



# VOICE OF THE ILWU

HONOLULU HAWAII  
LOCAL 142

Volume 44 • No. 1

The VOICE of the ILWU—Published monthly except April and a combined June/July issue by Hawaii Local 142, International Longshoremen's & Warehousemen's Union

January 2004

## Are You a New Member? Then this is for you...

### Are you a new employee, hired within the last 12 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.)

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.



## Say Hello to New Members!

### Do you see any new faces at your workplace?

You should, especially if you work in the tourism industry or general trades. In these two industries, almost 35 percent of the workers have been hired in the last three years.

These new members probably know very little about how the ILWU or any union works. They may not know much about the union contract or how to file a grievance. In fact, many new members mistakenly think their wages and benefits come from the generosity of management, and not because the union negotiated for these improvements.

You can help by saying hello and welcoming them into the ILWU family. Take some time to give them some history about the company and educate them about the union. Invite them to the next union meeting and introduce them to the unit officers. Remember, the union can be much stronger if every member supports their union.

### New members in every industry

Local 142 has 22,000 members. About 6,600 members were hired into ILWU organized companies between 2001 and 2003 and thus have been union members for less than three years.

The turnover rate in General Trades is the highest where 40 percent of the membership were hired in the last 3 years. Tourism follows in a close second with 30 percent of the members having less than 3 years seniority. Pineapple and Sugar have a 28 percent and 20 percent turnover rate. Longshore has the lowest turnover with only 18 percent new members hired in the last three years.

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

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

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union. Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and By-laws.

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 (2003) for nonrepresentational activities; 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 By-laws.

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

**Next Local Executive Board Meeting scheduled for March 18-19, 2004 • 10:00 am • 451 Atkinson Drive, Honolulu**

# WHAT ARE THE BENEFITS OF UNION MEMBERSHIP?

## Benefits of Union Membership

**Higher wages, better benefits, and good working conditions are the most obvious advantages of being organized in a union. Based on the latest government statistics, union workers earn almost \$10 an hour MORE in wages and benefits, compared with non-union workers.**

The average total compensation package for union workers is valued at \$31.64 an hour, while non-union workers trailed far behind at \$21.81 an hour.

This data is published by the U.S. Department of Labor in an annual report on "Employer Costs for Employee Compensation." The latest report was dated September 2003.

Union workers earned an average weekly wage of \$819, while non-union workers earned 28 percent less, or \$640 a week. The union advantage in wages alone is \$179 a week. Figure 1 compares wages for union and non-union workers by occupation.

The union advantage for benefits like medical, vacation, and retirement is even higher--almost double that of unorganized workers. The weekly value of these benefits for unionized workers is \$447 and only \$233 for non-union workers--a difference of \$214 a week more for the union worker. Figure 2 shows the monthly value

of being unionized.

Union workers get better health care. They get medical plans from their employers worth an average of \$518 a month, while medical benefits for non-union workers are worth only \$225 a month.

Union workers get much better retirement benefits--\$309 a month, compared with only \$97 a month for non-union workers. This is over three times higher than that of non-union workers.

Union workers get more disability pay, more premium pay, more vacation, more holidays, and more sick leave pay than non-union workers.

If you add wages and benefits, union workers received a total compensation package worth an average of \$1,266 a week, while non-union workers got only \$872. This is a union advantage of over \$393 a week, or 145 percent more. Over one year, the union advantage is worth \$20,446 -- almost \$10 an hour more.



## The scoop on . . . Union Members—who are they?

**The company you work for is a unionized company, which means all workers covered by the union contract must also become members of the union.**

**This is only fair as all workers covered by the union are equally entitled to the wages, benefits, and protection of the union contract. The workers who are part of the union are sometimes called "covered" workers or "bargaining unit" employees.**

**certain professional and confidential employees.**

Employees who are excluded from the union are sometimes referred to as "non-bargaining" employees. While they are excluded from joining the ILWU, they can organize or join a different union.

In some companies, the ILWU may represent only one part of the workforce, such as only distribution or only clerical workers. The other workers may be represented by another

union, or, if there is enough interest, could be organized into the ILWU. Call the ILWU Organizing Department if you know people who want to join the union.

A few employees at your company are **excluded by U.S. labor law** from becoming members of the ILWU. These include **supervisors, security guards, and**



### Union workers earn more

(2002 data)

	Union	Non-Union	Union higher by
<b>Average Weekly Earnings</b> .....			
Hotels and Accommodations .....	\$459	\$405	13%
Wholesale and Retail Trade .....	\$558	\$509	10%
Transportation & Warehousing .....	\$791	\$602	31%
Construction .....	\$846	\$568	49%
<b>Average for All Occupations</b> .....	<b>\$699</b>	<b>\$580</b>	<b>21%</b>

From U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, "Union Membership." Available at [www.bls.gov/news.release/union2.toc.htm](http://www.bls.gov/news.release/union2.toc.htm).

### Union workers get better benefits

(2003 data)

	Union	Non-Union	Union higher by
<b>Monthly Value of Benefits</b> .....			
Medical Insurance .....	\$518	\$225	230%
Retirement/Pension .....	\$309	\$ 97	318%
Vacation, Holiday, Sick Leave .....	\$392	\$241	163%
Premiums and Overtime Pay .....	\$191	\$104	183%
<b>All Benefits</b> .....	<b>\$1,938</b>	<b>\$1,009</b>	<b>192%</b>

From U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey, "Employer Costs for Employee Compensation - September 2003." Available at <http://www.bls.gov/news.release/pdf/ecec.pdf>.



The VOICE of the ILWU (ISSN 0505-8791) is published monthly except April and a combined June/July issue for \$2 per year by Hawaii International Longshoremen's & Warehousemen's Union, 451 Atkinson Drive, Honolulu, Hawaii 96814. Periodicals postage paid at the post office of Honolulu, Hawaii.

POSTMASTER: Send address changes to VOICE of the ILWU, c/o ILWU Local 142, 451 Atkinson Drive, Honolulu, HI 96814. Editorial Board: Eusebio Lapenia Jr., Robert G. Girald and Guy K. Fujimura.

Editor: Mel Chang

**Need a copy of your contract? Contact your Business Agent.**

- Hilo: (808) 935-3727**
- Waimea: (808) 885-6136**
- Kona: (808) 329-2070**
- Lihue: (808) 245-3374**
- Wailuku: (808) 244-9191**
- Honolulu: (808) 949-4161**



## WHAT ARE THE BENEFITS OF UNION MEMBERSHIP?

# 2 Dignity and Respect in Unions

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

With a union, workers have job security and can no longer be fired, transferred, or demoted at the whim of their bosses. In the United States, workers are hired "at-will." This is a term which means workers are not slaves and can quit their job at their choice—or at their will. It also means an employer can fire a worker for any or no reason—or at the employer's will. U.S. and Hawaii law only protects a worker from being fired for an illegal reason—such as discrimination by race, sex, age, religion, sexual orientation, ancestry, disability, marital status, or arrest and court record. However, unionized workers have a written contract which gives them additional protection against unjust or unfair firing or treatment on their job.

With a union, workers gain the power to meet with management on equal terms and bargain collectively to improve their wages and benefits. Union workers no longer have to go to their boss as individuals and beg for an increase in wages. With a union, workers have a voice on the job because management is required to negotiate with them on any changes in the terms and conditions of employment. With no union, management can take back benefits and change things on the job at anytime with no notice and no need to consult with workers.

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



## Changed Your Address? Let us Know!

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

The U.S. Post Office will only forward mail for 60 days, so send us a card to let us know you moved. We need your name, old address, and new address. Send the card to: Mailroom, ILWU, 451 Atkinson Drive, Honolulu, Hawaii 96814.

## The scoop on . . . "At will" employment—what does "at will" mean, anyway?

In the United States, an employee who does not have a union or any kind of agreement with their employer over job security, is considered an "at will" employee. This pretty much means all non-union workers in private industry—or about 70 percent of U.S. workers—are at will.

An "at will" worker may be terminated by their employer at any time and for any or no reason. **This means that a boss could wake up one morning and decide to fire the first employee he sees that day.** As unfair as this may seem, it is perfectly legal under U.S. law.

The origin of this law goes back to the late 1800's, a time when a handful of American capitalists amassed immense wealth and political power through their control of railroads, and later mass production factories and the banking system. The "at will" doctrine fit perfectly with their need for a disposal and unskilled workforce in their steel mills and giant factories.

The idea of "at will" first appeared in 1877 in a legal treatise by Horace C. Wood, when he wrote in *Master and Servant* that—"a general or indefinite hiring is prima facie a hiring at will" and can be ended at will by either party without liability. This broke from the English common-law rule that a general hiring was for a term of one year.

American judges picked up on this concept and within a few years, the "at will" doctrine included the idea that employers could dismiss employees for any reason. In 1884, the Tennessee Supreme Court ruled in favor of the Western & Atlantic Railroad Company that: "All may dismiss their employees at will, be they many or few, for good cause, for no cause or even for cause morally wrong, without being thereby guilty of legal wrong."

The railroad had issued an order that any employee who shopped at Mr. Payne's store would be discharged. Mr. Payne sued, but the court upheld that the railroad had the "right" to fire at will.

### Limits on At Will

This idea of "at will" employment remains the law in nearly every state today. However, mostly through the success of union political action, a number of laws have been passed that protect employees and place important limits on an employer's "freedom" to fire employees at will. Six of these laws are described below.

**These are six examples of how union political action has improved the lives of working people.** You can do your part by registering to vote and supporting the candidates endorsed by the ILWU Political Action Committee. The union endorses candidates who support programs that benefit working families.

### Union-supported labor laws place limits on "at will"

- 1937** National Labor Relations Act—This law limits the "At Will" doctrine by prohibiting employers from firing and otherwise discriminating against workers because of their support or membership in unions. Employers may still fire workers for any other reason.
- 1963** Hawaii Employment Practices Act—This law now prohibits discrimination because of: race, sex, age, religion, color, ancestry, disability, marital status, sexual orientation or arrest and court record, assignment of income for child support obligations, and National Guard participation.
- 1964** Civil Rights Act—Further limits "At Will" by prohibiting employment discrimination on the basis of race, color, national origin, religion, and/or sex. In 1978, pregnancy discrimination is added as a prohibited act. In 1967, discrimination on the basis of age for employees over the age of 40.
- 1970** Occupational Safety and Health Act—Limits "At Will" by prohibiting employers from firing an employee who refuses to perform a job they believe would pose an imminent danger to themselves or their co-workers.
- 1987** Hawaii Whistleblowers Protection Act—Limits "At Will" by protecting workers who report their employers for any violation of law or who are called to testify in a government investigation, hearing, or court action.
- 1990** Americans with Disabilities Act—Limits "At Will" by protecting persons with disabilities from discrimination.

# What is "Local 142"?

Local 142 is the one of 65 separate unions which make up the ILWU. These local unions are located in California, Oregon, Washington, Alaska, Canada, and Hawaii. 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. Each local union could operate on its own, but has chosen to be part of the ILWU.

Each local contributes money

to run the overall ILWU organization, which is called the International ILWU or just International. The headquarters of the International is located in San Francisco, California.

Local 142 is based only in Hawaii. We have our own officers, constitution, and structure. Our headquarters are located in Honolulu at 451 Atkinson Drive. Local 142 is made up of four divisions based on the four counties of Hawaii, Maui, Kauai, and Oahu.

# A Guide to what every mem

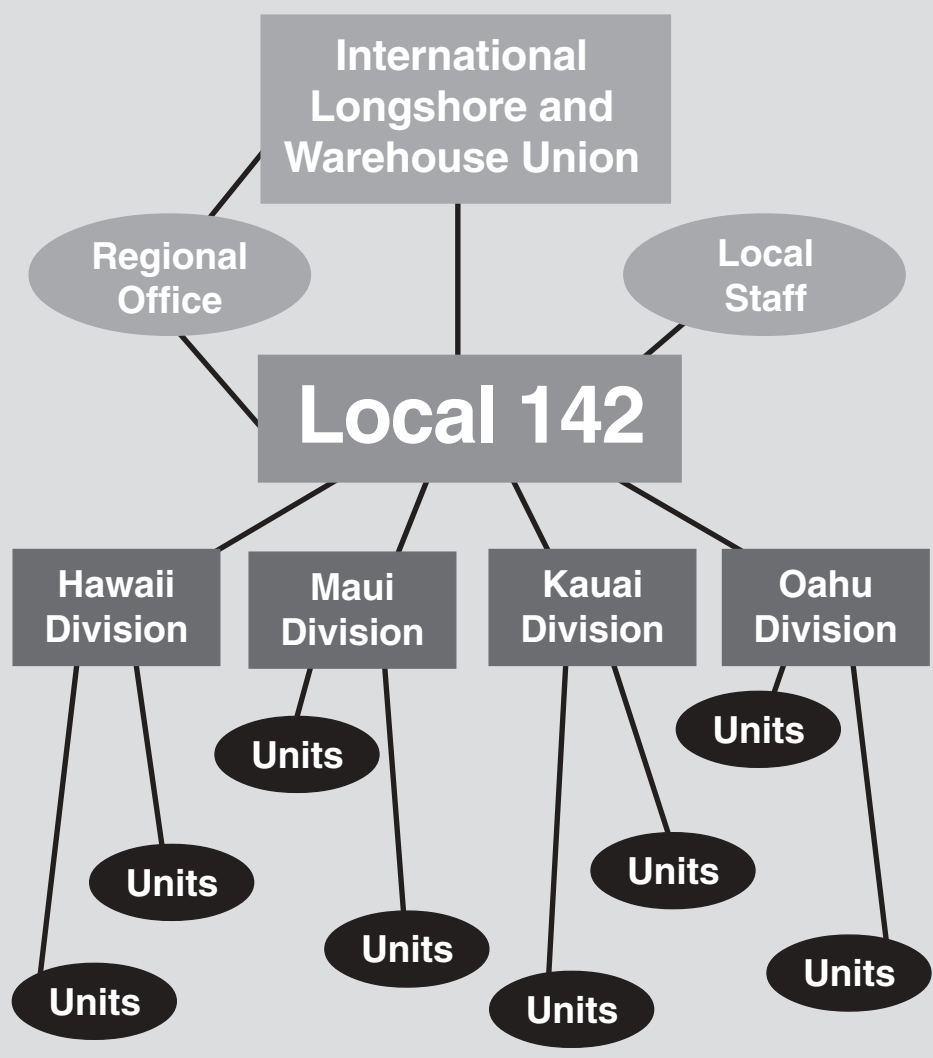
## Welcome to the ILWU!

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

## Structure of the ILWU

The ILWU is a democratic union, run by the rank and file



## The scoop on . . . Unions in the United States

In the United States, there are 148 unions representing 15.8 million workers. This is about 13% of the workforce. Thirteen million of these workers belong to the 65 unions affiliated with the AFL-CIO. The ILWU is affiliated with the AFL-CIO.

Hawaii is the second most unionized state in the country-- 23.8 percent of Hawaii's workers are unionized. New York is the most unionized state with 24.6 percent of their workers in unions. Alaska is the third most unionized state at 22.3 percent, followed by Michigan with 21.9 percent of workers in unions.

## What do the letters stand for?

The letters I.L.W.U. stand for International Longshore and Warehouse Union, a union created in 1934 when longshore and warehouse workers on the West Coast of the United States merged to form a single union.

In 1937, longshore workers in Hawaii choose to join up with the ILWU, because it was a democratic union that stood for racial equality within its membership. This was important to the Hawaii members who were mostly of Hawaiian and Asian ancestry.

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

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

With the ILWU, workers finally had an organization with the strength and solidarity that could match the power of the employers. ILWU members won job security and improvements in wages and benefits. With their jobs protected, ILWU members registered to vote, got involved in community affairs, and elected candidates who would work for legislation to benefit working people. This opened the way for Hawaii to develop into a progressive, democratic society.



ILWU members, including Local Vice President Donna Domingo (second from right) and others rallied to support workers at the New Otani Kaimana Beach Hotel in Waikiki on Jan. 19, 2004. The workers at the 125-room hotel joined the ILWU in March 2003 and have been negotiating their first union contract.



# to the ILWU member should know

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 22,000 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.

## Get involved in your union

**Know your rights.** Read and understand your rights and benefits under the union contract and the ILWU Constitution. You can get copies from your union representative. **Take an active part in shaping your working life.** Get to know your union stewards and get involved with union activities. The union is only as strong as its members.

**Come to union meetings.** You'll learn about your rights as a working

person. It's an education that will make you a better person and your employment at your company more rewarding and enjoyable. Your participation in the union is always welcome and you will be glad you got involved. Meeting notices are posted on the union bulletin board, along with other important announcements. **Make it a practice to regularly read the notices on the union bulletin board.**

## You have rights on the job

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

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

**You put yourself at a disadvantage when you try to settle a problem by yourself,** or when you fail to let your union know of

problems you and your fellow workers have.

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

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



Teams of ILWU members called on State lawmakers on the opening day of the 2004 Legislative Session on January 21. The strong presence of the ILWU serves as a reminder to legislators that the union and its members are deeply concerned about politics and will work hard to protect the interests of working families. (L-r, above) Josie Corpuz, Senator Roslyn Baker, Perlita Manlansing, Rose Corpin, and Lourdes Rivera.

## The scoop on . . . What to do if you need help

The company may have House Rules, Standards of Conduct, Dress Codes and work policies that are separate from the union contract. These are the company's rules, however, the union may get involved if you are disciplined as a result of any of these rules or if these rules are unfairly applied, are unreasonable, or unrelated to the business objectives of the company.

If you are given an oral or written warning or are disciplined by management, you should contact your union representative immediately. You have a right to ask for a union representative, if you are called into a meeting with management and you believe the meeting may result in disciplinary action.

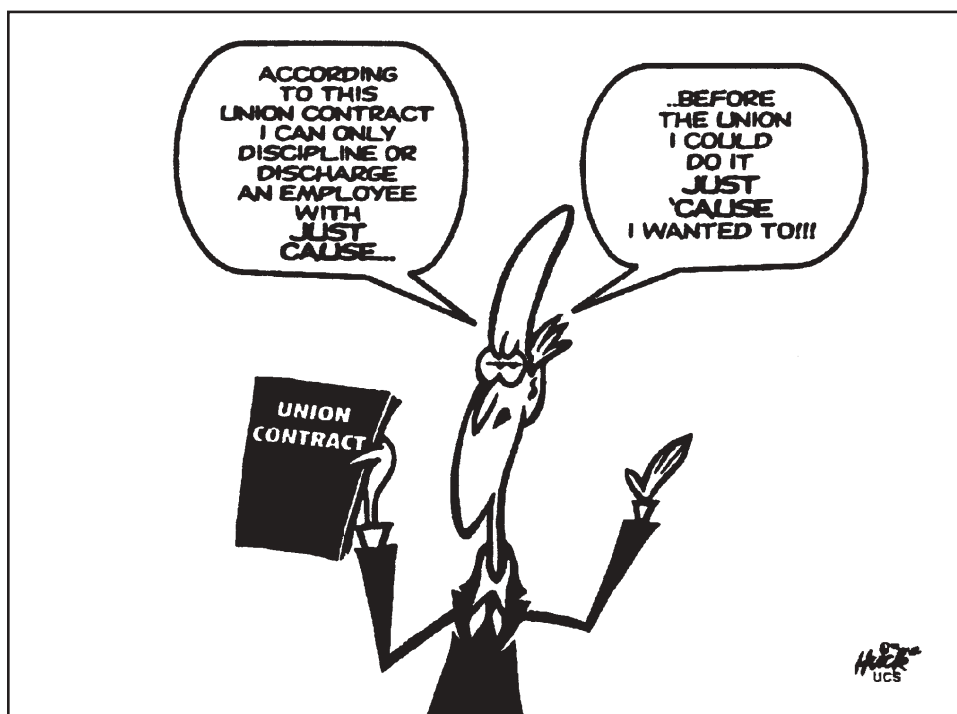
The company may not discipline or discharge any employee, except for just and proper cause. Just and proper cause involves the following principles:

1. **The company must give the employee forewarning** or foreknowledge of the possible or probable disciplinary action as the result of the employee's conduct.
2. **The company's rule must be reasonably related to the orderly efficient and safe operation** of the employer's business, and the performance that the company might properly expect of the employee.

3. **Before administering discipline to an employee, the company must make an effort to discover** whether the employee did in fact violate or disobey a rule or order of management.
4. **The company's investigation must be conducted fairly** and objectively.
5. **When the company conducts its investigation it must obtain substantial evidence** or proof that the employee was guilty as charged.
6. **The company must apply its rules, orders and penalties evenhandedly** and without discrimination to all employees.
7. **In determining the degree of discipline the company must show that the penalty is reasonably related** to the seriousness of the employee's proven offense and shall consider the employee's record of service and length of employment with the company.

The union will work on your behalf to investigate if the company acted properly in taking disciplinary action against you. If you are disciplined, there is a time limit within which to contact the union and have the union file a grievance. **Because of this time limit, do not delay. Contact the union representative as soon as you can.**

## WHAT ARE THE BENEFITS OF UNION MEMBERSHIP?



### 3 Organization for Mutual Benefit

**A third and 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.**

This is spelled out in the ILWU 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 way 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. The story on page 3, "What Is At Will Employment?" clearly shows how laws affect your job security.

In our country, the U.S. Con-

gress 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 workers and some take away rights and benefits. For this reason, the ILWU and other unions must be actively involved in the legislative process, monitoring all of the bills, stopping 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 2002, the ILWU Political Action Committee interviewed dozens of candidates and questioned them on issues important to workers.

workers.

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

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

The Local or Division office will also assign a full-time business agent or officer to work with your negotiating committee as your spokesperson. **During negotiations, unit members may be asked to support their committee by wearing union buttons, attending rallies, and mobilizing in other activities.**

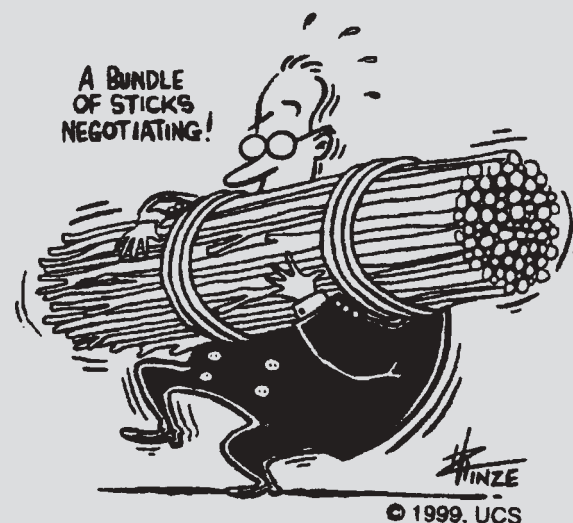
When your committee thinks a fair settlement with man-

agement has been reached, they must get your vote of approval before the new contract can be finalized. This happens at a membership meeting where your committee will report on the settlement and where your unit members can vote to accept or reject the settlement. This is another part of ILWU democracy which requires membership approval for all contract settlements.

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

**Your union contract is a very important document. You should read the contract and be familiar with its terms.** You should challenge management whenever they violate the contract. You can get a copy from your unit officers.

### WHICH IS STRONGER?



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



# WHAT ARE THE BENEFITS OF UNION MEMBERSHIP?

## 4 The Benefits of Union Political Action

**A single worker is powerless to bargain with his employer for good wages and conditions. In the same way, a single voter can't do much to influence the legislature.**

Workers join unions so they can bargain as an organized group, and this pays off in better wages, working conditions, and job security. Likewise, unionized workers can organize their votes, which gives them the power to get laws passed that benefit workers and their families.

Through Union Political Action, working people in Hawaii have

passed many good laws that have improved the conditions for all working people. Four examples of these laws (see below) are: 1) Workers Compensation Insurance; 2) Temporary Disability Insurance; 3) the Minimum Wage; and 4) the Pre-paid Health Care Act which requires employers to provide medical plans to covered workers.

## Political Action Benefits All Workers

**Workers Compensation** provides payments for wage loss and medical care for workers injured on the job. All medical care, services, and supplies are covered for as long as necessary. The law requires employers to provide this coverage at no cost to the employee. One of the more important benefits of Hawaii's law is that injuries are presumed to be work related, unless the employer can show substantial evidence otherwise.

Over the years, union political action has continued to make improvements in the basic law by increasing benefits, coverage, and protecting the rights of injured workers. Union political action has also prevented attempts to weaken and eliminate major benefits of the program.

**Temporary Disability Insurance (TDI)** provides partial wage replacement for workers who are unable to work because of illness or injuries not covered by workers compensation.

The program pays 58 percent of your average weekly wage up to a maximum of \$396 a week. There is a seven day waiting period and benefits may be paid for as long as 26 weeks.

TDI is often combined with union negotiated sick leave plans in case of long disabilities.

**Minimum Wage** sets the minimum wage that can be paid to hourly employees. As of this year, Hawaii's minimum wage is \$6.25. This is higher than the federal minimum wage which is currently \$5.15.

Raising the minimum wage is good for all workers because it puts more money into the economy, creating jobs and more business activity.

**Pre-Paid Health Care Act** requires employers to provide single medical coverage to employees who work 20 or more hours a week for at least four consecutive weeks. Employers may require employees to share the cost of the plan up to 1.5 percent of the employee's monthly wages.

While nearly all unionized workers receive much better health plans, such a law creates a floor below which benefits cannot fall. It also prevents non-union companies from competing unfairly by paying low wages and benefits.

## The scoop on . . .

### ILWU Union Political Action

#### Priorities set for 2004 legislative session

The ILWU identified the 10 most important political issues which the union will focus on during the 2004 session of the Hawaii State Legislature. The issues deal with health care (2,4), workers rights and benefits (1,3,6,7,8), monitoring tax breaks for business (9), state-wide education (5), and waterfront and longshore issues (10).

The 10 priorities are drawn from the union's full legislative program which defines the ILWU's position on a wide range of political issues. **The full program contains 102 items and covers economic development, worker rights, health and social services, education, civil liberties, transportation, land use and the environment.**

**The ILWU is unique among Hawaii unions in having such a broad and extensive legislative program.** The main reason for this is that ILWU members themselves work in almost every industry and live and work in almost every community in the state from Kekaha on Kauai to Naalehu on the Big Island. The issues that concern ILWU members are the same issues that concern the people of Hawaii.

All state lawmakers receive a copy of the complete ILWU Legislative Program and the following priorities identified for 2004 Legislative Session.

- Support legislation to protect workers' jobs and employment** when companies are sold, ownership transferred, management changes or asset sold or transferred and the business continues to operate in a similar mode as under the previous owner or operator (worker retention).
- Support implementation and expansion of the "**Hawaii Rx**" law to lower the cost of prescription drugs for Hawaii residents through discounts and rebates from pharmaceutical manufacturers.
- Oppose reducing the benefits** provided by or scope of coverage of Workers Compensation.
- Protect the Pre-Paid Health Care Act**; support for efforts to expand health insurance coverage for the uninsured.
- Strong support of the statewide, integrated public school system.** Support of equalization of opportunity in education, especially for rural Oahu and neighbor islands, with more funding, support and authority to compensate for inequities. Support for excellence in education and additional staffing in core curriculum. Support for more power to school principals in spending to achieve education goals. Support continued statewide budgeting and financing of public education. Oppose school vouchers.
- Support a State "living wage" program** for those workers working for companies contracted by the State or County or for companies conducting business on public property.
- Strong opposition to any so-called "right-to-work" legislation.**
- Support for "labor neutrality" legislation** prohibiting the use of public monies by any business to oppose or support a labor organization.
- Support legislation ensuring that state subsidies and other assistance are spent wisely** and that requires assessments of the cost effectiveness of tax incentive programs and evaluations if promised outcomes are delivered.
- Support the working waterfront.** Any waterfront development must ensure the continued safety and viability of the ongoing operations of the existing maritime related activities, such as the loading and unloading of cargo vessels, in the Honolulu Harbor area, as well as all other ports statewide. Support the Jones Act and the Passenger Service Act.

# 47th Annual ILWU Bowling Tournament: Viva Las Vegas!

**By Brian Tanaka  
Oahu Division Business Agent**

The 47th Annual Mixed Bowling Tournament was held at the Orleans Hotel, Casino & Bowling Center in Las Vegas, Nevada on November 25-26, 2003. This year, the traveling group numbered 58, with 36 doubles and 35 individuals entered (there was no team event).

The competition began on Tuesday with the doubles event, followed by the singles event on Wednesday. The official word is that scores were low due to unfamiliarity with the lanes. However, low scores may also have been the result of 24-hour "hot" (or cold) action on the casino floor, the shopping malls and outlets, the flow of alcohol, sleep disorders (mainly the lack of sleep), or a combination—perhaps even all—of the above.

As one participant said, "we were just rolling the ball and itching to get back to the casino to 'roll the dice' and hit it big!"

All participants seemed to enjoy this West Coast "city that never sleeps," including the attractions, shopping, gambling, eating, socializing and sharing hopes for winning the big bucks—or comiserating when those big bucks didn't appear. A great time—win or lose—was had by all . . . and the bowling was fun, too.

The bowling awards ceremony was held immediately after the tournament. Awards were presented by tournament Chair Howard Toma, who worked very hard to make this year's event a success. Jerileen Lono and Daniel La Madrid won the Singles Event in the "A" and "B" divisions, respectfully. Emory Tai and Victor Palakiko took the Doubles

Event. The All Events category was won by Wayne Watanabe in the "A" division and Daniel La Madrid in the "B" division.

Participants and guests devoured a fabulous buffet dinner held at the

French Market Bar and Restaurant in the Orleans Hotel.

Chairman Howard Toma was assisted by Masa Ando, Jodie Alviar and Oahu Division Sports Coordinator Brian Tanaka.

<u>Singles</u>	<u>"A" Division</u>	<u>Total Pins</u>	<u>"B" Division</u>	<u>Total Pins</u>
1st Place	Jerileen Lono .....	813	Daniel La Madrid .....	811
2nd Place	Eric Adams .....	780	Hale Kaluna .....	778
3rd Place	Sonny Sardinha .....	777	Sui Poy .....	764
<u>Doubles</u>				<u>Total Pins</u>
1st Place	Emory Tai (797)/Victor Palakiko (786)			1583
2nd Place	Nena Martin (789)/Abe Martin (788) .....			1577
3rd Place	Pamela Mizukami (778)/JoAnn Lee (775) .....			1553
<u>All Events</u>	<u>"A" Division</u>	<u>Total Pins</u>	<u>"B" Division</u>	<u>Total Pins</u>
1st Place	Wayne Watanabe .....	1624	Daniel La Madrid .....	1561
2nd Place	Malcolm Osaki .....	1572	Eric Adams .....	1560
3rd Place	Emory Tai .....	1569	Abe Martin .....	1538
	Jerileen Lono .....	1569		

## A Guide to the ILWU—what every member should know

### Contacting the Union

**If you cannot reach a unit officer or steward you can call your business agent at the ILWU Office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m. from Monday to Friday.**

- Hilo ..... PHONE: 935-3727 ..... FAX: 961-2490
- Waimea ..... PHONE: 885-6136 ..... FAX: 885-0450
- Kona ..... PHONE: 329-2070 ..... FAX: 329-2070\*01
- Wailuku ..... PHONE: 244-9191 ..... FAX: 244-7870
- Lihue ..... PHONE: 245-3374 ..... FAX: 246-9508
- Honolulu ..... PHONE: 949-4161 ..... FAX: 941-5867

**If your business agent is not in the office, you should leave a message, a phone number and a time when you can be reached. If you have a serious problem, you should contact the union as soon as possible. There is a time limit on reporting any problem.**

#### HAWAII DIVISION

- Richard Baker, Jr. .... Division Director
- Isaac Fiesta Jr. .... Business Agent
- Greg Gauthier ..... Business Agent
- Elmer Gorospe ..... Business Agent
- Wallace Ishibashi Jr. .... Business Agent
- Roy Jardine ..... Business Agent
- Richard Kaniho ..... Business Agent
- Ann Chong ..... Division Clerk
- Sui Sin Coloma ..... Senior Clerk
- Sharon Kataoka ..... Part-time Clerk

#### MAUI DIVISION

- William Kennison ..... Division Director
- Robert "Bobby" Andrion ..... Business Agent
- Steve Castro ..... Business Agent
- Jerrybeth DeMello ..... Business Agent
- Delbert DeRego ..... Business Agent
- Joseph Franco, Jr. .... Business Agent
- Claro Romero ..... Business Agent
- Wayne Takehara ..... Business Agent

- Joycelyn Victorino ..... Division Clerk
- Joyce Naruse ..... Senior Clerk

#### KAUAI DIVISION

- Clayton Dela Cruz ..... Division Director
- Pamela Green ..... Business Agent
- Michael Machado ..... Business Agent
- Melissa Ragasa ..... Division Clerk

#### OAHU DIVISION

- Dave Mori ..... Division Director
- Shane Ambrose ..... Business Agent
- Brandon Bajo-Daniel ..... Business Agent
- Karl Lindo ..... Business Agent
- Larry Ruiz ..... Business Agent
- Tyrone Tahara ..... Business Agent
- Brian Tanaka ..... Business Agent
- Michael Yamaguchi ..... Business Agent
- Carol Alviar ..... Division Clerk

#### LOCAL OFFICERS

- Fred Galdones ..... President
- Donna Domingo ..... Vice President
- Guy Fujimura ..... Secretary-Treasurer

#### LOCAL STAFF

- Mel Chang ..... Communications Director
- Desmond Kochi ..... Office Manager
- Joanne Kealoha ..... Social Services Coordinator
- Lynette McComas ..... Program Assistant
- Michael Murata ..... Contract Administrator
- Eadie Omonaka ..... Program Assistant
- Rae Shiraki ..... Archivist
- Arlyn Yoshinaga ..... Program Assistant

#### INTERNATIONAL REGIONAL OFFICE

- Wesley Furtado ... International Vice President, Hawaii
- Tracy Takano ..... International Representative
- Mathew Yamamoto ..... International Representative

#### ORGANIZING DEPARTMENT

- Ronald Clough ..... Organizer
- Merlita Crespín ..... Organizer
- Jing Tabudlo ..... Organizer
- William Udani ..... Organizer