



VOICE OF THE ILWU

HONOLULU HAWAII
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LOCAL 142

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

November/December 2017

Support our union brothers and sisters at LOVE'S BAKERY!



“LOOKING FOR LOVE’S IN ALL THE RIGHT PLACES!”

How else you can support local:

- Go to lovesbakeryhawaii.com to check out more Love’s products and merchandise (that use the design above and more!)

- Visit any one of the Love’s stores – Oahu (Kaneohe, Downtown, Kalihi), Maui (Kahului), Kauai (Lihue) and on the Big Island (Hilo) to check out their 206 varieties of bread, 70 varieties of buns and rolls, and 14 varieties of cakes!

Love’s Bakery has been employing the people of Hawaii since 1851. That’s over 150 years in business!

Love’s became officially locally-owned in 2008. And like all locally-owned business, Love’s relies on local people to support it.

The ILWU Local 142 is proud to stand with our 250+ members at Love’s Bakery. Love’s workers do a whole range of jobs and duties for the company. These bakers, drivers, maintenance mechanics, deliverymen/women, production helpers and clerks all ensure we have easy access to fresh bread.

So much of Hawaii is reliant on importing packaged goods from the mainland, so it is important to support local when we can.

Please support these union brothers and sisters and their commitment to local values and the community by buying Love’s bread and Love’s-distributed products.

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It's easy to recognize the iconic gingham print of the Love's bread package. Please cut out this list for when you grocery-shop. When you buy these other products, you are also supporting Love's!

Atebara	Ohia Bakery
Bon Appetit	Papa Pita
Bubba's	Pillsbury
Franz	Punalu'u Bakeshop
Give & Go	Regalo
Hawaii's Hearth	Roman's Meal
Little Debbie's	Star Bakery
Mrs. Freshley's	Tillamook

Sending warm wishes to ILWU members and their families for the New Year!

—Aloha from the Officers and Staff at ILWU Local 142

“An Injury to One is an Injury to All”

original art by Emi K. Omori

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on March 16, 2018, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

News from The Dispatcher

ILWU wins major organizing victory on the docks in Southern California

On October 5th, newly organized ILWU members were sworn into Local 63 as part of an on-going campaign to organize the superintendents in the ports of Los Angeles/Long Beach. Superintendents from Pasha, Eagle Marine Services (Operations Center), California United Terminals and West Coast Terminal & Stevedore were sworn in by Local 63 President Paul Trani.

These members join Local 63 as part of the new Superintendents' Unit. This was a historic victory for the ILWU. These are the first marine terminal superintendents to be represented by any union on the West Coast.

The ceremony took place at the local's monthly "stopwork" meeting after several months of organizing and actions to help the superintendents unionize.

Superintendents had become concerned as management increasingly treated them with little respect and required them to work long hours without any additional pay.

"The solution here was to help these workers organize and, at the same time, grow our union," said International Vice President (Mainland) Ray Familathe, who assisted with the organizing and

negotiation effort. Familathe oversees the ILWU organizing program on the Mainland.

NLRB elections

In order to unionize, the superintendents had to go through the traditional National Labor Relations Board (NLRB) process of signing cards and filing a petition with the Labor Board for a union election. This is a risky and intimidating process for any worker. It takes a lot of courage and grit to stand up to an employer and assert your right to have a union.

"These superintendents risked their livelihoods when they signed cards with the ILWU," said Familathe. "These workers were at-will employees and had no dispatch hall to fall back on if they were fired. They took this risk because they wanted to make a better life for themselves and their families, and they've seen firsthand what having a strong union behind you can mean."

The workers knew that the employers would vigorously oppose the organizing effort, which put them at greater risk. Familathe said that the employers threw everything they had at the superintendents to try to stop them from organizing.

"They didn't even want to let the superintendents vote on whether to become part of the ILWU," Familathe said.

Employer opposition

The employers hired big management law firms to challenge the superintendents' petitions. To even get the Board order allowing them to vote, the superintendents went through days of grueling hearings at the NLRB in downtown Los Angeles. One of the hearings lasted 8 days.

At the hearings, many of the superintendents had to listen to their managers testify and then had to stand up and testify against their managers, with their managers sitting in the room.

The company lawyers put the superintendents through hours of grilling on the witness stand in some cases. Some of the company lawyers even tried to make it seem like the superintendents were lying under oath, but the superintendents did not bend.

In every case so far, the NLRB Regional office has ruled in favor of ILWU Local 63 and ordered that the superintendents should be able to vote on whether or not they want to join

the union. In every vote so far, workers have voted in favor of union representation.

Contract negotiations

The superintendents at Eagle Marine and Pasha, with support from the International and Local 63, have bargained their first contracts. The West Coast Terminal & Stevedore superintendents are close behind. These are stand-alone agreements between the units and the individual companies. Although these superintendents are members of Local 63, they do not work under the marine clerks' contract and they are not part of the ILWU-PMA registration or dispatch system.

Team effort

This organizing was the result of a team effort by the ILWU International Organizing Department, and the officers, staff and rank-and-file members of Local 63, said Familathe. Local 63 President Paul Trani, Local 63 Vice President Joe Gasperov, Local 63 Secretary Maureen Gutierrez, Local 63 Business Agent Cathy Familathe, Local 63 Business Agent Anthony Spanjol and rank-and-file members from Local 63 assisted in the campaign.



Welcome to the ILWU family: Local 63 President Paul Trani swore in newly organized superintendents from Pasha, Eagle Marine Services (Operations Control), California United Terminals and West Coast Terminal & Stevedore into Local 63 at a stopwork meeting on October 5th.

Hello everyone, I can't believe I've been editor for one year already. Let me know what you want to see next year! Please contact mie.omori@ilwulocal142.org to report any errors or give feedback. Mahalo and happy 2018! -- Mie



VOICE OF THE ILWU

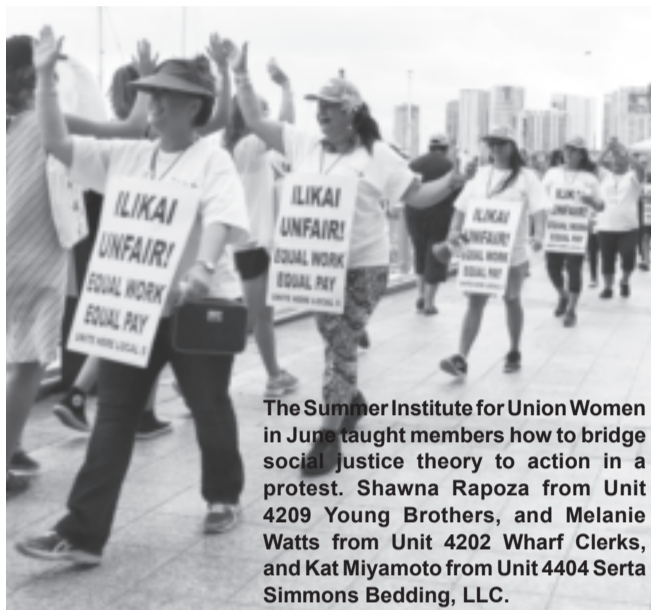
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Editor: Mie U. Omori

Highlights of 2017: solidarity, learning and 'ohana!



The Summer Institute for Union Women in June taught members how to bridge social justice theory to action in a protest. Shawna Rapoza from Unit 4209 Young Brothers, and Melanie Watts from Unit 4202 Wharf Clerks, and Kat Miyamoto from Unit 4404 Serta Simmons Bedding, LLC.



Angela Wegesend and Mariah Ganaban of Unit 4420 Straub doing listening exercises at a new steward training class in March.



Juanita and Ben Callejo with their granddaughter Jazmen at the Kauai Division Pensioner Picnic for their annual Labor Day Celebration in September.



Members in housekeeping at Unit 4526 'Alohilani Resort (formerly Pacific Beach Hotel) on Oahu point to their ILWU pins on their uniform with pride. L-R: Rowena Dumayas, Macrina Yasay, Julia Daguio, Elvira Farrell, Nida Corpuz, Jin Sub Jung. Please patronize this hotel and support union workers!



Gone but not forgotten...early 2017 dealt with the aftermath of HC&S' closure in December '16. Pictured here are KT&S (bulk sugar) workers Frank Rocha, Dennis Nobriga, and Cyrus Boteilho on Maui.



Anterina Luther at left and Faaluaina Ulep from Unit 1402 Mauna Loa Macadamia Nut Corporation celebrating at the Big Island Division Recognition Night back in February.



...2018 will be a busy year for ILWU members!

...join us for another year of solidarity, learning and more!
Keep an eye out for your mail ballots!

January 17: Opening Day

The Hawaii State Legislature will convene on January 17, 2018. The ILWU sends delegations of members and pensioners to meet with legislators.



January 29 to February 2: 9th Labor Institute

The last Labor Institute was held over ten years ago. The union is paying for members from every division to learn how to make a positive difference

in the workplace and protect workers' rights. This weeklong education event will empower members to activate and organize within their units.



June 2 to 8: ILWU International Convention in Portland, Oregon

Delegates representing Local 142 will attend this event. The Convention will nominate candidates for International president, vice president, and

secretary-treasurer. ILWU regions will also nominate candidates to represent them on the International Executive Board.



June 12 to 14: Pensioners Biennial Conference

Pensioners from every division will gather on Oahu on June 12-14, 2018 for solidarity and strategizing the election year and the direction of the union.



August 11: PRIMARY ELECTION — VOTE!

September 17 to 21: ILWU Local 142 Convention

Local 142 will be holding its Convention from September 17 to September 21, 2018 at the Hilton Hawaiian Village. This is where delegates will nominate candidates for Local president, vice president, and secretary-treasurer. The industrial groups will nominate candidates to represent them on the Local Executive Board.



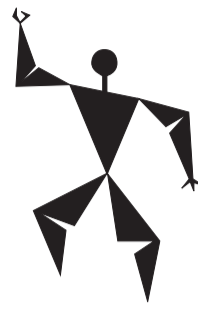
November 6: GENERAL ELECTION — VOTE!

Membership Services

Injured on the job?



File a claim for Workers' Comp!



You're climbing the stairs at work, miss a step and fall, twisting your ankle. Is that a work injury? You feel a twinge in your back lifting a full box of computer paper. Is that a work injury? You're walking down a hallway at your company and, as you turn a corner, you bump into a co-worker and fall, hitting your head on the door. Is that a work injury?

The answer is YES to all of these questions! Any time you become injured at work, it is a work injury and you should report it to your employer right away.

This seems like common sense since there is a law that requires workers' compensation coverage for employees injured on the job. Under state law, all employers with one or more employees must purchase workers' compensation insurance (or be self-insured) to provide wage replacement and medical benefits to employees injured on the job. Also, in exchange for the presumption that an injury is compensable if it occurs in the course of employment, the employee cannot sue the employer for a work injury.

(Note: Waterfront workers are covered under the federal Longshore and Harborworkers Act.)

Many workers do not report work injuries. Why? Because the employee thinks reporting an injury will affect his/her future with the company. Because the employer tells employees that work injuries are costing the company money and these costs affect the company's bottom line — and their pay raises and benefits. Because the employee thinks the injury is minor and not worth the hassle of reporting it. Because the employee thinks he/she may bear some responsibility for the accident occurring in the first place.

But what happens when the injury leads to something more serious? Take the example of the employee bumping into a co-worker and hurting his head. The employee may think it was his own carelessness that caused the accident, but was it intentional? Or was it an accident?

As it occurred at work, the injury should be compensable. While the injury may seem minor at first (maybe a bump on the head or a headache), what if it leads to a more serious brain injury which prevents the employee from working for the rest of his life?

Benefits of Workers' Comp

If the accident is considered work-related, the employee is entitled to have all medical treatment for the injury paid for by the employer's workers' compensation insurance carrier. That may include an emergency room visit, ambulance services, doctor's fees, MRI's, hospitalization, and medication. If it was not covered under workers' compensation, the employee could pay several hundred dollars, if not more, in copayments.

If the accident is considered work-related, the employee would also be entitled to wage replacement benefits, called the Temporary Total Disability (TTD) payments, after a three-day waiting period. If the employee cannot return to work for a temporary period, the insurance carrier will pay weekly TTD benefits at 66-2/3% of the employee's average weekly wage (AWW) up to the state's AWW, which is currently \$1,023.31. If it was not a compensable injury, the employee would need to take sick leave, maybe vacation, and may end up with no income.

What should you do when you are injured on the job?

- Report the accident to your employer immediately. Don't wait a day or two to see how you feel.
- Find witnesses and get their names, phone numbers and what

they saw/heard.

- See a doctor right away and let him know the accident occurred at work.

- File a WC-5 form, even if the employer is required to file an injury report. The WC-5 is your report of a work injury.

- Keep a journal of your notes of all doctor visits, communications with the employer and the insurance carrier, and any hearings. Keep your paperwork for the claim in one place.

- Contact your business agent, who can assist you with workers' compensation claims.

You are entitled to have treatment from a physician of your choice, but if you want to make a change, you can only do it once. To see a specialist, get a referral from your attending physician for a consultation.

You need representation

Although state law requires compensation for injuries sustained in the course of employment, employers and insurance carriers often try to find ways to make the injury not compensable. A frequently used tactic is to declare the claim "denied pending investigation." An outright denial requires a written report to the State Department of Labor within 30 days to support the denial, but there is no specific time limit for an "investigation."

SO WHAT DO YOU DO?

Ask for a hearing with the Department of Labor's Disability Compensation Division. An impartial hearings officer will consider arguments from both sides and make a decision. Employers and insurance carriers are often represented by attorneys well-versed in the law and the

modified from the Nov/Dec 2012 issue

process. You can represent yourself at the hearing, but it may be best to have someone, like your business agent or attorney represent you.

While you are disabled due to a work injury, you may be asked by the insurance carrier to be examined by an "independent" medical doctor, who is supposed to be impartial and unbiased. However, always be mindful that this doctor is hired by the insurance carrier. His report to the carrier may be used to determine compensability, to allow or disallow medical treatment plans, and even to determine the degree of permanent partial impairment. You need to be cooperative, respectful, and honest while being examined. Do not exaggerate symptoms, but do not minimize them either.

Work injuries are serious business

Being injured on the job can be troublesome. You're injured, you may not be able to work, you're not sure if your bills will be covered or if you'll have any income, and you may have a permanent impairment. But the bottom line is: report the injury and get representation.

Call your Business Agent or the ILWU office nearest you today if you have a question about an on-the-job injury!

Hawaii: 935-3727

Maui: 244-9191

Kauai: 245-3374

Oahu: 949-4161

Longshore: 949-4161



Membership Services

HARRIET BOUSLOG LABOR SCHOLARSHIP FUND

Harriet Bouslog Labor Scholarship looking for applicants!

Are you a parent of a high school senior planning to attend any of the ten University of Hawaii campuses and community colleges next fall?

Read on for more details on how to receive generous scholarships toward your child's education...



The following is from Leah Bernstein, Director of Harriet Bouslog Labor Scholarship.

The fall 2017 semester was a milestone year for the Harriet Bouslog Labor Scholarship Fund (HBLSF) as it marked the first time HBLSF enjoyed a full complement of 40 students in the program!

All of these students have parents, grandparents, great grandparents and/or close `ohana who are current or retired ILWU 142 members.

Celebrating scholarship recipients

Many of our students and their `ohana were able to celebrate the beginning of the semester and Labor Day with HBLSF at the annual HBLSF Open House luncheon at the historic Harriet Bouslog Building located at 63

Merchant Street in Downtown Honolulu.

As 2017 comes to an end, we are hoping for more students to help and an even larger crowd at the 2018 Open House.

Who can apply

HBLSF gives a preference to the children and grandchildren of active and retired Local 142 members and a special preference to high school seniors.

We also accept applications from students transferring from other schools in Hawaii or on the mainland to UH as well.

Application period is open

Applications are accepted year-round and notifications of scholarship awards are given by May 1st of each year for the following fall semester.

An application form can be found at harrietbouslog.com with instructions on other requirements such as an essay and an oral history video with an ILWU Local 142 member.

HBLSF provides a maximum of ten new scholarships each year. Students who are awarded a scholarship can receive up to eight semesters of undergraduate tuition support as long as they remain a full-time student making satisfactory academic progress.

Upon graduation, an HBLSF Scholar can continue to receive tuition support if they go to any of the graduate schools within the UH system.

The HBLSF Scholarship helps your student family members to complete their education without the financial burden that follow so many after graduation.

QUESTIONS? WANT MORE INFO? GET IN TOUCH!

Website: harrietbouslog.com.
Phone: 808-537-3327
Email Mark or Leah Bernstein at mark@harrietbouslog.com or leah@harrietbouslog.com

...with the cost of UH tuition going up, every bit counts!



Front and center is 2017 HBLSF awardee Kaylen Samson pictured with her family and friends. Kaylen's great grandfather Angel Samson was an ILWU member in the pineapple industry. Mark Bernstein, President of the Harriet Bouslog Labor Scholarship Fund is pictured in the back center.

Negotiation Updates

Grand Hyatt Kauai negotiates for what they deserve

KOLOA —Unit 3511 Grand Hyatt Kauai Resort & Spa ratified their four year contract on November 14-16, 2017. There are 740 members at the Hyatt in a whole range of departments from engineering to spa workers and culinary workers to housekeeping! All of their hard work keeps a five star hotel like the Grand Hyatt running smoothly with guests always coming back for more. Congratulations to the negotiating committee for balancing the needs and concerns of their unit and keeping open communication with management to ratify another contract.



The negotiating committee has representatives from every department at the hotel to make sure everyone's needs are accounted for. From L-R: Duane Carveiro (culinary), Teddy Rentrop (banquets), Business Agent Chad Pacheco, Tyson Moises (valet), unit chair Joey Silva (engineering), unit co-chair Rhonda Morris, Jaclyn Fernandes (Anara Spa), Nancy Abigania (housekeeping/public areas), Kennedy Knapp (Ilima Terrace), Kauai Division Director Pamela Green.



L-R: Moises, Knapp, and Fernandes taking a break from ratifications to celebrate the 27th anniversary of the Grand Hyatt Kauai.

photos courtesy of Rhonda Morris

Members Speak Out!

Q&A time with Hyatt negotiating committee co-chair Rhonda Morris and committee secretary Tyson Moises

Q: What job do you have and how long have you been in it?

A: Tyson Moises (TM): I work in guest services as a valet attendant here at the Grand Hyatt Kauai. Been here for almost 12 yrs now and love it, especially compared to what I used to do - high school teacher; I smile a lot more now.

Rhonda Morris (RM): I've been in Food and Beverage for 21 years at the Hyatt. Currently a greeter at our Italian restaurant Dondero's, which was named after the architect's wife's family.

Q: How do you feel about the growth of tourism on Kauai?

A: RM: I feel that the growth of tourism on the island has reached its capacity. Our infrastructure cannot handle the amount of people coming in. While tourism is our way and means, we need to come up with better solutions to accommodate the influx of tourist.

TM: Personally, I feel blessed for its growth. Not because I work in the hospitality industry (but it does help of course). I grew up in the era of sugar cane driving our economy, now tourism (and coffee) drives it. The more visitors we get to the island the more local businesses from tour companies, to restaurants, to retail stores to mom and pop stores will thrive.

Q: I saw your hotel has 92% occupancy. How are the workers handling this? Does the union help with this?

A: TM: Honestly, our workers here at the Grand Hyatt Kauai have been fortunate and are used to high occupancy which equates to high expectations by guests. We have a well-trained staff where many of our workers take pride in their job so it's just another day in paradise regardless of occupancy. Our Kauai Division is always available to help out when called upon.

Q: Any advice you want to share to your union brothers and sisters?

TM: The stories we hear are all like ones from guests leaving or returning that express their appreciation for the experiences they have had here. How many of us get to watch the returning families not only grow in numbers but also in age. We, like many other places, have turned acquaintances into friends. It's a reminder that if you treat everyone with sincerity and respect, you'll receive it right back.

RM: Advice? Realize that YOU all are the UNION. WE ALL HAVE THE SAME POWER TO MAKE THE CHANGES! I hate when people say to me, "Well, you're the Union so you need to do this..." NO! You are just as powerful and can make changes also! We all need to stand together! We all need to work together!

ILWU Sports

Oahu Mixed Bowling League finishes its 61st season



Congratulations to Team “No Shame Take Pity” L-R: Mike Asari, Alan Shinagawa, Craig Oshiro, Sharon Fujii, and Shanelle Fujii holding the perpetual trophy.



League Vice President Cary Masuda, President Desmond Kochi, and Secretary Sui Ling Poy with awards and prizes at the end of the season the bowling luncheon.

HONOLULU — The Oahu ILWU Mixed Bowling League came to an end on December 3, 2017 at the awards luncheon held in Hale Hapaiko at the ILWU hall on 451 Atkinson Drive.

Family fun for everyone

This year 14 teams made up of ILWU members, their friends, and family participated in the league. Players included members from Unit 4405 Foodland and Unit 4402 Love’s Bakery. The season started on January 10, 2017.

Winners: Women’s Division

Division “A” — High Handicap Series:

Lee Young - 773; High Scratch Series: Nicole Quides-Nihipali - 602; High Handicap Game: Sharon Fujii - 286; High Scratch Game: Lady Angala - 221; High Individual Average: Shanelle Fujii - 170.21; Most Improved Bowler: Ashley Seina - 149 to 158.43.

Division “B” — High Handicap Series: Lynn Kochi - 729; High Scratch Series: Lynnette Masuda - 468; High Handicap Game: Sui Ling Poy - 284; High Individual Average: Earlynn Lopes - 138.12; High Scratch Game: Edna Joy - 18; Most Improved Bowler: Darlene Oshiro - 91 to 101.12.

Winners: Men’s Division

Division “A” — High Handicap Series: Jacob Fukuyama - 813;

High Individual Average: Chevas Miyashiro-Phillip - 206.02; High Handicap Game: Jon Nishimura - 313; High Scratch Series: Kellen Sasano - 748; High Scratch Game: Kelsey Kochi - 280; Most Improved Bowler: Kennard Capili - 181 to 191.1.

Division “B” — High Scratch Game: Eric Sadoyama - 239; High Handicap Series: Vernon Kane-shiro - 815; High Scratch Series: Ben Watson - 596; High Handicap Game: Bill Craig - 309; Most Improved Bowler: Jansen Kauvaka - 146 to 151.78; High Individual Average: Ryan DeGuzman - 162.98

Team Champions

Congratulations to Team “No Shame Take Pity” made up of Craig

Oshiro, Alan Shinagawa, Mike Asari, Glenn Fujii, Megan Shinagawa, Neil Rees, Shanelle Fujii, and Sharon Fujii.

Continuing a thriving tradition

This bowling league started in 1957 and shows no signs of slowing down. New league play starts on January 9, 2018 at Aiea Bowl.

Mahalo to the 2017 officers: President Desmond Kochi, Vice Presidents Craig Oshiro and Cary Masuda, Secretary Sui Ling Poy, and Treasurer Lynnette Masuda. Thank you also to Sports Coordinator Brian Tanaka from Oahu Division.

If you are interested in participating as an individual or in a team, contact Desmond Kochi at 808-949-4161.



Photos from far left: Darlene Oshiro, women’s most improved bowler; friends at Aiea Bowl; Chevas Miyashiro-Phillip accepting his award for high individual average.

Join the fun at Aiea Bowl!

ILWU Sports

Oahu Longshore crowned softball champions

KONA — The 32nd Annual ILWU Statewide Slow-Pitch Softball Tournament was held on the Big Island at the Old Kona Airport on September 30, 2017. Teams from Kauai Division, Hawaii Division and Oahu Longshore participated and enjoyed the camaraderie and sportsmanship.

“We’re going to make the trophy so big it can’t leave the Big Island!” joked Hawaii Division Director Elmer Gorospe. Teams from Kauai and Hawaii hoped to dethrone last year’s champions from Oahu players from McCabe Hamilton & Renny.

All teams played round robin style: First game - Kauai (9) vs. Hawaii (28); Second game - Oahu Longshore (15) vs. Kauai (0); Third game - Hawaii (9) vs. Oahu Longshore (17).

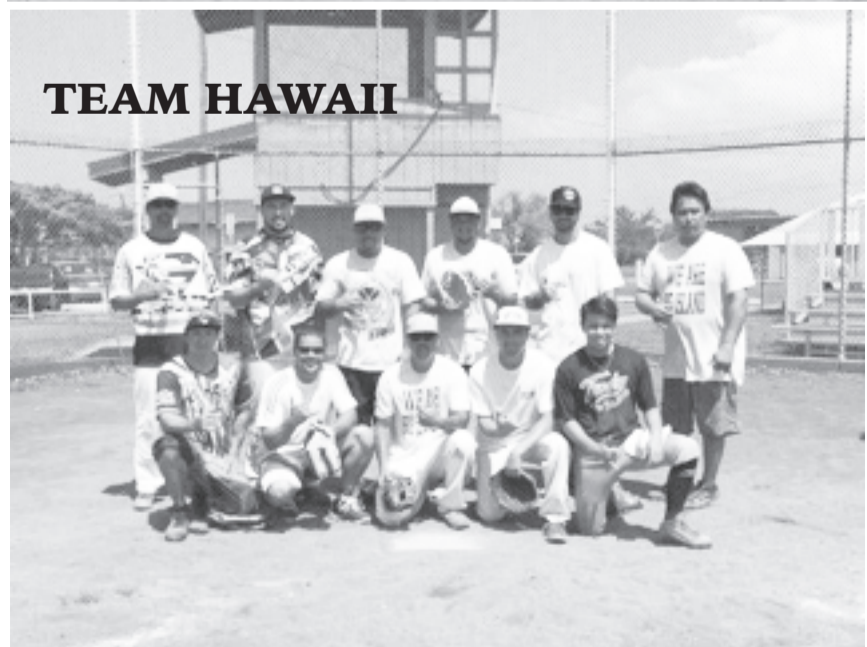
Tournament Champions: Oahu Longshore 2-0; Second Place/

Runner Up: Hawaii 1-1; Third Place: Kauai 0:0.

The event was attended by Local Sports Coordinator Teddy Espeleta, Oahu Division Sports Coordinator Jose Miramontes. Many thanks also to Hawaii Division Sports Coordinator Corinna Salmo for running the tournament with the help of other Hawaii Division Business Agents George Martin, Delbert DeRego, Michael Dela Cruz and Tristie Licoan, and Hawaii Division staff members Ron Clough and Colleen Antonio.



Congratulations to all the teams for playing good games and representing ILWU fellowship!



ALL TOURNAMENT TEAM

- Micah Hee — Kauai
- Vaughn Nebre — Kauai
- Corey Rego — Kauai
- Ian Carvalho — Hawaii
- “Imi” Elijah Smith — Hawaii
- Joby Amaral — Hawaii
- Devin Joaquin — Hawaii
- Ransen Kaanoi — Oahu Longshore
- AJ Satele — Oahu Longshore
- Kaden Kamoe — Oahu Longshore
- Kaéo Correa — Oahu Longshore
- Kaleo Perreira — Oahu Longshore

AWARDS

- Most Outstanding Player: Kaden Kamoe (Oahu)
- Batting Average: “Imi” Elijah Smith (Hawaii)
- Most Home Runs: Makana Ramie (Oahu)
- Most Runs: Ian Carvalho (Hawaii)
- Most Hits: “Imi” Elijah Smith (Hawaii)

Basketball is next, and then next year will have Statewide Golf, Softball and more by Division! Wanna join the fun? Contact your DIVISION:
HAWAII: (808) 935-3727 MAUI: (808) 244-9191
OAHU/LONGSHORE: (808) 949-4161 KAUAI: (808)245-3774