



VOICE OF THE ILWU

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Labor Institute trains new leaders

In a democratic union like the ILWU, there are members at every workplace who are elected by their fellow workers to lead the union organization at their job site. These elected workers are called "Unit Officers" and the union organization at the job site is called a "Unit" of the ILWU.

Unit officers do their regular job—they punch in, work their shifts, and punch out like everyone else. But after hours and during non-work time, they run meetings, give reports, advise and assist members with problems, make sure management follows the union contract, and carry out a wide variety of duties that is expected of ILWU unit officers.

Unit officers receive no compensation from the union—they serve as volunteers. They take on the responsibility because they care about others and want to help their fellow workers. They believe in the union and understand that the best way for workers to protect their rights and improve their conditions is through union organization.

Unit officers work together with the union's full-time business agents. Statewide, there are 22 ILWU business agents and 211 units. Each business agent is assigned to service a number of units, based on size and location. The business agent will visit their units regularly and meet with the unit's officers. The business agent takes on the bulk of the technical and administrative work of the union, but the unit officers have the responsibility of organizing and mobilizing the members of their unit.

Becoming leaders

Most unit officers are in the position because someone has to do



the job and no one else has stepped up. They may not be leaders when they start out, but through experience and training they can learn to be very good leaders.

The ILWU Labor Institute was started to provide these rank-and-file unit officers with the training they need. Some of the training is in leadership skills—how to speak in public, how to run a productive meeting, or how to handle conflict. Some of the training provides technical and procedural knowledge—what are the laws affecting workers, how to get information about the company, or how to compute the cost of wages and benefits. Finally, the training is practical—how to negotiate better conditions, how to handle grievances and solve problems with management, or how to get more members involved with the union.

Seventh institute

The ILWU Labor Institute has been held every three years since 1987, making this year's program number seven. The institute will run five days from June 13-17, 2005, at

the ILWU Hall on Atkinson Drive in Honolulu. Participants will be housed at the Ala Moana Hotel which is across the street from the ILWU Hall.

If all leaves of absences are approved, over 120 ILWU rank-and-file leaders are expected to attend the intensive, leadership training program. Over half, 60 people, are from tourism units. Four participants are from longshore units, seven from pineapple units, and 15 will be coming from a variety of general trades units including macadamia nut, supermarkets, hospitals, trucking, automotive, manufacturing, and others.

History and traditions

Each morning, the Institute will feature a program on the "History and Traditions of the ILWU" which will give the participants a better understanding of the union they belong to and the traditions they need to carry on.

They will learn how the ILWU started as a new, and different kind of union in 1934; why democracy and rank-and-file control of the union were and continue to be important; how the ILWU came to Hawaii and how the union successfully organized workers from many different industries and crafts; and why the ILWU has such a strong commitment to racial equality, social justice, and international solidarity.

For the rest of the day, participants will attend workshops run by

some of the best labor educators recruited from across the United States. A total of 12 instructors will be teaching 32 workshops. Participants have the opportunity to attend 6 of the 32 workshops.

For the benefit of the membership

The whole purpose of the training offered by the Labor Institute is to benefit the members of the union. The 120 participants will be expected to take what they learn back to their units and do a better job for the members of their unit. ♦

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To Members of the ILWU Health & Welfare Plan

The following locations have been added to our list of PARTICIPATING PHARMACIES:

Foodland Super Market, Ltd. - Waimea (Kamuela),
Medicine Cabinet • Phone: (808) 885-2075

Foodland Super Market, Ltd. - Pukalani
Medicine Cabinet • Phone: (808) 572-8266

You can pick up your prescriptions and support union shops at the same time!

Next Local Executive Board Meeting scheduled for June 30-July 1, 2005 • 10:00 am • 451 Atkinson Drive, Honolulu

ADDRESS LABEL

International President's Report

Arnold: California's son-of-a-Bush

By James Spinosa
International President

Arnold Schwarzenegger rode a wave of populist discontent and Hollywood star power into California's governorship. He played the role of the outsider taking on the status quo, the new sheriff come to clean up the town. The newspapers never mentioned the bankers and railroad barons funding his efforts.

In a state that rejected George W. Bush by large margins in both 2000 and 2004, Schwarzenegger is pushing an economic agenda that is a clone of Bush's—attacking union workers, their working conditions and pensions and privatizing as much of the social wealth as possible. He speaks of getting rid of “special interests” to allow the “business of the people” to proceed. **Translated, what he really means is getting rid of the protections working people have won through decades of long, hard struggle in California and thereby allowing his rich friends and donors to reap ever-larger profits.**

In the short time he has been in office, Schwarzenegger has vetoed legislation that would have raised the minimum wage, that would have reduced offshoring of American jobs, that would have made health care accessible for millions more California workers and that would have reduced prescription drug costs. He has also lowered workers' compensation payments for disabled workers.

Arnold attacks nurses, teachers, government workers

Many of the “special interests” Schwarzenegger is so boldly taking on have one thing in common—they are workers organized in unions with good contracts affording them livable wages, healthcare coverage and pensions. Among his top targets are nurses, teachers and government workers. Going after the very people who care for our sick family members and who teach our children is par-

“Still Schwarzenegger is not satisfied with simply closing schools and their libraries, with increasing class sizes and reducing educational materials, with laying off teachers, school counselors and nurses. As a true anti-union politician he has to attack their collective bargaining agreements.”

ticularly perverse.

If you have ever spent any time in the hospital, you know the kind of stress nurses, the front-line care providers, are under with the number of patients they must oversee. And you know who pays the price for their being spread too thin.

The nurses' unions have pushed for lower patient-to-nurse ratios that mean more care. In fact, the state legislature passed a law, signed by then-Governor Gray Davis, empowering the state's Department of Health Services to set nursing ratio standards. But at the behest of the health care industry, which apparently can't seem to make enough money no matter how high or often they raise rates, Schwarzenegger single-handedly stopped the implementation of that law last November. Citing what he claimed was a shortage of nurses, he declared an “emergency” that would allow hospitals to retain the higher ratios. The emergency order expires in 120 days, but Schwarzenegger is trying to extend it for three more years.

Schwarzenegger's attacks on the state's teachers are even worse.

California voters mandated a certain level of funding for public schools and community colleges by passing Proposition 98 back in 1988. This vote reflected the priority most people give to their children's education. School officials and teachers' unions negotiated a cut in the education budget last year to help with the state's enormous deficit, but did so in exchange for Schwarzenegger's promise there would be no further cuts. But the governor's proposed budget reneges on that promise and calls for continuing cuts in school funding.

Still Schwarzenegger is not satisfied with simply closing schools and their libraries, with increasing class sizes and reducing educational materials, with laying off teachers, school counselors and nurses. As a true anti-union politician he has to attack their collective bargaining agreements. He wants to eliminate their good defined benefit pensions and replace them with privatized plans. And it's not just the teachers he wants to do this to—all government workers, including fire fighters, are now entrenched special interests “threatening our state.”

No “breaks” for workers

Schwarzenegger is even targeting low-wage workers without contracts who depend on the minimal protections offered by state law. His latest move will basically eliminate the legal requirement for employers to give their workers a half hour unpaid lunch break after no more than six hours of work. Under his proposal employers would only be required to post a notice informing workers they



have a right to a break, but not be required to provide it or pay workers who miss their breaks. Workers could easily be pressured into “waiving” their meal periods for up to a ten-hour shift.

Schwarzenegger at first tried to enact this change through executive order—that is, just because he said so. He rationalized it as an emergency move to stop all the lawsuits against employers who were violating the meal period law—he was claiming the emergency was not the flagrant illegal actions of the employers, but the enforcement of the law. The public outcry was so intense that even he had to back down temporarily. But he is still intent on getting the state's Division of Labor Standards Enforcement to change the regulation. ♦

All this raises the question: Who are the real special interests behind these policies?

Some of the corporations with meal and break period lawsuits pending that have also contributed to Schwarzenegger and the Republican Party include **Wal-Mart** (\$318,000), **Vons/Safeway** (\$156,200), and **McDonald's** (\$9,000). Those publicly supporting Schwarzenegger's rule changes include the **California Restaurant Association** (\$131,000) and **Outback Steakhouse** (\$50,000).

Any while the special interests of workers and their unions are being attacked loudly and publicly, corporate interests are quietly taking over Schwarzenegger's administration. For example:

- The governor's **Deputy Chief of Staff, Garrett Ashley**, is the former executive director of **Tech Net**, a network of high tech corporate executives that lobbies in Sacramento for their interests.
- The **Deputy Chief of Staff for External Affairs, Cassandra Pye**, worked for the past 12 years

for the state's **Chamber of Commerce**, running its political activities.

- The new **Food and Agricultural Secretary, A.G. Kawamura**, is the past chairman of the **Western Growers Association** that opposed legislation protecting farm workers and has opposed agricultural environmental regulations. He is now in charge of enforcing them.
- The **Legislative Secretary, Richard Costigan**, was the **chief lobbyist for the California Chamber of Commerce**, meaning that big business is now running the governor's legislative agenda.
- The undersecretary at the **California Environmental Protection Agency, James Branham**, worked for the **Pacific Lumber Company** which had its logging license suspended several times during the 1990s for its various violations of environmental regulations and for trying to cover up those violations.

The list could go on and on. The point is that Schwarzenegger is as big a threat to the interests of workers and unions in California as Bush is to the nation.

International News

ILWU attends solidarity gatherings in South Africa

by Steve Stallone
Editor, The Dispatcher

The ILWU sent three delegates to represent the union in South Africa at the tenth year commemoration of the end of apartheid and at an international mine workers conference last November.

International Secretary-Treasurer Willie Adams, International Executive Board member Trinidad Esquivel (representing the Southern California mining Local 30 in Boron) and Mike Diller (president of Local 20 that processes and packages the mined borax products for export in Wilmington) made the 20-hour flight to Johannesburg with excitement and anticipation. The parade celebrating the end of South Africa's institutional system of racism and segregation and the beginnings of its democracy was the highlight of the trip for the ILWU delegation. It was a victory not just for the people of South Africa, but for the ILWU as well, which was very involved in the international movement to take down the old regime through its boycotts of South African ships and other actions.

The South Africans themselves recognized the union's central role in the struggle by asking the ILWU delegation to lead the march through the streets of Johannesburg. They carried a banner proclaiming "United Against Apartheid/Together in Freedom/An injury to one is an injury to all" along with the ILWU insignia and signed by the Titled Officers and the Coast Committee.

Adams was transported by the experience.

"I felt like we were riding on the wings of angels," he said. "Especially hearing the feet on the pavement. I thought to myself, 'This is what Martin Luther King Jr. must have felt like on the march to Selma.' The ILWU had pushed the fight against apartheid, so it couldn't have been more fitting for us to be there out front. People were coming out of the buildings and onto the streets to join the parade. It doesn't get much better than that."

After the parade Adams, Diller and Esquivel gave their banner to the African National Congress (ANC), Nelson Mandela's organization that led much of the fight against apartheid. It now hangs in the ANC headquarters.

As time allowed the ILWU del-



Marching in the streets of Johannesburg. Far left, International Executive Board member Trinidad Esquivel; center, International Secretary-Treasurer Willie Adams; and far right, ILWU Local 20 President Mike Diller.

egates also visited the black township of Soweto, where much of the revolutionary movement was sparked, and the modest home of Nelson Mandela before he was jailed by the repressive government. The house has since been transformed into a museum of apartheid, a remembrance of a brutality that reigned not far in the past.

"It was a very somber experience," Diller said.

The humble structure also houses numerous plaques, memorabilia and awards Mandela received over the years, including Sugar Ray Leonard's welter weight boxing belt.

"Sugar Ray was so moved by Mandela he gave him his championship belt," Adams said, noting that Mandela had been a boxer himself in his younger days.

In the two days prior to the parade the ILWU delegates attended the World Conference for the Mining Industry hosted by the 20 million member International Federation of Chemical, Energy, Mining and General Workers Union (ICEM). Representatives from mining unions around the world gathered to support each other in their struggles against international mining conglomerates. For example, Rio Tinto, the company that employs ILWU Local 3 borax miners in the Southern California desert and the Local 20 chemical processing and packaging workers at the Port of Los Angeles, is the largest mining company in the world and is notorious for its anti-union activities in South Africa, Australia and many other countries.

"At the conference we learned that Rio Tinto has joined groups like the International Council for Mining and Minerals (ICMM) to make themselves look good throughout the world," Esquivel said. "But Rio Tinto has yet to sign on to global agreements to better the lives of working people."

As part of the ICEM's four-year work plan, the conference called for "meaningful, inclusive and regular

social dialogue" with employers at the highest level and with the employer group ICMM to monitor basic international standards set by the United Nation's International Labour Organization. The plan also calls for a campaign to get all countries with mining interests to ratify ILO Convention 176 on Mine Health and Safety; to move forward to implement ILWU Convention 162 on employment and social impacts of a ban on asbestos mining; to use the global union federation and global agreements to unite and organize workers worldwide; and to continue to build local partnerships in mineral extraction areas in the fight against HIV/AIDS.

Another part of the work plan calls for the mining industry to meet the human needs of its workers, families and communities. It sends a clear message to both private and public financing organizations that the "one-size-fits-all" mine privatization and restructuring model is unacceptable. Citing a record of social devastation in countries that have rapidly liberalized mining enterprises, the work plan warns such financing bodies "that the unilateral imposition of any restructuring that is not socially sustainable is bound to fail."

The work plan concludes with a resolve condemning the invasion of Iraq, and a call to the international community for early elections in Iraq and for withdrawal of all occupying forces. The plan also calls for immediate action toward a just settlement of the Palestine-Israel conflict that includes an independent and viable Palestine state.

"I left Johannesburg with a tremendous feeling of solidarity with our brothers and sisters throughout the world who belong to the labor movement," Diller said. "The delegates want us to end the war in Iraq. They love our people, but hate George Bush and the policies he stands for."

Adams, who attended the last ICEM conference in Australia in 2002 along with Director of International Affairs Ray Familathe, was pleased with the delegation's short but productive trip, solidifying the ILWU's relations with other workers and planning further collaborations.

"We were where we needed to be, getting done what we needed to do," he said. "Our visit also laid the groundwork for the Maritime and Mining Conference the ILWU will be hosting in Southern California in May." ♦



At the Mandela House Museum: (L-r) Keith McCorrison, MUA Branch deputy secretary for Western Australia, ILWU Local 20 President Mike Diller, ILWU International Secretary-Treasurer Willie Adams, ILWU International Executive Board member Trinidad Esquivel, the Mandela Museum curator and three Australian miners.



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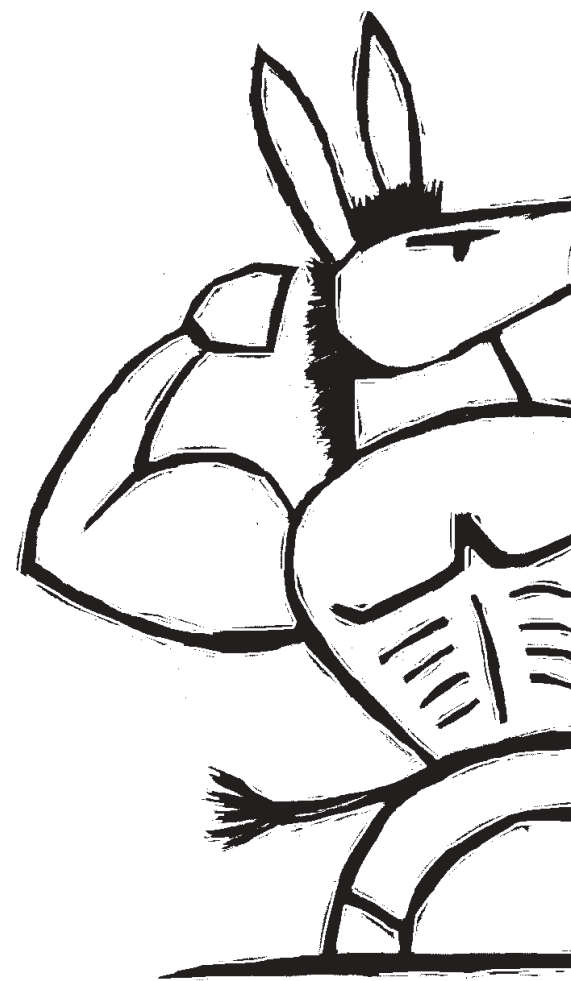
Editor: Mel Chang

2005 Legislative Report

Republicans oppose worker issues

The 2005 Legislature passed a number of good bills that bring real and substantial benefit to working families.

However, a look at the voting records on six issues supported by the ILWU reveals a big difference in how Republicans and Democrats in the State Legislature look at these worker friendly programs.



The six issues were:
 1) Protecting Workers Compensation; 2) Increasing the Minimum Wage; 3) Allowing the use of sick leave for Family Leave; 4) Providing workers with a 30 minute Meal Break; 5) Requiring stores to post a sign to identify previously frozen goods; and 6) Disclosing information about employers whose employees are on Public Medical assistance. (see box below for more detail.)

Very bad on worker issues

The Lingle Administration opposed all six bills and may veto some of them (she has until the end of June 2005 to notify the Legislature of an intent to veto). Lingle scores a zero on workers' issues.

Following the party line set by Governor Lingle, Republicans in the House and Senate also voted against working people.

In the Senate, Sam Slom (District 8 - East Oahu) and Bob

Hogue (District 24) had the worst record, voting against all six bills. The remaining three Republicans—Fred Hemmings (District 25), Gordon Trimble (District 12), and Paul Whalen (District 3) voted against five of the six bills. The average score for Senate Republicans was a very low 10% in support of worker issues and 90% against workers.

In the House of Representatives, Colleen Meyer (District 47) had the worst record of the Republicans, voting against working families on all bills. Mark Moses (District 40), Kymberly Pine (District 43), Bud Stonebraker (District 17), and Lynn Finnegan (District 32) voted against workers four times.

Corinne Ching (District 27), Galen Fox (District 23), Cynthia

Thielen (District 50), and Barbara Marumoto (District 19) voted against three of the worker issues. Chris Halford (District 11) voted against two labor bills. Halford is the only Republican endorsed by the ILWU.

The average Republican score in the House was a low 40 percent for working people.

2005 ILWU LEGISLATIVE SCORECARD: SENATE

VOTING KEY: R = Right W = Wrong

LEGISLATOR	Workers' Compensation SB 1808	Minimum Wage SB 294	Family Leave HB 325	Meal Breaks SB 55	Frozen Bread HB 332	Disclosure SB 1772
Baker - Kapalua, Kaanapali, Lahaina, Maalea, Kihei, Makena	R	R	R	R	R	R
Bunda - Mililani Mauka, Wahiawa, Haleiwa, Mokuleia, N. Shore	R	R	R	R	R	R
Chun Oakland - Sand Island, Kalihi, Liliha, Pauoa, Puunui	R	R	R	R	R	R
English - Kahoolawe, Molokini, Lanai, Molokai, Upcountry, Hana	R	R	R	R	R	R
Espero - Waipahu, Ewa, Ewa Beach, West Loch	R	R	R	R	R	R
Fukunaga - McCully, Tantalus, Punchbowl, Honolulu	R	R	R	R	R	R
Hanabusa - Waianae, Nanakuli, Luaualei, Makaha	R	R	R	R	R	R
Hee - Kahuku, Laie, Kaawa, Kaneohe	R	R	R	R	R	R
Hemmings (R) - Kailua, Lanikai, Waimanalo, Hawaii Kai	W	W	W	W	W	R
Hogue (R) - Kaneohe, Kaneohe MCAB, Kailua, Enchanted Lake	W	W	W	W	W	W
Hooser - Kauai, Niihau	R	R	R	R	R	R
Ige - Pearl City, Pacific Palisades, Waimalu, Aiea, Halawa Hts.	R	W	W	R	R	R
Ihara - St. Louis Hts., Palolo Valley, Kaimuki, Kapahulu, Ala Wai	R	R	R	R	R	R
Inouye - Hilo, Hamakua, Waiakea Uka, Keaukaha, Waimea	R	R	R	R	R	R
Kanno - Village Park, Makakilo, Kapolei, Waipahu, Waikale	R	R	R	R	R	R
Kim - Moanalua, Aiea, Ft. Shafter, Kalihi Valley, Halawa Valley	R	R	R	R	R	R
Kokubun - South Hilo, Puna, Ka'u	R	R	R	R	R	R
Menor - Mililani, Mililani Mauka, Waipahu	R	R	R	R	R	R
Nishihara - Waipahu, Pearl City, Manana	R	R	R	R	R	R
Sakamoto - Moanalua, Salt Lake, Foster Village, Pearl Harbor	R	R	W	W	R	R
Slom (R) - Hawaii Kai, Aaina Haina, Kahala, Diamond Head	W	W	W	W	W	W
Taniguchi - Manoa, Moliili, McCully, Makiki	R	R	R	R	R	R
Trimble (R) - Kapahulu, Waikiki, Ala Moana, Kakaako, Downtown	W	W	W	W	W	R
Tsutsui - Wailuku, Waihee, Kahului, Paia, Lower Paia	R	R	R	R	R	R
Whalen (R) - Milolii, Kailua-Kona, Kawaihae	W	R	W	W	W	W

NOTE: Scorecard reflects bills supported by the ILWU and most of the labor community. All of these bills passed and were transmitted to the Governor, who has until July 12 to veto any bills. The Legislature may then reconvene to override any vetoes with a two-thirds vote.

“What were these bills about?”

Protecting the Workers' Compensation Law

The Lingle Administration approved new rules that would change the law by formalizing the process and making it harder for physicians to treat injured workers. S.B. 1808 will prohibit new rules to be implemented until 2007.

Increasing the Minimum Wage

S.B. 294 will increase the minimum wage from the current \$6.25 to \$6.75 in 2006 and \$7.25 in 2007 without an increase in the tip credit.

Allowing the use of Sick Leave for Family Leave purposes

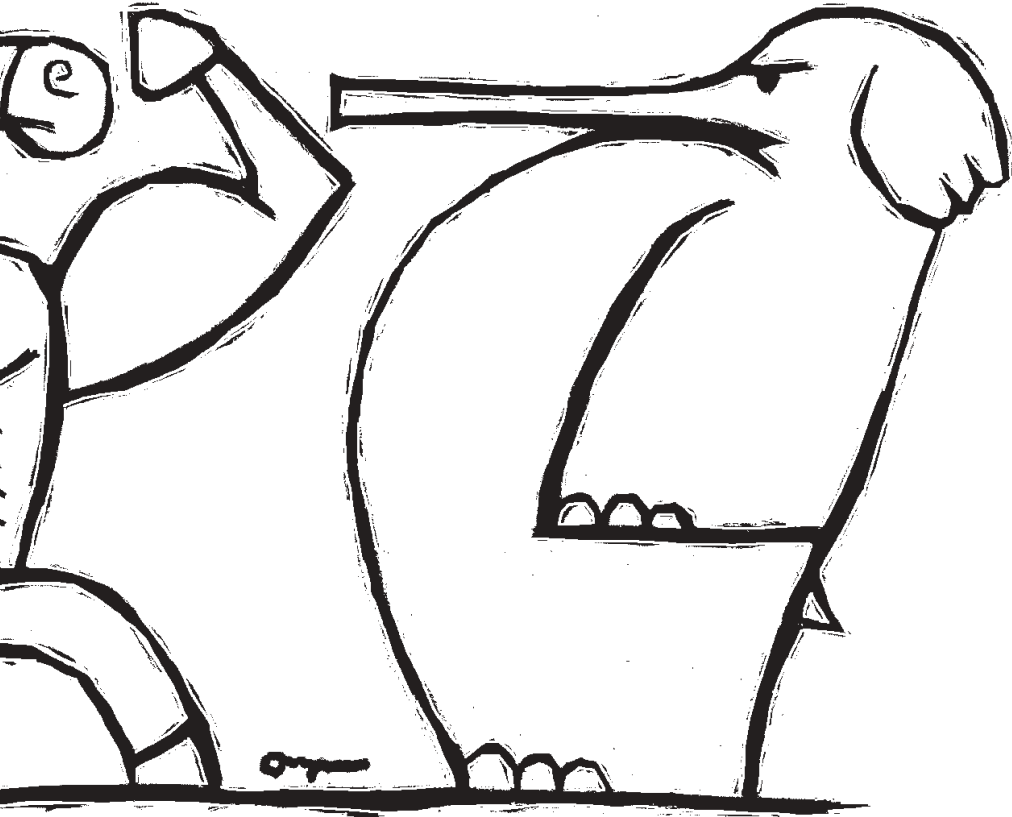
H.B. 325 clarifies the Legislature's intent in passing Act 44 in 2003 to require employers with 100 or more employees to allow use of up to 10 days of sick leave to care for a seriously ill family member.

2005 Legislative Report

ies

“Who is on your side?”

The voting record on these six issues shows a clear difference between Democrats and Republicans on issues important to working people.



Good on worker issues

On the other hand, Democrats in the House and Senate sided most often with working people. The forty-two Democratic members of the House had a 99% score in favor of working people. There was only one vote cast against the six issues important to union members. Cindy Evans (District 7) voted against the

Meal Break bill with Jon Karamatsu, Alex Sonson, and Kyle Yamashita voting “yes” with reservations. The Senate had a 97% vote in favor of working people. David Ige (District 17) voted against minimum wage and family leave and Norman Sakamoto (District 15) voted against family leave and meal breaks. ♦

Providing workers with a 30-minute Meal Break

Under S.B. 55, employers must provide a 30-minute meal break to employees who work more than five hours, unless they get an exemption or their employees waive their right to a break.

Requiring stores to post a sign to identify Previously Frozen and Thawed Baked Goods

H.B. 332 will educate consumers about which products are baked fresh and which are previously frozen and should help local industry.

Disclosing information about employers whose employees are on Public Medical Assistance

Known by some as the “Wal-Mart” bill because of Wal-Mart’s practice in other states to refer employees to public agencies for medical assistance rather than offer coverage through the company, S.B. 1772 will require the Department of Human Services to identify employers whose employees and dependents are using public resources for medical coverage.

2005 ILWU LEGISLATIVE SCORECARD: HOUSE

VOTING KEY: R = Right W = Wrong

LEGISLATOR	Workers' Compensation SB 1808	Minimum Wage SB 294	Family Leave HB 325	Meal Breaks SB 55	Frozen Bread HB 332	Disclosure SB 1772
Abinsay - Sand Island, Mokauea, Kalihi Kai, Kapalama	R	R	R	R	R	R
Arakaki - Alewa Hts., Kalihi Valley, Fort Shafter	R	R	R	R	R	R
Berg - Hahaione, Kuliouou, Niu Valley, Aina Haina, Kahala	R	R	R	R	R	R
Cabanilla - Waipahu, Honouliuli, West Loch, Ewa	R	R	R	R	R	R
Caldwell - Manoa, Manoa Valley, University	R	R	R	R	R	R
Carroll - Kahoolawe, Molokini, Lanai, Molokai, Wailua, Hana	R	R	R	R	R	R
Chang - South Hilo, Waiakea Kai, Kaumana, Keaukaha	R	R	R	R	R	R
Ching ^(R) - Nuuanu, Puunui, Liliha, Alewa Hts.	W	R	R	W	R	W
Chong - Maunawili, Olomana, Enchanted Lake, Kaneohe	R	R	R	R	R	R
Evans - North Kona, South Kohala	R	R	R	W	R	R
Finnegan ^(R) - Aiea, Halawa, Hickam, Pearl Harbor, Moanalua	W	W	R	W	R	W
Fox ^(R) - Waikiki, Ala Moana	W	R	R	R	W	W
Green - North Kona, Keauhou, Kailua-Kona, Honokohau	R	R	R	R	R	R
Hale - Puna, Paho, Hawaiian Acres, Kalapana	R	R	R	R	R	R
Halford ^(R) - Makawao, Makena, Wailea, Wailuku	R	R	W	R	R	W
Herkes - Puna, Ka'u, South Kona, North Kona	R	R	R	R	R	R
Hiraki - Kakaako, Iwilei	R	R	R	R	R	R
Ito - Heeia, Haiku Valley, Kapunahala, Kaneohe	R	R	R	R	R	R
Kahikina - Honokai Hale, Nanakuli, Luulualei	R	R	R	R	R	R
Kanoho - Lihue, Koloa	R	R	R	R	R	R
Karamatsu - Waipahu, Village Park, Waikale	R	R	R	R	R	R
Kawakami - Niihau, Lehua, Koloa, Waimea	R	R	R	R	R	R
Lee - Milliani, Milliani Mauka	R	R	R	R	R	R
Luke - Dowsett Highlands, Pacific Hts., Pauoa, Punchbowl	R	R	R	R	R	R
Magaoay - Kaena Pt., Schofield, Mokuleia, N. Shore, Kahuku	R	R	R	R	R	R

2005 ILWU LEGISLATIVE SCORECARD: HOUSE

VOTING KEY: R = Right W = Wrong

LEGISLATOR	Workers' Compensation SB 1808	Minimum Wage SB 294	Family Leave HB 325	Meal Breaks SB 55	Frozen Bread HB 332	Disclosure SB 1772
Marumoto ^(R) - Kaimuki, Waialae, Kalani Valley, Diamond Head	W	R	R	R	W	W
Meyer ^(R) - Laie, Hauula, Punaluu, Kahana, Kaaawa, Kahaluu	W	W	W	W	W	W
Morita - Hanalei, Anahola, Kealia, Kapaa, Waipouli	R	R	R	R	R	R
Moses ^(R) - Royai Kunia, Makakilo, Kapolei, Kalaheo	W	R	R	W	W	W
Nakasone - Wailuku, Puunene, Makawao, Paia	R	R	R	R	R	R
Nishimoto - Kaimuki, Kapahulu, Waikiki, Ala Wai, Diamond Head	R	R	R	R	R	R
Oshiro, B. - Aiea, Halawa Valley, Halawa Hts., Aiea Hts.	R	R	R	R	R	R
Oshiro, M. - Wahiawa, Whitmore Village, Poamoho	R	R	R	R	R	R
Pine ^(R) - Ewa Beach, Iroquois Pt., Puuloa	W	W	R	R	W	W
Saiki - Moliili, McCully, Kaimuki	R	R	R	R	R	R
Say - St. Louis Hts., Palolo Valley, Maunalani Hts., Kaimuki	R	R	R	R	R	R
Schatz - Tantalus, Makiki, McCully	R	R	R	R	R	R
Shimabukuro - Waianae, Makaha, Makua	R	R	R	R	R	R
Sonson - Pearl City, Waipahu	R	R	R	R	R	R
Souki - Wailuku, Waihee, Waiehu, Puuohala, Waikapu	R	R	R	R	R	R
Stonebraker ^(R) - Kalama Valley, Queen's Gate, Hawaii Kai	W	W	R	W	W	R
Takai - Newtown, Waiau, Pearl City, Waimalu	R	R	R	R	R	R
Takamine - South Kohala, Hamakua, North Hilo	R	R	R	R	R	R
Takumi - Pearl City, Momilani, Pacific Palisades, Manana	R	R	R	R	R	R
Tanaka - Lahaina, Kaanapali, Kapalua, Maalaea, Kihei	R	R	R	R	R	R
Thielen ^(R) - Kailua, Kaneohe Bay	W	R	R	W	R	W
Tsuji - South Hilo, Panaewa, Keaau, Kurtistown, Puna	R	R	R	R	R	R
Wakai - Moanalua Valley, Moanalua, Salt Lake	R	R	R	R	R	R
Waters - Lanikai, Waimanalo	R	R	R	R	R	R
Yamane - Waipahu, Milliani	R	R	R	R	R	R
Yamashita - Pukalani, Makawao, Olinda, Pulehu, Kula, Ulupalakua	R	R	R	R	R	R

Membership Service

A visit with retired ILWU members in the Philippines

Every two years, the Hotel Industry - ILWU Pension Plan sends a team to the Philippines to investigate, monitor, and review the situation of retired ILWU hotel workers who are receiving pension payment from the fund.

There are 60 people who retired from an ILWU hotel and returned to the Philippines to live.

One purpose of the trip is to make sure that pension payments are actually going to the right person. In the past, there have been cases when a retiree died and the family continued to collect the monthly pension payments. To prevent this, the team will meet with the retirees to confirm their identities. The team will also assist the retirees with other problems, such as filing taxes and Social Security benefit concerns.

This year, Local 142 President Fred Galdones was part of the team and spent 10 days in the Philippines, traveling to cities and barrios to meet with retired ILWU hotel

workers. "It was tough work—hot, dusty, and many hours on the road. We rented a bus and lived out of suitcases for days at a time."

The first half of the trip involved making actual home visits to twelve retirees who did not attend any scheduled meeting during the previous two Philippines trips. The team was successful in meeting with eleven of the twelve retirees. One of the twelve retirees was visiting family on Maui and the Trust Fund Office was able to contact her.

"When we got to the barrios, we could always tell which house belonged to the retirees. The dollar goes a long way in the Philippines and this allows ILWU retirees and their families to have a better life,"

"When we got to the barrios, we could always tell which house belonged to the retirees. The dollar goes a long way in the Philippines and this allows ILWU retirees and their families to have a better life."



ILWU President Fred Galdones (back row, right) meets with former ILWU Maui Division Director Roger Tacdol (front row, second from left) and Roger's family during the trip.

Fred observed.

On the second half of the trip, the team met with retirees at the following scheduled meetings:

Cebu: February 22, 2005 at Sangri-La Mactan Island; Manila: February 28, 2005 at Manila Peninsula; Laoag City: March 2, 2005 at the Fort Ilocandia Hotel; Dagupan City: March 4, 2005 at the Leisure Coast Resort.

The oldest living retiree, former Mauna Kea Resort employee Ms. Chiyoko Miura, will be 99 years old in June 2005. ♦



Ms. Chiyoko Miura is the ILWU's oldest living retiree in the Philippines, and will be 99 years old in June 2005.

Maui Division Unit Awards

Maui honors 2004 outstanding units and rank-and-file

WAILUKU—The Maui Division recognition awards for 2004 were presented at its regular Division Executive Board (DEB) meeting held on Wednesday, February 16, 2005. Maui full-time officers made their nominations based on attendance at meetings and participation in union programs.

2004's Outstanding Unit Awards went to **Unit 2107 - Maui County Employees Federal Credit Union** (1-100 members); **Unit 2406 - Ameron and Unit 2406 Hawaiian Cement** (tie, 101-300 members); **Unit 2306 - Maui Pineapple Company (Cannery)** (301-500 members) and **Unit 2509 - Lanai Resorts** (501 or more members).

Individual awards were also presented. "Recognition of Unit Chairperson" awards were given to Shawn Atacador of Unit 2509 - Lanai Resorts and Abel Kahooanohano of Unit 2406 - Ameron.

Delilah Salcedo of Unit 2505 - The Westin Maui, Zenaida Andaya of Unit 2101 - HC&S Company, Martin

Jenson of Unit 2306 - Maui Pineapple Company (Cannery), and Jason Medeiros of Unit 2520 - Grand Wailea Resort & Spa all received the "Recognition of Unit Leadership" award.

"Recognition of Unit Member" awards were given to Linda Fernandez of Unit 2509 - Lanai



Unit 2509 officer Shawn Atacador with Division Director William Kennison. Atacador received a "Recognition of Unit Chairperson" award. Her unit was also singled out as outstanding unit with 501 or more members.

Resorts, Ruby Yoshisato of Unit 2306 - Maui Pineapple Company (Cannery), Stephen West of Unit 2511 - Maui Prince Hotel and Michael Bunyard of Unit 2505 - The Westin Maui.

Retiree honorees for 2004 were Mae Pung and Bennenido Archangel.



Division Clerk Joycelyn Victorino with Abel Kahooanohano, recipient of a "Recognition of Unit Chairperson" award. Kahooanohano's Unit, Ameron, also received an award for outstanding unit with 101 - 300 members (tied with Hawaiian Cement).

Maui Unit Bulletin Editors were recognized at the April 20, 2005 DEB meeting. 2004 Outstanding editors were Robert Zahl of Unit 2101 - HC&S Co. (first place) and Mary Kay Hofmann of Unit 2306 - Maui Pineapple Company (Cannery). ♦



Business Agent Delbert DeRego, Ruby Yoshisato of Maui Pineapple Co. and Kennison. Yoshisato received one of four "Recognition of Unit Member" awards for 2004. She retires in 2005 after 55 years of service to Maui Pine and the ILWU.

ORGANIZE!

Wailea Golf attendants achieve parity with other resort golf course contracts

WAILEA, Maui—On March 23, 2005 new ILWU members at Wailea Golf Resort voted unanimously to accept their first union contract.

Before Wailea Golf ILWU members voted “Yes” for union representation last year, management did not respond to their requests for wage increases or fair treatment. “We were at a crossroads,” said union negotiating committee member Don Kloet. “Several times we sat down individually with management. They talked about giving raises but we never got anything in writing. Finally, we decided we had to take things into our own hands—and felt that becoming union was our only avenue to get what we wanted.”

After winning representation by secret ballot election in June 2004, the members submitted contract proposals centered around fair treatment and getting pay, benefits and contract language comparable to surrounding unionized resort golf courses. The ILWU represents over 400 members at golf courses on Maui, including the courses owned by Kapalua Land Company, Ltd., Wailea Resort Company, Ltd., and Kaanapali Golf Management, as well as The Dunes at Maui Lani, Pukalani Country Club, Grand Waikapu Resort, and Makena Golf at the Maui Prince Hotel.

Tough talks

The union negotiating committee faced many challenges during contract talks. At first, management did not want to match the wages and benefits at golf properties in proximity to Wailea Golf. Management also declined to match the wages and benefits at Wailea’s sister courses—

the Mokiha and Kiele courses at Kauai Lagoons—where the ILWU already had a contract in place.

Informed members are key

The members used a postcard-writing campaign to put pressure on management by showing community support for a fair contract at Wailea Golf. Many ILWU members statewide helped by signing postcards. The workers also made sure to present a solid front to management and stood fast in their support of the negotiating committee.

“One of the keys to keeping everyone together was keeping everyone informed about negotiations,” said union committee member Bradley Curtis. “We planned it so that at any point any one of the workers could step into negotiations and pick up the ball and know what was going on. We’re a team and everybody needed to be on the same page—nobody was left in the dark.”

By January 2005, tentative agreements were reached on most of the basic contract language. However, three major issues—wages, back pay and medical plan benefits—were still not settled.

Solidarity on the picket line

The workers again decided to take things into their own hands and initiated informational leafleting and picketing to let golfers know about their efforts to negotiate a fair contract. “The employees wanted to take action,” said Maui Division Director and negotiations spokesperson Willie Kennison. “And once they decided, all of them stuck together. Everyone came out to support their negotiating committee and spent time leafleting.”



Bradley Curtis, Gregg Miller, Tony Crislato and Don Kloet were among the Wailea Golf Resort members who participated in informational picketing and leafleting in support of a fair contract.

The informational picket garnered media coverage and public support. Maui Division officers, organizers, pensioners, and International staff also volunteered on the picket line.

Arnold Palmer speaks out

Wailea Golf’s Robert Trent Jones Jr.-designed Gold Course is the home course of the Wendy’s Champions Skins Game, a major tournament on the Champions (formerly Senior) PGA Tour. The workers intensified their leafleting efforts in the weeks prior to the Skins Game, which was scheduled to be held February 5-6, 2005. According to the committee, Arnold Palmer stopped to ask one of the workers why they were leafleting outside the property. When the worker explained that ILWU members were in negotiations and couldn’t get their contract, Palmer replied “We can’t have this.” Shortly afterward, management called the

union to say “we got the message” and within two meetings both sides agreed to a tentative agreement.

The contract provides union shop language, significant wage increases, guaranteed portage fees for large groups (excluding *kamaaina*), daily overtime, a paid meal period, and much more. “We succeeded because all the members had solidarity,” Kennison said. “The credit belongs to them, and to unit leaders Bradley Curtis and Don Kloet. This is a real success story and these workers should be an inspiration to others who want to organize and get a good contract.”

According to Kloet, “There was an understanding among all the workers that we were in it for the long term. Anything worthwhile, you have to fight for a little longer. We are doing this not just for us, but for future workers at Wailea Golf.” ♦

Union representation means smooth transition at Princeville

PRINCEVILLE, Kauai—FOR SALE. SOLD. UNDER NEW MANAGEMENT. These words can bring a lot of stress and worry about your job and future when the company you work for is being sold and will soon come under new management. It can be even more stressful when the company you work for, Princeville Resort, had been owned by the same people for the last 15 years and is the largest and most important employer in the small North shore community of Princeville on Kauai, population 1,698.

But for Princeville workers with an ILWU contract, the change in ownership was eased by skilled union negotiators who represented the workers’ best interests during the transition period.

The union’s goal is to make sure all workers keep their jobs and the new owner agrees to the terms and conditions of the existing union contract. This can be done by negotiating with the current owner to

make it a condition of the sale that the buyer hire all workers and accept the union contract. It can also be done by negotiating an agreement that is signed by all three parties—the union, the seller, and the buyer.

When ILWU business agent Michael Machado heard the company was being sold, he moved quickly to make sure ILWU members were protected in the transition. The union has a lot of experience in handling such cases and has learned the best way to protect members is by working out the problems and reaching an agreement with both the current owner and the buyer before the sale is completed.

In this case, the ILWU was successful. The new owners, Princeville Associates, has retained all workers and signed on to the union contract. In addition, Princeville Development has agreed to pay a separation allowance based on years of service to each member as provided by the union contract. ♦



Princeville ILWU members are active in Political Action. Unit members relax at a get-together at Kilauea Park after participating in a north shore house-to-house canvass for union endorsed candidates. (L-r) Lenny Camat, Lenly Doran, Bart Ovaes, Tom Fernandez, Rick Ham Young, Art Mersberg, Danilo Jaquio, and Jaime Obar.

News You Can Use

Save money with generic drugs

Did you know it is possible to save money if you buy *generic* rather than *brand name* drugs?

Talk with your doctor or pharmacist to see if a generic drug will work for your medical condition.

Get the most for your money when you use your drug plan by choosing generic drugs.

Q What are generic drugs?

A generic drug is the **same as a brand-name** drug in:

- dosage
- strength
- the way it works
- the way it should be used
- safety
- quality
- the way it is taken

Q Are generic drugs as safe as brand name drugs?

Yes. The US Food and Drug Administration (FDA) requires that all drugs must work well and be safe. Generic drugs use the same active ingredients as brand-name drugs and work the same way. So they have the same risks and benefits as the brand-name drugs.

Q Are generic drugs as strong as brand name drugs?

Yes. FDA requires generic drugs must be as: high quality, strong, pure, and stable as brand-name drugs.

Q Are brand name drugs made in better factories than generic drugs?

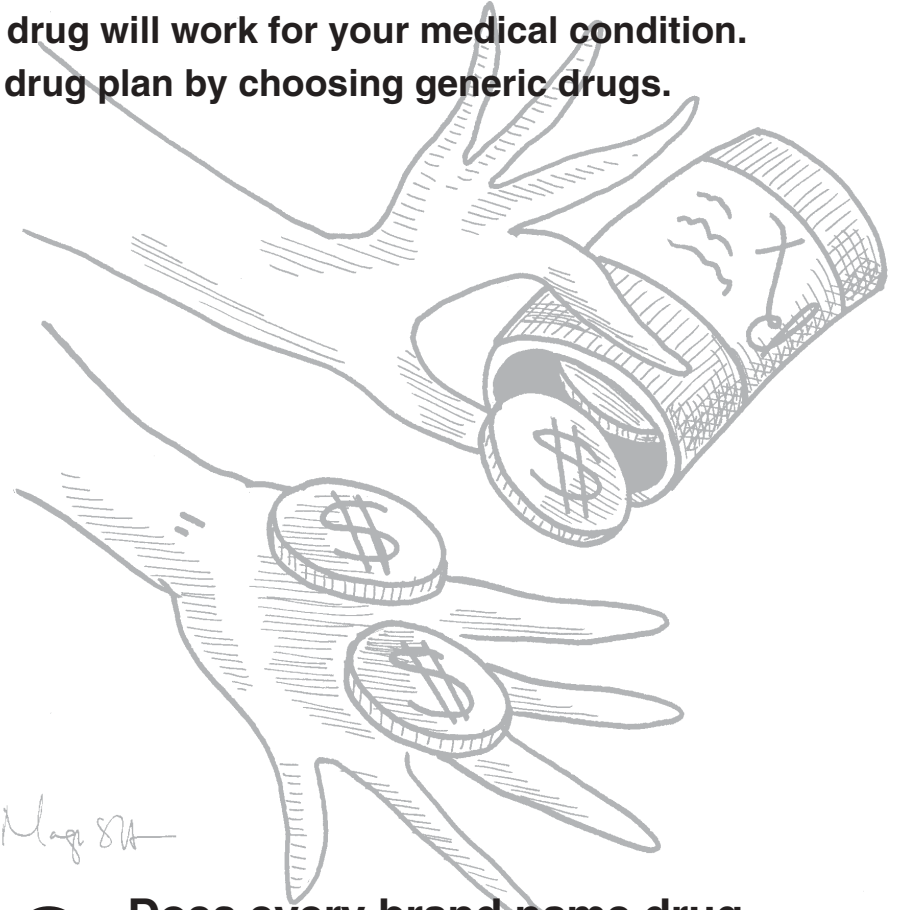
No. All factories must meet the same high standards and are subject to FDA inspections. If the factories do not meet certain standards, the FDA won't allow them to make drugs.

Q If brand name drugs and generic drugs have the same active ingredients, why do they look different?

In the United States, **trademark laws do not allow generic drugs to look exactly** like the brand-name drug. However, the generic drug **must have the same active ingredients**. Colors, flavors, and certain other parts may be different. But these things don't affect the way the drug works.

Q Do generic drugs take longer to work in the body?

No. Generic drugs work in the same way and in the same amount of time as brand-name drugs.



Q Does every brand name drug have a generic equivalent?

No. When a company makes a new drug, they will patent it, which gives them the **exclusive right to make and sell that drug for whatever price they can get**. Most drug patents are protected for **17 years**. When the patent expires, other drug companies can get FDA approval and start selling the generic version of the drug at a lower price. The resulting competition will also drive down the price of the brand-name drug.

Q Why are generic drugs less expensive?

Most drugs cost very little to produce, but patents allow drug companies to charge a much higher price for their drugs. The higher price pays for their advertising, research and development, and profits.

When a patent expires, drug makers can produce and sell generic equivalent drugs for much less because there are **no added costs for advertising and research**. The generic drug must perform in the same way as the brand-name drug and be approved by the FDA.

Q What is the best source of information about generic drugs?

Contact your **doctor, pharmacist** or other **healthcare professional** for information on your generic drugs. For more information, you can also visit the US Food and Drug Administration (FDA) website at: <http://www.fda.gov/cder> and click on Consumer Education.