



# VICTORY BULLETIN

March 2026

## KAISER WORKERS VOTE 97% "YES" TO RATIFY NEW CONTRACT



Congratulations to Kaiser workers on voting 97% YES to ratify a new 4-year contract! The new agreement secures our benefits and maintains important protections against subcontracting, while also delivering for the first time—new longevity steps, a new Kaiser minimum wage, a greater voice when it comes to staffing and new technology, & access to Local 5's HARIETT training programs. Local 5 members previously went on a 5-day strike at Kaiser locations across Hawai'i in October 2025, alongside about 44,000 more Kaiser workers in the Alliance of Healthcare Unions.

**"It's been a long and difficult process, but I'm proud of our bargaining committee and fellow members for standing strong. Together, we made sure that we and our patients didn't get left behind as Kaiser continues to grow and we won big improvements that include for the first time ever, longevity pay and a new minimum wage for our members."**



**Melanie Nakoa**  
Cashier Clerk,  
Lahaina Clinic  
17 years of service

## KAANAPALI BEACH WORKERS RATIFY NEW CONTRACT



On March 5, Ka'anapali Beach Club workers voted 99% YES to ratify their new contract! Workers won this by sticking together and keeping the pressure on the company. KBC workers won the Hilton standard, card check neutrality agreement for 2 bell captains and more.

## HILTON HAWAIIAN VILLAGE HOUSEKEEPING DELEGATION



Hilton Hawaiian Village workers delegated management about scheduling and supply issues in the housekeeping department. Shop Stewards Cristina Fernandez, Mark Jason, and Sonia Hara organized the delegation and turned out their coworkers with the help of committee leaders Estella Fontanilla, Nely Reinante, and others. Committee leaders from other departments, including Steven Hufana from Culinary and Theresa Riza from F&B, came to the delegation in solidarity with housekeeping.

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## LOCAL 5 VISITS PU'UHONUA O WAIMĀNALO AHUPUA'A



On March 7, Aikea and our community partners at the Nation of Hawai'i came together for an 'Āina Day at the Pu'uhonua O Waimānalo Ahupua'a. Together we learned about the ahupua'a system of land stewardship and how, as an island community, we need to start thinking about land, resources, and responsibility in this way again. Connecting these lessons with union organizing helps us imagine what it means to build power for workers and for a free Hawai'i.

## GUERRILLA AUDIO COURSE WITH DR. RICH RATH



Mahalo to former UH Professor Dr. Rich Rath for teaching the 5-week Guerilla Audio course that gave Local 5 members an opportunity to explore the art of audio production! During the course, members learned the basics of audio production and creative ways to use sound to tell a story. As a final project for the course, they created a piece called "the Sound of Local 5" using audio from various Local 5 picket lines, rallies, and actions over the years.

## NLRB FINDS ROYAL KONA VIOLATED FEDERAL LAW



The Union filed an unfair labor practice with the National Labor Relations Board against RKR for declaring impasse in the middle of CBA negotiations & implementing changes to working conditions before the Union and Employer had bargained. The NLRB found that RKR violated federal labor law and issued complaint against the hotel. RKR must now post a notice letting workers know it will not violate their rights, and pledging to bargain good faith with the Union.

## ILIKAI WORKER WINS JOB BACK



Congratulations to Ilikai worker Danica Condesa on winning her job back! Danica was terminated in December, but after winning her grievance she was reinstated in March with backpay and health & welfare contributions for the time she was out.