



VOICE OF THE ILWU

HONOLULU HAWAII
LOCAL 142

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ILWU representation secures \$850,000 in severance for eligible Del Monte workers

More than six years after Del Monte shut down its pineapple plantation and packaging operations in Hawaii, 512 former employees are eligible for \$850,000 in additional severance payments plus interest, a testament to the value of union representation.

Background

In early 2006, Del Monte announced plans to close its operations in Kunia and leave Hawaii at the end of 2008. The workers were understandably devastated by the announcement, some having worked for Del Monte more than 30 years.

However, they were even more shocked when the company, which had been in effects bargaining with the ILWU for months, suddenly announced plans in November 2006 to immediately shut down operations, almost two years ahead of schedule. Because the company failed to provide 60 days' advance notice as required by state and federal law, the company was forced to keep all the employees on the payroll until January 2007, even if no work was offered.

The ILWU filed an unfair labor practice charge against the company. The Hawaii Labor Relations Board (HLRB), which has jurisdiction over agricultural workers, ruled in March 2007 that Del Monte failed to bargain in good faith and, as a remedy, ordered the company to pay the employees additional severance through the date of

the initially scheduled closing.

Thanks to ILWU spokesperson Fred Galdones, now retired as ILWU President, and the rank-and-file negotiating committee, the ILWU was able to secure, through effects bargaining, severance payments for all Regular, Non-Regular, and Covered Seasonal employees, even though the original contracts only provided severance to laid-off Regular employees. Thus, the additional severance ordered by the HLRB for the 22 months from the actual closure to the originally announced date of closure is available to all bargaining unit employees working for Del Monte in January 2007.

Del Monte appeals delay payments

But the payments were not immediately made because Del Monte had objections and appealed the HLRB decision to the Circuit Court, the Intermediate Court of Appeals, and finally the Hawaii Supreme Court. Although the HLRB decision was upheld at all levels, the appeals served to delay payment of the additional severance

for more than six years.

When the Supreme Court decision was issued last October, the ILWU and Del Monte began discussions over how the additional severance would be distributed. Through these discussions, aided by the ILWU's motion with the Circuit Court for an order to require Del Monte to pay interest on the additional severance, the ILWU was able to get safeguards in the procedures employees had to follow to perfect their claims plus three years of interest on the additional severance.

Rules for distribution

In the final, recently negotiated agreement, the union and the company agreed that distribution would be made by Del Monte from Florida, but with sufficient time for employees to complete forms and obtain documents to submit before the deadline. All ILWU bargaining unit employees on the company payroll in January 2007 are eligible. Surviving spouses and children of deceased employees who were eligible can also file claims for the severance.

In mid-April, eligible employees received notices from Del Monte at their last known address about how to claim their additional severance. Documents to prove identity and current address are required to be sent to Del Monte in Coral Gables, Florida no later than July 25, 2013.

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The VOICE: Mail Subscriptions

Are you planning to retire soon? If you enjoy receiving the VOICE in the mail and would like to continue your mail subscription, please contact the Local 142 Office at: (808) 949-4161, ext 219.



ILWU Local 142 Vice President Teddy Espeleta and Social Services Coordinator Joanne Kealoha met with former Del Monte pineapple members to explain that the union won additional severance pay for them. The legal action requires the company to pay almost \$850,000 in additional severance.

The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on September 20, 2013, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.

A Guide to the ILWU: What every member should know

Are you a new employee, hired within the last twelve months? If so, this issue

of the Voice of the ILWU was prepared especially for you. As a union member,

you are entitled to many rights and benefits and some responsibilities. This issue will help get you started with the essential information you need as a member of the ILWU.

Even longtime members may find the information useful.

Are You a New Member? Then this is for you!

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

This form also serves as an application for membership in the union.

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

In Hawaii, one out of every four workers are members of a labor union.

The most common kind of union is based on the job the worker does. For example, there are unions of airline

pilots, firefighters, bricklayers, teachers, and nurses, and only workers who do those jobs are members of those unions. Another kind of union is based on an entire industry—such as hotel workers, government employees, or postal workers. A third kind of union, like the ILWU, organizes and includes workers from many different industries.

This kind of unionism brings the highest level of unity to workers.

There are 18,000 ILWU members on all major islands in Hawaii, which makes the ILWU one of the largest unions in Hawaii.

ILWU members work in every major industry including: tourism, longshore, sugar, pineapple, manufacturing, transportation, and hospitals. ILWU members hold diverse jobs—they include mechanics, drivers, cooks, hotel housekeepers, store cashiers, computer clerks, hospital technicians, and more.

Maui members attend DEB to keep informed, build solidarity



Maui Division members know the importance of participating in the union—and fill up the union hall's large conference room on Division Executive Board (DEB) night. (Above) Nearly 60 Maui members and pensioners attend the April 17, 2013 DEB in Wailuku, including active members from Unit 2101 - Hawaiian Commercial & Sugar Co., Unit 2505 - The Westin Maui, Unit 2516 - The Hyatt Regency Maui, and Unit 2520 - Grand Wailea. For more information on the DEB, see page 7.

“An injury to one is an injury to all”

“An injury to one is an injury to all”—you may have heard this slogan used in conjunction with the ILWU before. The slogan means that we stand together as workers.

As a member of the ILWU, you belong to an organization with a long and proud history in Hawaii, the West Coast, and Canada. The ILWU is respected and admired within the labor movement in the U.S. and around the world.

Community and political leaders appreciate how the ILWU improved the lives of the entire community. Employers respect the ILWU as a strong, yet reasonable union.

Historians credit the ILWU with organizing a powerful, industry-wide, interracial union which made it possible for Hawaii to become a modern democracy with the highest standard of living of any Pacific island.

- The ILWU is respected for its internal democracy. The members run the union. There has never been top-down leadership where the union is controlled by a few powerful individual officers. All top officers are elected by direct vote of the membership.
- The ILWU is known for honesty and integrity. There has never been a taint of corruption in any ILWU leader. ILWU members have the power to remove any officer who misuses their position. The wages of ILWU officers are set by members who meet in Convention every three years. The Convention approves the union's budget and programs. Members serve as trustees and watch every expense the

officers make. ILWU dues are among the lowest of any union and ILWU officers earn far less than the officers of other unions.

- The ILWU is respected for its commitment to civil rights and racial equality. The ILWU was the first union to successfully organize workers of all races into a union. Hawaii's employers divided workers by race and the only way the ILWU could succeed was by fighting against discrimination of any kind. When the employers tried to use the government and the courts to break the union, the ILWU survived by fighting to protect the Constitutional and civil rights of working people.
- The ILWU is known for its active involvement in political action that has improved lives for the whole community, and not just its own members. The ILWU has worked to fund rural hospitals, increase funding for public schools, improve roads, protect the environment, provide social services for the needy, and increase the minimum wage. ILWU members live on every island and work in every industry. Lifting the standards for the whole community also brings up the standards of ILWU members.
- The ILWU is respected for its progressive view that workers of the world share a common interest and unions should work for world peace. The ILWU has its roots in the longshore industry which is based on global trade. ILWU members understand the need for international solidarity. Only employers profit from war, while workers are the soldiers who fight and die in war. The ILWU took a lead in opposing the wars in Vietnam and Iraq.
- The ILWU is known for its militancy and ability to fight for its membership, but is ready to work cooperatively with reasonable employers for the long-term survival of an industry. The ILWU has negotiated some of the best contracts of any union. However, ILWU members have also agreed to defer wages and benefits to help employers get through tough economic times.
- The ILWU is respected for upholding union principles and labor solidarity. The ILWU has always worked to unify the labor movement and has good working relations with other unions. The ILWU has always organized the unorganized to bring the benefit of unionism to all workers. The ILWU has such a diverse membership because it organized in every industry where workers wanted and needed to be unionized.

The ILWU was founded as a progressive, democratic, rank-and-file union. These principles are embedded in our union's culture and traditions and guide our daily activities. These principles are written into the Constitution and Bylaws of our union.

Look for information on Kauai Division and Kauai elected full-time officers in an upcoming issue of the VOICE of the ILWU

CORRECTIONS

March/April 2013 VOICE of the ILWU

Page 1: The March/April issue number should be No. 2.

Page 2: Teddy Espeleta's biographical statement—Teddy was hired at Maui Pineapple Co. in 1977, not 1983.

Page 3: Elmer C. Gorospe Sr.'s biographical statement—Elmer was hired as a factory worker, then worked his way up to power plant operator. Corinna Salmo's biographical statement—Corinna first became an ILWU member when hired by Punalu'u Village Restaurant in 1979. She was hired at Ka'u Agribusiness Macadamia Orchards in 1984.

Page 5: Nate Lum's biographical statement—the correct spelling of the Hawaii Longshore Division Director's name is Nathan "Nate" Lum.

Page 8: The phone number contact for the VOICE of the ILWU is (808) 949-4161, ext. 219.



VOICE OF THE ILWU

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9 reasons why unions are good for the community, good for business, and good for workers

1 Unions are the only organization in our society that stands up for the interest of working people. There are many different kinds of organizations in our community such as social clubs, sports leagues, churches, interest groups, and political parties. Unions are the only organization that advances the interest of working people.

Unions fought for the 8-hour day, for weekends, for holidays, for workplace safety, for unemployment insurance, for minimum wage, for workers compensation, and much more. Unions continue to defend these standards and benefits which could be taken away if not for the labor movement.

2 Unions prevent industrial conflict and disruption to the economy by providing a peaceful and orderly process to settle differences between workers and management.

Before unions, workers who had problems with management quit, went on strike and walked off the job, called in sick, slowed down production, and sometimes destroyed machinery.

With unions there is an orderly and peaceful process to settle conflicting interest between workers and management. By bringing organization to the workforce, unions prevent chaos and disorder. Unions help to manage the workforce through democratic means. Workers are able to discuss their issues and vote on agreements with management. If a majority of workers vote to accept an agreement, the union will maintain discipline among the workers to uphold the terms of that agreement.

3 Unions help to create a high performance and organized workforce by maintaining a core of senior workers with higher skills and more experience. Management comes and goes but the long-term success of many businesses often lies in the hands of a core of skilled, senior workers.

Unionized workplaces promote seniority rights which encourages workers to stay with a company. This creates a core of experienced and skilled workers who maintain continuity and pass on their knowledge and skills to new workers.

This leads to increased productivity, innovation, and keeps business competitive.

4 Unions democratize the workplace. This empowers and motivates workers to do a better job. When workers are unionized, they take ownership of their jobs. They take pride in doing a good job and providing the best service. If workers are treated like employees who can be replaced at any time, they won't care about the success or future of the business.

5 Unions enforce economic justice and promote best practices in the workplace.

Without unions, if workers don't like what is happening, they often have no choice but to quit and work somewhere else. If all workers did this, nothing would be done to correct mistakes and change bad management practices.

With unions, workers stay on the job and try to better the workplace and improve management.

6 Unions spread wealth more evenly, create and enlarge a middle class, and increase internal consumption which drives the economy.

Unions created the middle class by raising workers from poverty to a living wage. Workers spend most of their money on locally produced goods and services. This leads to a growth of small business and a strong and healthy local economy. This creates jobs and raises the standards of living for all workers.

7 Unions educate workers and train working class leaders in organizational skills, labor history, political economy, and leadership skills.

Unions have been the only source of education and the development of leadership skills for thousands of workers.

8 Unions are essential for a democratic society to remain democratic. Democracy could not exist without unions.

The wealthy in the U.S. have always held the power of big money. Absolute power is the source of dictatorships. Unions moderate the absolute power of management which creates a more just and fair society.

9 Society is most effective when government, employers, and unions work together.

The world's most wealthy and successful countries operate by involving business, union, and government in a mutually beneficial and cooperative relationship.

The U.S. is failing because of the anti-union attitude of business and the exclusion of unions from civic life.



Photos by Lance Kamada, (Aloha United Way)



Unions and their members serve the community in many ways. Every year, ILWU members like those from Unit 4524 - Honolulu Airport Hotel pictured above volunteer to help the Hawaii Foodbank collect and sort donated food for families in need during the annual National Letter Carriers (NALC) Food Drive. "We volunteer at the Foodbank for several reasons," said Unit Chairperson Owen Castagan. "It reflects well on our company, it gets members involved in a union-related activity—and most of all, it allows us to help our communities. We also have fun doing it together."

Organization for mutual benefit

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

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

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

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

The success or failure of union political action depends on numbers— it takes a majority of legislators to pass a piece of legislation. This is why the ILWU and other unions endorse certain candidates over others during the elections. In the last election in 2010, the ILWU Political Action Committee interviewed dozens of candidates and questioned them on issues important to workers.

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

How negotiations work in the ILWU

Contract negotiations is a good example of ILWU democracy in action.

Unit members meet to propose changes to their union contract and elect members to their negotiating committee. The union negotiating committee should include members from different departments and job classifications. While committee members may come from different departments or jobs, they should work for a contract that is best for the entire membership.

The union committee then meets with management, who may also have proposals to change the contract. In these meetings, one side will explain their proposals and the other side may accept, reject, or make counter proposals. As these meetings continue, both sides gain a better understanding of each other, problems are solved, and agreements are reached on many issues.

When the union committee and management feel they have bargained over all the important issues and have an acceptable contract, the union will hold membership meetings to explain the details of the settlement and take a vote. ILWU policy requires membership approval of any settlement reached by their negotiating committee on a new contract.

- 1) ILWU members prepare for contract negotiations at least six months before the contract expires. They hold membership or department meetings to propose changes to their union contract. These proposals address problem areas, try to obtain long standing goals such as job security, or seek improvements in wages and benefits. The unit will organize members to support the union.



Unit 3515 - St. Regis Princeville members discuss negotiations priorities at an ILWU tourism industry caucus held on Maui.

- 2) Unit members meet to approve the final set of proposals and elect a committee of their fellow workers who will meet with management to negotiate a new contract. The committee is usually composed of Unit Officers and members who should represent the interest of all groups within the membership. This insures unity and solidarity among all groups within the Unit.
- 3) An ILWU full-time officer will serve as the spokesperson for the unit's negotiating committee. At the first meeting with management, the union explains their proposals, and management may also introduce proposals. Each side will meet separately to discuss the proposals. They then meet together to accept, reject, modify, or drop the proposals.

- 4) This process of meeting and discussion over proposals by each side can take weeks or months. During this process, the original proposals have changed as both sides must compromise to reach an agreement. For example, the union may ask for a 6% wage increase, the company may counter with a 2% increase, and the final agreement may be a 4% increase.
- 5) In tough economic times, some employers may demand wage and benefit cuts in negotiations. The union may propose a joint union-management committee to find other ways to cut costs or require management to have a financial plan for recovery. The union may agree to temporary reductions but will require management to show proof of their financial condition. The union negotiating committee must keep their members united and informed during negotiations.

- 6) ILWU policy requires the final agreement must be approved by the members affected. The union will hold membership meetings to explain the agreement and take a vote. If a majority of members approve the agreement, then that becomes their new union contract. If the majority votes against the agreement, then the union may ask members if they are willing to strike or support other economic action to get a better agreement. The union will then go back into negotiations with management.



Unit 4402 - Love's Bakery ILWU members have the tentative agreement thoroughly explained to them at a ratification meeting, then vote on whether to accept the contract negotiated by their union committee.



- 7) After a settlement is approved, a new contract is prepared by the union or employer. The union committee will meet to make sure every word of the new contract is correct. The contract is signed by an ILWU Titled Officer and the employer. Copies of the contract are printed and given to all members.
- 8) Members should read their contract and know their rights and benefits. Members should always see their unit officers or shop steward if they have questions about the contract or a problem on the job. Unit officers and stewards are trained to enforce the union contract, solve problems with management, and involve members in the union.
- 9) Every ILWU unit has a business agent assigned to service that unit. The business agent regularly visits each unit to assist unit officers and stewards. Business agents should take unit officers and stewards with them whenever they meet with management. The business agent should help units recruit stewards from every department.
- 10) **The union is strongest when every member is involved. This is the foundation of ILWU rank-and-file unionism.**

Contract negotiations: An ongoing process

Union members should think of negotiations as a continuing process that doesn't end when a new contract is approved. Members need to read and understand their contract, so they know their rights. Unit officers and shop stewards must be alert to make sure management follows the terms of the contract and members get the full benefits they are entitled to receive.

When a contract is in place, a step-by-step process called the grievance procedure is used to handle disputes and violations of the contract. When members feel the company has violated their rights or if there are problems on the job, they should talk to their union steward or unit officers. The union will work on the member's behalf to settle the problem with management.



ILWU members from Unit 2520 - Grand Wailea participate in steward training at the Wailuku ILWU Union Hall. Grand Wailea new stewards and officers learned about their rights at work, the role of a union representative, and practiced listening, communication and problem-solving skills.

Photo by Melissa Wrding, Unit 2520 - Grand Wailea

Your union contract—the result of years of struggle

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

The union contract is like a constitution governing union-management relations. Like the constitution it sets forth your rights on the job. The contract is the symbol of the past victories of the workers in getting their rights recognized. It is the result of the struggles over many years in which the workers got the employers to recognize their union, to bargain with the union, and to put the agreement down in writing.

Sacrifices were made

In the course of these struggles many workers made great sacrifices. Some of them lost their jobs and were deported. Many went on strike and endured tough times in order that we might enjoy the benefits of the union contract today. Because of them we don't have to face these hardships. It is our duty to

fight to preserve and improve the union contract. We owe it to ourselves and we owe it to our fellow workers who have pioneered the way for us.

Know your contract

But we can't obtain our rights under the contract, no matter how good it is, unless we know what those rights are. A lawyer must know something of the law before going to court. You must know your contract and how it is applied at your workplace before you can successfully handle grievances. In too many cases, stewards learn the provisions of the contract from management, and they learn it too late—after the grievance has been lost.

In explaining the contract to members you may find that some parts of the contract are weak. We should explain

clearly that these parts are weak because they were the best the union could get at the time. But if we all stick together and make the union stronger, we can improve the contract in the next negotiations.

Instead of fighting among ourselves and blaming the union for weak sections of the contract, we should realize that the boss, not the union, is responsible for our grievances, and that we must work together to make the union stronger if we want to get a better contract.

We should pick out the best parts of our contract and get every benefit out of them. If we do this we learn what improvements are needed in the next negotiations. We educate our membership to the benefits which come from united action and strengthen our union.

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

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

Before the old contract expires, the union members at your company will be asked for their input and ideas on what to change in the contract.

Choosing a bargaining committee

This is usually done at a membership meeting, called by the officers of your Unit. This is one good reason why you should attend union meetings—it's your chance to improve your union contract.

Your unit will also select a committee to represent them in negotiations with management. This committee is usually composed of your elected unit officers, but many units will expand the committee to make sure different parts of your unit are represented.

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

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

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

ILWU democracy in action

When your committee thinks a fair settlement with management has been reached, they must get your vote of approval before the new contract can be finalized. This happens at a membership meeting where your committee will report on the settlement and where your unit members can vote to accept or reject the settlement.

This is another part of ILWU democracy which requires membership approval for all contract settlements.

In rare cases, management may refuse to agree to a fair settlement and your committee may ask you to authorize a strike. Again, ILWU democracy requires membership approval for a strike.

Your union contract is a very important document. You should read the contract and be familiar with its terms. You can get a copy of your contract from your unit officers or Division Office.



(Right) ILWU members and their families march down Waiuanue Avenue in Hilo during the 1946 sugar strike.

To learn more about the 1946 sugar strike, read *A Spark Is Struck! Jack Hall & the ILWU in Hawaii* by Sanford Zalburg. The book is available for purchase at the Division office nearest you. You can also call the Local office at (808) 949-4161 for more information.

Rights and responsibilities of ILWU membership

Every ILWU member is advised to see a steward or unit officer first about problems or concerns on the job. As a member, you are advised never to try to settle your problems with management by yourself.

There are four reasons for this:

- 1) the member will not have the strength of the union behind them;
- 2) the member may make a deal with management that could hurt other members or even be a violation of the contract;
- 3) the member is not trained to handle the grievance properly and may miss time limits and make other mistakes; and
- 4) it weakens the union because management knows that workers who bypass the union are not strong union members and will use these workers to divide the union.

Work first and grieve later

Members should be advised to “work first and grieve later.” This means a member should obey their supervisor’s order and do the work, even if they believe it is a violation of the contract or unfair treatment. They should politely inform

their supervisor that they will be seeing their union steward about the matter.

There are only three exceptions to “work first and grieve later”—if the job is dangerously unsafe, illegal, or immoral. You should protest to the boss and offer to do something else. You still risk being

disciplined for insubordination, but if the job was really unsafe, illegal, or immoral, the discipline will probably not be upheld.

Members should be educated that they have the right to ask for a union representative when management calls them into a meeting or asks them questions which could lead to disciplinary action. This includes a telephone call from the boss.

This is called Weingarten Rights. Once the member asks for a union representative, the company should stop the discussion, and the member should not answer any more questions.

The company can call any steward available—the member cannot insist on a particular unit officer or business agent.

When a union steward arrives, the member should consult with the steward first, but the company can continue the questioning.

The union contract isn’t enforced by the steward alone or by the business agent. The individual member is just as responsible as anyone else for seeing that the contract is enforced. In fact, unless members know their rights under the contract, the officers and stewards cannot possibly do their job.



Local Election Committee Chair Eddie Sekigawa (from Unit 4409 - Island Movers Inc.) teaches a class on how to conduct union elections to Big Island Unit Balloting Committee members. Electing union officers is an important responsibility shared by all ILWU members.

How can YOU support your union?

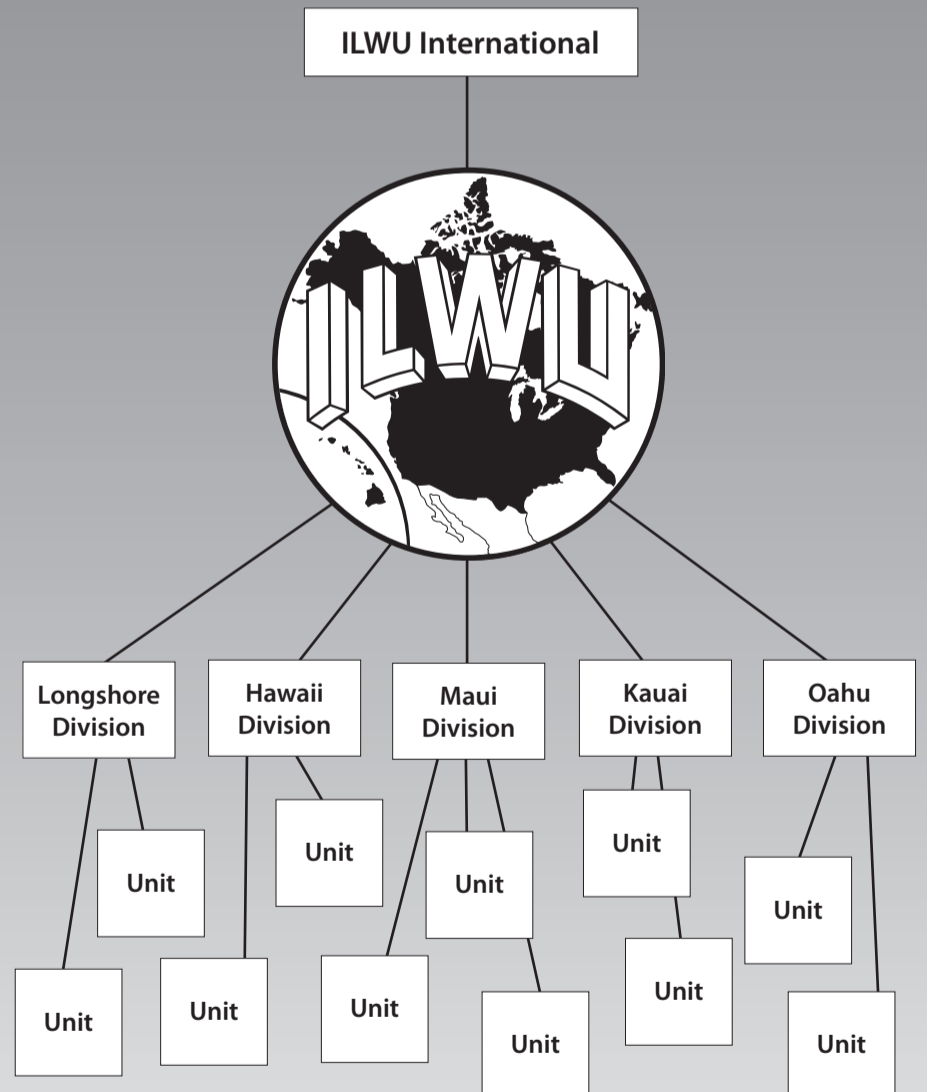
Union members can do their part in supporting their union. Specifically each member should:

1. Know the terms of the contract so that they can recognize violations by the employer and help other workers learn about the contract.
2. Call all violations of the contract to the attention of their union steward or business agent.
3. Assist the steward in every way to find all the facts about a given violation or grievance.
4. Go with the steward or business agent, if asked, to see the supervisor. In these meetings, the individual member should follow the tactics agreed upon in advance, let the steward or business agent do most of the talking, and be prepared to support them with the facts when called upon.
5. Recognize that sometimes their grievance is not a good one and that the steward is correct in refusing to handle it. It may not be a good grievance because the member doesn’t understand the contract. If the steward fails to convince the member that his grievance is a poor one, the member has the right to speak to the unit officers or business agent.
6. Attend union meetings and volunteer for union political action. Read the union bulletin board, The VOICE of the ILWU, and help make and carry out union policy.
7. See to it that the members who work beside them are good union members too; that they are members in good standing; that they attend union meetings, and do their part in building the union.

**Need a copy of your union contract?
 Changed your address?
 Got married and changed your name?
 Have a problem with your medical plan?
 Call the union!**

- ILWU Local Office: (808) 949-4161
- Hawaii Division Hilo: (808) 935-3727
- Hawaii Division Honokaa: (808) 775-0443
- Maui Division Wailuku: (808) 244-9191
- Kauai Division Lihue: (808) 245-3374
- Oahu Division Honolulu: (808) 949-4161
- Hawaii Longshore Division: (808) 949-4161

Structure of the ILWU



The International ILWU is made up of over 60 locals and affiliates in California, Oregon, Washington, Hawaii and Alaska. It’s headquarters is in San Francisco, California.

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

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

You're invited to attend your Division Executive Board meetings

Most of the work of the ILWU takes place at the Division level, which is made up of all ILWU members on your island, or in the case of the Hawaii Longshore Division, all the members of the longshore industry. Maui Division includes members on the islands of Lanai and Molokai.

The Division Executive Board (DEB) meets monthly to advise the elected full-time officers of the Division (the division director and business agents). The Division Executive Board may also take up concerns from the units and plan Division activities such as Labor Day celebrations.

The officers of every unit in your Division are official members of the Division Executive Board. However, all ILWU members and retirees are welcome to attend these meetings.

When you attend the Division Executive Board meetings, you will have the opportunity to meet ILWU members who work in other industries.

You will hear reports and learn about the work of the entire union.

See the big picture

The ILWU is more than just the workers at your workplace. When you attend the Division Executive Board meetings, you will understand you are part of a statewide organization of workers. You will learn how the ILWU works to improve conditions of all working people in Hawaii.

You can also ask questions and share your ideas on how your union can improve its work. Some Divisions have educational programs or guest speakers at these meetings. Some Divisions may also provide food and refreshments before their meetings.

Division Executive Boards have a big role in the ILWU Local 142 Convention which is held every three years.

Divisions are represented at the Convention based on the number of members in each Division. Divisions may propose union policies and amendments to the ILWU Constitution at the Convention.

ILWU members may also attend and observe quarterly Local Executive Board meetings where elected representatives from all Divisions meet to direct the work of the union and carry out the policies set by the Local 142 Convention.

The Local Executive Board meeting is usually held in Honolulu at the ILWU's Atkinson Drive building, and begins at 9:00 a.m.

Following are the dates, times, and locations of DEB meetings for 2013.

Hawaii Division

Going forward, the meeting dates are: July 26 in Kona, August 28 in Hilo, September 27 in Kona, October 30 in Hilo, November 22 in Kona, and December 11 in Hilo. The Hilo Hall is at 100 West Lanikaula Street near the University of Hawaii. The Kona Hall is in Kaiwi Square, 74-5565 Luhia Street, in #A-3a.

Maui Division

The Maui DEB is held on the third Wednesday of every month at 6:00 p.m., at the Wailuku ILWU Union Hall, 896 Lower Main Street.

Kauai Division

The Kauai DEB is held on the second Wednesday of every month at 6:30 p.m., at the Lihue ILWU Union Hall, 4154 Hardy Street.

Oahu Division

The Oahu DEB is held on the fourth Friday every month except for November, which will be held one week earlier on November 15 due to the Thanksgiving holiday. The DEB starts at 6:00 p.m. at the Honolulu ILWU Union Hall, 451 Atkinson Drive. They do not hold a meeting in December.

Hawaii Longshore Division

The longshore DEB is usually held the week following the Local Executive Board meeting, at the ILWU Honolulu Union Hall, 451 Atkinson Drive. Call (808) 949-4161 for dates and times.



Oahu Division holds a "Family Night" in conjunction with its DEB several times a year. Spouses and children participate in activities geared toward learning about unions and the ILWU while members attend the DEB meeting.

Union wins additional severance for Del Monte workers—continued from page 1

Claims filed after the deadline will not be honored—which means that the severance will be forfeited and Del Monte will keep the money.

The additional severance amounts to \$660,176.29. With interest (3 years @ 10%) of \$198,052.89, the total payout available to the 512 former Del Monte employees is \$858,229.18.

ILWU assists eligible workers

The ILWU knew that, in the six years since Del Monte closed, many workers would no longer be at their former addresses. Many who lived at Kunia Camp moved voluntarily or were forced to move because of increases in rent. Some have passed away. Still others may have moved out of the country.

To locate as many eligible members as possible, the ILWU put out press releases for the media to publicize the additional severance. The union also did a mailing to confirm addresses and ask former Del Monte workers to help locate their co-workers who may have moved. The union held meetings to explain the additional severance and to encourage eligible workers to file claims. The union

continues to be available to assist and to answer questions. For more information, contact Joanne Kealoha, ILWU social worker, at 949-4161.

Welcome windfall

The additional severance payments, plus three years of interest, represent a welcome windfall for eligible Regular, Non-Regular, and Covered Seasonal workers of Del Monte's plantation and processing and packaging plant. The closure of Del Monte in Hawaii was a sad period in their lives as they considered finding new jobs. Some of them had to retire, many found jobs with the seed corn companies in Kunia, others took whatever employment they could find.

"It's been a long time since the HLRB decision was issued back in March 2007," said ILWU President Donna Domingo, "but we are gratified that our former members will finally receive the additional severance they are owed. The ILWU remains committed to ensuring that employers are, like Del Monte, held accountable and that workers are treated fairly."

2013 ILWU Sports Calendar

Open to all ILWU Local 142 members, spouses, and dependent children.

28th Annual State Softball Tournament

September 28, 2013

Hawaii Division

60th Annual State Golf Tournament

October 11-13, 2013

Kauai Division

32nd Annual State Basketball Tournament

December 14, 2013

Maui Division

For more information, call:

Hawaii Division - (808) 935-3727 • Maui Division - (808) 244-9191

Kauai Division - (808) 245-3374 • Oahu Division - (808) 949-4161

Longshore Division - (808) 949-4161



Hawaii Division's All-Star team, with members from West Hawaii hotels, played in the State Basketball Tournament held on Oahu in December 2012 at the Kaimuki Recreation Center.

Getting help and contacting your Union

If you want more information about your union or union contract; if you have a problem on the job; if you want to become more involved with your union, the first person you should talk with is your union steward or Unit officer.

Unit officers and stewards are elected by the members of your unit to help their fellow union members on the job.

They serve as volunteers and receive no extra pay or special privileges. Their names should be posted on the union bulletin board.

If they can't help you, they will put you in touch with the ILWU business agent assigned to service your unit.

About your Business Agent

Business Agents are elected every three years by the ILWU members on your island (or county for Maui Division, or industry for the Hawaii Longshore Division) to work full-time for the union.

Each Business Agent is assigned to work with specific units and should visit your workplace every week or as needed. Business Agents assist unit officers and stewards, negotiate contracts, and work directly with members on their problems.

If you don't know your Business Agent's name, call the ILWU Division Office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday. The office may be closed on some holidays.

If your Business Agent is not in the office, you should leave a message with a phone number and a good time when you can be reached. Division phone numbers are listed below.

The ILWU Unit

"Units" are what we call the ILWU organization at your workplace. This means that some time in the past, the workers at your company organized and a majority voted to unionize with the ILWU. The workers then negotiated a collective bargaining agreement (also called union contract) with your employer which puts in writing your wages, benefits, working conditions, and rights on the job.

The contract defines which workers are covered by the union. Some categories of workers—such as management, confidential employees, or security guards—are excluded by law.

Units are democratic. Every worker covered by the union contract is a member of the unit and the ILWU. Unit members elect their own officers and union stewards to help members on the job. Unit members also elect their negotiating committee to negotiate the union contract.

Units should hold regular membership meetings where members may discuss what is happening in the workplace and propose policies for the unit and the ILWU.

Unit members elect delegates to the ILWU Local 142 Convention, which is held every three years (the next one is scheduled for September 2015).

The ILWU Convention gives ILWU members the power to set union policy, to vote on the union's finances and budget, to hear reports on the work of the union, and to approve future union programs.

In November 2015, after the Local 142 Convention, all ILWU members will have the opportunity to vote for the union's statewide officers. ILWU members of each Division (Hawaii Island, Maui County, Kauai, Oahu, and Longshore statewide) will also vote to elect their Division officers such as business agents, division directors, and executive board members.

ILWU LOCAL 142 STATEWIDE OFFICERS

Honolulu Phone: (808) 949-4161
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814
 Donna Domingo, President
 Teddy B. Espeleta, Vice President
 Guy K. Fujimura, Secretary-Treasurer

ILWU INTERNATIONAL REGIONAL OFFICE

Honolulu Phone: (808) 949-4161
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814
 Wesley Furtado, International Vice President - Hawaii
 Tracy Takano, International Representative
 Mathew Yamamoto, International Representative

HAWAII DIVISION

- Hilo Phone: (808) 935-3727
 Fax: (808) 961-2490
 E-mail: hawaii@ilwulocal142.org
 Hilo Office: 100 W. Lanikaula Street, Hilo, HI 96720
- Honokaa Phone: (808) 775-0443
 Fax: (808) 775-0477
 E-mail: honokaa@ilwulocal142.org
 Honokaa Office: 45-3720 Honokaa-Waipio Road, Honokaa, HI 96727
- Kona Phone: (808) 329-2070
 Fax: (808) 331-2571
 Kona Address: Kaiwi Square, 74-5565 Luhia Street, #A-3a, Kailua-Kona, 96740

MAUI DIVISION

- Wailuku Phone: (808) 244-9191
 E-mail: mauidivision@ilwulocal142.org
 Fax: (808) 244-7870
 Wailuku Office: 896 Lower Main Street, Wailuku, HI 96793
- Lahaina Phone: (808) 667-7155
 Fax: (808) 667-7124
 Lahaina Address: 840 Wainee St. Unit H4 & H5, Lahaina, HI 96761
- Lanai Phone: (808) 565-6927
 Fax: (808)
 Lanai Address: 840 Ilima Avenue, Lanai City, HI 96763

KAUAI DIVISION

- Lihue Phone: (808) 245-3374
 Fax: (808) 246-9508
 E-mail: kauaidivision@ilwulocal142.org
 Lihue Office: 4154 Hardy Street, Lihue, HI 96766

OAHU DIVISION

- Honolulu Phone: (808) 949-4161
 E-mail: oahudivision@ilwulocal142.org
 Fax: (808) 941-5867
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

HAWAII LONGSHORE DIVISION

- Honolulu Phone: (808) 949-4161
 E-mail: Hawaii.Secretary@ilwu.org
 Fax: (808) 941-9298
 Honolulu Office: 451 Atkinson Drive, Honolulu, HI 96814

Health & Welfare - HMA Office - (866) 377-3977
Akamai Line - (866) 331-5913
Catalyst RX - (888) 869-4600
Kaiser - (800) 966-5955