did not put a damper on the spirits of Big Islanders—nearly 200 ILWU members, pensioners and guests showed up to attend the event celebrating the hard work done by Hawaii Division in 2014.

ILWU members and retirees drove to Hilo from Kona and Waikoloa. They came from the Hamakua Coast, Keaau, Puna and Kau. For some, attendance meant a four-hour round trip. For others, it meant leaving home a hour early to be at Nani Mau to prepare for the event. Hawaii Division full-time officers, organizers, and rank-and-file leaders arrived early and hurried about, completing last minute tasks.

“This is a special event”

People crowded around the sign-in table right inside the front door. Co-workers stopped to give each other hugs as they checked in. Warm “hellos” were followed by questions about family and friends. Folks at the check-in also took time to sign petition cards supporting ILWU members at Hamakua Kohala Health who are struggling to negotiate a fair contract. Organizing staff Ron Clough and Colleen Antonio urged guests to sign the petitions as they collected banquet tickets. Even when Hawaii Division members attend a social gathering, the work of the union doesn’t stop.

Many members and pensioners were dressed up, but the atmosphere was as comfortable as a family get-together. The band *Makanao* played familiar music, and guests declared the buffet dinner “*ono*” and “right on.”

“This is a special event and it makes me so happy to be here,” said pensioner Nativity “Naty” Pinzon of the Pepeekeo Pension Club. “We come to this banquet year after year because we want to know about the ILWU program,” said Pepeekeo Club President Barbara Hanog. “This is one way we stay connected to the union.”

The importance of connections

Division Director Elmer Gorospe, former Department of Labor and Industrial Relations Director and State Senator Dwight Takamine, and Local Secretary-Treasurer Guy Fujimura spoke at the banquet. The theme of “connection” ran through each person’s speech.

Gorospe talked about the connection between union members, and the way the ILWU remains unified despite great diversity. “The essence of our strength and

ability is to debate the issues and mold the solutions—then walk out of the room with a unified front. It is that unified front that can move mountains. When we have a unified front we can do anything,” said Gorospe.

Dwight Takamine spoke about the long-time connection between the union and Big Island communities. He gave examples of union support for sugar workers when Big Island plantations shut down during the 1990s. Takamine explained the important role that the union played in securing housing for workers. He also noted that the ILWU helped to get federal funding so that the Hamakua Infirmary could continue to provide care for working families along the Hamakua Coast. The Hamakua Infirmary is now still commonly referred to as the Hamakua Health Center, but its name was changed in 2014 to Hamakua Kohala Health. “It is important that this kind of history is not forgotten,” said Takamine. He also stressed the connection between earlier generations of ILWU members who built the union, and members who continue to build the union today. “Please continue to honor the history and record of this proud organization, because by doing so, it is a way of saying ‘thank you’ to all those who came before us, and who laid the foundation for our better quality of life,” he said.

Guy Fujimura told a story about the significance of the 1951 Lanai pineapple strike in understanding solidarity between union members across an industry. According to Fujimura, Lanai pineapple workers held a strike on their own, but the whole ILWU put its strength together to support them. After they won, the Lanai workers shared their victory so that every single pineapple worker in the industry got a raise. “It’s an example of union brothers and sisters and families gathering to support a group of workers—and that group of workers having the principle to understand that in order for the victory to have long-lasting effects,



(Sitting) Roland Shimaoka Jr. from Unit 1418 - Kuwaye Trucking, wife Pingo Shimaoka, Kamalani Hutchinson from Unit 1419 - A&B Fleet Services, and guest Jill Asuncion; (standing) guest Kelvin Kubo and Cody Kubo from A&B Fleet Services. Kuwaye Trucking received the award for Outstanding Unit, 1-29 Members. (Top right) Dwight Takamine speaks about the long relationship the ILWU has had with communities along the Hamakua Coast.

the whole industry had to be raised up,” said Fujimura. “I call on you, as did Elmer and Dwight, to please honor those who worked so hard to build this union by continuing the struggle.”

The recognition night was an affirmation of connections: between union and community, between members expressing solidarity with other members, between individuals and their union—the ILWU.

“The ILWU is an awesome organization to be a part of,” said co-emcee Tristie Licoan, a young leader from Unit 1503 - Mauna Kea Beach Hotel. Laupahoehoe Pension Club President Tom Poy is nearly two generations older, but feels the same strong bond with the union. He smiled and said, “The ILWU has always been a part of our lives.”

Award Winners

- Outstanding Unit, 1-29 members: **Unit 1418 - Kuwaye Trucking Inc.**
- Outstanding Unit 30-99 members: **Unit 1424 - Yukio Okutsu State Veteran’s Home**
- Outstanding Unit, 100 & over members (Hotel): **Unit 1517 - Hilton Waikoloa Village**
- Outstanding Unit, 100 & over members (General Trades): **Unit 1402 - Mauna Loa Macadamia Nut Corp.**
- Hawaii Division Best Unit Bulletin: **Swanee Rillanos, Unit 1503 - Mauna Kea Beach Hotel**
- Most Active Pension Club: **Pepeekeo Pension Club**
- Pension Club, Most New Members: **Kona Pension Club**
- Special Recognition Awards: **Nick Lopez, Unit 1503 - Mauna Kea Beach Hotel; Frankie Pang, Unit 1518 - Hapuna Beach Prince Hotel.**

(Below, left) Unit 1416 - Calavo Growers Inc. members (sitting, l-r) Fraxie Simeon and Miriam Arqitolola; (standing) Leroy Dikito, Unit Treasurer Modesto Albano, and Juan Pascua.



Unit 1517 - Hilton Waikoloa Village members accept the award for Outstanding Unit, 100 & Over Members (Hotel) as well as certificates of recognition from the Hawaii County Council and State Representative Clifton Tsuji. All outstanding units received these three awards. (L-r, front row) Division Director Elmer Gorospe, Lloyd Matsubara, Irene Matsubara, Business Agent Corinna Salmo, Councilperson Valerie Poindexter’s liaison Lenny Castillo, Wendy Dela Cruz. (Back row) Representative Tsuji and Michael Dela Cruz.



(Above left) Hu Honua Bioenergy LLC resumed construction at the end of 2014 on a biomass power plant in Pepeekeo, and ILWU members Cody Morett, Danilo Alviento and Ben Watts attended the recognition night banquet. When asked why they decided to attend, Morett said, “I’m here to show support. We’re part of the union family now, too.” (Above right) Local Secretary-Treasurer Guy Fujimura regales members with stories from the ILWU’s history. (Right) Unit 1402 - Mauna Loa Macadamia Nut Corp. again receives the award for Outstanding Unit, 100 & Over Members (General Trades).



Photo by Malcolm Osaki

Photo by Malcolm Osaki

A Guide to the ILWU: What every member should know

What do the letters stand for?

The letters I.L.W.U. stand for International Longshore and Warehouse Union, a union created in 1934 when longshore and warehouse workers on the West Coast of the United States merged to form a single union. In 1937, longshore workers in Hawaii chose to join up with the ILWU, because it was a democratic union that stood for racial equality within its membership. This was important to the Hawaii members who were mostly of Hawaiian and Asian ancestry.

Within a few years, tens of thousands of sugar and pineapple workers also joined the ILWU, attracted by the union's program of uniting all ethnic groups and its reputation as a democratic union run by the membership. Before the ILWU,

unions in Hawaii organized workers along craft or ethnic lines. This divided the working class, and such unions were no match against the powerful employer group that controlled the islands.

With the ILWU, workers finally had

an organization with the strength and solidarity that could match the power of the employers. ILWU members won job security and improvements in wages and benefits. With their jobs protected, ILWU members registered

to vote, got involved in community affairs, and elected candidates who would work for legislation to benefit working people. This opened the way for Hawaii to develop into a progressive, democratic society.



Your union contract—the benefits are priceless

Your union contract is a written agreement with your employer. It defines your wages, benefits, conditions of employment, and rights. It is enforceable through a grievance procedure and ultimately in a court of law.

Most union contracts are renegotiated every three years, although some contracts run for only one year and others run for as long as six years. How long the contract runs is up to you and your negotiating committee.

The ILWU is a democratic union and members are involved in every step of the negotiation process.

Before the old contract expires, the union members at your company will be asked for their input and ideas on what to change in the contract. This is usually done at a membership meeting, called by the officers of your Unit.

This is one good reason why you should attend union meetings—it's your chance to improve your union contract.

Your unit will also select a committee to represent them in negotiations with management.

This committee is usually composed of your elected unit officers, but many units will expand the committee to make sure

different parts of your unit are represented.

A hotel unit, for example, might select a committee with members from different departments like housekeeping, food and beverage, maintenance, and front desk.

The Local or Division office will also assign a full-time business agent or officer to work with your negotiating committee as your spokesperson.

During negotiations, unit members may be asked to support their committee by wearing union buttons, attending rallies, and mobilizing in other activities.

When your committee thinks a fair settlement with management has been reached, they must get your vote of approval before the new contract can be finalized.

This happens at a membership meeting where your committee will report on the settlement and where your unit members can vote to accept or reject the settlement.

This is another part of ILWU democracy which requires membership approval for all contract settlements. In rare cases, management may refuse to agree to a fair settlement and your committee may ask you to authorize a strike. Again, ILWU democracy requires membership approval for a strike.

Your union contract is a very important document. You should read the contract and be familiar with its terms.

You should challenge management whenever they violate the contract. You can get a copy of your contract from your unit officers.

Contract Highlights

Many members don't realize that the wages and benefits they receive are because of the union contract. Most union contracts provide for:

- Regular pay increases
- Seniority rights
- Overtime pay
- Paid holidays and vacations
- Paid sick leave
- Medical and dental benefits
- Just cause in discipline
- Wages according to job title
- A regular work schedule
- Work opportunity
- Meal period and rest breaks
- A retirement plan
- A grievance procedure
- Funeral and personal leave
- Right to bargain, and more.

Need a copy of your union contract?

Changed your address?

Got married and changed your name?

Have a problem with your medical plan?

Call the union!

ILWU Local Office: (808) 949-4161

Hawaii Division Hilo: (808) 935-3727

Hawaii Division Honokaa: (808) 775-0443

Maui Division Wailuku: (808) 244-9191

Kauai Division Lihue: (808) 245-3374

Oahu Division Honolulu: (808) 949-4161

Hawaii Longshore Division: (808) 949-4161

Notice of Nomination and Primary Elections at ILWU Convention and Longshore Division Caucus

The tri-annual Convention will be held at the Sheraton Waikiki 2255 Kalakaua Avenue, Honolulu, HI 96815 beginning at 10:00 a.m. on Monday, June 8, 2015, and closing on or about Friday, June 12, 2015. The elected Convention delegates will vote to decide the International budget, proposed increases in per-capita rates, as well as policies and direction of the ILWU for the next three-year period. Pursuant to Article VI, Sections 3 through 7 of the ILWU International Constitution, nominations and primary elections for the offices of the International President, International Vice President (Mainland), International Vice President (Hawaii), International Secretary-Treasurer and for approximately 20 International Executive Board members will be held on the last day of the Convention, which is expected to be on Friday, June 12, 2015.

All Convention delegates have the right to nominate candidates for titled office. Nominations shall be from the floor and shall be conducted separately for each titled officer. No person may be a nominee in Convention for more than one titled office. There shall be no limit for the number of nominees. No one not an accredited delegate from his/her own local to the Convention may be nominated, except that titled officers who by virtue of having held office in the previous term shall be eligible to be nominated for office. For offices where there are more than two candidates, a roll call vote shall be held and the two (2) nominees receiving the highest number of votes shall be declared elected in the primary election. No person may be nominated for any International office unless such person has been a dues paying member of the ILWU for at least five (5) years, including having worked as a rank-and-file worker under jurisdiction of the ILWU for at least two (2) years, or has been a dues-paying member of the ILWU for a period of at least ten (10) years. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire International active and eligible membership for final election.

At the Convention, caucuses of the delegates from each geographical area shall be held at the time and place designated by the International President for the purpose of nominations and primary election of Executive Board members. The nominations and primary election of Executive Board members shall be conducted by each caucus in the same manner as such nomination and primary election are conducted for titled officers by the Convention, provided that no more than twice the number of Executive Board members to be elected from the respective area shall be declared nominated at the primary election. Executive Board members shall in no case be a candidate to succeed themselves unless they are accredited Convention delegates from their own local at the time of nomination. A referendum ballot shall be conducted for the election of Executive Board members in the same manner and at the same time as titled officers, provided that only the active members of the local within each area designated by the Convention shall vote for executive board members for their respective area and provided further that exclusive of titled officers there shall not be over one executive board member from any one local. This restriction shall not apply to Local 142 in Hawaii. In Hawaii, there shall not be over one executive board member from any one industrial group in Local 142.

With respect to any primary election held at the Convention, such election shall be conducted by the International President, provided he/she is not a candidate for office. In the event the International President is a candidate for office, he/she shall appoint another International titled officer who is not a candidate for office to conduct the primary election. If all titled officers are candidates for office, the International President shall appoint an incumbent IEB member who is not a candidate for office, and if none is available then a credentialed Convention delegate who is not a candidate to conduct the primary election.

Each Convention delegate may vote for up to two (2) nominees per office in the primary election. A roll call vote shall be taken either by each affiliate or by individual Convention delegate within an affiliate as determined by the procedures of each affiliate.

A local may send as many delegates as it chooses to the International Convention but will be limited to the number of votes allocated in Article XI of the ILWU Constitution. Delegates shall be elected by either secret referendum ballot of the entire membership or by secret ballot at a regular meeting of the local, or where for geographical reasons, meetings of the entire membership are not practicable, by secret ballots of regular meetings of its subdivisions. Nominating procedures for delegates shall be established by the local. Where a local has more than one division or unit, it is up to the local to allocate delegates among the divisions or units. A local's constitution and/or by-laws may provide that one or more officers of the local, elected in a secret ballot election, are Convention and/or Caucus delegates. The credentials of

elected delegates shall be signed by the President and Secretary of the local, must bear the seal of the local and certify that the delegate was elected as provided herein.

All credentials must be in the International Office thirty (30) days prior to the Convention.

The International determines the number of votes allocated to each local based on the average per capita payments on union members in the prior calendar year (2014). The number of votes allocated to each local is provided in the Call which is sent to each local. The International will send each of the locals copies of all resolutions, statements of policy, and proposed Constitutional amendments for distribution to their delegates at least two (2) weeks prior to the beginning of the Convention.

All members in good standing of any affiliate of the ILWU shall be eligible to vote in the election in accordance with such affiliate's established rules defining membership in good standing that conforms to the International Constitution.

Pursuant to Rule 6.C of the ILWU Election Rules, which are an Appendix to the ILWU Constitution, any accredited delegate to the International Convention who publicly declares an intention to run for International office may request from the International Union a list of accredited delegates to the International Convention at any time within thirty (30) days prior to the Convention. A list of addresses of those delegates will also be available at the International Union for inspection. The International Union will not provide copies of the addresses of delegates or members of the Union.

Any accredited delegate to the International Convention who publicly declares an intention to run for International office may designate an individual to view on his/her behalf, the list of accredited delegates to the Convention with the following provisions: 1) The candidate must specify in writing the name of the individual designated to view the delegate list and the writing must be signed by the delegate; 2) the individual so designated by a candidate must be an ILWU member in good standing; 3) the rules governing the inspection of the delegate list will apply to the designated representative; and 4) if the candidate's designated representative inspects the delegate list, that will constitute the candidate's permitted one inspection of the delegate list.

The custodians of the Convention delegate list are International Research Director Russ Bargmann and Executive Assistant to the President Alexa Jurczak located at the ILWU Headquarters Building at 1188 Franklin Street, 4th Floor, San Francisco, California. For inspections, please first contact Russ Bargman and only if he is unavailable then ask for Alexa Jurczak. Inspections of the delegate list may only occur during regular business hours between 9:00 a.m. and 1:00 p.m., and between 2:00 p.m. and 5:00 p.m., Monday through Friday, holidays excluded.

Nominations and primary election for the two (2) offices of ILWU Coast Committeeman will take place during the Longshore Division Caucus, which will convene on Monday, June 15, 2015 and close on or about Friday, June 19, 2015. The Longshore Division Caucus will also be held at the Sheraton Waikiki, 2255 Kalakaua Avenue, Honolulu, HI 96815. The elected delegates of the Longshore Division Caucus may vote to decide such matters as the budget, any proposed increases of the Coast pro-rata and other fees as well as the policies and direction of the ILWU Longshore Division and ILWU Coast Pro-Rata Committee. All Longshore Division Caucus delegates have the right to nominate candidates for the two positions of Coast Committeeman. Nominations shall be from the floor and shall be conducted separately for each position. No person may be a nominee for more than one Coast Committeeman position. There shall be no limit to the number of nominees. No one not an accredited Caucus delegate from his or her own local may be nominated, except that incumbent Coast Committeeman by virtue of having held office in the previous term shall be eligible to be nominated for office. A roll call vote will be held and the two (2) nominees receiving the highest number of votes in each office shall be declared elected in the primary election. The nominees so elected in the primary election shall be placed on a referendum ballot for a vote of the entire, eligible Longshore Division membership for final election.

Publicly declared candidates for the position of Coast Committeeman have the right to inspect the list of accredited delegates to the Longshore Division Caucus at any time within thirty (30) days prior to the Caucus meeting. The procedures for inspection shall be the same as those provided with respect to nominations and primary elections held at the ILWU International Convention.

Servco Pacific workers win big in new contract

HONOLULU—Oahu Division Director Michael Yamaguchi who was the Union Chief Spokesperson announced that a new three year contract for 246 members of Servco Pacific is now in force. The settlement calls for an 8.5% pay boost, to be paid out in increments of 2% effective 2014 (paid retroactively), 2% effective 2015 and another 2.5% effective 2016.

The union made substantial gains in the work place. Among the gains was maintaining the current medical plan with no changes in the co-pay in the insurance premiums, the addition of group life insurance at no cost to the workers, increase in shift premiums, and language that provides notification and training for the introduction of any new or modified equipment which may change or alter any bargaining unit work. Gains specific to the parts and warehouse included a change in the monthly quota incentive and the manner in which the incentive is paid out.

Gains specific to the auto technicians included an increase in the replacement cost of tools and a decrease in production standards. The biggest battle occurred in determining which pay system shall be used to pay the auto technicians. The company wanted to replace the current hourly pay system with the flat-rate pay system (see “Flat-rate versus hourly rate pay system”). Through the strong unity of the negotiating committee and the membership, Servco Pacific remains the ONLY auto shop IN HAWAII where auto technicians are paid on the hourly system.



Unit officers and Union Chief Spokesperson Michael Yamaguchi going over the MOA and answering questions at ratification meeting. (l-r): Robert Uyeshiro, Neill Amasaki, Randall Tenn, Lawrence Young, and Michael Yamaguchi.

The ratification was held January 13, 2015 and the memorandum of agreement (MOA) was approved overwhelmingly.

Members of the negotiating committee are as follows: Unit Chairperson Lawrence Young, Unit Vice Chairperson Robert Uyeshiro, Unit Secretary Neill Amasaki, Unit Treasurer Randall Tenn, Susan Ho, Karl Karimoto, Nolan Miyahara, Robert Silva, Daven Tong, Business Agent Paris Fernandez, and Union Spokesperson/ Division Director Michael Yamaguchi.

In fond memory of Haruo “Dyna” Nakamoto

Retired ILWU Kauai Division Director and longtime ILWU leader Haruo “Dyna” Nakamoto passed away on December 8, 2014. He retired in 1983, after 43 years of active involvement in the labor movement.

Dyna, as he was known by everyone, is short for “Dynamite.” The name was bestowed upon him because of his energetic personality. Dyna was born on February 16, 1921 and raised in the plantation community of Hanamaulu on the island of Kauai. After completing his elementary education he attended technical school where he studied mechanics. In 1937, he began working for Lihue Plantation as an auto mechanic.

In Sanford Zalburg’s book, “A Spark Is Struck!,” Dyna is given credit for helping to organize the workers at Lihue

Plantation. He served as Unit Steward, Secretary and Unit Chairman. In 1959, he was appointed to be a full-time organizer. Dyna was elected as a Business Agent in 1962. He served his membership in that position until 1977, when he was elected Kauai Division Director.

In all the years served as a full-time officer, Dyna took part in many different union activities. He was a great sportsman and took an active part in the ILWU sports program. He was instrumental in bringing softball teams from the mainland, the Philippines and Japan to play on Kauai. He also arranged to take softball teams from Kauai to Japan and the Philippines on goodwill tours. In September of 1969, Dyna was part of an overseas delegation that went to the Philippines. He also served on the Kauai Planning Commission. As a commissioner he was able to help formulate many housing programs that benefited the rank and file of the ILWU. Some of these programs were the Kilauea, Eleele, Grove Farm and Kekaha Housing projects.

After retiring from the ILWU, Dyna became an active member of the Lihue ILWU Pensioner Club.

He is survived by his wife Lily Y. Nakamoto; son Wade (Betty) Nakamoto; three daughters, Arleen (Denny) Sakai, Marilyn Nakamoto, Gail (Donald) Kuranishi; two brothers, Haruki Nakamoto and Wallace Nakamoto; two sisters, Kathryn (Shigeo) Higa and Elsie (Sam) Takata; 7 grandchildren, and 9 great-grandchildren. Son Van Nakamoto passed away shortly after his father on January 1, 2015.



Flat-rate vs. hourly rate pay system

Automotive technicians are either paid by the job they are assigned to—known as “flat-rate” pay—or by the hours worked. For each job, a commercial standard or “book” has been established. The “book” is based on the time that it would take the average technician to complete a job. The times may vary depending on the make and type of vehicle.

What’s the difference?

Let’s say you take your car or truck in for an oil change. The service advisor looks up the job in the book and it tells him/her that an oil change for your vehicle takes one hour.

In the shop that pays by the hour, the technician is paid for the amount of time they actually took to complete the job. If the one hour oil change turns into a three-hour job, the technician is paid for all three hours.

Under the flat-rate pay system, the technician is paid by the job. Using the same example as above—the one hour oil change that took three hours to complete—the technician is paid at the flat-rate of one hour. However, if he

completes the job in just 30 minutes, he still receives the full flat-rate of one hour. The flat-rate system motivates workers to finish as many jobs as possible, but can lead to sloppy work if the technician sacrifices quality for quantity.

The biggest drawback to the flat-rate pay system is that the shop has to have a lot of vehicles coming in for repair or maintenance because if there is no work, there is no pay. The hourly technician, however, gets a pay check even if the shop has no jobs. They can sweep or clean around the shop and get paid. The flat-rate technician, on the other hand, has to wait for another vehicle to come in.

Warranty Repairs

Repairs or maintenance made under new vehicle warranties are governed by the manufacturers’ estimates of how much time it should take to do the job. These are often less generous, so technicians who work according to flat-rates based on the manufacturers’ book may end up with less pay—one-quarter to one-third less.



Shout-Out to Jeffrey Cho

Give a big
SHOUT-OUT
to the 2014
Pacific Beach Hotel

“Employee of the Year” **Jeffrey Cho**. Brother Cho was selected for his outstanding service in the Banquet Department. He works as a banquet porter and has been employed at the hotel since 1989.

Brother Jeffrey was also honored as the “Heart-of-House Associate” of the Fourth Quarter 2014. This award carries a cash prize and a free front-row parking spot for the quarter.

Awardees are selected on the basis of being an associate that exemplifies the “Spirit of Aloha” through exceptional service and professionalism. General Manager Rob Robinson said—in regards to making employee appreciation a priority—“We’re firm believers in taking care of our associates because then they’ll take care of our guests. Both employee satisfaction and guest service scores have

increased thanks to the quarterly events.”

“Jeffery is a wonderful role model, who has a great respect for his co-workers and guests,” said Oahu Division Business Agent Wilfred Chang, Jr. “He is a humble person, and the quality of his work combined with his positive attitude and outstanding work ethic is truly a reflection of his commitment and dedication to the hotel.”

“I didn’t win because I am the greatest or anything,” said Cho. “It’s thanks to all of the individuals that work with me; in my opinion, they got the award.”

Jeffrey took part in the long struggle to get a collective bargaining agreement in place at the Pacific Beach Hotel. After more than 10 years of struggle, a tentative agreement was reached on December 29, 2012 for a first union contract at the hotel.

“Showing up for work meant facing hours of intimidation and disrespect,” said Jeffery. “Since 2013, management has treated us with respect and appreciation.”