Local 368 successfully concluded contract negotiations last fall that presented members with a new five-year labor agreement with increases in wages and benefits. Business Manager/Secretary-Treasurer Peter Ganaban gives members a glimpse into what transpired at the bargaining table and discusses the critical issue that made this particular negotiation especially difficult.

Now that contract negotiations are done, what can you tell us about how they went?

Contract negotiations are never easy. There is always a lot of “back and forth” and “give and take.” As I always say, if everything was easy then life would be boring, and it wouldn’t be called a “negotiation.” But we are always prepared to enter into this tough process on our members’ behalf.

What makes contract negotiations so difficult?

I would have to say it is not just asking for things that our members want to see in the next contract, but protecting the important contract language or clauses that give our union its stability and strength as well as carrying them over into the new contract.

What was the Union’s biggest challenge in this negotiation?

During this contract negotiation period, management was working hard to do away with our subcontractor clause, and that is a big, big deal. As far as our Laborers’ Union is concerned, we have the highest ratio of subcontractors to general contractors in the building and construction trades. So if we did not take a hard stance and allow the subcontractor clause to be deleted from the contract, our Laborers’ Union would have been severely affected.

In what way would Local 368 have been affected?

If the subcontractor’s clause was negotiating away, our Laborers’ Union could have been reduced in size by nearly half over a short period of time. It would have taken us from the state’s second largest construction union to the smallest union – just with a simple stroke of a pen.

As we all know, there is strength in numbers and that has been proven time and again throughout the 140 years of our country’s Labor Movement. And it’s especially true for Local 368. When we look back through the history of this Union, we see growth in membership, wages and benefits, training and employment opportunities, and the standard of living for our members.

Without the strength of our Union, where would all of us be? Certainly we would not be in a position to negotiate at all. As a group, we represent the highest

(continued on page 3)
We Need You To Keep Our Union Strong

As we begin a new year, Local 368 and our members must put renewed emphasis on strengthening our Union. Our latest contract negotiations pointed out how quickly and easily things could change for construction industry unions – especially for our Union – and its members if the subcontractor clause was deleted. After so many years of effort on the part of Local 368 to generate greater respect and appreciation for the work our members do, we couldn’t help but see the suggestion of deleting the clause as an attack on our unions and on Local 368 in particular.

Going from the second largest construction union to the smallest union would dramatically undermine our position in future contract negotiations. Many of you, our hard-working members, would be left without union representation, which we all know would seriously impact your wages, health benefits, pension and working conditions. That, in turn, would sadly have negative affects on your family and the quality of your lives.

Our response to this potential threat must be one of solidarity and action. We strongly encourage all members to take a more active role in Union activities, including attendance at General Membership Meetings and Neighbor Island Informational Meetings. Keep up to date on what is happening and make your voice heard in ongoing discussions. Your opinion matters, and your participation matters! Your Union needs you!

Local 368 is there for you when you need representation on legislative action. As you’ll see on the following pages, our Union and the Hawaii Laborers & Employers Cooperation and Education Trust (LECET) came up big time this year on our members’ behalf with state and city council legislation that will speed up the permitting process and create more work opportunities for our members.

Local 368 is also there taking action to answer contractors’ needs for skilled workers as new construction projects emerge. Our apprenticeship and training program is among the Top 10 vocational programs in the state and is committed to providing the industry with highly skilled workers ready to hit the ground running.

And when it comes to your family, Local 368 is there again to lend a hand with school supplies, scholarships, and activities that bring everyone together in the spirit of uplifting unity. When you stop to think about it, Local 368 is really one big family and we truly are brothers and sisters.

So we ask you to be there for Local 368. Let's join together and create the bonds that will enable us to respond quickly and resoundingly in unity to any challenges that may come our way in the days ahead. Participate, Volunteer. Keep our Union strong!

Auditor Finds Local 368 Sound & Compliant

Independent auditors recently performed a routine examination of Local 368’s financial accounts, records and documents and determined that they fairly present the Union’s financial position and conform to standard accounting principles. Auditors also found the Union to be compliant with the required filings of the Department of Labor’s Office of Labor Management Standards and Internal Revenue Service.

Such audits serve two purposes. One is to ensure the Union is operating within governmental requirements and with accuracy in its accounting. The other is to reassure members that the Union is effectively and soundly managing its activities while safeguarding their best interests.

Legislative Action

Union-Backed Measures Passed By City Council

by Ryan Kobayashi
Government and Community Relations Officer

Even after the state Legislature adjourned for the summer, your Union continued to work legislatively on the County level to further your interests. Today, we have a new five-year contract (PLA) except that the CWA applies to a group of projects that meet certain criteria as opposed to the single-project application of a PLA. Therefore, a non-union contractor may still bid on and win CWA work. However, the non-union contractor’s workforce must join the union and come under the terms of each individual union’s prevailing wage classifications, and any new workers the non-union contractor may need must come from the hiring hall’s bench. Working under a CWA makes it more difficult for non-union contractors to “miscalculate” their workers, which is illegal. By operating with a CWA in place, the City gains the assistance of unions in rooting out illegal activity by allowing an individual union’s business agents to directly monitor and address any misclassification they may witness or respond to any complaints of misclassification by the non-union contractors’ workers.

To be clear, not all non-union contractors misclassify their workers. However, it is important to note that misclassification does not solely cheat the workers who are subjected to it. Ultimately, misclassification cheats our members and their employers out of competing for work on a level playing field, because non-union companies that misclassify workers are able to undercut or undercut unionized contractors who play by the rules and follow the law. In this way, Bill 37 benefits all unionized contractors and union members as well as all workers on essential City projects across the City and County of Honolulu.

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Local 368 is there for you when you need representation on legislative action. As you’ll see on the following pages, our Union, and the Hawaii Laborers & Employers Cooperation and Education Trust (LECET) came up big this time around. We have been successful in bringing more opportunities for our members.

Local 368 is also there when the need arises to answer contractors’ needs for skilled workers as new construction projects emerge. Our apprenticeship and training program is among the Top 10 vocational programs in the state and is committed to providing the industry with highly skilled workers ready to hit the ground running.

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Legislative Action

Union-Backed Measures Passed By City Council

by Ryan Kobayashi Government and Community Relations Officer

Even after the state Legislature adjourned for the summer, your Union continued to work legislatively on the County level to further your interests. The first measure was Bill 24 (Special Assignment Inspections) and Bill 37 (Community Workforce Agreements).

Local 368 worked to help pass Bill 24 on September 4, 2019. As you may be aware, back in the early to mid-2000s – during our last construction boom before the “Great Recession” of 2008 – when a project was finally “approved,” a developer or project owner could immediately apply for a “courtesy inspection permit” to get their project underway faster.

Since the recession, the “courtesy inspection permitting” program disappeared. So, even after projects receive their approvals, they are not getting underway as quickly as they could be under a “courtesy inspection” type of program. Therefore, pursuant to meeting with the City and County of Honolulu’s Department of Planning and Permitting, Bill 24 was introduced in the City Council and subsequently passed. Mayor Kirk Caldwell signed the bill into law on September 18, 2019, enabling projects that receive their final approvals to get underway much sooner.

As another way of supporting our members, the Union helped to introduce Bill 37, which makes it more difficult for non-union contractors to undercut unionized contractors on City projects that are essential to the City’s functions, as those relating to water, sewer, storm water, police and fire services. Bill 37, which was passed by the City Council on October 9, 2019 and became law without Mayor Caldwell’s signature, would require any project relating to those essential functions over the amount of $2 mill to be subject to a Community Workforce Agreement.

What is a Community Workforce Agreement? In general terms, a Community Workforce Agreement (CWA) is similar to a Project Labor Agreement (PLA) except that the CWA applies to a group of projects that meet certain criteria as opposed to the single-project application of a PLA. Therefore, a non-union contractor may still bid on and win CWA work. However, the non-union contractor’s workforce must join the union and come under the terms of each individual union’s prevailing wage classifications, and any new workers the non-union contractor may need must come from the hiring hall’s bench.

Working under a CWA makes it more difficult for non-union contractors to “misclassify” their workers, which is illegal. By operating with a CWA in place, the City gains the assistance of unions in rooting out this illegal activity by allowing an individual union’s business agents to directly monitor and address any misclassification they may witness or respond to any complaints of misclassification by the non-union contractors’ workers.

To be clear, not all non-union contractors misclassify their workers. However, it is also important to note that misclassification does not solely cheat the workers who are subjected to it. Ultimately, misclassification cheats our members and their employers out of competing for work on a level playing field, because non-union companies that misclassify workers are able to undercut or undercuts unionized contractors who play by the rules and follow the law. In this way, Bill 37 benefits all unionized contractors and union members as well as all workers on essential City projects across the City and County of Honolulu.

Negotiating For You & Your Union

(continued from page 1)

ideals of unionism, and that’s something we must continue to fight for on behalf of not only ourselves but for future generations.

So the new contract maintains the subcontractor clause? Yes, I know there are members who were looking for more in terms of wage and benefit increases, but that’s where the “give and take” comes in. By definition, a successful negotiation is a process where the parties to the negotiation each “walk away” from the negotiating table with something they want, but no one walks away with everything. We pushed for more but, in the end, agreed to the increases in the new contract to be able to preserve the strength and power of this great Union for its members and their families today and into the future.

Contracts must also be “ratified,” right? Can you explain more about that process?

You are correct. Once the contract has been negotiated, it must be presented to the membership for ratification. This is the process where the members can choose to accept terms preliminarily agreed to in the negotiations or reject the terms by electing to go on what is referred to as an “economic strike.”

Can you tell me more about an “economic strike”? An economic strike could potentially be as detrimental to our Union’s power as giving up the subcontractor’s clause in the contract negotiation process that we worked so hard to defend. This is because at the point where the Laborers’ Union walks off the job on an “economic strike,” the contractors would be free to hire what are called “scabs” to stop the “bleeding” initiated by the strike.

In other words, the contractors would be free to hire just about anyone off the street to take our work. Non-union workers, and even other trades, could be used to fill the void in the absence of our members on the job.

However, our members chose wisely to avoid this situation and voted to ratify the terms of the contract that were negotiated. Today, we have a new five-year contract that our members are presently working under which continues to benefit not only our members but their families as well.
**LECET Passes Law Requiring Certified Payrolls For Services & Maintenance Contracts**

by Hawaii Laborers & Employers Cooperation and Education Trust

A legislative bill introduced by your Hawaii Laborers & Employers Cooperation and Education Trust (LECET) was recently signed into law by Governor David Ige. SB292 CD1 became Act 219 (2019). These are the first legislative bills written, introduced and passed by Hawaii LECET to help the Hawaii Laborers Union Local 368 in over 20 years.

"SB292 was drafted by LECET staff in response to complaints from our signatory Landscape Association of Hawaii (LAH) contractors," said Hawaii LECET Director Brian Lee. "Government service and maintenance contracts, such as landscape maintenance for schools and highways, were going to non-union contractors who severely underpaid their workers, with no official way to expose their cheating on government prevailing wage requirements. These payroll violations led to our contractors losing out on many jobs and our members losing work."

Government public works projects have long required the weekly reporting of certified payrolls that are subject to review, audit and penalty. However, government projects that were classified as "service and maintenance" projects have never required the submission of certified payroll affidavits from government contractors who were awarded the work.

Your Hawaii LECET Fund worked with LAH contractors to craft new legislative language in January to require certified payroll reports for Chapter 103 government service and maintenance contracts, which went into effect starting September 1, 2019.

Since our new law would help the entire construction industry, your Laborers’ LECET program successfully persuaded other industry organizations to support SB292, including the Carpenters Union, Operating Engineers, Masons & Plasterers Union, Bricklayers Union, Hawaii Construction Alliance, Pacific Resource Partnership, and several Hawaii Building Trades Council affiliates.

During the 2019 state legislative session, LECET addressed questions about the legislation from state agencies, other unions and contractor organizations. After four months of testimonies and hearings, the Hawaii State Senate and State House of Representatives both unanimously passed SB292 CD1 and sent Hawaii LECET’s legislation to the Governor for approval and passage. With all these endorsements, Governor Ige reviewed and signed Hawaii LECET’s SB292 CD1 legislation into law as Act 219 (2019).

This much-needed legislation closed a big loophole that had been overlooked or ignored in government service and maintenance contracts for decades. The new Hawaii LECET law will help ensure the public’s tax dollars support honest contractors bidding on government contracts, and protect Local 368 members and other workers, both union and non-union, from being underpaid and cheated out of their fair wages. Mahalo to all who helped bring SB292 CD1 into law as Act 219 (2019).

**A Boost Projected For Construction Industry**

After one of the most robust periods for Hawaii building and construction industry in recent memory, we did experience the predicted slowdown of projects in 2019. But here’s some welcome news. The latest projections show that new construction projects will provide a boost to the industry over the next two years, according to the University of Hawaii Economic Research Organization.

High-rise projects in urban Honolulu will keep construction jobs near or above current levels through 2022. And the new law created by the Honolulu City Council’s passing of Bill 24 is expected to fast-track building permits delayed in the city’s Department of Planning and Permitting. Mixed-use towers in Kakaako, affordable housing projects, and continuing work on single- and multi-family homes in Honolulu as well as new construction at Ko Ridge are in the pipeline.

The State Legislature also passed a measure last May to provide $3.4 billion for the state’s capital improvement projects through 2021. That work includes $275 million for the University of Hawaii’s modernization projects, $617 million for airport improvements, $384 million for harbor projects, $458 million for bridge repair and maintenance, $65 million for renovations to Hawaii Health Systems Corp. buildings, $1.3 billion for public school construction and maintenance, and $36 million for repairs and maintenance of state buildings.

These projects will add to those that have gotten underway in recent months, including:

- **Ilikani Condo Tower in Kakaako**
  The 42-story building near the intersection of Halakealani and Keawe streets will house 328 units, including 165 units for owner occupants earning no more than 140 percent of the area median income. Prices for 163 market-priced units range from $700,500 to $905,500. In July, 498 applications were accepted from buyers for the 165 affordable units priced from $312,600 to $657,100. Architect Ken Chang, who grew up in Hawaii, is the developer and Swinerton is the general contractor.

- **Kulana Hale Phase 2 in Kapolei**
  Built under a collaboration between developers California-based Highridge Costa and Honolulu-based Coastal Rim Properties, the $70 million project includes a 13-story tower that will have 143 units for families earning no more than 60 percent of the area median income. Hawaiian Dredging Construction Co., which is completing the Phase 1 tower with 154 units for seniors making up to 60 percent AMI, will immediately begin work on the new tower.

- The **Block 803 Waimanu**
  The $40 million project will bring 151 units to the mostly affordable seven-story, 65-foot building that is being developed by an affiliate of Coastal Rim Properties. The Hawaii Community Development Authority is regulating the sale of 57 units and the Hawaii Housing Finance Development Corp. has jurisdiction over 77 affordable studios. Layton Construction is the general contractor.

Queen Emma Affordable Rentals Kailua-based Khe Group and Southport Financial of Tacoma have acquired the Queen Emma Building near downtown Honolulu and have begun interior demolition to convert the long-vacant 12-story office building into 71 affordable rental apartments. Swinerton is the general contractor on the $39.6 million project, which is expected to be ready for tenants this summer.

**High-rise Projects in Urban Honolulu**

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### Training Schedule

#### Oahu

**CONSTRUCTION** | Date | Day | Course | Time/Location
---|---|---|---|---
Feb 4, 5, 10, 12 | Mon, Wed | Water Pipe Laying (40 hrs) | 8:00 am-3:30 pm | Portable 1
Feb 8, 9, 11, 13 | Mon, Wed | Silica Awareness, Power Tools (28 hrs) | 8:00 am-3:30 pm | Portable 2
Feb 15, 17, 19, 21 | Tue, Thur | Mason Tender (24 hours) | 8:00 am-3:30 pm | Classroom 2
Mar 7, 10, 12 | Tue, Thur | Basic Sewer Pipe Laying (40 hrs) | 8:00 am-3:30 pm | Classroom 1
Mar 14, 16, 19, 21 | Tue, Thur | Concrete forming, placement, finishing | 8:00 am-3:30 pm | Portable 1
Mar 21, 23, 25, 27 | Tue, Thur | Advance Water Pipe Laying Phase I (11 hrs) | 7:00 am-3:30 pm | Classroom 1

**ENVIRONMENTAL** | Date | Day | Course | Time/Location
---|---|---|---|---
Feb 6, 7, 13, 14, 17, 19, 26, 27, 28, 29, 30 | Tue, Thur | Hazardous Waste Worker (40 hrs) | 8:00 am-3:30 pm | Classroom 1
Feb 10 | Mon | OSHA Lead Worker Refresher (6 hrs) | 8:00 am-1:00 pm | Classroom 2
Feb 12, 15, 16, 17, 20, 22, 23, 25, 27, 29 | Mon, Wed | Hazardous Waste Worker Refresher (8 hrs) | 8:00 am-1:00 pm | Classroom 2
Mar 2, 3 | Mon, Tue | OSHA Lead Worker Refresher (3 hrs) | 8:00 am-1:00 pm | Classroom 2
Mar 3, 5, 6, 7 | Tue, Thur, Sat | Mason Tender Refresher | 8:00 am-1:00 pm | Classroom 2
Mar 9, 10, 11, 12, 13 | Mon, Wed, Thur, Sat | Basic Sewer Pipe Laying (40 hrs) | 8:00 am-3:30 pm | Classroom 1
Mar 14, 16, 17, 19, 21 | Tue, Thur, Sat | Concrete forming, placement, finishing | 8:00 am-3:30 pm | Portable 1
Mar 21, 23, 25, 27 | Tue, Thur, Sat | Advance Water Pipe Laying Phase I (11 hrs) | 7:00 am-3:30 pm | Classroom 1

#### Hilo/Kona

**SAFETY & EQUIPMENT** | Date | Course | Time/Location
---|---|---|---
Jan 25 | Sat | Rough Terrain Fork Lift Operator Safety (4 hrs) | 7:00 am-3:30 pm | Classroom 2
Jan 26, 27 | Tue, Wed | OSHA 10 (10 hrs) | 8:00 am-3:30 pm | Classroom 1
Feb 1 | Sat | Confined Space in Construction (6 hrs) | 7:00 am-1:00 pm | Classroom 2
Feb 8 | Sat | Sidewinder Operator Safety (Bobcat) (8 hrs) | 7:00 am-3:30 pm | Portable 1
Feb 29 | Sat | Flag Person, Traffic Control, WZS (6 hrs) | 8:00 am-2:00 pm | Portable 2
Mar 4 | Wed | Fall Protection (4 hrs) | 8:30 am-1:00 pm | Classroom 2
Mar 5 | Thur | Scaffold User (4 hrs) | 8:00 am-3:00 pm | Classroom 2
Mar 7 | Sat | Rough Terrain Fork Lift Operator Safety (6 hrs) | 7:00 am-3:30 pm | Classroom 2
Mar 14 | Sat | OSHA 10 (10 hrs) | 8:00 am-3:00 pm | Classroom 2
Mar 21 | Sat | OSHA 10 (10 hrs) | 8:00 am-3:00 pm | Classroom 2

### Safety & Equipment

**Date** | **Day** | **Course** | **Time/Instructor**
---|---|---|---
Jan 25 | Sat | Rough Terrain Fork Lift Operator Safety (4 hrs) | 7:00 am-3:30 pm | Classroom 2
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Mar 21 | Sat | OSHA 10 (10 hrs) | 8:00 am-3:00 pm | Classroom 2

### Training News & Calendar

The Hawaii Laborers' Apprenticeship & Training Program was recently named to Hawaii's Top 10 trade schools by VocationalTrainingHQ LLC, a Florida-based entity that specializes in vocational education content, courses and schools. Trade schools were evaluated on the basis of curriculum, faculty scholarships, program range, school reputation, online reputation and financial aid.

Ranked No. 2 in the state, the Hawaii Laborers' training program is managed by trustees from Local 368. The program's mission is to offer the best training that will prepare skilled workers for Hawaii's construction industry.

#### JANUARY

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<td>28</td>
<td>29</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Training Schedule

### Oahu

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feb 6, 8, 10, 12</td>
<td>Mon, Wed, Fri</td>
<td>Hazardous Waste Worker (40 hrs)</td>
<td>Classroom 1</td>
</tr>
<tr>
<td>Mar 6, 11, 13, 15</td>
<td>Tue, Thu, Sat</td>
<td>Water Pipe Laying (60 hrs)</td>
<td>Classroom 2</td>
</tr>
<tr>
<td>Mar 23, 25, 27, 29</td>
<td>Tue, Thu, Sat</td>
<td>Concrete forming, finishing</td>
<td>Classroom 2</td>
</tr>
<tr>
<td>Mar 10, 12, 14, 16</td>
<td>Mon, Wed, Fri</td>
<td>OSHA Lead Worker Refresher (8 hrs)</td>
<td>Classroom 2</td>
</tr>
<tr>
<td>Mar 23, 25, 27</td>
<td>Tue, Thu, Sat</td>
<td>Asbestos Worker Refresher (8 hrs)</td>
<td>Classroom 2</td>
</tr>
</tbody>
</table>

### Hilo/Kona

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feb 22</td>
<td>Sat</td>
<td>Rough Terrain Fork Lift Operator Safety (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Feb 15</td>
<td>Sat</td>
<td>Rough Terrain Fork Lift Operator Safety (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Mar 14</td>
<td>Sat</td>
<td>Asbestos Supervisor Refresher (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
</tbody>
</table>

### Kauai

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan 23</td>
<td>Sat</td>
<td>Confined Space in Construction (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Feb 8</td>
<td>Sat</td>
<td>OSHA 10 (10 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Feb 25</td>
<td>Sat</td>
<td>OSHA 10 (10 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Mar 24</td>
<td>Sat</td>
<td>Confined Space in Construction (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Mar 28</td>
<td>Sat</td>
<td>Elevated Work Platforms (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
</tbody>
</table>

### Maui

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mar 14, 16</td>
<td>Mon, Wed</td>
<td>Hazardous Waste Worker (40 hrs)</td>
<td>Portable 1</td>
</tr>
<tr>
<td>Mar 4</td>
<td>Wed</td>
<td>First Aid CPR AED (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Mar 21, 24</td>
<td>Mon, Wed</td>
<td>Confined Space in Construction (8 hrs)</td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>Mar 28</td>
<td>Sat</td>
<td>OSHA 10 (10 hrs)</td>
<td>8:00 am-3:30 pm</td>
</tr>
</tbody>
</table>

## Training Program Among Nation’s Top

The Hawaii Laborers’ Apprenticeship & Training Program was recently named to Hawaii’s Top 10 trade schools by VocationalTrainingHQ LLC, a Florida-based entity that specializes in vocational education content, courses and schools. Trade schools were evaluated on the basis of curriculum, faculty scholarships, program range, school reputation, online reputation and financial aid.

 Ranked No. 2 in the state, the Hawaii Laborers’ training program is managed by trustees from Local 368. The program’s mission is to offer the best training that will prepare skilled workers for Hawaii’s construction industry.
Construction and General Laborers’ Union
Local No. 368 of the Laborers’ International
Union of North America
1617 Palama Street
Honolulu, HI 96817

In Memoriam

Local 368 honors the memory of the following members who passed away in 2019. We extend our deepest condolences to their families and friends.

Alfredo Acedera
Justino Agonias Jr
Ernest Akim Seu
Ralph Alapai
Joshua Alfonso
Antonio Arriaga Jr
Valerio Bonilla
John Carvalho Jr
Amado Castro
Pedro Domingo
Romulo Estranero Sr
Irineo Gervacio
Francisco Gocong
Akiti Imai
John Kamakeeaina IV

Clarence Kanai
Daniel Kealoha
Herbert Loo
Generalisimo Madriaga
Ramon Matanguihan
Geraldine M. Mau
Vianor Munoz
Juan Olipares
Ruperto Planas
Gary Robitaille
Abraham Simon
Aurelio Simpliciano
David Soong
Robert Takemoto