



VOICE OF THE ILWU

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

March/April 2021



CALL to the 38th CONVENTION

June 14-18, 2021 - San Francisco, CA



Stronger Together

Credentials and Online Registration

Credentials to the Convention shall be submitted to the International via a signed letter on local letterhead (where applicable) from the officers of the local by no later than May 14, 2021. In addition, all delegates are required to register for the Convention in advance at <https://www.ilwu.org/2021Convention>. Delegates are strongly encouraged to participate in at least one training prior to Convention to ensure all delegates are well versed on operating the technology required for the virtual Convention platform. Additional information on the platform and training is included in the insert with the Call.

In order to be entitled to send delegates to the Convention, each local/affiliate is required to have paid its per capita, assessments, and any other indebtedness to the International at least one month prior to the Convention.

Locals/Affiliates with a combined

membership of 500 or less may consolidate for the purposes of nominating and electing delegates. Methods of election should be worked out by the locals/affiliates involved in accordance with Article XI, Section 4(a) of the International Constitution.

Resolutions

Resolutions or amendments to the Constitution that a local/affiliate wishes to propose for the consideration of the Convention should be received at the International Office no later than May 28, 2021. Each resolution or amendment should be submitted electronically by email to resolutions@ilwu.org. Resolutions should be in one of the following formats: Microsoft Word, Google Docs, or plain text.

Please note: Rules adopted by previous Conventions specify that no resolution or Constitutional amendment will be accepted by the Convention unless submitted by the local/affiliate's membership or

The Thirty-eighth Convention of the International Longshore and Warehouse Union will be held June 14-18, 2021 in San Francisco, California via a virtual convention platform. Representation at the Convention and voting strength of the locals/affiliates will be determined in accordance with Article XI of the Constitution. For convenience, referenced sections of Article XI, applying to the Convention, can be found on page 3 of the Call.

The number of votes to which each local/affiliate is divided among the official delegates representing the local/affiliate.

by the local/affiliate's delegation. In addition, please note that no resolution or Constitutional amendment shall be accepted for consideration after 4:30 p.m. on the second day of the Convention, except by unanimous vote of the delegates present.

Additional Information

Any questions concerning Convention procedures, voting strength, or the number of delegates assigned to each local/affiliate should be addressed to Edwin R. Ferris, Secretary-Treasurer, at the International Office (International Longshore and Warehouse Union 1188 Franklin Street San Francisco, California 94109).

Editor's note: This issue of the Voice contains the official ILWU Convention Call in its entirety. Modifications to the layout and design have been made to convert the original Call from being on 8.5 x 11 inches to the dimensions of the Voice. All content is reprinted verbatim.

ADDRESS LABEL



"LOOKING FOR LOVE'S IN ALL THE RIGHT PLACES!"

Sending our aloha to our members at Love's Bakery. See inside for more coverage.

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For technical requirements for this year's virtual convention, see page 2.

ILWU CONVENTION CALL

Article XI Convention

The following excerpts from Article XI of the ILWU International Constitution are reprinted here for reference.

SECTION 1. A Convention of the International shall be held every three (3) years beginning at 10 a.m. on the second Monday following Easter Sunday. However, the International Executive Board may authorize a different Convention location and starting date which shall be no earlier than March 1st nor later than June 30th of the year in which the Convention is to be held...

SECTION 2. In Order to be entitled to send delegates to the Convention and receive voice and vote, a local must have its International per capita, together with assessments and any overdue indebtedness to the International paid up one month prior to the Convention.

SECTION 3. Representation at the International Convention shall be as follows: each local shall be entitled to one vote regardless of membership up to one hundred (100) members, and one vote for each additional one hundred (100) members or major fraction thereof of its paid membership averaged for the one (1) year period immediately prior to the year in which the

Convention is held.

SECTION 4. Delegates to the International Convention shall be elected either by secret referendum ballot of the entire membership or by ballot at a regular meeting of the local, or where for geographical reasons meetings of the entire membership are not practical, by ballot at regular meetings of its subdivisions. Nominating procedures shall be established by the local. The credentials of delegates elected shall be signed by the president and secretary of the local, and certify that the delegate was elected as provided herein...

SECTION 4a. Locals within any geographical subdivision with a combined membership of 500 members or less may consolidate for the purposes of nominating and electing a Convention delegate. Any method of nominating and electing said delegate should be worked out by the said locals involved, providing other provisions of the International Constitution are adhered to. The delegate elected shall cast the full voting strength of the locals he/she represents in Convention. No proxy vote will be allowed. The delegate's wages and expenses, travel and transportation shall be

borne equally by members of the locals the delegate represents.

SECTION 5. All credentials must be in the International office thirty (30) days prior to the Convention. The President may appoint a pre-Convention committee to consist of that number of delegates to the Convention that he/she deems necessary to carry out the functions of the committee, to be selected by him/her with due regard to proportionate representation so far as possible from all areas, with the International Officers to act as ex-officio members of the committee. All work of the pre-Convention committee shall be subject to the approval of the Convention...

SECTION 6. During each Convention, at times and places designated by the International President, each occupational group or geographic area within the International may hold a caucus for the purpose of discussing its specific problems with full authority to set up such machinery as it may deem necessary and appropriate to deal with its

collective bargaining problems...

SECTION 7. The Titled Officers and Coast Committee-men who are not elected delegates from their respective locals shall have a voice and vote in the Convention, except on roll call votes.

SECTION 8. Executive Board members who are not elected delegates from their respective locals shall have voice and vote in the Convention, except on roll call votes.

SECTION 9. Pensioners designated by their pension clubs shall be fraternal delegates at Conventions with voice, but no vote, on all matters before the Convention.

SECTION 10. Auxiliary members designated by their auxiliaries shall be fraternal delegates at Conventions.

SECTION 11. Each District Council shall be entitled to send one fraternal delegate to the Convention with voice, but no vote, on all matters before the Convention. The delegate costs shall be borne by the individual District Councils.

On the basis of our records to date, your local/affiliate will be entitled to 106 votes. (In accordance with Section 3 above, the voting strength is based on the average number of per capita payments on members for the 2020 calendar year. This calculation does not include per capita payments on non-members.)

Special Virtual Convention Requirements

Due to the Covid-19 pandemic, the 2021 Convention will take place in a virtual setting. The ILWU Titled Officers are taking the following measures so that all delegates have a fair and equal opportunity to participate:

1. Convention delegates, observers, and guests will be able to view Convention proceedings and committees via a webinar-style platform operated in conjunction with the Hilton San Francisco. Full delegates and fraternal delegates will have the ability to speak at the virtual podium. All other observers and guests will not have access to speak.

2. All full delegates with voice and vote will be able to cast votes on resolutions and other matters on the virtual convention floor and in their selected committees using Election Buddy, an online voting platform. Fraternal delegates, who have a

voice but no vote, will not have access to Election Buddy.

Requirements for Virtual Convention Participation

1. Internet access. You must have a minimum of 5MBPS (megabytes per second speed) to participate in the online platform.
2. All full delegates will need a personal email account. If you do not have one, you can obtain a free one from Google, Yahoo, Outlook or other providers.
3. The ILWU International will provide tablets to all delegates, including fraternal delegates, that will be pre-loaded with all the software needed to participate in the Convention. Tablets will be sent directly to the locals for distribution to delegates.
 - a. Full delegates will need to configure the ILWU-provided tablet to

access your personal email so that you receive voting credentials from Election Buddy. You may also use your own personal computer, tablet, or smart phone. All voting delegates will receive voting credentials via email.

4. Delegates may use their own tablet, computer, or smart phone provided they meet the following requirements:

- a. Computers must be Windows 7 or higher or Mac OS 10.9 or higher.
- b. Tablets must be either iOS 13 or higher or Android 5.0 or higher.

5. All delegates are strongly encouraged to attend a virtual training to learn how to use the convention portal and voting software.

Trainings

We will be holding trainings to ensure that all delegates understand how to log into the Convention

platform, participate in the virtual setting, and utilize online voting. Trainings are strongly encouraged for all Convention delegates. We are offering trainings on the following days/times:

- Saturday, June 5, 2021: 10:00 am and 12:00 pm
- Monday, June 7, 2021: 3:00 pm and 6:00 pm
- Wednesday, June 9, 2021: 3:00 pm and 6:00 pm

Please register for the Convention at the ILWU Convention Registration link: <https://www.ilwu.org/2021Convention>.



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ILWU CONVENTION CALL

Notice of Nomination and Primary Elections at ILWU Convention

The tri-annual Convention will be held in San Francisco, California via a virtual convention platform beginning at 10:00 a.m. on Monday, June 14, 2021, and closing on or about Friday, June 18, 2021. 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 22 International Executive Board members will be held on the last day of the Convention, which is expected to be on Friday, June 18, 2021.

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 affiliate 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. If necessary, 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 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 Interna-

tional 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 affiliate 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 affiliate 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 affiliate. 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. However this restriction shall not apply should an industrial grouping cease to exist.

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 in the primary election. A roll call vote shall be taken either by each affiliate or by individual Convention dele-

gate within an affiliate as determined by the procedures of each affiliate.

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

Each affiliate shall send a letter to the International setting forth the credentials of the delegates elected. The letter shall be on affiliate letterhead (where available), must be signed by the Officers of the affiliate, and must bear the seal of the affiliate and must certify that each delegate was elected as provided herein. The letter must be received by the International by no later than May 14, 2021.

The International determines the number of votes allocated to each affiliate or division based on the average per capita payments on union members in the prior calendar year (2020). The number of votes for affiliates of ILWU Canada are based on the average membership of those affiliates in the prior calendar year (2020). The number of votes allocated to each affiliate is provided in the Call which is sent to each affiliate. The International will send each of the affiliates copies of all resolutions, statements of policy, and 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, Executive Secretary Alexa Jurczak located at the ILWU Headquarters Building at 1188 Franklin Street, 4th Floor, San Francisco, California. For inspections, please first contact Russ Bargmann (at russ.bargmann@ilwu.org) and only if he is unavailable then contact Alexa Jurczak (at alexa@ilwu.org). 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.

All pertinent information concerning the nominations and election for the offices of the two (2) Coast Committeemen will follow in a separate notice once a decision has been made about the location and format of the Longshore Caucus.

Around the Union

Foodland members succeed statewide:

Congratulations on negotiating and ratifying a new statewide agreement in this COVID era...

“With COVID, everybody’s lives changed, the world stalled, but Union work never stops,” said Local Vice President and Foodland’s negotiation co-spokesperson Corinna Salmo Nguyen. “It was not easy to negotiate a statewide contract with all of the new safety regulations we had to get used to, but as a Union, we work together for a common goal, and that always gets the job done.”

Nguyen shared spokesperson duties with Oahu Business Agent Dillon Hullinger, who could draw on his experience not only as a Business Agent but as a former rank-and-file Foodland member himself, to advocate on behalf of the desires of the Foodland membership at the negotiating table.

In addition to the spokespersons, the Union team would not be complete without the rank-and-file negotiating committee made up of members like you.

There are over 25 Foodland stores statewide, so negotiations require a strong network of union leaders on the job to keep communication open with their membership and be aware

of any concerns they may want addressed in their updated contract.

Even in the face of COVID’s unpredictable twists and turns - in the form of anything from safety guidelines to economic challenges – this committee was united by a common desire to help their fellow workers.

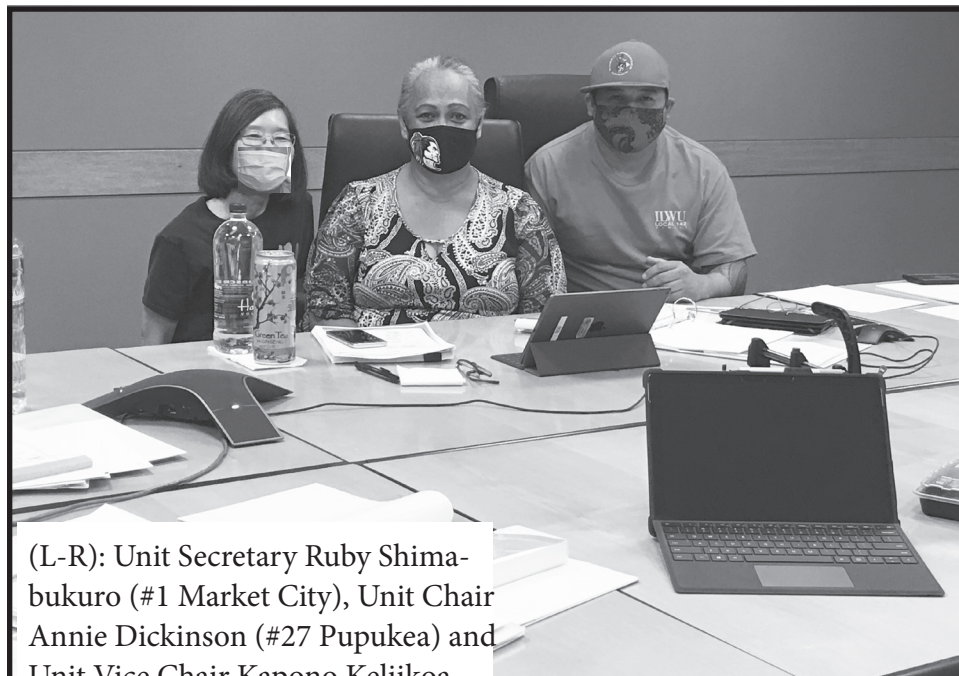
As proven by the success of the negotiation and ratification of their new contract, it is a powerful thing to be of service to others.

Thank you to the negotiating committee of Foodland for not giving up even in the midst of obstacles presented by these challenging times.



Safety first

“To me, it doesn’t matter so much if they vote yes or no. It matters to me that they showed up to have their say, because democracy needs participation,” said negotiating committee member Jaslyn Laurito (seated off camera) as members started to come in to vote at the Union Hall in Honolulu in the photo above. Members were given a week’s notice for this opportunity to vote and approve or reject the settlement the negotiating committee -- made up of members like you and the Local spokespersons -- came to agreement on with management. Unit Secretary Ruby Shimabukuro took every member’s temperature as they came in before she and Jaslyn explained the tentative agreement to them so they could vote with full understanding. The contract is only a “tentative agreement” until members vote to make it official. This is another part of ILWU democracy which requires membership approval for all contract settlements.



(L-R): Unit Secretary Ruby Shimabukuro (#1 Market City), Unit Chair Annie Dickinson (#27 Pupukea) and Unit Vice Chair Kapono Keliikoa (#37 Kailua).

ILWU seeing it thru... The process of meeting and discussion over contract proposals by each side -- the Union and management -- can take weeks or months. During this process, the original proposals can change as both sides must compromise to reach an agreement. For example, the union may ask for a 6% wage increase, then the company may counter with a 2% increase, and the final agreement may be a 4% increase. The unit first started the negotiation process in November 2019 -- right before COVID started taking hold. Much of the progress the committee made with management on coming to new terms of agreement had to be revisited and renegotiated because of the completely new circumstances COVID presented for the workers and the economy in general.

Among one of the biggest adjustments that had to be made with COVID was the way these meetings took place. Usually the committee meets in person, with outer island members flown into Honolulu to meet at the union hall. In these times, however, all neighbor island committee members tuned in via Zoom, and even the Oahu members had to stagger into separate rooms in the Honolulu Hall to accommodate safety guidelines. Pictured here are two separate rooms the Hall set up for negotiations held on October 21, 2020.

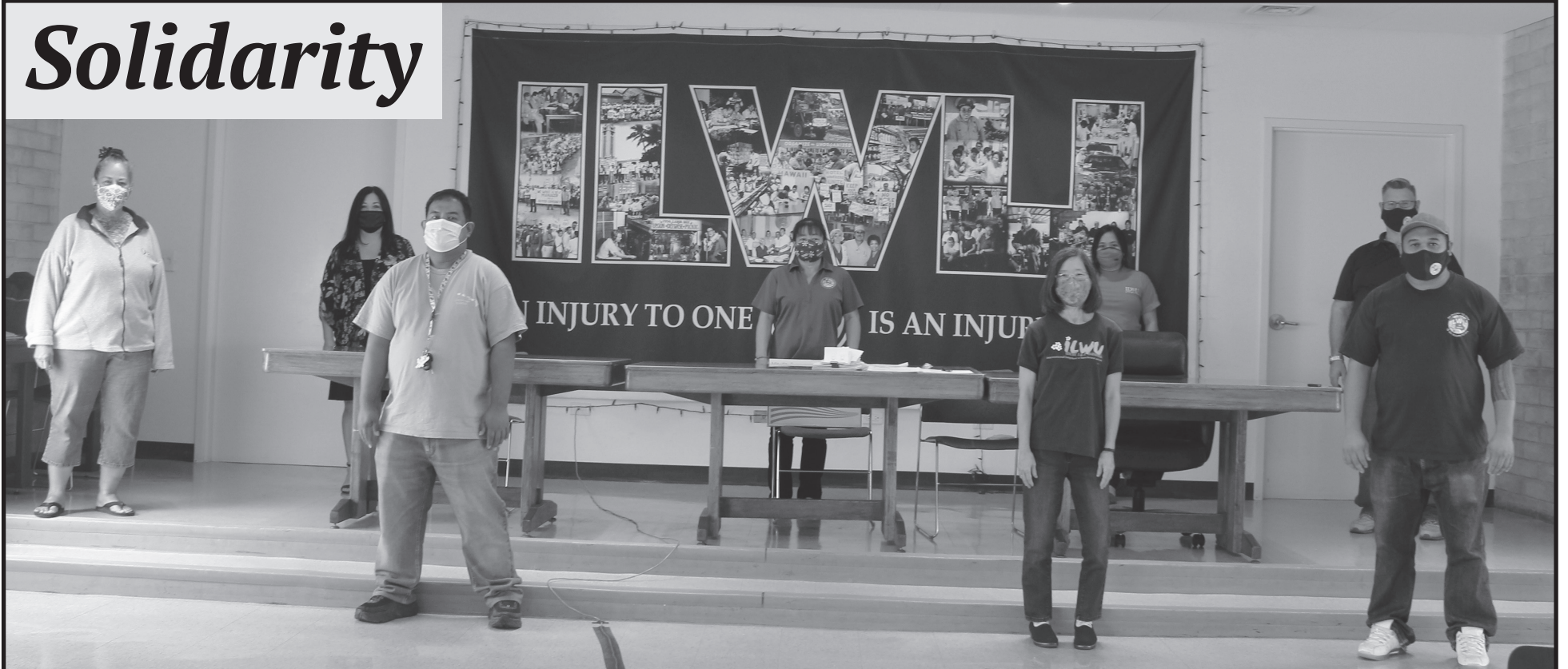
AN INJURY TO ONE IS AN INJURY TO ALL.



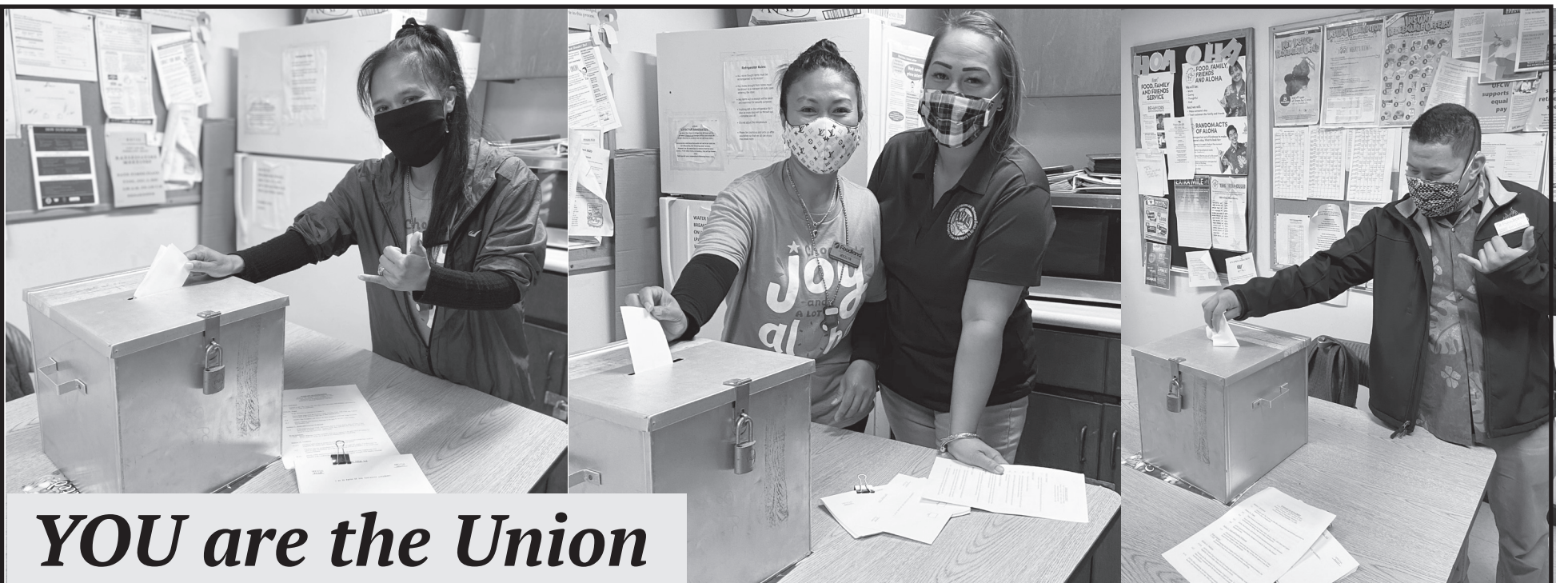
(L-R): Jaslyn Laurito (#8 Kaneohe), Dona Takamori (#8 Kaneohe), Jason Vallejo (#19 Mililani), Anabel Cardenas (#18 Dillingham) and Business Agent Dillon Hullinger in a separate conference room.

Around the Union

Solidarity



Socially distanced, but still together... ILWU Local 142 has a strong foundation of democracy. In-person interaction usually facilitates full participation in this democracy, but the pandemic severely limited these in-person opportunities. However, the Local managed to uphold its democratic principles during the pandemic by utilizing technology to communicate and connect. Congratulations to the negotiating committee for successfully negotiating and ratifying their new contract on behalf of over a thousand members statewide while adapting resiliently and abiding dutifully to the safety guidelines of the times. Pictured above is the Oahu negotiating committee after the final day of ratification on December 10, 2020. Front L-R: Jason Vallejo, Ruby Shimabukuro, Kapono Keliikoa. Back (L-R): Jaslyn Laurito, Local Vice President Corinna Salmo Nguyen, Dona Takamori, Anabel Cardenas and Business Agent Dillon Hullinger.



YOU are the Union

From bottom to top, the Union is run by members like you. From the negotiating committee who came from all different departments and store locations that represents you in negotiations, to the power your vote has on the final agreement the Union and company come up with, the Union's strength is directly derived from your participation. Pictured above are members who came in to vote on site at Foodland Keaau on the Big Island. Left photo: Vanessa Scott; middle photo: Rocelyn Ramos and Deedra Ferreira (mahalo Deedra for these photos!); right photo: Skyler Tiogangco. Thank you to the negotiating committee made up of members like you who helped make sure this new contract could best reflect the concerns of all. Unit Chair Annie Dickinson (#27 Pupukeya), Unit Vice Chair Kapono Keliikoa (#37 Kailua), Unit Treasurer Lori Kikuyama (#19 Mililani), Unit Secretaries Sierra Delgado (#24 Pukalani) and Ruby Shimabukuro (#01 Market City), Jaslyn Laurito (#08 Kaneohe), Dona Takamori (#08 Kaneohe), Jason Vallejo (#19 Mililani), Anabel Cardenas (#18 Dillingham), James Villegas (#19 Mililani), Lee-Anne Decosta (#01 Market City), Sheryl Shigemoto (#30 Princeville), Jasmine Amaral (#45 Kehalani), Deedra Ferreira (#41 Keaau), Ariane-Joyce Impelido (#20 Kahului).

Please continue to support our Local 142 brothers and sisters by shopping at union shops like Foodland!

- BIG ISLAND:** Foodland Farms Waikoloa • Keaau • Waimea **MAUI:** Foodland Farms Lahaina • Kahului • Kehalani • Kihei • Lahaina • Pukalani **KAUAI:** Princeville **OAHU:** Dillingham • Ewa Beach • Foodland Farms Aina Haina/Ala Moana/Ka Makana Alii/Pearl City • Kahala MKT • Kailua • Kaneohe • Kapolei • Laie • Market City • Mililani • Pupukeya • School Street • Wahiawa • Waipio

Aloha, Love's Bakery

Love's Bakery workers: still union ohana after closure

"Love's Bakery's closure reminds me of the closure at HC&S," said ILWU Local 142 President Donna Domingo, referring to the last sugar plantation on Maui that closed in December of 2016. "At both, generations have been working there, and the workers have had so much longevity and commitment. When that comes to an end, it's a lot to deal with mentally and emotionally. As their union, we need to assess the workers' challenges so we can best serve them at this time."

ILWU Local 142 has been around as a structured and organized union for nearly as many years as longstanding businesses like Love's Bakery, an institution in Hawaii for 170 years.

With this vast amount of years of experience, the Local is no stranger to assisting workers through transitions of this magnitude.

ILWU: People First

Roberta "Bobbi" Oshiro, a member in the clerical department at Love's for 39 years said, "People always ask me why I stayed at Love's so long. I say it's because of the people here. I'm so grateful how the union stepped up to help us at this time. It really shows they care about people how they're making sure no one falls through the gap."

Another longtime Love's worker Janet Faufata, who worked for 25 years at the thrift store at the Kalihi plant as an outlet clerk, also noted the lasting impact that comes from human connection.

Upon reflection, she said, "I would have made 25 years at Love's on April 1st. When I got the letter saying that that would be the date I'd be unemployed by, I thought it was an April Fool's joke. I'm going to miss seeing the families coming in to buy

bread with their young kids. It was so cute to see the same kids grow up and still remember me every time they'd come to the store."

Moving on united

The union will be a way for resilient members like Bobbi and Janet to stay connected in a challenging time. Both Oshiro and Faufata attended the union's unemployment information sessions held at the Honolulu Union Hall.

These sessions have been ongoing since March 17, held thrice weekly, so as many members as possible can receive individualized one-on-one and person to person help from a team of experts who have teamed up alongside the union (see following page for more details).

History of helping

The union has always acted proactively in the best interest of the workers, whether it was in the past mobilizing politically to testify for laws labeling frozen bread to waylay the cheaper frozen competition or facilitating educative sessions to help the workers with their next steps.

Please see the following pages for more stories from our resilient members we are proud to assist as our ohana.



Present

From left to right: Marie Tugaoen, Marilyn Asari, Aileen Paguirigan, Sandy Kapuniai, Julieta Labasan pictured packing the last of the bread production to distribute to their fellow workers on March 25, 2021.



Top left: Love's Bakery members picking up food from an ILWU Food Drive. Oahu has been distributing food to members virtually every month. Boxes of food were also distributed at the plant before it closed and in some cases personally delivered. There will be more food drives in the future to assist those most in need like our members at Love's. **Top right:** Janet Faufata at the union hall in Honolulu for an unemployment info session.



Past

Love's Bakery members and retirees in 2011 testifying at the Capitol in favor of a law that would require previously frozen and thawed bread to be labeled as such. Labeling gives consumers important information about products and helps them make informed decisions on what they buy.



Future

Sandy Kapuniai (a former foreman for the cake shop for 21 years), stepdaughter Ricquel Albano, and daughter Chelsea Kapuniai who coat the breads for shipping. Many of the workers at Love's have been there for generations. The future will be brighter if we remember the importance of family and togetherness in difficult times.

Aloha, Love's Bakery

ILWU Local 142 supporting our resilient members moving forward...

Love's Bakery members were employed statewide, so the effort to take care of the membership needed to be as comprehensive as possible. A key union value is cooperation; no one does anything alone. Through the proactive communication and networking efforts of the Local, the Union was able to partner with organizations such as the City and County of Honolulu, the State of Hawaii Department of Labor and Industrial Relations, and the State Department of Education and Oahu Workforce Development Board to create sessions arranged on every island for members to create email accounts, unemployment profiles, and register for job placement search sites.

On Oahu specifically, there have been over 25 of these sessions held as of print time at the ILWU Honolulu Hall, serving six to twenty members at a time.

Present at each session is a diverse crew of helpers to provide individual support and one-on-one attention to members as they get through the processes of filing for unemployment and looking for new jobs.

Facing the future with as much support as possible

This can be a daunting process, especially for our members in the sanitation and production department at Love's who had limited computer knowledge.

However, with so many experts on hand, it was easier to feel confident and supported.

"I had the same route delivering bread for 33 years," said Mark Nakagawa, a driver for Love's who showed up to an unemployment info session on March 18. "In that time, I also served as a union steward. I

would always tell my fellow drivers, 'Look, the union is there to answer any questions you have. You just need to ask.' Sometimes we don't even have to ask, and the union is there to help anyway."

Supportive partnerships

The city and state agencies provided 20 laptops in addition to their professional knowledge on how best to navigate the unemployment and sites to search for new jobs. The Local will also be providing follow up sessions in addition to these initial account establishing sessions, and is also looking into seminars on digital literacy.

"The silver lining in this," said Oahu Division Director Michael Yamaguchi, "is that we now have these contacts in the city and state, and resources we can offer to other members should they need them."

These sessions will be ongoing for at least the next few weeks. Your union is here for you. Please keep in touch with us so we can offer you the best service possible.



Supporting families... Pictured above is Love's member Frank Hunter who came to one of the union's unemployment info sessions with his wife and daughter for support. Frank worked in the engineering department as a general foreman. "I don't want to be on unemployment for long, I want to work. I was good at what I did, and want to support my family." Also pictured above are the logos of some of the organizations ILWU worked alongside to make these sessions possible; teamwork is key.



Love's legacy is its hard workers... Top left: Ryan DeGuzman from the sales department at one of the info sessions at the union hall. Top right: Mark Nakagawa, driver for 33 years.



Making transitions as gracefully as possible; from machinery into a digital age.. Above left: The Love's production plant on one its last days. Above right: John Uyechi, driver for 38 years who came to the Hall by 6 am to make sure he had parking driving in from Waianae. Thank you to our members for accepting the help of the union as you proceed into the next phase of your lives.

If you need assistance, please do not hesitate to reach out to your Union.

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

General Updates

UHERO forecast for the State of Hawaii: More substantial recovery in sight

The University of Hawaii Economic Research Organization (UHERO) collects and analyzes economic data for the State of Hawaii. The following is their latest forecast that was published on March 5, 2021. A vast majority of this information bodes well for our brothers and sisters in the tourism industry.

Although there are still so many unknowns that can change quickly when it comes to COVID, ILWU Local 142, your Union, will continue to be cognizant of updates like these to best serve the membership and their needs.

Hawaii is struggling to emerge from the COVID-19 downturn, but the recovery is poised to accelerate.

Falling virus counts and vaccination progress set the stage for a strengthening of tourism and the broader economy.

• **US economic recovery stalled out late in the year as COVID-19 cases surged, but the economy is poised for a robust rebound as vaccination becomes widespread.** The largest federal fiscal support on record and an accommodative Federal Reserve continue to

be essential supports. Abroad, prospects for rich countries—who have locked up most of the world’s vaccine this year—are much better than for developing countries.

For all countries, the speed of vaccination relative to contagious new COVID-19 variants will be key in recovery.

• **Hawaii has managed the COVID-19 pandemic better than many, if not all, other states.** This reflects Hawaii’s ability to almost completely shut itself off in the

early stages of the pandemic, but we were also successful in tamping down a summer surge. After a holiday pickup, virus numbers have trended downward to their lowest level since July. Hawaii is also among the states furthest along in vaccination, priming the economy for renewed growth.

• **Hawaii’s Safe Travels program has allowed the visitor industry to make a partial recovery, while keeping COVID-19 cases at bay.** But visitor numbers remain far below pre-pandemic levels.

As case counts fall and vaccination rates rise, US tourism will pick up speed as we approach the summer and fall months. International markets will lag.

In our baseline forecast, arrivals recover half their pandemic losses by July, and visitor spending recovers nearly 70% of its losses by year end. Full recovery is still

several years out.

• **There remains an exceptional level of uncertainty about the path forward, which will depend on COVID-19 control, an end to social distancing, the extent of business failures, and the travel and spending response of consumers.** In an optimistic scenario, broad vaccine coverage by summer in the US and major international markets, and a spending surge driven by fiscal stimulus and pent-up demand, would fuel a more-robust tourism and local recovery. Slower-than-expected vaccination progress and resurgent case counts could lead to poorer recovery progress. Business failures and damage to employment prospects could weigh more heavily on the economy. In such a pessimistic scenario, overall economic recovery would be more delayed and much less robust.

Editor’s note: This has been edited for length. For the full report, please visit <https://uhero.hawaii.edu/>

ILWU statement on anti-Asian violence

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The International Longshore & Warehouse Union (ILWU) stands in solidarity with the AAPI community who have faced a surge in violent assaults and harassment during the COVID-19 pandemic. The ILWU condemns racist violence, xenophobia, and bigotry in all of its forms. Systemic racism devalues the lives of immigrant communities and communities of color and serves only to weaken and divide the working class.

“The rise in attacks on the Asian community has been fueled by the irresponsible and racist rhetoric of politicians who tried to place the blame for the pandemic on China,” said ILWU International President Willie Adams.

“Today we grieve for the eight people murdered in this week’s Atlanta-area shooting that targeted Asian and immigrant women at their workplace. This tragedy is a reminder of the hard work that stands before us and that we cannot let up on our efforts to end systemic racism and misogyny.”

Editor’s note: The ILWU remains one of a very few unions that takes on both social and economic issues of the day, in addition to regular union mobilizing and organizing. Reprinted here is the ILWU Dispatcher’s statement making a stand against the recent waves of anti-Asian violence, in particular the shooting in Atlanta that targeted Asian women.

COVID-19 Vaccine FAQs

As you read in the data above, increasing vaccination rates helps the rate at which our economy recovers as a whole. In addition, the more people that get vaccinated, the closer we get to putting a stop to this pandemic. The following are answers to frequently asked questions using information from Kaiser Permanente. For direct links to Kaiser’s sources, in addition to information from the CDC (Centers for Disease Prevention and Control), please visit our website at <https://www.ilwulocal142.org>.

• **How do vaccines work?**

When you get a vaccine, your body will produce antibodies against that disease. Antibodies are proteins produced naturally by your immune system to fight disease. Your body will then be able to recognize and fight the disease if you’re ever exposed to it later. This can significantly lower the impact of a disease or prevent you from catching it.

• **Is the COVID-19 vaccine safe and effective?**

Yes. The COVID-19 vaccine went through rigorous clinical trials to prove it’s safe and effective to use. The clinical trials included people 16+ of all genders, races, and ethnicities. The vaccine was found to be effective and safe for all participants.

• **Why should I get vaccinated?**

Vaccines are a safe way to prevent disease and save lives. Plus, they can protect you against a disease for a year, decades, or even a lifetime -- depending on the specific disease. That’s what makes vaccines so powerful. Rather than treating a disease after you get it, vaccines prevent you from getting sick

in the first place.

• **Can a COVID-19 vaccine make me sick with COVID-19?**

No. None of the COVID-19 vaccines contain the live virus that causes COVID-19, so a COVID-19 vaccine cannot make you sick with it.

• **What are the potential side effects?**

You may experience minor side effects, which are temporary and expected. It’s a normal sign that your body is building immunity to the virus. These may include soreness at the injection site, fatigue, fever, muscle aches, headache, and chills. They usually last for just a few days after you get the vaccine. Severe allergic reactions can happen, but they are very rare.

• **Is there a cost for a COVID-19 vaccine?**

No. You should not be charged anything for a COVID-19 vaccination no matter where you get it. In fact, you should be suspicious of any entity that wants to charge you for a vaccine. Vaccine doses were purchased by taxpayer dollars and are required by the federal government to be given at no cost.