



VOICE OF THE ILWU

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

March/April 2019

Aloha New Members! Welcome to the ILWU Local 142!

If you are a new member reading this, welcome to the ILWU Local 142! With over 18,000 members statewide, the ILWU Local 142 is the biggest private-sector union in Hawaii. ILWU Local 142 members work in every major industry such as pineapple, tourism, longshore, transportation, service sector and hospitals. Continue reading the Voice to learn more information about joining our `ohana!



Did you know Hawaii's union density is nearly 25 percent? That means nearly one-fourth of Hawaii's working population belongs to a union, which helps improve their working conditions through a collective, unified voice.

In fact, you can thank a union for the many benefits you enjoy such as health care, retirement plans, vacation days, sick days, family leave, workers' compensation, overtime pay and so much more. The truth is, without a union, workers are often hired as "at-will" employees with very few protections or even benefits. As

an "at-will" employee, workers can be fired or terminated with little to no notice and have very limited options available to fight back against wrongful or unjust termination.

Fortunately, unions prevent wrongful or unjust termination from occurring by protecting members through a grievance process that ensures management does not negatively take advantage of them.

Additionally, unions allow workers to collectively bargain. This allows workers to improve their working conditions by

negotiating as a unified voice for increased pay, better benefits and added job security. The reality is, union members generally receive better pay, benefits and overall working conditions through organizing and mobilizing voices in the workplace.

As a reminder, Local 142 member participation is essential to establishing and building a valid contract that protects and consistently improves working conditions, wages, and benefits throughout the negotiation process. Being part of a union can be exciting and stimulating but most of all rewarding for everyone.

IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, 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. 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 2% of funds were spent in our most recent accounting year (2018) 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.

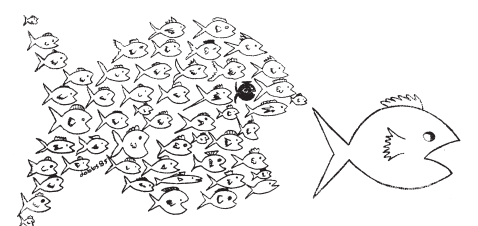
Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU Local 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections;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

ADDRESS LABEL



The VOICE of the ILWU is the official newspaper of the ILWU Local 142. You are receiving this newspaper because you are now a member of the ILWU. This issue will help get you started with what you need to know as a member!



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The next Local Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on June 21, 2019, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

A Guide to the ILWU

What is Local 142?

As a new member, you are now part of a growing family of over 18,000 members strong. You are part of a long and proud tradition where workers organize to promote fairness and justice on the job. Your membership with the ILWU Local 142 is just the beginning of an exciting journey that will allow you to collectively bargain for improved working conditions.

What is "I.L.W.U."?

Established in 1934, ILWU is an acronym for International Longshore Warehouse Union. Guided by our shared motto, "An Injury to One is an Injury to All," longshore and warehouse workers on the West Coast of the United States merged to form a single union working together in solidarity.

Composed of various locals across the globe, workers shared a connection to historical struggles and triumphs for a democratic union run by its membership. After countless acts of violence, strikes, adverse work-related actions, and negotiations, ILWU became a known advocate for workers rights.

Because the ILWU provided job protection, rank-and-file members could realize their full strength by becoming more active in politics. As a result, ILWU members supported labor-friendly candidates who were successfully voted into elected office and supported legislation to benefit working families.

Today, the International Union Hall is located in San Francisco.

ILWU Local 142 is Born!

Local 142 is one of over 60 locals located throughout the West Coast, Canada and Panama.

In 1937, longshore workers in Hawaii chose to join the ILWU because it was a democratic union standing up for equality within its membership. Working men and women united despite their cultural differences.

Within a few years, tens of thousands of sugar and pineapple workers joined the ILWU because of the strong principles held by the members and officers resulting in Hawaii workers coming together and creating strength in numbers. This ultimately brought down the powerful employer groups that controlled the islands.

Since then, Local 142 continues to uphold the principles we were founded on. We have our own officers, constitution, and structure — we are made up of four geographical divisions — Hawaii, Maui, Kauai, and Oahu, and one industrial division of Longshore that covers members statewide. Our main Union Hall is based in Honolulu near Waikiki.



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.

Weingarten Rights

If you are called into a meeting with management and you believe the meeting may lead to disciplinary action, you have the right to ask for a union representative. This right is called your "Weingarten Rights."

If you or your co-worker requests a union representative, the company should stop the discussion and you or your co-worker should refrain from answering any more questions.

The company can call any steward available -- unfortunately, you cannot insist on a particular unit officer or business agent. When a union steward arrives, you should consult with the steward first. Thereafter, the company can continue their questioning.

"Work First, Grieve Later"

You have the right to have a union steward or business agent help you with any problem on the job.

Members should be advised to, "Work First, Grieve Later." This means a member should adhere to or carry out their supervisor's order and do the work, even if it is a violation of the contract, or unfair treatment. You should politely inform your supervisor that you will be notifying your union steward regarding the matter.

There are only three exceptions to the "Work First, Grieve Later" rule: 1) if the job is dangerously unsafe; 2) illegal; or 3) immoral.

In any of these cases, you should protest to the boss and offer to do

something else. You still risk being disciplined for insubordination, but if the job was truly unsafe, illegal, or immoral, the discipline will likely be rescinded.

Knowledge is Power

You can read more about your rights and benefits under the union contract and the ILWU Constitution and Bylaws. Copies are available through your unit officers or business agent.

Additionally, every Division has a Division Executive Board (DEB) meeting that is usually held every month, and is open to all members. You can call your Division office to find out when your next DEB meeting is scheduled, or if you have any questions!

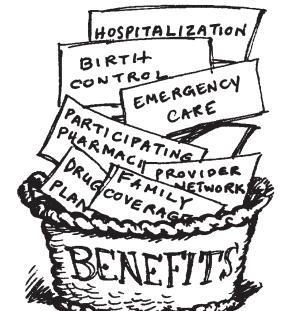
Hawaii: 935-3727

Maui: 244-9191

Kauai: 245-3374

Oahu: 949-4161

Longshore: 949-4161



Did you know?

Union employees make an average of 30% more than non-union workers.

92% of union workers have job-related health coverage versus just 68% of non-union workers.



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A Guide to the ILWU

Your Union Contract — What is it?

Your union contract is a written agreement with your employer. It defines your wages, benefits, conditions of employment, and rights on the job. 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 negotiating process.

Before the old contract expires, the union members at your company (which we call a “unit” in the ILWU) 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. For example, a hotel unit 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.

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. 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.

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 from your unit officers.

Grand Wailea Workers Vote YES on New Contract

WAILEA — The luxurious property of Unit 2520 Grand Wailea Resort, Hotel & Spa attracts guests like Oprah and Phil Mickelson on a regular basis. “To maintain this beautiful property and provide excellent service, we strive to exceed the expectations of our guests. We believe the best way to acknowledge our efforts is to ensure our wages reflect our hard work,” said Myla Onellion, a member of the negotiating committee from the banquets department.



On February 12, 2019, members at Unit 2520 Grand Wailea Resort, Hotel & Spa voted to ratify their contract. Members volunteer their time to be part of the negotiating committee, the committee that meets with management with the workplace’s demands. Pictured here are some of the negotiating committee after they facilitated the voting process and counted the votes from the day. Front L-R: Faye Cooper, Ligaya Parilla, Valerie Salmon, Henry Oandasan, Michelle Takahama, Business Agent Emmanuel Baltazar, Remy Valdez, Chris Barut. Back L-R: Dino Guzman, Maui Division Director Bobby Andrion, Local President Donna Domingo, Adrienne Tsukiyama, Charles Andrion. Negotiating committee members from each department were on hand all day to explain the contract and answer any questions to their co-workers before they voted.

“In a non-union workplace, management is much less interested in finding out what your concerns are or finding the middle ground, because they don’t have to. With a union they need to listen to us.”
-- Daniel Sporrer (Guest Services).



Knowledge is power and there is strength in numbers. Mahalo to the members who took the time out of their work day to vote on your new contract on ratification day!



In Memoriam

Honoring and Remembering Local 142 Contract Administrator, Michael Murata

Quiet, but effective. Most who knew Michael Murata would note his unassuming nature and strong work ethic.

The ILWU is deeply grateful to Michael and his 'ohana for their contributions and sacrifices over 20 years of service to the union. His work to create the foundation of the Contract Administration Department serves as his legacy. Local 142 continues to benefit from his groundwork. We will miss his wisdom, dedication and gentle nature. Rest in Aloha.

Island Roots and Achieving Greatness

Michael Masao Murata was born in Kauai and spent some of his childhood in Japan. During his family's time there, he attended Japanese school before the family moved back to Hawaii.

Michael graduated from Maui High School and Yale University, graduating cum laude at the latter.

Global Adventures

After graduating from Yale, Michael traveled to Nepal where he worked for the Peace Corps. His taste for adventure led him to experience so many beautiful parts of the world and lent him a worldly perspective that undoubtedly helped him when he returned from his travels to finish his JD degree at New York University in 1990.

Career with the ILWU

Before joining the ILWU, Michael worked for various law



A photo of Michael taken at the 2017 ILWU Christmas party, an event he often attended with his wife and children.



At far right is Michael in an Oahu Division Steward Training class. He taught this class across all divisions. These trainings were offered every year and every class benefited from his unique perspective and experience in Contract Administration.

firms in Hawaii that built his knowledge in a broad range of contract and transactional matters.

He was hired as the Contract/Safety & Health Administrator on June 1, 1998.

The Contract Administration program is what it is today because of Michael. His grievance tracking system helped the work of the union run smoothly and efficiently.

In addition, Michael also taught new steward training classes in all the divisions. The number of members he taught is in the hundreds.

Honored at Trinity by the Sea Church

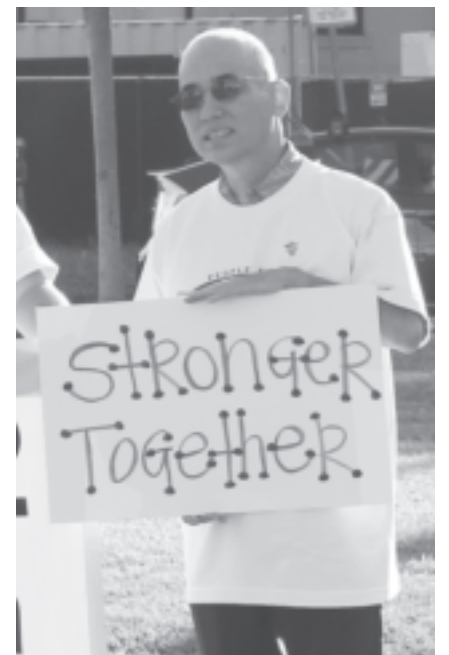
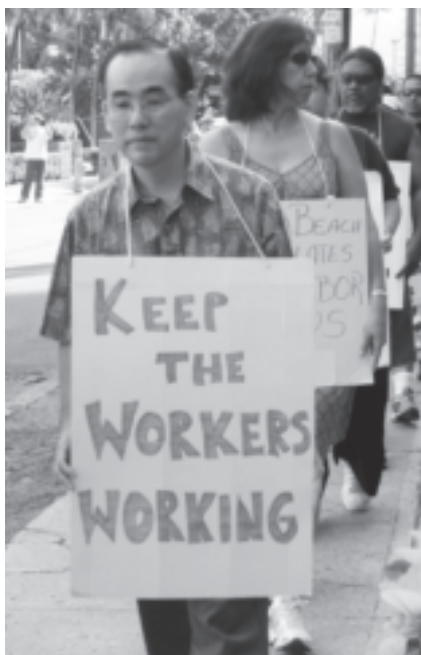
Michael's passing at his home on February 16, 2019 came as a shock to many. His funeral service on March 17, 2019 counted many ILWU-affiliated guests in attendance from all divisions.

President Donna Domingo spoke at the service among other speeches from Michael's family and prominent community members such as Senator Gil Keith-Agaran, former Senator Brian Kanno, and people who were blessed to know him from many different walks of life.

The touching remembrances offered to the congregation were a testament to his character and his impact within the union.

Many left inspired by his devotion to his family (wife Mieko and children Maya and Makoto) and commitment and loyalty to the ILWU.

We cannot thank you enough, Michael, for giving us 20 years of service and contributing so vitally to the strength and effectiveness of Local 142. You will be missed.



Times are always changing, but Michael's commitment to showing up for union values remained a constant. He is pictured at left marching over ten years ago in a campaign to support Pacific Beach Hotel in their struggle with management. At middle and right are more recent pictures from 2017 at Workers' Day in May.

Around the Union

Through Thick and Thin at Island Movers

HONOLULU — The ILWU is a union that values its members. The union is only as strong as its members, and thankfully Local 142 has members who have longevity within the organization.

Unit 4409 Island Movers has two members who have over 80 years combined of union membership between them. Island Movers is one of the only moving companies in Hawaii that is unionized.

Larry Hamada

Larry Hamada has been a member for 46 years. “I earned my stripes,” said Hamada. “I try to get young people to understand the value of a pension. Old guys like us, we see the big picture. It’s not just about immediate benefits, you need to think about your future, too.”

Even though Hamada calls himself an “old guy” his senses are still sharp. “I know what another driver will do before he does it,” he said. “You know what to look for when you’ve done this long enough. It’s good to have this naturally...and avoid lots of accidents!”

Mahalo Mr. Hamada, for being so committed to the job and sticking



photo by Paris Fernandez

Make way, make way! These huge machines are not easy to drive... but these hammahs here are pros. Eddie Sekigawa is on the left and Larry Hamada is on the right.

with the union for 46 years.

Eddie Sekigawa

Another worker who has “earned his stripes” is Eddie Sekigawa, a member since 1979. He has been actively involved with union

activities since 1985.

“I stepped in when the old unit treasurer retired. I always remember that the bottom line is the membership. Especially the ones who don’t speak up. Always remember those ones, because they

are the ones who will most likely be overlooked and forgotten. So we can’t forget them.”

The normal work day in this company requires a lot of teamwork, a value that overlaps well with unionism. “We do a lot of training on how to pack and wrap furniture and teaching other guys how to mark and label things so nothing is lost on the other side of a move,” explained Sekigawa.

Viewing workers as part of the same team helps the union be a cohesive unit. “You see we’re all in the same boat no matter what industry it is. It’s always an owner calling the shots and to increase profits, they look first at cutting workers. This is why I’m involved in the union.”

One could not ask for a clearer embodiment of the ILWU saying “An injury to one is an injury to all.”

The principles that make the ILWU strong live in people like Eddie and Larry. Please consider booking Island Movers and supporting union companies for all your packing and moving needs. The work experience of members like these cannot be denied, and their aloha will always make a difference you will remember.

Maui Division Recognition Night



1



2



3



4



5

1. Clifford Paet, Business Agent Jerrybeth Demello, Eddie Ignacio from Unit 2506 Kaanapali Beach Hotel 2. Business Agent Steven Lee, Mila Velasco, Lourdes Rivera, Liwayway Jimenez from Unit 2505 The Westin Maui 3. Conchita DeCambra from Unit 2101 HC&S Company 4. Jesse Battaglia from Unit 2509 Four Seasons Resort Lanai and Business Agent Joseph Aquino 5. Orlando DeLeon from Unit 2508 Maui Eldorado AOA

KAHULUI — On February 20, 2019, Maui Division held its annual Recognition Night to honor the members and units who help make the union strong. Mahalo to the hardworking members who understand that THEY are the union, and empower themselves and others in the workplace daily.

2019 RECOGNITION AWARD WINNERS

Unit Chairperson (Female): Estrella Untalan
Unit 2509 Four Seasons Resort Lanai

Unit Chairperson (Male): John Simpliciano
Unit 2506 Kaanapali Beach Hotel

Recognition of Retiree (Female):
Conchita DeCambra Unit 2101 HC&S Company

Recognition of Retiree (Male):
Mark Remit Unit 2512 Renaissance Wailea Beach Resort

Recognition of Unit with 1 to 100 members:
Unit 2508 Maui Eldorado AOA

Recognition of Unit with 101 to 300 members:
Unit 2506 Kaanapali Beach Hotel

Recognition of Unit with 301 or more members:
Unit 2505 The Westin Maui Resort & Spa

News from the Dispatcher

Anchor Steam Workers Vote Overwhelmingly to Join ILWU

On March 13, production workers at San Francisco's Anchor Steam brewery made history by voting to join the ILWU – becoming one of the first craft breweries to go union. The margin was 31-16 but the numbers increased two days later when service workers at the Anchor Public Taps voted 6-2 for the union. The victory capped-off a year of quiet organizing that went public on February 7, when 39 workers signed a letter telling the company they wanted a union.

“We were ecstatic with the outcome,” said Organizing Committee member Brace Belden. “We’ve been working on this for so long that it didn’t seem real to us. We got a clear victory, and we were excited about that.”

Iconic San Francisco Brand

Anchor Steam is a historic San Francisco brand that dates back to the California Gold Rush. The business struggled in the early 20th Century, and hit the skids several times, but the brewery was saved in 1965 by Fritz Maytag, heir to the Maytag appliance company fortune. Under Maytag’s leadership, the company improved the beer recipe, improved standards and upgraded the production process.

Anchor Steam’s popularity grew during the 1980’s and is now considered by many to be the birth place of the “Craft Beer Movement.” Maytag sold the company in 2010 to an investment firm who then sold it to Japan’s Sapporo for \$85 million in 2017. Sapporo workers at the company’s breweries in Japan and Canada were already union; now San Francisco has joined the list.

Inexperienced but Well Prepared

Belden said that union organizing was new to everyone when they started the campaign. “Almost no one in our plant had ever been in a union, with except for maybe one or two people.” Several workers were members of the Democratic Socialists of America (DSA) San Francisco chapter, and had attended Labor Notes conferences where they attended training workshops on workplace organizing. Belden says workers spent four months laying the foundation for the campaign before approaching the ILWU. “The ILWU was our only choice. We wanted to make sure we were well prepared and could show that we were serious about organizing,” he said. The ILWU joined forces with DSA chapter volunteers to help the Anchor workers win their campaign.

Deteriorating Wages and Conditions

Many Anchor workers have been struggling because wages and conditions declined in recent years. Starting

wages fell after Fritz Maytag sold the brewery in 2010 from \$17.25 to just \$16.50 currently. Workers were also required to contribute significantly more for healthcare, and the company replaced paid lunch breaks with unpaid breaks. Anchor also stopped company contributions to the 401K retirement plan, reduced sick time by half, and eliminated the complimentary “shift beer” that workers enjoyed after clocking-out.

These cutbacks were on top of San Francisco’s housing costs - among the highest in the nation, where a single person earning less than \$82,220 a year is considered “low-income.” Many Anchor workers have been forced to move farther from the city in search of more affordable housing – raising commute times and costs.

“We deserve to be able to survive in this city,” said Organizing Committee member Garret Kelly, “We deserve to be able to afford diapers for our children and put groceries in the fridge. We think it’s hypocritical for Anchor to claim to be an iconic San Francisco brand but create conditions that make it impossible for their workers to survive here.”

Dramatic Rollout

After workers presented their union letter to management, they kicked off a public outreach campaign that marshalled over 60 Anchor workers, community members, DSA and ILWU activists for a rally at the 24th Street BART Plaza in San Francisco’s Mission District. Following the rally, volunteers fanned out throughout the neighborhood to visit bars in the area that served Anchor Steam beer. The goal was to generate support for the union campaign from customers, bartenders and owners. Many bars agreed to display posters showing their support for Anchor workers. During the following weekends, workers coordinated more outreach events in several neighborhoods on both sides of the Bay.

Union Busting Campaign

Company officials publicly pledged to remain neutral in the union drive, but it soon became obvious that they had retained the services of an anti-union consulting firm. The company forced brewery workers at the plant and service workers at the Public Taps into separate bargaining units. Despite the company’s effort, workers in both groups have said they intend to bargain in parallel for identical contracts.

The company held “captive-audience” meetings where workers were forced to watch anti-union presentations that were full of lies and misinformation, a tactic consultants use to confuse and scare workers away from voting for the union. Two workers were forced by managers

to remove union buttons during their shifts – triggering charges led against Anchor by the ILWU.

Initial Vote Postponed

An electrical fire in the brewery during late February resulted in the NLRB granting the company a postponement of the election. The company used the extra time to intensify their anti-union campaign holding one-on-one and two-on-one meetings where managers told workers that wages and promotions could be frozen for two to three years if the union drive was successful.

Drink-Ins

Workers also organized union “drink-ins” at the Anchor Public Taps where union members and community supporters gathered to enjoy Anchor Steam beer and express their solidarity with the organizing effort. One Friday event was scheduled in the afternoon to coincide with the quitting time for Building Trades workers. Members of the International Brotherhood of Electrical Workers (IBEW), who were repairing the plant’s electrical fire damage, were among those who attended. The Anchor Public Taproom was filled with pro-union chants as attendees cheered in solidarity. At one point, the company’s new Chief Operating Officer came to see what was happening and shared a beer with union supporters.

Positive Campaign

Belden said the Organizing Committee kept the campaign message positive. They emphasized the pride Anchor workers had for their work, for San Francisco and for the Anchor brand. This connection to the city was captured by the hashtag #AnchoredInSF that workers used to promote their social media campaign.

“This felt like a community campaign,” said Garrett Kelly. “We received positive feedback from everyone whether we were out putting up posters, or wearing our union button and getting positive comments from people on public transportation. I feel like the campaign resonated with people.”

Building Relationships

Belden said the key to their success was strong relationships in the workplace. “Build good relationships with your co-workers. That would be my advice,” Belden said. “We never made any promises to anyone. All we told people is that we are just trying to get a voice. People trusted us because we weren’t selling them the sky.”

Political Allies

The Anchor campaign also attracted support from San Francisco political leaders. Workers received their first letter of support from newly-elected county Supervisor Shamann Walton, who represents the Potrero Hill area where Anchor operates. Following the union vote, Walton visited the Anchor Public Taps to meet and congratulate workers. He followed up with a letter to management that urged the company to respect the union and negotiate a fair contract. Additional support came from Supervisors Hillary Ronen, Rafael Mandelman and Gordon Mar, who sent letters to Anchor COO Greg Newbrough, criticizing the company for breaking their promise to remain neutral during the union election process. Sapporo workers at the company’s flagship plant in Tokyo also sent a letter of solidarity. Other critical help came from leaders and members of the San Francisco Labor Council.

Contract Campaign Ahead

Anchor workers are now preparing for contract negotiations. Soon they will elect a Bargaining Committee along with teams to help with internal organizing and community outreach. They also plan to conduct one-on-one conversations with co-workers, to gather surveys about priorities for the first contract.

“We want to get as many people involved in the contract campaign as possible,” Belden said. “We want people to have a voice here at Anchor.”

Kelly adds, “We’re in a strong position. I think we have a resounding mandate from the workers that this is what we want. We don’t want to tell people what they need. We want everyone to come together and decide what is important.”



VICTORY: Anchor workers celebrated the news that the second bargaining unit at ANchor Public Taps voted to join the ILWU by a 3-1 margin.

ILWU Sports

Oahu Division Takes State Basketball Championship

KONA — The 38th Annual State Basketball Tournament was held on December 8, 2018 at Kekuaoakalani Gym on the Big Island.

Hawaii Division, as state champions for the past two years, defended their title on their home turf and served as the host for the event.

Representative teams from all Divisions - Hawaii, Kauai, Maui and Oahu - showed up with excitement and good-natured, competitive spirits.

Semi-Finals

The first semi-final game was between Oahu (Unit 4201 Hawaii Stevedores, Inc.) and the Big Island. The teams seemed evenly matched but Oahu took an early lead and ended up winning 55-30.

The second semi-final game was between Kauai and Maui. Kauai led for most of the game, but Maui gained momentum in the second half and won 56-51.

Consolation Game

The consolation game between Kauai and the Big Island was a close one. Kauai put up a solid effort against the bigger team and the score ended up Big Island 69 and Kauai 56.

Championship Game

The championship game between Oahu and Maui favored Oahu just based on the numbers in each team. Maui's roster only ran so deep and they ended up stopping the game with minutes left to spare because

of the discrepancy in scores. Oahu 66, Maui 33.

Individual Awards

Most Valuable Player: Micah Dunhour (Oahu - HSI)

3-Point Shooting: Louigie Laguna (Big Island Unit 1503 Mauna Kea Beach Hotel)

Mahalo to All

Played out, exhausted and happy, the players headed to the Kona ILWU Hall for the awards banquet.

The tournament and awards luncheon was organized by the Hawaii Division: Division Director Elmer Gorospe, Business Agents Tristie Licoan, Michael Dela Cruz, Roselyn Molina and George Martin.

State Sports Coordinator Brian Tanaka also assisted along with Business Agents Paris Fernandez from Oahu, Chad Pacheco from Kauai and Joe Aquino from Maui. Mahalo to everyone for making this tournament a success.



Kauai's Arjay Baniaga and Big Island's Joey Giltner exchange respects. The ILWU is the only union in Hawaii with a Statewide Sports Program. Call your Division to participate!



Sportsmanship Award Team Kauai: Back L-R: Jaden Kudrna Unit 3515 Princeville Resort, Keane Agoot Unit 3515, Severino Butay, Jr. Unit 3511 Grand Hyatt Kauai, Cody Dolor Unit 3515, Joel Green (husband of Pamela Green Kauai Division Director), Clary Janer Unit 3408 Pacific Service & Development. Front L-R: Ian Salumag Unit 3511, Arjay Baniaga Unit 3515.



State Champions Team Oahu (Hawaii Stevedores, Inc): Front L-R: Eugene Paaluhi, Jon Beauchamp, Chris West, Arnold Orpilla, Chad Akana, Colin Mansanas. Back L-R: Micah Dunhour, Julian Sensley, Case Purdy, Ashton Saifaloi, AJ Forsythe, Kamalu Umu, Sean Dacuycuy, Tala Esera.



2nd Place Team Maui: Front L-R: Brad Scott Unit 2201 Kahului Stevedores, John Lapez Unit 2520 Grand Wailea Resort, Jeff Borje, Mark Albino Unit 2501. Back L-R: Sam Kaaihue Unit 2201, Mike DePonte Unit 2201, Erwin DePonte, Jr., Jackie Kaaihue Unit 2201, Jay Olayvar Unit 2520 Grand Wailea Resort.



3rd Place Team Big Island: Front L-R: Tyler Myer Unit ML Golf (parent), Alston Viernes Unit 1503 Mauna Kea Beach Hotel, David Auld Unit 1503, Iokepa Jordan Unit 1503. Back L-R: Drake Liu Unit 1503, Joey Giltner Unit 1515 Fairmont Orchid, Jacob Roxburgh Unit 1518 The Westin Hapuna Beach Resort, Mikala Jordan Unit 1515, Louigie Laguna Unit 1503, Justin Agbayani Unit 1503 (parent), Business Agent Tristie Licoan.

ANNOUNCEMENTS:

ILWU 2019 Sports Program
Next Statewide Event:

BASKETBALL

May 18, 2019

Hosted by Kauai Division

**HAWAII LONGSHORE
RETIREES CLUB**

Next Meeting Date: May 7, 2019

Call 949-4161 for more info!

ILWU's Democratic Structure

A Union Run for Members BY Members

Run by the Rank-and-File

Local 142 is one of 60 individual locals that make up the ILWU. These local unions are located in California, Washington, Oregon, Alaska, Canada, and Panama. Most of these locals were part of the ILWU since the 1930s and share the same principles of a democratic union run by the membership.

You are a member of a Unit within the ILWU. Units elect their own officers and hold regular membership meetings to run their affairs and carry out union programs. Units are the basic building block of the ILWU's democratic structure.

Meetings to Get Involved

Unit officers are also members of the Division Executive Board (DEB) which meets monthly to guide the work of the Division. These meetings are open to members. There are four divisions that hold these meetings: Hawaii, Maui (County), Kauai, and Oahu. We encourage you to contact your division for the dates and times of these meetings and start to learn about the workings of the union!

The Local Executive Board is made up of elected representatives from the five divisions - the four island divisions and the Longshore Division. They meet quarterly to make policy and guide the work of the entire union (see photos). Even if you are not an elected representative at this meeting, it is your right as a member to attend and be privy to the work done.

Conventions to Facilitate Democracy

Every three years, there are two major meetings (we call them

conventions) where ILWU members will have the opportunity to set the policies and direction of their union.

International Convention

The first major meeting is the ILWU International Convention, which will be held in San Francisco in the spring of 2021. The last International Convention was held in June 2018 in Portland.

Actions taken by the International Convention, including changes to the constitution, take effect immediately upon adoption. Thus, the convention is the highest governing body of the ILWU and this is how the members determine the future direction of the union.

Delegates to the International Convention are elected by direct rank-and-file vote by the members of each ILWU local or affiliate.

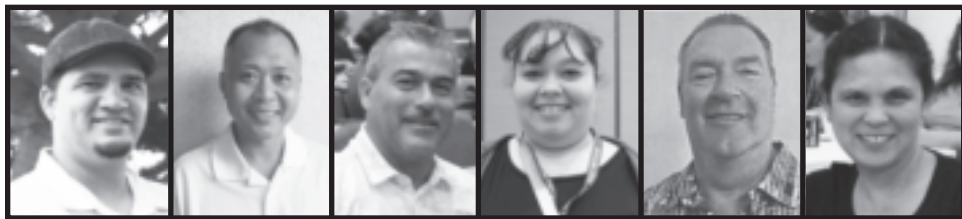
Local 142 Convention

The second major meeting is the Local 142 Convention to be held in Honolulu in September 2021. Just as the International is the highest governing body of the International union, the Local 142 Convention is the highest governing body for ILWU Local 142 in Hawaii.

During the Convention, rank-and-file delegates review the work of the Local officers, set the policies of the union in Hawaii, and propose amendments to the Local 142 Constitution.

Immediately following Local 142's Convention, membership gatherings to ratify the actions of the Convention must be held to give members a full accounting of the decisions that were made and to get their vote of approval. In the ILWU, the members have the final say of what happens in their union. This is what makes the ILWU democratic.

Meet the Newest Members to the LEB (Local Executive Board)



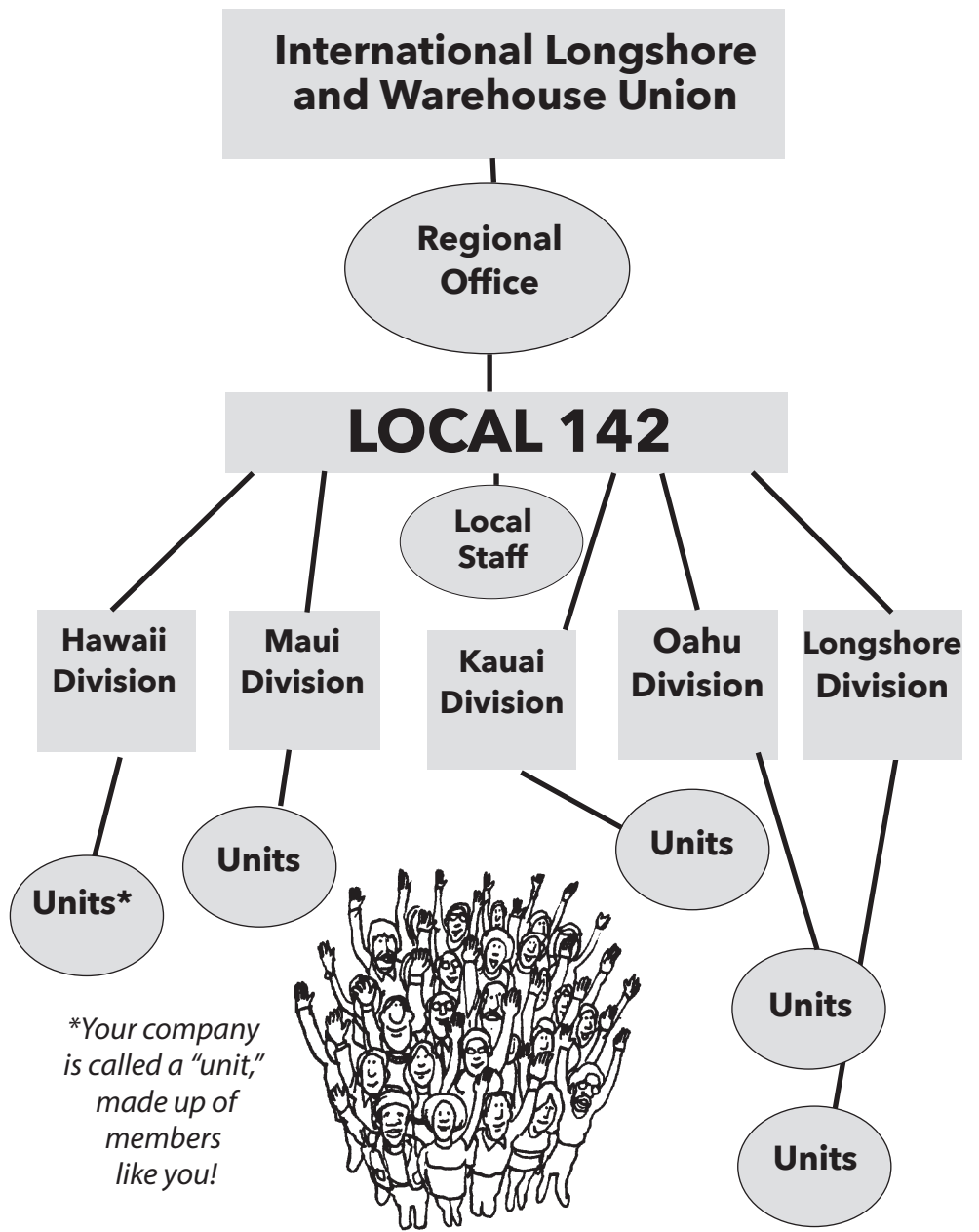
In the last election in 2018, members voted in new representation to the Local Executive Board (LEB).

The LEB meetings happen four times a year and there are representatives from every division and industrial grouping.

Pictured above from left to right

are: Jesse Andrade (Longshore), Chris Barut (Maui Division), Ricardo Dela Torre (Pineapple), Sierra Delgado (General Trades), Kenneth Hunt (Maui Division Trustee), Elizabeth Visitacion (Tourism).

The next LEB meeting is scheduled for June 21, 2019.



The ILWU is a democratic union, run by the rank-and-file. That means all titled officers, full-time officers and representatives are voted in by YOU!



The International Executive Board is the second highest governing body of the union and has the power to take action and make policies between the conventions. The executive board must meet at least three times a year. Pictured here from left to right are International Vice President (Hawaii) Wesley Furtado, Sam Ramirez from Oahu (Pineapple), Local 142 President Donna Domingo, Dona Hamabata from Oahu (General Trades), Rhonda Morris from Kauai (Tourism), Emmanuel Baltazar from Maui (Tourism), and Dustin Dawson from Oahu (Longshore) at the International headquarters in San Francisco in the fall of 2018.