



THE DISPATCHER

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Serving the community: The 24th Annual Feed the Community Day helped 1,500 local families have a Thanksgiving meal thanks to the efforts of the Southern California ILWU locals, pensioners, Federated Auxiliary, and the ILWU Credit Union. The annual event is just one of the many ways the ILWU contributes to support the local community in the harbor.

Giving is a tradition: ILWU's 24th Annual Feed the Community Day

The Southern California ILWU's 24th Annual Feed the Community Day, sponsored by Locals 13, 63, and 94, So Cal Pensioners, Auxiliary 8, and the ILWU Credit Union, provided 1,500 families from the surrounding community with Thanksgiving meals during the ongoing pandemic. The ILWU continued its tradition of giving back to the community by providing turkeys and all of the fixings for a traditional family holiday dinner to families in need.

Work began early on the morning of November 23 at the Longshoremen's Memorial Hall in Wilmington. A reefer (refrigerated container) filled with 1,500 turkeys was set up outside the hall, ready to be unloaded. Tables and tents were also set up and the food was organized to make it easy for volunteers to assemble bags of groceries so they would be ready to hand out to the community starting at 11 a.m.

Volunteer shifts of around 50 people were staggered throughout the day and COVID safety precautions were observed to minimize risk. Several hundred volunteers helped over the course of the day, according to Jose Alvarez, Holiday Committee President. Also serving as officers on the Holiday Committee are Steve Roldan (Committee Vice President) and Katy Witowski (Committee Secretary-Treasurer). Planning for the event started in September.

"We pre-bag all groceries, fresh veggies, and the potatoes in one bag," Alvarez said. "The last hour before the community comes through, we'll start bagging the turkey stuffing, juice, canned goods—sauce, corn, green beans—beans, and rice. When they leave everyone will have two bags—one for each hand and they have Thanksgiving dinner for their family."

Alvarez said that he has volunteered with the Holiday Committee for over 20 years.

"I was a casual when I started volunteering," Alvarez said. "It was nice

to give back to the union and I stayed with it. My sister came in as a casual and volunteered for two years. God rest her soul; she passed away in an accident. I said, no matter what, I'll keep doing it on her behalf and not stop. Until the day they say there's no money or no turkeys. That's when we stop. Until then, we'll keep going."

Witowski said she was motivated to join the committee because she understands first-hand that families struggle to make ends meet and sometimes need a helping hand. She said that she started volunteering on the committee in 2005 when she was a casual and became an officer on the committee in 2008.

"I grew up dirt poor," Witowski said. "My dad always had a job and he always had to work really hard. I'm so blessed to have such a fantastic job that it's the least I can do is to give back to my community."

Roldan said that he is a 20-year committee volunteer. "I've done a lot of volunteering all over the community. When I heard about this committee, I thought, 'Why not do

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Local 8 ULP strike urges overseas employer to drop baseless lawsuit

Portland Longshore workers stand up to Japanese company Columbia Export Terminal to drop baseless, \$15 million lawsuit against 150 local grainhandlers

Pacific Northwest rain has never stopped ILWU workers from working hard – or from taking a stand. In the dark early morning of Dec. 6, dozens of Portland longshore workers began a 2-day Unfair Labor Practice (ULP) strike at Terminal 5, sending a strong message that a grain employer's attempt to intimidate them is no match for their resolve.

For the past three years, Japan-based Pacifcor, which owns Columbia Export Terminal (CET), has been attempting to sue 150 ILWU grainhandlers for \$15 million, despite the company's baseless lawsuit having been thrown out by federal courts. This ongoing aggressive action by the company spurred Portland dockworkers to conduct a ULP strike at Terminal 5 to demand the company drop the lawsuit.

"Columbia Export Terminal is a foreign company that's extracted enormous profits from Portland's public ports and now wants to intimidate its Portland workforce into giving up our pension and health care plan at the negotiating table," said Bruce Holte, Secretary-Treasurer of ILWU Local 8. "It is flat-out wrong for a Japanese company to misuse the U.S. federal court system

to undermine the rights of American workers. Pacifcor's actions at Columbia Export Terminal poison the collective bargaining atmosphere by design and make it impossible to bargain in good faith – a violation of the National Labor Relations Act."

In December 2018, Japan-based Pacifcor (dba Columbia Export Terminal or CET) sued 150 current and former members of Local 8 and Local 92, and the ILWU in federal court. The company claimed that long established rest and meal break practices — which the company has known about for years — were fraudulent and part of a criminal conspiracy.

In 2019, the federal magistrate judge recommended dismissal of CET's lawsuit, and the U.S. District Court judge in Portland dismissed the case. CET appealed to the U.S. Court of Appeals for the 9th Circuit, and the appeals court upheld the lower court's decision to dismiss the lawsuit. CET then asked for the entire 9th Circuit to rehear the case. The case remains open until the 9th Circuit rules on that request or until CET drops the lawsuit.

The contract with Pacifcor's Columbia Export Terminal expired in May, 2018. There has been no bargaining since March of 2019.

The men and women of the ILWU have exported grain at all



Local 8 ULP strike at Pacifcor's Columbia Export Terminal: Portland grainhandlers who conducted a 2-day Unfair Labor Practice strike at Terminal 5 to protest bully tactics from their Japan-based employer got support from the Coast Committee on Dec. 7, when ILWU International President Willie Adams and Coast Committeeman Cam Williams joined them on the picket line. Pres. Adams said, "The men and women of Local 8 in Portland are exercising their legal right to strike at Terminal 5 and defend the right of American workers to collectively bargain. It is impossible for members of Local 8 to do so with a bogus \$15 million lawsuit hanging over their heads. CET needs to drop the baseless and harmful lawsuit against the hardworking men and women who have been exporting grain at Terminal 5 for decades." From right to left, Shann Pederson and Butch Boyd of Local 8, ILWU International President Willie Adams, Coast Committeeman Cam Williams, Local 8's Anthony Stockwell and Debbie Carmody, and Stacey Alford of Local 92.

Pacific Northwest grain elevators since the 1930's. The majority of grain export companies operating in Oregon and Washington are based in Asia or Europe and are leasing space at U.S. public ports.

Willie Adams, ILWU International President, said, "The men and women of Local 8 in Portland are exercising their legal right to strike

at Terminal 5 and defend the right of American workers to collectively bargain. It is impossible for members of Local 8 to do so with a bogus \$15 million lawsuit hanging over their heads. CET needs to drop the baseless and harmful lawsuit against the hardworking men and women who have been exporting grain at Terminal 5 for decades."

Coast legislative update

Congress passed the historic \$1 trillion *Infrastructure Investment and Jobs Act* (IIJA), H.R. 3684, on November 5th. The Senate passed the bill in August. It was held up in the House of Representatives by the Progressive Caucus until negotiations on the Build Back Better (BBB) bill could be completed. Once Progressive Caucus leader Rep. Pramila Jayapal (D-WA) secured commitments from members of the Senate on the BBB bill, the vote moved forward on the IIJA in the House. The House passed the BBB on November 19th and it is now being considered by the Senate.

The infrastructure bill as originally proposed by President Biden was a \$3.5 trillion package but at \$1 trillion, the bill is still the largest infra-

structure package passed in over 60 years. It will be spent over the next 10 years. There is \$17 billion for ports in the bill in addition to \$110 billion for roads and bridges that will help support our ports. There is additional funding to improve freight rail with grade separation projects and other infrastructure.

Historically, infrastructure bills have had wide bipartisan support but, in the modern era of "win your next congressional election at all cost," gridlock has ruled. Remarkably, the infrastructure bill garnered bipartisan support with 19 Senate and 13 House Republican members voting in favor. Most of the 13 Republican votes in the fiercely divided House came from members on the East Coast and Midwest. No House Republicans west of Nebraska voted for the bill except for Rep. Don Young of Alaska. Senators Lisa Murkowski and Dan Sullivan of Alaska and both Senators from Idaho, Mike Crapo and James Risch, were among the 19 Senate Republicans voting for the Senate version of the bill. Six House

Democrats voted against the bill in protest, because they believed that the bill did not go far enough on certain issues like addressing lead pipes in cities throughout the nation.

Many of the projects that will be funded are not shovel-ready. The ones that are have two immediate funding timelines, 45 days and 90 days, so ports that have been seeking funding will see their projects come to fruition soon. Ports that previously considered certain projects unaffordable will be able to move forward on those projects with the new funding and the country will see full utilization of the bill down the road as projects are completed.

On November 4th, freshman Rep. Michelle Steel (R-CA) sponsored H.R. 5886 This is a bill to amend the *Railway Labor Act* to include maritime workers, including the ILWU. Rep. Steel represents the district directly south of the LA/LB port complex and this appears to be the first early shot across our bow in D.C.

As many of you may recall in the aftermath of the 2014 contract

negotiations, two Washington State Republicans dropped bills to limit our rights in future negotiations, but, due to an incredible outreach campaign by ILWU rank-and-file members, one bill was defeated on the floor of the House of Representatives and the other was pulled before reaching the floor.

H.R. 5886 is now in the Transportation Infrastructure Committee chaired by Rep. Pete DeFazio (D-OR) and is not expected to go very far in the current Congress. We know that if this bill moves, the rank and file will be ready to weigh in once again if called upon to act. Rep. DeFazio has announced his retirement after his term ends in 2022. There are several Transportation and Infrastructure Committee members with seniority to fill the open seat held by Rep. DeFazio including Rep. Rick Larsen (D-WA)

On December 8, 2021, the House passed H.R. 4996, *The Ocean Shipping Reform Act of 2021*, sponsored by Rep. John Garamendi (D-CA).

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DISPATCHER

Roy San Filippo
Communications Director

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William E. Adams, President
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Coast legislative update

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The bill would address many issues we are currently seeing within the supply chain crisis, including more oversight by the Federal Maritime Commission (FMC) on demurrage and detention fees charged by carriers and marine terminal operators. There is not a vote in the Senate scheduled to date.

Finally, President Biden nominated Local 52 member Max Vekich to fill a seat on the five-member FMC. Brother Vekich's appointment was voted in

favor by the Senate Commerce and Science committee chaired by Sen. Maria Cantwell (D-WA) on November 17th. A floor vote by the full Senate is expected by the end of 2021.

The Coast Committee, our D.C. office, and the Coast Legislative Committee will continue to monitor and prevent bills like H.R. 5886 from moving and to advocate for issues in D.C. concerning the safety and livelihood of our members.

– Dan McKisson, Local 19



On Nov. 16 and 17, the Coast Longshore Division hosted Pres. Joe Biden's appointed Port Envoy, John Porcari, on a 2-day tour of the Ports of Oakland, Los Angeles and Long Beach. Envoy Porcari heads the Supply Chain Disruptions Task Force, which includes Coast Committeeman Frank Ponce De Leon and which meets three times per week to identify solutions to port, rail, trucking and warehouse bottlenecks that resulted from pandemic spending and nationwide weaknesses in the supply chain. Lloyd's List was among dozens of news outlets to report on the visit, and quoted Coast Committeeman Ponce De Leon as saying, "We were able to show Envoy Porcari first-hand the congestion dockworkers face at the terminals every day, and we discussed the ways that we're working with state and local officials to help move cargo off of the docks and give ourselves more room to get more containers off of ships. These are solutions we've proposed in the past, and we're happy to see them implemented." In the top photo from left to right, at Local 13 offices: Coast Committeeman Frank Ponce De Leon, ILWU International President Willie Adams, ILWU Local 63 President Mike Podue, Port Envoy John Porcari, Local 13 President Ramon Ponce de Leon, Local 94 President Danny Miranda, Coast Committeeman Cam Williams. In the bottom photo left to right, at the Port of Long Beach: President Willie Adams, Envoy John Porcari and California Governor Gavin Newsom.

Vacant ITF Inspector Position in the Columbia River Area

The International Transport Workers' Federation (ITF) is hiring for the vacant ITF Inspector position in the Columbia River Area. The position will be a full-time role, the duties of which are detailed in the ITF Inspector Role Description document below. The position is based in the Columbia River Area, but will cover other U.S. ports as required. The position-holder will remain a member of their affiliated-union during their employment as an ITF inspector, but should not hold any union office while employed in the position. Applicants should send a resume and cover letter along with the completed ITF Inspector Application form which can be downloaded at <https://www.ilwu.org/itf/> to Steve Trowsdale (trowsdale_steve@itf.org.uk) with a copy to ITF U.S. West Coast Coordinator Jeff Engels (engels_jeff@itf.org.uk) no later than Friday, January 21, 2022. Please contact Jeff Engels for further details or about the position.

ITF ROLE DESCRIPTION	
Role Title	ITF Inspector
Reporting To	ITF Coordinator
Purpose The Inspector's role is to promote the goals and objectives of the Flags of Convenience (FOC), Ports of Convenience (POC) and other campaigns as determined by the ITF Fair Practices Committee (FPC).	
Main Objectives <ul style="list-style-type: none">Assist crew engaged on FOC vessels and other flag vessels as required, in relation to their employment conditions.Encourage the application of ITF collective bargaining agreements on board and to ensure complianceAssist where required, in the POC and other campaignsSupport union/s organising campaigns where required.	
Specific Duties & Responsibilities In accordance with ITF standard operating procedures: <ul style="list-style-type: none">Conduct inspections on FOC vessels in relation to crew employment conditions and related mattersProvide advice and other support and assistance to FOC crewRepresent crew, where required, to ship owners/managers/employersEncourage the application of ITF approved collective bargaining agreements on FOC vesselsMonitor on-board compliance with ITF approved collective bargaining agreementsComplete ship inspection and other activity reportsDevelop effective working relationships with local port stakeholders including for example, the local port authority, port state control, ship's agents, stevedoring companies, seafarer welfare centres, local port trade unions and the maritime communitySubject to approval from the flag state affiliated union, represent crew of national flag carrier to ship owners/managers where requiredParticipate as required in other FOC/POC and other organising and campaign activitiesPromote the application of international minima, in particular, the ILO Maritime Labour Convention (MLC) 2006, ILO core labour standards, the ILO Work in Fishing Convention (where appropriate) and relevant IMO instrumentsEducate seafarers and where appropriate other maritime workers about the benefits of trade unions and empower them to take steps to help themselvesGenerally promote and ensure greater awareness of the ITFProduction of activity reports and other reports and information as may be required	
Personal Preferred Skills & Experience <ul style="list-style-type: none">Operational experience in a trade union capacity, either as an experienced workplace representative or as an employed union officialThe ability to develop effective working relationships with a wide range of people at different levels and from different cultural and language backgrounds and to negotiate with and influence them, using a consultative approachSound leadership and motivational skillsThe ability at all times to exercise discretion, diplomacy, judgement and initiativeSound knowledge of the Maritime IndustryGood oral and written communication skills in EnglishGood analytical and problem solving skills including numerical skillsGood organisational skills and the ability to work under pressureCommitment to social justice and to trade unionsSound IT skills, particularly in the application of databasesAt least 2 years as a union member	



Giving is a tradition: ILWU’s 24th Annual Feed the Community Day

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volunteer for my union?” I’ve been volunteering with the committee ever since,” Roldan said. “My father and my uncles worked down here on the docks. They all knew Harry Bridges. They always gave back to people on their own and help their families, especially during the Depression when things were really bad. I was raised that way. When you have enough, help somebody else out.”

Watchmen from Local 26 took the day off of work to volunteer to ensure the day was smooth and orderly. Antonio P. Jones—also known on the docks as “Sergeant Jonsie”—has been volunteering his time for the Feed the Community Day for the past eight years.

“I do it just to give back to the community,” Jones said. “It’s especially important now with what’s going on now with the COVID. Some people are running into hard times not working, so it’s the best thing to do.”

Another Local 26 member, Gabriel Gonzalez, has also been volunteering for the past 8 years. He brings his fam-

ily, including his children who help on the line while he provides security. “I took the day off to come and help. It’s always a pleasure to see those faces,” he said.

Cris Sogliuzzo from the Inlandboatmen’s Union of the Pacific, the Marine Division of the ILWU, also volunteered at the event. “It’s helping other people so you can never, ever go wrong with that,” he said.

Local 94 member Mike Ponce help found the Feed in the Community Day 24 years ago when he was a Local 13 ID.

“In 1998, we were coming up on a contract year. There was about four or five us—all IDs and we were talking about how we wanted to do something for our community. We started having meetings and started what we called the ‘ILWU Yes We Can Committee,’” Ponce said. “We started with the goal of 50 turkeys. We got a reefer donated from a company and then the 50 turkeys grew to 500. Jerry Avila and I went to local grocery stores and asked if they would donate some food. The 500 turkeys grew into 500 baskets in the first year.”



Holiday Committee: from left to right are Committee Vice President Steve Roldan, Committee Secretary-Treasurer Katy Witowski, and Committee President Jose Alvarez.

Ponce said that the committee has been continue to be a success because Local 13 members have continued to step up to volunteer for the committee. “I chaired the Committee for the first seven years and then I moved on to clerking and now I am a foreman. I stayed on the committee for a while and handed the reins over to Lisa Thompson. She did amazing things

with it and kept it going. Now we have this new committee that joined after I left. I hope that we just go on like that indefinitely. We make sure the community understands that we’re here to help and we want to thank them for always supporting us.”

Members of Locals 20 and 30 attend stewards training intensive

Strong unions need strong stewards. As rank-and-file volunteers, stewards ensure that the contract is upheld and that important information is shared between members and the union leadership. Stewards are often the first union representatives that new workers see on the job—and the people they go to when they need help concerning issues that arise in the workplace. Networks of local stewards are frequently the key to activating members and getting them more involved in the life of the union.

Last summer, the leadership of Locals 20 and 30 discussed stewards trainings with the International Officers. Both locals had contracts expiring within the next year and wanted to grow their stewards’ networks.

“It had been several years since we conducted a comprehensive stew-



Strengthening the union: The ILWU’s Education and Organizing Departments coordinated a stewards training for Locals 20 and 30. The training was held on November 13th at the Local 30 Hall in Boron, CA. Dawn Feikema, Vice President of Local 63 Office Clerical Unit, and Mike Vera, a patrolman from the Inlandboatmen’s Union, Southern California Region assisted with the training.

ards training,” said Local 30 President Tommy Marshall. “Recruiting new stewards can be challenging so we reached out to some newer employees in the mine who demonstrated an

interest in the union. We felt that this was important to bolster the ranks.”

The training was held on November 13. Local 30 hosted the event at their union hall and provided breakfast and lunch to all workshop attendees during the one-day intensive. Participants learned basic labor law and grievance handling skills—from investigation to arbitration.

Staff from the ILWU Education and Organizing departments coordinated the workshop and were joined by Dawn Feikema, Vice President of Local 63 Office Clerical Unit, and Mike Vera, a patrolman from the Inlandboatmen’s Union, Southern California Region. Feikema and Vera gave presentations on the legal rights of union stewards and the grievance process and helped facilitate discussion throughout the workshop.

Stewards can play a particularly important role during contract negotiations, relaying information and making sure that members are aware of what is at stake at the bargaining table. Competent stewards can also help invigorate members and get them more involved in union activities—something in which both locals saw long-term value.

Bringing the two locals together for a stewards’ workshop seemed a good fit. Although their worksites are nearly 150 miles apart, Locals 20 and 30 share the same employer: Rio Tinto. The company operates the largest open-pit mine in the state—US Borax in Boron, CA. Local 30 represents workers in the facility. The borates extracted from the mine are trucked to a private dock at the Port of Los Angeles, where mem-



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ILWU members at OIA Global ratify first contract

Members of ILWU Local 63 OCU unanimously ratified their first collective bargaining agreement with OIA Global (OIA) on December 3rd. This is the first-ever freight forwarding company be unionized.

Fight for the first contract

The agreement was reached after eight months of difficult negotiations, according to Local 63 OCU President John Fageaux. OIA hired anti-union law firm, Littler Mendelson, to represent them during negotiations.

Big win on health insurance

In the contract, workers won major improvements to wages, benefits, and conditions. Under the new agreement, workers will receive full employer-paid medical. Previously, workers contributed up to \$500 a month towards their insurance premium, plus hefty co-pays when visiting a doctor, according to Fageaux.

“One of our main goals was to reduce the amount members were paying for their health care and we were able to do that,” Fageaux said.

Not only do workers no longer have to contribute to their health premiums, but they are also provided with a pre-loaded Health Saving Account card to cover any out-of-pocket expenses and prescription costs, Fageaux explained.

The contract also gives employees eight additional vacation days per year and there is a no-layoff clause for the duration of the three-year agreement.

Wage increases

Workers received significant wage increases. Before the contract, wage rates varied considerably so workers received wage increases ranging from 10-50 percent plus a 5 percent increase in years two and three. Workers also receive a \$10,000 ratification bonus.

“It’s a great first contract and we plan on building on it three years from now,” Fageaux said.

Team effort

“I want to thank the International Organizing Department—Organizing Director Ryan Dowling and Lead Organizer Carlos Cordon did a fantastic job,” Fageaux said. “We had great support from International Vice President Bobby Olvera, Jr. and the International Organizing Committee.”

“We are all so very happy and extremely proud to be the first freight forwarders to unionize,” Local 63 OCU member Melissa Pangelinan Hailey. “The process was a bit of an emotional rollercoaster. With the support and guidance from the International Organizing Department, John Fageaux, and Local 63 OCU Vice President Dawn Feikema, we knew we had a powerhouse behind us. The ratification of our first contract is a huge victory for us!”

“Having ratified in December, Christmas came early this year. We are proud to be a part of the ILWU family.”

“We went through some trials, but the ILWU was always encouraging and had our backs,” added Local 63 OCU



Trend setters: Local 63 OCU members working at OIA Global celebrate the first ever contract with a freight forwarding company with Local 63 OCU President John Fageaux, Local 63 OCU Vice President Dawn Feikema and ILWU International Vice President (Mainland) Bobby Olvera, Jr.

member Joan Utuone. “Thank you, ILWU family, for all the support from the initial introduction to the contract.”

“Bringing this first contract home was a great team effort,” said ILWU International Vice President Bobby Olvera, Jr. “But it all started with the courage of the workers at OIA who took a risk to be the first to unionize in the freight forwarding industry.”

Three-year fight

The unionization effort began approximately three years ago when an OIA employee reached out to Local 63 OCU President John Fageaux.

In February of 2021, the National Labor Relations Board certified the

union ratification vote by workers at the Southern California office of OIA Global, after the NLRB denied the employer’s challenge to the election.

The job functions that OIA workers perform are very similar to the job functions performed by Local 63 OCU members in their duties working for the shipping lines on the terminals.

“Freight forwarding companies work as a shipping line but they don’t have ships or a terminal. OIA workers process bills of lading, handling rail billing and those things associated with the movement of cargo,” said Fageaux.

Workers at NORPAC peppermill in Longview file of union recognition

On Monday, November 29, papermakers at the NORPAC paper mill in Longview, Washington, presented management with a notice of their intent to organize a union.

That same day, the ILWU also filed a petition asking the National Labor Relations Board (NLRB) for a recognition election. The workers will be represented by Local 21 Allied Division.

On the morning of December 13th, workers from the warehouse unit and the fiberline unit both marched on the boss to notify them of their intent to unionize with Local 21 Allied Division as well. The Papermakers who already in support were members from Local 23 and Local 21. The total number of NORPAC employees seeking union representation is more than 260 workers.

“By going union with the ILWU we know we are with an organization that has our back and is going to stand up with us and demand we all get a fair deal,” said NORPAC worker Jeff M.

Workers wanted to unionize after the company was sold to One Rock Capital Partners, a New York based private equity firm in 2016. Since that time, the plant reduced staff, cut wages by 10 percent and halted the employer



NORPAC workers united: Papermakers, along with workers from the warehouse and the fiberline units at the NORPAC paper mill in Longview, WA have filed for union election with the National Labor Relations Board. If the workers win their election, they will be represented by ILWU Local 21A.

match to the 401(k) retirement plan. The effort to collectively work to improve their wages and conditions is already paying off for workers. Shortly after workers began signing union cards, the company announced a 2.5 percent wage increase.

“We are looking for a contract that will provide stability for us and our families. After years of wage cuts, wage freezes and uncertainty, it is time for NORPAC to do better. A union contract is the way to make that happen,” said Trevor N.

Workers at the mill produce over 750,000 tons of paper a year, including newsprint, brown paper used in cardboard and paper bags, and white book and copy paper.

Former ILWU International Vice President Leonard Hoshijo passes

Former ILWU International Vice President Leonard Hoshijo passed away peacefully in the hospital on October 21, 2021, surrounded by his family.

Both in and out of the ILWU, Hoshijo dedicated his life to improving conditions for the working class in his many roles as an activist, organizer, educator, union staff member, union officer, and public servant.

Leonard Paul Hoshijo was born on November 3, 1951, in Chicago, IL. His parents, Andrew “Anki” Hoshijo, a veteran of the 442nd Regimental Combat Team, and Nori Oda Hoshijo, met and were married in Chicago, where Andrew attended Northwestern University on the GI Bill. Nori had relocated there from the World War II internment camp in Minidoka, ID.

26 years of ILWU service

Hoshijo served the ILWU for 26 years in various staff and elected positions, including Housing Representative and Organizer for Local 142. He was appointed as an International Representative in 1981 and served in that position for 13 years, and was elected by the membership and served as an ILWU International Vice President (Hawaii) from 1994 to 2001.

30 percent for organizing

Hoshijo was the driving force in passing a resolution at the 1997 ILWU General Convention requiring the union to commit 30 percent of its budget to organizing. That resolution, which passed unanimously, enabled the International to create the Organizing Department, hire an Organizing Director and build a centralized and coordinated organizing program.

“Organizing is where we face out into the world, outside of our own ILWU house. If we’re stuck facing inward, we’ll fall by the wayside as we talk only to ourselves,” Leonard wrote in a column for the March 1997 issue of the *Dispatcher*.

Celebration of life

Former Local 142 Secretary-Treasurer Guy Fujimura who knew Leonard for 50 years was one of several speakers at a memorial service held virtually on November 26th.

“Leonard’s titles of Housing Representative, Organizer, International Representative, and ILWU International Vice President don’t adequately convey Leonard’s dedication, intelligence, and strategic insight or how used his skills and talents to benefit the members and their families,” Fujimura said.

He then went on to detail Hoshijo’s career and legacy in the ILWU and his many contributions to the union and its members.

Worker housing

Fujimura explained that as Housing Representative for Local 142, Hoshijo worked diligently so that working-class families and pensioners could achieve affordable homeownership after the sugar and pineapple companies gave up their plantation camps. He also developed affordable rental housing for those who couldn’t afford to buy a home.

“He had to become an expert in land use laws, zoning codes, and forms of federal funding,” Fujimura said. “He networked extensively to better deliver affordable housing. In the end, Leonard developed five affordable rental-housing projects with 360-plus units in communities with concentrations of ILWU members and retirees.”

Fujimura continued: “Leonard was able to get state assistance for agriculture and tourism workers. He worked on ILWU legislative issues. He taught Local 142 classes, educating thousands of member volunteers. Leonard successfully negotiated collective bargaining agreements, including for newly organized workers. He represented the ILWU in the community, serving on various nonprofit boards and state commissions.

“Organizing is where we face out into the world, outside of our own ILWU house. If we’re stuck facing inward, we’ll fall by the wayside as we talk only to ourselves.”

— Leonard Hoshijo

“He was the Organizer Coordinator for International’s and Local 142 Joint Organizing Program which brought thousands of members into the ILWU. On top of that, Leonard helped to revitalize Local 142’s connection to culture and the arts. He founded the Hawaii Labor Heritage Council to facilitate and coordinate the mural restoration project at Local 142’s Honolulu Office,” Fujimura said.

Leadership in critical times

ILWU Local 142 member Tracy Takano recalled Hoshijo’s important role during a critical period for the ILWU in Hawaii.

“Leonard came into the ILWU at a critical time for Local 142 in the mid-1970s. Sugar and pineapple companies were scaling back – or closing – their operations and plantation camp housing. Members were losing their jobs and their homes. Local 142 began to shrink rapidly, as sugar and pineapple were the bulk of its membership,” Takano said. “Leonard was an organizer and helped lead a strategic shift in Local 142 that brought in thousands of new members – including many former planta-

tion workers—into growing industries such as tourism and healthcare.

“Leonard also headed up a housing program in Local 142 to help workers own their plantation camp homes or build new ones on closed agricultural fields. Leonard’s legacy includes thousands of members who won their struggles to join the ILWU, and communities across Hawaii where workers have a roof over their heads. Rest in Power.”

2000 election

In 2000, Hoshijo lost a re-run of the election for International Vice President (Hawaii) to Wesley Furtado by a margin of 850 votes. Furtado challenged the first election, which Hoshijo won by 291 votes. The International Executive Board voted 12-8 to rerun the election for Hawaii International Vice President because Furtado was denied access to the membership voter eligibility list.

Post-ILWU career

After serving the ILWU for decades Hoshijo went on to become the Education and Political Director at the Hawaii Regional Council of Carpenters for fifteen years. In 2015, he was appointed Deputy Director of the Hawaii Department of Labor and Industrial Relations



**Leonard Hoshijo
1951-2021**

Lasting legacy

ILWU International President Willie Adams noted the lasting legacy that Hoshijo has had in the union.

“Leonard Hoshijo served the ILWU for 26 years and his contributions to the union are still with us today. Leonard understood that housing is a worker issue. Leonard understood the importance of organizing—not only for the strength of our union—but also for the strength of the working class,” Adams said.

“I didn’t have the honor of knowing Mr. Hoshijo but it was inspiring to learn about his life and his contributions,” said ILWU International Vice President (Hawaii) Sam Kreutz. “We are both alumni from Kalani High School and we both have had the privilege of serving the ILWU membership. I am so thankful for all Leonard has done for the ILWU. I am humbled to see his many achievements and all the positions he held. He dedicated his life to uplifting workers. I hope to live up to the examples set by those before me who have served as ILWU International Vice President Hawaii. God bless the Hoshijo Ohana. May the Good Lord comfort you this season.”

Paul Liem, Board Chairperson of the Korea Policy Institute was a close friend of Leonard dating back to their college days at Antioch where they helped to establish an Asian-American studies program at Antioch in 1972.

“For Leonard, the story of Hawaii was part of the history of the American working class. When he came to Antioch, he understood if there was ever going to be real class solidarity in this country that we all needed to learn from each other. This could only happen if we organized. He was way ahead of his times for the task of organizing, for the task of educating.”

Leonard Hoshijo is survived by his wife Ronette Kawakami, sister Katherine O’Connor, brother William Hoshijo (Joyce), daughters Jennifer (Daniel) Leung, Andie Hoshijo, and Kai Hoshijo, and granddaughters Maggie and Charlotte Leung.

NOTICE TO ALL ILWU-REPRESENTED WORKERS, ILWU MEMBERS, FINANCIAL CORE NON-MEMBERS AND NEW HIRES

This notice applies to all ILWU-represented workers, ILWU members, nonmembers and new hires working in the private sector in an ILWU bargaining unit, including members and individuals who happen at any time to become financial core non-members by any means, including by choice, suspension or expulsion from union membership in any local or division affiliated with the ILWU, for the one year period following the date of this notice or until such time covered by a later notice of similar kind.

The information contained herein applies to ILWU International per capita and, for those working within the Longshore Division, also to the ILWU Coast Longshore Division Pro Rata fees or payments of any kind under the Longshore Division collective bargaining agreements. This notice also applies to local dues and fees paid to any affiliated ILWU locals or divisions, except those affiliates who have chosen not to be covered by this notice because they have issued their own separate notice under their own separate policies and procedures. (Accordingly, this notice shall be superseded by any notice issued by any affiliated ILWU local or division with respect to its dues and fees.)

Please be advised that individuals working under a union security clause contained in a collective bargaining agreement, notwithstanding the specific provisions of such clause, are only required as a condition of employment under such clause to pay uniform dues and any required initiation fees and may, by writing to the ILWU Secretary-Treasurer resign or decline union membership and choose to become a financial core non-member at any time. Such “financial core non-members” are deemed to be in compliance with any union security clause in a collective bargaining agreement, regardless of any specific wording to the contrary, so long as they timely pay all regular and periodic financial core dues or fees properly charged by their bargaining representative as explained herein.

Please be advised, however, that financial core non-members deprive themselves of the valuable rights of union membership in the ILWU and their ILWU local or division. A financial core non-member does not have the right to vote, nominate for office, hold office, or be a candidate for office in the ILWU; nor may he/she participate in or even attend ILWU meetings or any functions of the union that are limited to union members. In addition, a financial core non-member has no right to vote on dues increases or on contracts submitted to the membership for ratification. These rights and privileges of union membership are accorded only to union members in good standing.

Nevertheless, financial core non-members are still legally required under a valid union security clause to pay to their union for the costs related to collective bargaining, contract administration, grievance adjustment, and other activities and expenses reasonably related to the effectuation of the union’s representational duties (herein-after collectively called “chargeable activities”). However, union expenditures for non-representational activities such as political activities and government lobbying (hereinafter collectively called “nonchargeable activities”) - activities which most workers know help build a better climate for us all in bargaining with employers and in securing fundamental worker rights - may not be charged to financial core non-members who file timely objections pursuant to this Notice.

For calendar year 2020 (which is the most recent audited year), the financial review has confirmed that no more than 9% of all ILWU International’s expenditures were for nonchargeable activities.

With respect to ILWU locals and divisions that are outside the ILWU Coast Longshore Division, while they may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that their nonchargeable percentage is significantly lower than that for the ILWU International. Nevertheless, those ILWU locals and divisions outside the ILWU Coast Longshore Division who are covered by this notice will reduce or rebate in advance their local dues and fees as to financial core non-union objectors in the amount of 9% based on the nonchargeable percentage stated above for the ILWU International, including the International per capita attributed to them, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such locals and divisions covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the International.

With respect to individuals working within the ILWU Coast Longshore Division, please note that for calendar year 2020 (which is the most recent audited year), financial review has confirmed that no more than 6.42% of all ILWU Coast Longshore Division expenditures were for nonchargeable activities. Please further note that while each ILWU local within the ILWU Coast Longshore Division may have different percentages of nonchargeable expenditures, financial reviews and practical experience confirm that the nonchargeable percentage of expenditures for such ILWU locals is significantly lower than that for the ILWU Coast Longshore Division. Nevertheless, those ILWU locals within the Longshore Division who are covered by this notice will reduce or rebate in advance their local dues and fees as to financial core non-union objectors in the amount of 6.42% based on the nonchargeable percentage stated above for the ILWU Coast Longshore Division and will also reduce or rebate in advance for such objectors 9% of the International per capita attributed to them, based on the International’s 9% nonchargeable expense figure, for the applicable collection period herein or until such time as such local issues a separate notice. In cases of objections, such Longshore Division locals covered by this notice will be required to provide legally sufficient financial proof to confirm that their nonchargeable percentage is no greater than that stated for the ILWU Coast Longshore Division.

The ILWU International Executive Board and the ILWU Coast Longshore Division have adopted the following Procedures on Financial Core Non-Members Objecting to Nonchargeable Expenditures (hereinafter called the “Procedures”). Under the Procedures, a financial core non-member of any affiliated ILWU local and division has the right within a specified 30 day period of time to object to paying for the nonchargeable activities and expenses’ portion of his or her local dues or fees paid to his/her ILWU local, the per capita fee, which the local pays to the ILWU International, as well as any Coast pro rata fees paid to the ILWU Coast Longshore Division. In the event a financial core non-member employed outside the ILWU Coast Longshore Division properly makes such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees, and per capita fees equal to the ILWU International’s nonchargeable percentage of 9% stated above. In the event a financial core non-member working within the ILWU Coast Longshore Division properly makes such objection, he or she shall receive either the appropriate monthly reduction or an advance rebate of a portion of local dues or local fees and of the Coast pro rata fees equal to the ILWU Coast Longshore Division’s nonchargeable percentage of 6.42% stated above. In addition, such individual will also receive a reduction or an advance rebate of 9% of his/her per capita that is paid to the ILWU International.

Under the Procedures, an objection by a financial core non-member must be made in writing and post-marked within 30 days from the date of this notice or, alternatively, the date of becoming a new hire or becoming a financial core non-member under an ILWU union security clause and receipt of this notice, whichever is later, and addressed to the ILWU International Secretary-Treasurer, 1188 Franklin Street, 4th Floor, San Francisco, CA 94109. To be valid, the written objection must specify the objector’s name, address, the name of his or her employer and the name of the local union or division which represents the objector. A written objection must be timely in order to be valid. Without waiving the 30-day filing period with respect to other notices of this type, please be advised that under this notice only, objections filed by current financial core non-members will be deemed timely if postmarked on or before February 1, 2022. Individuals who after the date of this notice become new hires or financial core non-members may file an objection within 30 days of the date they become a new hire or financial core non-member or the date they receive this notice, whichever is later.

Unless changed by a later notice, those financial core non-members and new hires who file timely objections will not be charged from the date they file a timely objection through December 31, 2022 for expenditures related to nonchargeable activities based on the applicable percentages noted above and also will be provided detailed, independently verified financial information concerning the breakdown between chargeable and nonchargeable expenditures of the ILWU International, the ILWU Coast Longshore Division (if the objector works within the Longshore Division) and of their ILWU local. Objectors will also be given an opportunity to file, within 30 days of receipt of such financial information, a challenge to the amount and calculation of any such nonchargeable expenditures and percentages, as well as an opportunity to have such a challenge resolved, if not voluntarily settled, through expeditious arbitration before a neutral arbitrator selected by the American Arbitration Association (AAA) in proceedings conducted under AAA Rules applicable to objections to agency fees. Please also note that the amount or portion of financial core fees pending the period for filing any objection and challenge as well as the amount reasonably in dispute pursuant to any challenge will be kept in an interest bearing escrow account pending resolution of such challenge. Objectors who file a timely challenge to the amounts or calculations of fees will receive the amount that may be determined by the Arbitrator to be owed them, if any, plus accrued interest, pursuant to these Procedures.

It is important to know that the vast majority of ILWU represented workers believe that the little extra in dues is quite a bargain for maintaining union membership and enjoying all the valuable benefits of full participation in the governing of the ILWU, and the negotiation of working conditions. For a few cents more each week, union members enjoy all the benefits of membership in the ILWU. We sincerely believe that after careful consideration, new hires and financial core non-members will agree that becoming and remaining a union member makes the most financial sense. If you are not a union member already but are eligible for membership under your Local’s constitution and rules, please contact your ILWU local to join the ILWU.

This notice may be superseded or amended by later notices as issued by the ILWU, the Coast Longshore Division or affiliated locals and divisions of the ILWU.

(rev. Oct 2021)



Defending IBU jurisdiction: On December 9, The Inlandboatmen’s Union conducted an informational picket at the entrance to Centerline Logistics in the Port of Los Angeles. The IBU is fighting to protect its historic jurisdiction and area wage standards. Westoil in Southern California had its work cannibalized by its parent company, Centerline, who set up another company, Leo Marine, to underbid contracts that were IBU jurisdiction for decades and caused layoffs of IBU workers. For background about this struggle, see the June 2021 issue of the Dispatcher.

ILWU Staff Update

Evelyn Cabrera joined the Coast Longshore Division as an Administrative Assistant on November 1st. Previously, she worked in the aerospace industry for 10 years. She is bilingual in Spanish and applied to work at the ILWU Coast Longshore Division after hearing great things about the union.



Members of Locals 20 and 30 attend stewards training intensive

continued from page 4
bers of Local 20 load the products onto ships.
Even though the two locals operate under separate collective bargaining agreements, both know the importance of working together to achieve their shared interests. It’s especially important when dealing with a multinational mining company like Rio Tinto—the world’s second-largest metals and mining corporation.
“We’ve learned that it’s critical to

keep lines of communication open between our locals,” said Marshall.
Mike Gonzalo, President of Local 20 agreed. “Since we have the same employer, it’s helpful to learn different tactics and experiences from Local 30. We learn from them, and they learn from us.”
The hands-on training involved role-playing and group discussion, including analysis on how to handle difficult grievance scenarios and how to manage the steps in the grievance process.

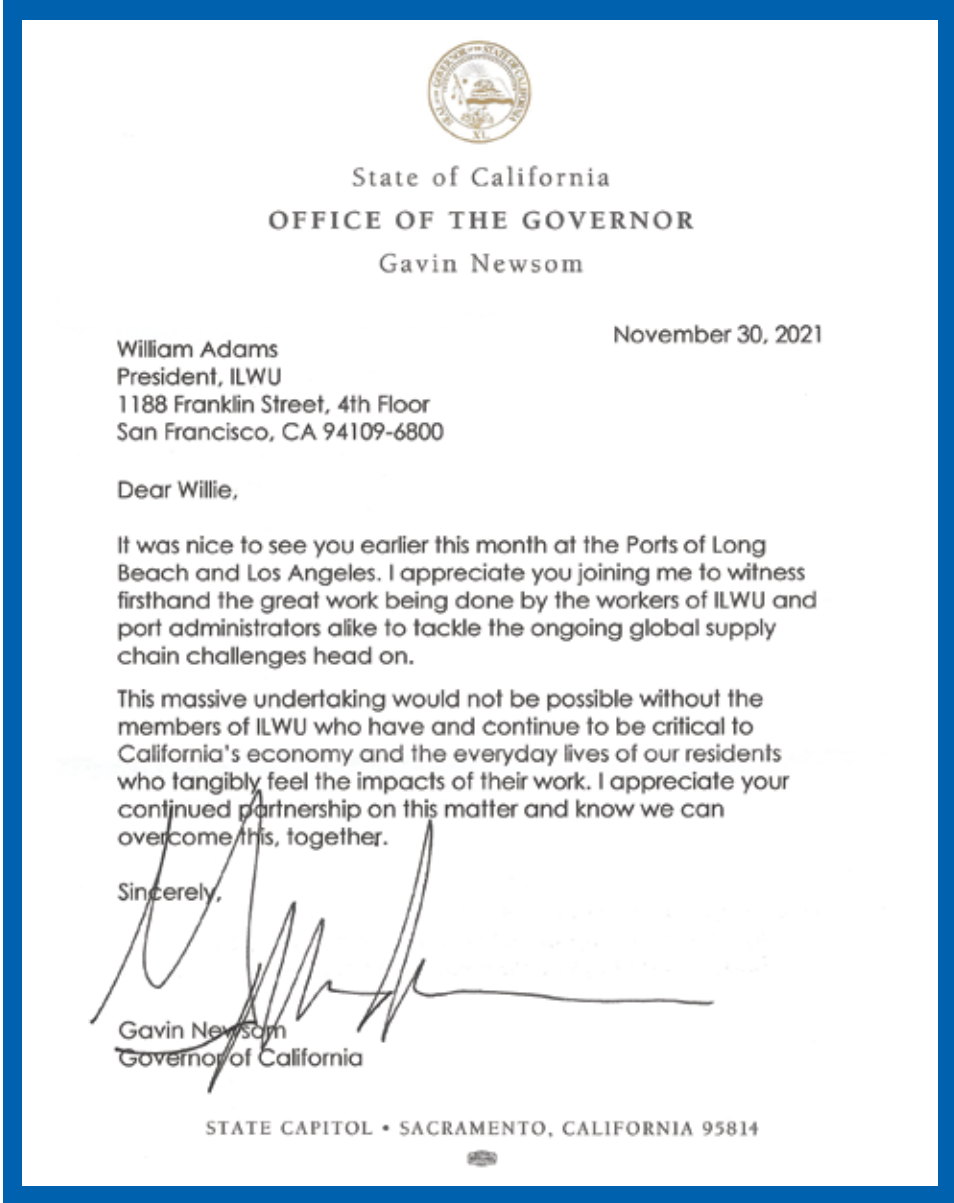
A Helping Hand...
...when you need it most. That’s what we’re all about. We are the representatives of the ILWU- sponsored recovery programs. We provide professional and confidential assistance to you and your family for alcoholism, drug abuse and other problems—and we’re just a phone call away.

ILWU LONGSHORE DIVISION

ADRP—Southern California Tamiko Love 29000 South Western Ave., Ste 205 Rancho Palos Verdes, CA 90275 (310) 547-9966	ADRP—Oregon Brian Harvey 5201 SW Westgate Dr. #207 Portland, OR 97221 (503) 231-4882
ADRP—Northern California Hunny Powell HPowell@benefitplans.org 400 North Point San Francisco, CA 94133 (415) 776-8363	ADRP—Washington Donnie Schwendeman 3600 Port of Tacoma Rd. #503 Tacoma, WA 98424 (253) 922-8913

ILWU WAREHOUSE DIVISION

DARE—Northern California Teamsters Assistance Program 300 Pendleton Way Oakland, CA 94621 (510) 562-3600	ILWU CANADA EAP—British Columbia John Felicella 3665 Kingsway, Ste 300 Vancouver, BC V5R 5WR (604) 254-7911
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No sales outside the U.S.
We regret that U.S. Customs and postal regulations create too great a burden for our staff to maintain book sale service to our members and friends outside the United States.

Name _____
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Make check or money order (U.S. Funds) payable to “ILWU” and send to
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Please allow at least four weeks for delivery. Shipment to U.S. addresses only