

HOW WE WON - THE COMPREHENSIVE CAMPAIGN

There were many elements in the 2002 Waikiki contract campaign that made it successful. The campaign included building the committees in the hotels, gathering support from religious and community leaders, effective press relations, economic research, and accepting the assistance of the H.E.R.E. International Union and several of our sister locals on the mainland.

WORKPLACE COMMITTEES

The committee system is the single most important reason that we got our contract. Starting from the beginning of this year, Local 5 organizers found the natural leaders in each department and organized them into committees. Organizers held committee meetings twice a month, gradually building a solid base of members.

Starting with the City Wide Contract conference on March 14th, Committee building became the union's #1 priority. Goals were set for each meeting and event. Organizers and committee members worked hard to meet those goals, and the committees kept growing.

As a result, by May 1st, Solidarity Day, the City Wide committee was able to consistently turn out 1,000 members for the rallies and demonstrations that took place all summer. When it came time to prepare to strike in September, workplace committee members were able to sign up over 70% of Hilton and Sheraton members for strike duty. They also signed up significant numbers of members from the Ilikai, Hyatt and Ala Moana hotels for strike support activities.

COMMUNITY SUPPORT

This fight was not just a hotel workers fight - it was a fight for decent jobs in our community. Starting with the May 1st Solidarity Day at Kawaiaha'o Church, religious and community leaders publicly supported our struggle. Local 5 members spoke at church services and to parish leaders. At the time of the strike, many church groups were prepared to support our members with food and monetary donations for needy members.

PRESS RELATIONS

It was important to show the public that this fight was about jobs and people, not about the union and hotels. To do this, rank-and-file members were asked to speak to the press and TV news. They were:

Gloria Bautista, Elizabeth Bell, Belma Caliaio, Mason Chung, Ron Doo, Florencia Ellorin, Stella Galon, James Giffard, Arlene Inoue, Richard Kiaaina, Godfrey Maeshiro, Todd Martin, Cindy Nagaoka, Iliia Patlidzanov, Bruce Robertson, Maria Salantes, Jerry Schmidt, Juliet Spencer and Lee-Ann Trent

Another important aspect of press relations was being able to quote credible sources and give accurate information about the true state of the hotels' finances.

ECONOMIC RESEARCH

An economic researcher from the H.E.R.E. International Union came to Local 5 to make sure the Negotiating Committee had accurate information about the hotels' finances. When they cried poor to the public and our members, our research showed that in fact, they were making enough money to support our contract demands. Members felt insulted and distrustful towards the hotels when they discovered the extent of their deception.

H.E.R.E. SUPPORT

During this contract campaign, General President John Wilhelm came to Hawaii twice to encourage our members and to monitor our campaign. In addition, the International Union sent 2 researchers and a lead organizer to Local 5 for the duration of the campaign.

Other H.E.R.E. Local unions sent staff and lent support to our campaign - President Bill Granfield and organizer Robert Demand from Local 100 in New York and Nora Conner, a researcher from Local 26 in Boston. Local 2 President Mike Casey flew in from San Francisco every week to assist in negotiations. Members of mainland locals also wore Local 5 buttons and distributed leaflets about the Hawaii and Chicago contract fights.

KAISER MEMBERS RECEIVE CONTRACT BOOKLETS

Kaiser Shop Stewards and department leads began distributing their long-awaited contract booklets recently. While there are 6,000 Waikiki hotel members, Kaiser Permanente is Local 5's largest single bargaining unit, with over 1900 members in 23 locations across the state.



At the Lahaina Clinic, Clinical Supervisor Barbara Fisher (left) gave contract booklets to (l to r) "Sally" Santella, a 24 year clerical employee, Robin Gordon, Pharmacy and Norma Nunez, a 26 year clerical employee.

At the Moanalua Clinic, phone operators Kawika Villa and Theresa Gualdarama were pleased to get their contract booklets. Both have less than a year at Kaiser.



At the Wailuku Clinic, Loretta Kahana, a 32 year Kaiser member who works in the Travel Department, hands a contract booklet to Lead Cashier Joanne Basques, who has been with Kaiser for 13 years.

If you have not yet received your Kaiser contract booklet, please contact the union at 941-2141, or call toll free (808) 585-4373 from the neighbour islands.

RETIREES VOLUNTEER TO HELP WIN CONTRACT

One of the City Wide Contract Campaign's slogans was "Honor The Past by Fighting for the Future." The inspiration for that slogan was the example set by our retirees when they were active Local 5 members. Our current wages, medical benefits and pension plans are a direct result of the hard fought contract victories our retirees gained while they were active members.



During this contract campaign, volunteer retirees were still fighting, this time for our future. Local 5 Retiree Affairs Coordinator Laurie Morri (photo, far left) gratefully accepted their offers of assistance in many areas:

- Stuffing envelopes for campaign mailouts
- Assembling several hundred folders for the contract convention and City Wide committee
- Handing out flyers downtown and in Waikiki
- Making campaign banners and signs
- Picketing with our members at the July and August rallies at the Sheraton and Hilton hotels
- Helping with the Labor Day parade

Mahalo (again) to our dedicated retirees. You have set an example for all of us to follow.

CONSOLIDATED MEMBERS RATIFY AGREEMENT

Consolidated Theaters members recently ratified a new agreement. The 3 year duration was the key feature, as past agreements usually were only one year in duration. Consolidated has 447 members working at 15 theatres across the state, as well as the Kam Swap Meet.

AIRPORT PLAZA HOTEL REACHES SETTLEMENT

Local 5 negotiators recently reached a 5 year agreement with the Airport Plaza hotel. Despite the hotel's recent emergence from bankruptcy, members got an excellent contract. Non-tip ages will rise 3% a year, and tipped wages will rise to \$6.50 by the end of the contract. The agreement also calls for a catch-up in Health and Welfare and Pension contributions to those of the Hyatt Regency.

The most important feature of the agreement is the strong successorship language, which says that, as a condition of

the sale of the hotel, the Employer will obtain a written assumption of the Union contract. During the Waikiki contract talks, Local 5 negotiators mocked the big hotel's refusal to agree to this language, saying that if a small hotel emerging from bankruptcy could agree to it, then the Waikiki hotels should be able to agree to it as well.

Help Us Keep Your Information Current

It is very important that your union knows about any changes in your status, such as your name, address, phone number, beneficiary, marital status, and/or retirement date. To report any changes, please call our dues office at 941-2141 (neighbour islands: 1-800-585-4373).

AFL HOTEL AND RESTAURANT WORKERS HEALTH AND WELFARE TRUST FUND IMPORTANT NOTICE

QUEENS HOSPITAL RETURNS AS A PARTICIPATING PROVIDER

Queens Hospital has accepted the H.E.R.E. Local 5 AFL Hotel & Restaurant Workers Trust Fund Medical Plan proposal for reimbursement retroactive to January 1, 2002. Queens is now a participating provider for the Trust Fund's Comprehensive Medical Plan. All participants in the Plan may use Queen's medical services as they did before January 1st of this year.

If you have used Queen's services since January 1st of this year, and HMA has not already contacted you, Local 5 recommends that you call HMA at (808) 951-4623 to get an update on the status of your claim.



H.E.R.E. Local 5, AFL-CIO
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Honolulu, HI 96815-1509

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BULLETIN

JULY/AUGUST 2002

HILTON, SHERATON RATIFY HISTORIC AGREEMENT

Local 5 members voted 1174 - 4 to ratify the tentative agreements with the Sheraton and Hilton hotels during voting held at the Blaisdell Center on September 20th. Sheraton and the union forged a tentative agreement late Saturday evening, September 7, and Hilton agreed to the same deal the next afternoon, averting what would have been a crippling strike during Waikiki's Aloha Week celebrations.

The tentative agreement featured significant gains in wages and pensions, a freeze on subcontracting, the best successorship language in the nation, maintenance of all medical benefits and new workload provisions. The agreement also calls for wages of subcontracted workers to rise to 100% of union scale by 2007.

The same agreement will be presented to representatives of the Renaissance Ilikai, Ala Moana and Hyatt hotels. The City-Wide negotiating committee will continue to work with these former Master Hotel Agreement employers in order to achieve the goal of a City-Wide agreement for all Waikiki hotels.

The key to achieving the settlement was the successful implementation of our new committee system, whereby all union members are invited to participate directly in union affairs. Members were more informed, more motivated and more focused than in any previous negotiations campaign.

Members displayed their commitment and unity at their workplaces by wearing buttons and passing out leaflets, despite illegal threats by management that they would be disciplined for such activity. As a result, management negotiators were sent the message that the members would fully support a strike if the negotiating committee's goals were not reached.

HEROES TAKE RISKS TO WIN GOOD CONTRACT



On August 30, Flores Salud and Domie Molina from Sheraton Waikiki tried to distribute leaflets to customers outside the entrances to the hotel, warning of a possible strike. Both were suspended, but were returned to work after the contract settlement.



On August 14, Rogerio Espino was sent home from his job at Sheraton Housekeeping two days in a row for refusing to remove his "Yes To Win" button, and was threatened with suspension if he continued to wear it. Union organizers got him back to work on the third day.

On August 26, Robin Murayama from Hilton's Village Steak and Seafood was ordered to remove his "Yes To Win" button, or he would be sent home. Robin refused to comply, and was sent home. After getting help from Local 5, he was back at work the same evening.



"One of the best things about our campaign is the many new leaders who stepped forward to fight for the union," said Eric Gill. "Ordinary people, in times of need, do courageous acts and become heroes. This is why we won, and why our union will keep winning."

The discipline these members received was rescinded, and they were awarded back pay as a condition of the contract settlement. However, the court cases of the "Local 5 26", who were arrested at the Hilton on July 17th, are still pending (see story on page 4). Watch for coverage in the next issue of this newsletter.

ALOHA FROM ERIC GILL

Local 5 members have good reason to be proud. Through the terrific efforts and teamwork of many hundreds of people, our union has achieved a great victory. In spite of a vicious union-busting campaign, we won a good contract with our two largest hotel employers.

Once again, it was the strength and determination of our members, who turned out in record numbers, which gave the negotiating committee its power. The strength and unity our members showed on the street drew supporters from other unions and the community to our cause. And the courage they showed in authorizing and preparing for a strike created maximum leverage for a good contract – without a strike.

There are several great provisions in the new contract – the best job security language in the nation, the first ever workload provisions, the largest Local 5 pension increases in history, good wage increases and maintenance of medical benefits.

However the part I am proudest of is the part that was the hardest to get – the dramatic improvements in wages for our most exploited members, the sub-contracted hotel workers. As a union, we took a huge step forward – bargaining unit members fought not only for themselves and their families, but also for their fellow members and their families, who did not have the power to win improvements by themselves.

We need to acknowledge the support of our H.E.R.E. brothers and sisters all across the country. Our International Union supplied staff, financial resources and \$5 million in strike benefit guarantees that we urgently needed. Other locals from San Francisco to Boston also lent us staff members. 20 H.E.R.E. Locals across the country participated in support actions. This is a victory shared with our entire Union across North America.

Other unions, from the Sheet Metal Workers to the Inland Boatmen provided tremendous support. We

received letters of endorsement from Japanese, Filipino and other international labor organizations. Hawaii's faith community gave us spiritual and political support, with several religious leaders joining our struggle on the front lines.

Our efforts have not only produced a great victory. We have been revitalized, with hundreds of new workplace leaders stepping forward to build our union, and strong workplace committees to unite us. But we're not done yet. The Ilikai, Hyatt and Ala Moana hotels still have contracts to settle. Our smaller hotels, like the Imperial, Waikiki Resort and Turtle Bay need good contracts too. And our neighbor island hotels – Sheraton Maui, Sheraton Kauai and Royal Kona – will be up for new contracts as well.

After the lessons learned this summer, every Local 5 member now knows this essential truth – for each of us to do well, we must all support each other. **No One Stands Alone.**



Mahalos! - James Makapa'ahu and Peter M. Wilcox (Industrial Workers of the World), Lucy Witeck (Newspaper Guild), Julie Teruya, Angela A. Chinen and Ashley McNeely (Labor Democrats), Evelyn Nakamura (Machinists Union), Bernard A. Wendekier Jr. (OPEIU Local 277), Dr. William Puette (CLEAR), Terry Lau (State AFL-CIO), Jonathan Lono Kane (IBU), Clyde Hayashi (AFL-CIO), Jamie Sumile (volunteer), Trisha Y. Nakamura (American Friends Service Committee), Pastor Steve Ito, Rev. Vaughn Beckman, Rev. Thomas Fujita, JoAnn Fukumoto and June Shimokawa (United Methodist Church), Michael Largariticha (Pres. Musician's Association), Brenda Ching (SAG) Toni

Bissen (Pu'a Foundation), Crispin B. Beltran (Chairperson, Kilusang Mayo Uno - May 1st Movement), Tsuyoshi Takagi (Pres. Japanese Federation of Textile, Garment, Chemical, Commercial & Food Workers Union), Kiyoshi Sasamori (Pres. Japanese Trade Union Confederation), Kunio Akiyama (Pres. Hotel & Leisure Section, Japan Federation of Service & Tourism Workers' Unions), Tomoji Misato (General Secretary, IUF-JCC Japan) ...and so many others.

YOUR WAIKIKI HOTELS NEGOTIATING COMMITTEE

The members of the Waikiki Hotels City Wide Negotiating Committee spent many hours of their own time, attending numerous committee meetings and negotiating sessions, as well as talking to their fellow workers to make sure everyone fully understood the issues. And when it was time to make crucial decisions at the height of the contract talks, their wisdom guided our negotiators.

The next time you see them, please take the time to let these committee members know how much you appreciate their hard work.

ALA MOANA HOTEL

Elly Afong, Helga Cabanilla, Belma Calilao, Raquel Corpuz, Chikako Madamba, Walters Miranda, Bien Pascua, Herminia Patao, Joe Pedro, Robert Rol, Ian Tsugawa, Carol Woo

HILTON HAWAIIAN VILLAGE

Dolores Babaan, Gloria Bautista, Sarina Cabaccang, Arlene Carvalho, Pauline Chang, Mariaane Codiamat, Juliet Corpuz, Marilyn Custodio, Florencia Ellorin, Tessie Francisco, James Gifford, Glenn Kano, Gail Kawaguchi, Sue Keliipio, Kaikorn Koonraeng, David Oda, Richard Ornellas, Maria Salantes, Anderson Saquiton, Bernard Suga, Lois Tanaka, Debbie Tabar, Misty Tauaese, Lee Ann Trent, Karen Uyeoka, Dennis Yacavone

HYATT REGENCY WAIKIKI

Bill Arakawa, Sonny Butay, Florentina Cuevas, Aurora Dela Cruz, Arlene Inoue, Andrew Kasaoka, Daren Miyasato, Lilia Olsen, Pete Ramos, Pam Toma

PK & MOANA SURFRIDER HOTELS

Henry Amoy, James Cotten, Marty Drew, Bonafe Esperanza, Madeline Foley, Puanani Huggins, Chris Kiaha, Art Larsen, Godfrey Maeshiro, Bob Mellor, Grace Munar, Iliia Patlidzanov, Darcel Salanoa, Aurea Sandoval, Pila Simon, Juliet Spencer, Richard Young

RENAISSANCE ILIKAI HOTEL

Jeanette Ah Tou, William Aki, Francis Arakaki, Elizabeth Bell, Romeo Cacacho, Nellie Escalante, Lovanne Fujinaka, Constante Ines, Bruce Lum, Tammy Omoso, Romulo Ponce, Rowell Rivera, Calvin Yamane

ROYAL HAWAIIAN HOTEL

Armando Abuel, Nolasco Amoroso, Philip Chan, Stella Galon, Takeshi Kaita, Alberta Kam, Edward Moya, Anita Orinion, Juan Quintanilla, Lolita Rodriguez, Wency Tactay, Jacinto Vilorio, Myrna Vite

SHERATON WAIKIKI

Rose Aguinaldo, Romy Cabuena, Jacinto Carrasco, Sandra Castro, John Caudillo, Allan Chan, John Cheong, Mason Chung, Charles Clarke, Kent Davis, Gil Dela Vega, Faye Dionne, Andrew Endo, Rosemary Esperanza, Victoria Fukumoto, Julie Gabot, Paula Holt, Lincoln Jacobe, Audrey Jordan-Gecain, Daniel Kaslow, Richard Kiaaina, Joseph Kim, Ricardo Layco, Domie Molina, Norman Nakasone, Cynthia Namaka, Brian Ogata, Bruce Robertson, Sheri Lynn Rodrigues, Cecilia Sen-Clarke, Edward Suguitan, John Takada, Lynn Taves, Roberto Vea, Stephen Vierra, Dolores Zane

IMPORTANT PHONE NUMBERS

Local 5 Office 1701 Ala Wai Blvd. Honolulu, HI 96815	941-2141 1-800-585-4373 Fax: 941-2166
American Benefit Plan Health and Welfare 615 Piikoi St., Suite 601 Honolulu, HI 96814	591-8466 1-800-232-9669 Fax: 593-8661
Hotel & Travel Industry Federal Credit Union 1600 Kapiolani Blvd. Suite 110 Honolulu, HI 96814	942-5115 1-800-954-4405 Fax: 942-4155
Unity House, Inc. Membership Services 444 Hobron Lane PH 4B Honolulu, HI 96815	941-5851
Local 5 Retiree Center 171 N. Pauahi St. Honolulu, HI 96813	585-6446
Waikiki Lifelong Learning Center H.A.R.I.E.T.T. 2301 Kuhio Ave., Rm. 212 Honolulu, HI 96815	924-7505 Fax: 921-0187

JULY, AUGUST, SEPTEMBER CAMPAIGN TIME LINE



July 2 - Local 5 held informational pickets at both the Sheraton Princess Kaiulani and Moana Surfrider hotels following the cancellation of contract extensions with Sheraton on June 28. The 500 members who marched and chanted along Waikiki sidewalks were joined by several visitors to Hawaii.

July 9 - The union continued its informational picketing at the Sheraton Waikiki and Royal Hawaiian hotels. Police declined to stop the 600 marchers when they entered the privately owned streets that border the Royal Hawaiian Shopping Center and the Sheraton hotels.



Following a half hour of picketing directly in front of the Sheraton entrance, the marchers swarmed onto the beach front and along the seawall, their loud chanting echoing through the Sheraton towers.

July 17 - An estimated 1000 members picket Hilton. Sheraton's Bruce Robertson was one of 26 arrested, included 18 Local 5 members and staff, as well as CLEAR's Dr. William Puette, IBU leader Jonathan Lono Kane, Manoa Valley



church's Rev. Steve Ito, AFL-CIO State Director Clyde Hayashi, Musician's Association member Stephen Dinion, Oahu Democratic Party Chair James Toyama, Methodist Church's June Shimokawa and John Brown, a tourist from Alaska. All were released later that evening.



August 13 - Hilton and Sheraton members voted 80% to authorize a strike during four meetings at the Hawaii Convention Center. H.E.R.E. President John Wilhelm flew from Chicago to encourage and support Local 5's members.

"This is about unity - unity at Local 5, and unity throughout our international union across the United States and Canada," said Wilhelm. "The contract issues and the employers here, in Boston, Toronto, Las Vegas and other cities are all the same. If you stay united, I pledge to you that our members and our Local unions will stay united with you, and you'll get a fair contract."



"This secret ballot strike vote was the most accountable that Local 5 has ever held," said Eric Gill. "We wanted to make sure that our members would have complete confidence in the result."

President Wilhelm pledged up to \$5.5 million to Local 5 for strike support. Strike benefits were set at \$150/week for the first two weeks and \$200/week after that. Local 5 also set up a food bank and a financial support network.

August 20 - Over 600 members of The Sheet Metal Workers International Association and their families joined 800 Local 5 members for an informational picket at the Hilton. They were all attending their union's International Convention at the Hilton Hawaiian Village.

"We're hotel guests for justice," said Michael J. Sullivan, General President of the SMWIA. "We believe in social justice. These are our brothers and sisters and we want to help them win a contract."

The Sheet Metal workers left the picket line and marched through the Hilton property and lobby waving signs and chanting loudly, the sound reverberating throughout the complex. Surprised and delighted Hilton members who were working at the time openly applauded and cheered the marchers, while management was clearly distraught over the show of union solidarity on their property.

August 21 - The Interfaith and Community Committee for Worker Justice launched the Hungry For Justice Food Drive at First Union church. Members of the committee include Rev. Vaughn Beckman, Rev. Dan Hatch, June Shimokawa, Brenda Ching of SAG, Rev. Steve Ito and Michael Largariticha, President, Musician's Association.



The committee's mandate is to help provide food assistance to needy Local 5 members who are on strike.

August 24 - The Union held strike preparation meetings for the City Wide committee throughout the day at the Queen Kapiolani Hotel. Committee members were instructed to sign up fellow employees



for picket duty. They also practiced role playing answering questions that members might ask about a potential strike.

August 31 - The City Wide committee met all day at the Ala Moana hotel to finalize strike preparations and to give committee members information about union members' rights and duties during a strike.



September 2 - The Union opened strike headquarters at the old Bose building at Kapiolani and Piikoi. Volunteer members silkscreened 1600 signs, made campaign banners, entered picket schedules into computers and stockpiled food for the strike kitchen.



Earlier that day, Local 5 participated in the State AFL-CIO Labor day parade. A rally followed at Kapiolani Park where Robert Demand, an organizer from Local 100 in New York who represented workers at the Windows on the World Restaurant at the World Trade Center addressed the crowd. He said that our contract fight was to prevent Hawaii's hotel workers from becoming another set of victims of the September 11th attacks.

September 7 - Negotiating committee members were called to strike headquarters at 7:00 PM for the announcement of a tentative agreement with Sheraton negotiators.

