

The choice is clear:

Union  Yes!



Standing together to build our political power is essential to protecting our jobs and our community.

**AiKea** is a growing movement of individuals & organizations who care about the future of Hawai'i and are committed to building a larger social & political movement.

In Fall 2012, we engaged voters to vote together to win together, resulting in the election of two allies on City Council and one in the House of Representatives. In April 2013, we successfully organized to repeal the Public Land Development Corporation (Act 55).

If you see a value in working collectively to build power, join AiKea!

[aikeahawaii.org](http://aikeahawaii.org)



[/AiKeaHawaii](https://www.facebook.com/AiKeaHawaii)



[@AiKeaHawaii](https://twitter.com/AiKeaHawaii)



[@AiKeaHawaii](https://www.instagram.com/AiKeaHawaii)

# YOUR CONTRACT:

More than wages & benefits

The Union contract is more than just wages and benefits--it's also about respect and dignity on the job. Below are just a few key provisions:

## CONTRACT LANGUAGE

## INTERPRETATION

**SENIORITY** is intended to provide maximum straight time work opportunity to senior employees. . . . For the purposes of assigning shifts with days off and work opportunity, the following types of employees are recognized: regular full-time, part-time, and on-call."

The longer you've worked in your position, the more say you have in your schedule. So long as a shift or day off is available, it should be awarded by seniority, even if you are a part-time or on-call worker.

**PROMOTIONS** "Where there is no material difference in qualifications, departmental seniority will govern if the promotion or transfer is to another job within the same department."

Management has to promote from within so long as there is a qualified worker in the department. The longer you've been with the department, the more priority you get.

**FAIR WORKLOAD** "The employer will use its best efforts to avoid establishing unreasonable workload standards for any classification . . ."

No unsafe or overly stressful working conditions. If a co-worker calls in sick, the shift should be covered. If there are special events, more people should be scheduled. If supplies are low, more should be ordered.

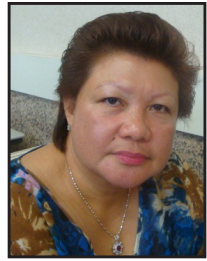
**WORKING YOUR FULL SHIFT** "An employee who is scheduled to work and who reports for work at the specified time shall receive payment for the shift scheduled . . ."

Right now the Hotel is asserting that it can send people home early, even if they want to stay for their full shift. The Union contract language will ensure that you will be able to work your full scheduled shift.

\*\*If you're interested in more details or would like to see a copy of the management and/or Union's proposals, please contact Erlinda Sanchez (808)941-2141, Juliana Alcaraz (808)941-2141, or Morgan Evans (808)358-3697 or [mevans@unitehere5.org](mailto:mevans@unitehere5.org).\*\*



Indhira Rafael  
Housekeeping



Miriam Cantorna  
Housekeeping



Adore Padilla  
Housekeeping



Reynaldo Bautista  
Housekeeping



Jovy Gecain  
Housekeeping



Jennie Amoguis  
Housekeeping



Greg Membrere  
Housekeeping



Juliana Alcaraz  
Housekeeping



Yuk-Ling Cheng  
Housekeeping



Audrey Gecain  
Housekeeping



Yolanda Centeno  
Housekeeping



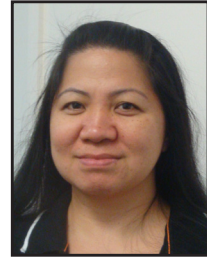
Imelda Arao  
Housekeeping



Fapiana Esa  
Housekeeping



Fapiki Esa  
Housekeeping



Grace Tumacder  
Housekeeping



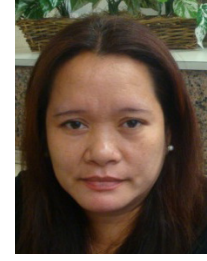
Carlita Estranero  
Housekeeping



Girlie Butac  
Housekeeping



Victor Gonzales  
Housekeeping



Annabelle De Los Santos  
Housekeeping



Jenet Palaracio  
Housekeeping



Kathy Panoncillo  
Housekeeping



Jeffrey Bautisa  
Housekeeping



Florence Bautista  
Housekeeping



Hector Arubio  
Housekeeping



Maria Agnes Grissom & Elifer Cabudo  
Housekeeping



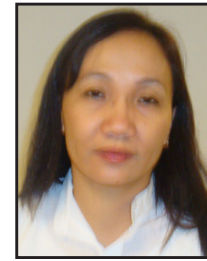
Roy Atacador  
Housekeeping



Reyza Carillo  
Housekeeping



Marieta Salmasan  
Housekeeping



Analeen Tungpalan  
Housekeeping



Rodel Anacleto  
Housekeeping



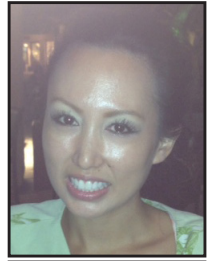
Wilfredo Haber  
Housekeeping



David Yamamoto  
Pool



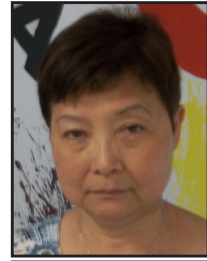
Kristina Zazueta  
Pool



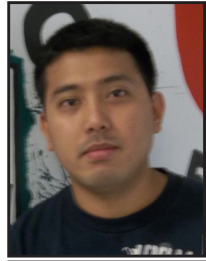
Christal Wong  
Pool



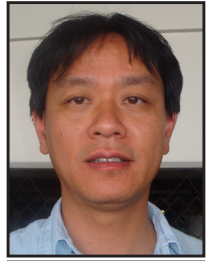
Ruth Escobedo  
Pool



Amy Chow  
Banquets



Travis Cardines  
Banquets



Tom Tang  
Banquets



Ramon Ramoran  
Steward



Roger Callejo  
Steward



Mike Caguioa  
Steward



Rodolfo Pre  
Steward



Noel Pagaragan  
Steward



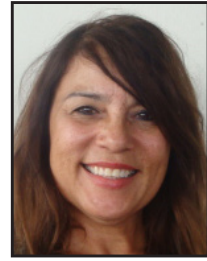
Nelson Tan  
Steward



Emerson Piedad  
Engineering



Deolito Aguilar  
Engineering



Rayelani Boots  
Engineering



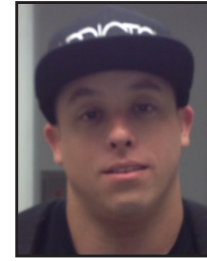
Mihail Radulesco  
Engineering



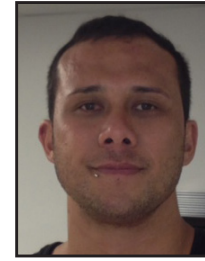
Calvin Dollente  
Engineering



Edward Okazaki  
Engineering



Kyle Moniz  
Addiction



Brandon Kekahuna  
Addiction



Kenny Henley  
Addiction



Ryan Lucero  
Culinary



Brian Guichard  
Culinary



Jory Shinn  
Culinary



Wilfred Dait  
Culinary



Kaiewa Donayri  
Culinary



Kriss Suginara  
Culinary



Anthony Klein  
Culinary



Reece Kaya  
Reservation



Kawika Kauka  
The Study



Ramon Banks  
The Study



Jason Maxwell  
The Study



YOU!