

HAWAII LABORER



Building A Better Hawaii!



Attend your Union meetings

Business Manager Peter Ganaban (center) helps give out safety vests to members in good standing at the Oahu May Membership meeting. Also assisting is Field Representative Joe Yaw (standing in background) and Contract Specialist Mark Matsumoto (seated, foreground). Members are encouraged to attend and voice their opinions about the Union - good or bad - provided it is done respectfully. All members in good standing are encouraged to attend upcoming Union meetings on their respective islands to receive their free safety vests, compliments of Local 368 and its executive board.

(Photo by: Peter Lee)

Laborers statewide agree to extension

Local 368's Construction members voted overwhelmingly to extend the current Master Agreement another 2 years, following ratification votes taken statewide.

Approval overwhelming

Maui, Kauai and the Big Island all recorded unanimous support for the contract amendment, while on Oahu, only 6 voted against the amendment, resulting in an overwhelming 96 percent approval of the measure.

Key parts of the agreement calls for more money to be contributed to the Pension Fund to stabilize it and take it from its current 'yellow status' to 'green status'. Future wage increases for 2010 and 2011 would see a slight dip from the original negotiated increase of \$1.05 per year to \$1 per year. However, the two year extension would see \$1 per hour increases in wages for 2012 and 2013.

"This agreement helps us in three ways," explained Business Manager Peter Ganaban. "First, we wanted to make adjustments to the wage/fringe package to help our signatory contractors with their bids. Second, we needed to strengthen our Pension fund following last year's financial meltdown on Wall Street. Finally, we did this to preserve our \$1 per hour

wage increase and got two additional years of increases, also."

Pension benefits preserved

Under the ratified agreement, the Pension Fund for Construction Laborers will be increased from the current \$1.77/hour contribution rate to \$3.12/hour, effective August 30, 2010 and continue at that rate until the expiration of the extension in 2014. For Final Clean-up Laborers, their pension contribution rate will increase from the current \$1.13/hour to \$2.40/hour in 2013. (This move should effectively move the Pension Fund from 'yellow' to 'green' status.)

To reduce the overall package, the Vacation and Holiday pay for Construction Laborers will remain frozen at \$2.78/hour until 2012, when the rate goes to \$2.83/hour. For Final Cleanup Laborers, their rate will remain at \$2.28/hour until 2012, when the rate goes to \$2.33/hour. Annuity rates will remain the same.

Increases for extension years

For Construction Laborers, their hourly wage increases will be set at \$1/hour, slightly less than the \$1.05/hour under the original contract for

(See 'Ratification Vote' on Page 2)

Laborers endorse Neil Abercrombie for governor

Former U.S. Rep. Neil Abercrombie isn't one to rest on his accomplishments. Despite putting together a solid career serving Hawaii as one of its two representatives, Abercrombie would like to use his political connections, both locally and in Washington, D.C., to help pull Hawaii out of its worst economic crisis.

"I think that the easy road was to stay in Congress," he said. "The responsible position to take was to come home and run for governor in this situation, because I have no other ambition, I have no other office I am seeking. I have no other political agenda, so I can use my relationships both in Washington and here in Hawaii."

The challenges facing the state are huge. A bad economy is contributing to about a 7 percent unemployment

rate as well as government worker furloughs, including 17 school days missed due to teachers being put on furloughs. Bankruptcies are also up from last year by nearly 35 percent, according to the June 1, 2010 issue of the Pacific Business News.

In order to have an economic recovery, Abercrombie would focus on four areas: educational excellence, environmental sustainability, energy independence and agricultural renewal. "In those categories, lies the heart of new communities, renewed confidence in not just the economy, but in each other, and the possibility for young people to see a future for themselves in Hawaii," he said.

At the heart of Abercrombie's

(See 'Abercrombie' on Page 3)



Business Manager Peter Ganaban meets with gubernatorial candidate, Neil Abercrombie. A former member of the U.S. House of Representatives, Abercrombie resigned from the position so he could run for the office of Governor of Hawaii.

Straight talk with the business manager



Aloha my brothers and sisters!

I would like to take this opportunity to address an issue that has been bothering me for some time now.

Someone in this Union has taken it upon themselves to be a hidden critic and spreading half-truths and outright lies by sending negative letters to our members, retirees and even to contractors.

I have no problem with members disagreeing with our decisions and raising criticisms and concerns. But I

have a big problem when it's done in a way that hurts the Union's ability to get more work for our members and when members' private information is obtained and used improperly.

As I've stated many times, all members have an equal voice in our Union. Anyone can bring up any issue or concern at any time and I will address it. Everyone has an opportunity to voice their concerns directly to me or at any Union meeting.

However, instead of addressing his or her concerns like a true Laborer, this person chooses to hide behind these anonymous letters. The letter writer claims to love this Union, yet these letters have the effect of hurting this Union and, in doing so, hurting you as well. These letters give an impression that we are fighting among ourselves and that the Union weak and corrupt.

The fact that the letters have been sent to our signatory contractors has sometimes affected our relationship with some of them, making them hesitant to bring up issues and to communicate with the Union directly.

They can undermine your Union's efforts to help our contractors get

jobs, which mean less work opportunities for you. It can also make it harder for us to organize nonunion companies, if they hear about the letters. Several contractors would have already signed with Local 368 until they heard about these so-called "problems" and have pulled back for now.

We also have to be concerned that other trades may think we are weak because of "in-fighting" and try to steal work from us, causing jurisdictional disputes and brothers and sisters losing work opportunities.

If you are receiving these negative letters, I hope you get angry. I hope you are angry that someone is deliberately trying to sabotage your Local, angry that someone has stolen your personal address and angry that someone is lying to you.

If you want to know the truth about any issue or problem, I encourage you to speak to me personally or better yet, attend your Union meetings and get the information firsthand. You will see your leadership is moving this great Local forward in a positive direction. Remember, this Local is here to serve you, the member.



Peter Ganaban
Business
Manager



Alfonso Oliver
President



Chris
Natividad
Vice President



Donna
Kekauoha
Secretary-
Treasurer



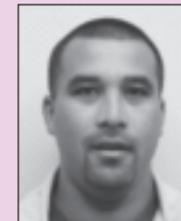
Toni Figueroa
Recording
Secretary



Pete Lindsey
Executive Board



Joby North, II
Executive Board



Thomas
Cathcart
Auditor



James
Drumgold, Jr.
Auditor



Raymund
Maballos
Auditor



Mark
Magusara
Sergeant-At-
Arms

Ratification Vote: Laborers' vote a resounding 'yes!'

(Continued from Page 1)

2010 and 2011. However, the \$1/hour increase in wages will continue every year of the extension, topping at \$32.30/hour for Laborer 1 and \$29.70/hour for Laborer 2. Final Clean-up Laborers, which follow the Construction Master Agreement, would follow a similar \$1/hour increase this year, from \$20.70/hour to \$23.70/hour in 2013.

Other areas where negotiators trimmed the overall package was to reduce contributions to both the

Training and LECET funds. Both funds have adequate resources to be able to continue to operate, even at the lower contribution rate.

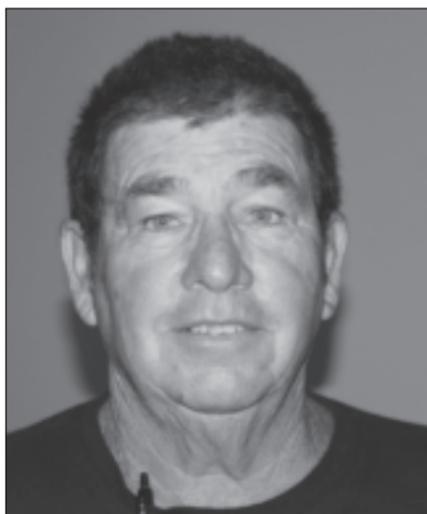
"My only concern is for the new members," said Laborer Alfred Hufana. "We gotta protect our retirement (benefits). I feel that's important. A lot of the other trades, they no more nothing and that's where my concern lies, in the future. I was once with Local 872 in Las Vegas and they was fighting for vacation pay, which they got, but they lost out on a lot of benefits as far as the retirement benefits."

Timing important

Another advantage with Local 368's membership agreeing to the extension is now the Laborers, Carpenters and Mason Unions will now all open negotiations in 2014.

"We'll be in a stronger negotiating position with three of the four basic crafts entering negotiations at about the same time," said Ganaban. "Additionally, we are expecting the economy to be well into its expected recovery. Hopefully, this will translate into another great Master Agreement."

Laborers react to ratification vote:



Alvis McCann

"I think it's a good thing for both labor and management...The members should agree that in order to keep jobs and keep working, we need to help each other out. It's no time to bring in strong-arm tactics, because if there's no jobs, there's no work; if there's no work, there's no benefits and collecting unemployment is only cash, there's no benefits. Now is the time to help each other out and get something going with the economy."



Viola Palepale, Jr.

"It's not a good step or a bad step, it's an awesome step. It's an awesome step because what we had back then, back in the late 70's-early 80's, this is way better than when I first started. To me, this is really awesome, because back then, we made like \$14/\$15 an hour. Look what we get now. Everybody's making like \$28-\$30 an hour, so this is way better. I'm glad and I'm happy that you guys stood-up for us brothers and sisters."



Wallace Tsuha

"To me, it's good because if you look at it in the right way, everything is moving forward. We not frozen, we're not stepping back and we're not losing anything. With the economy, we actually doing real good. For those that think we not, they should sit back and read everything and look at the past, all the history of where this union was and how she stay now. I think - and I'm sure other people are too - we're doing real good."

The 'Hawaii Laborer' is the official publication of the Laborers' International Union of North America, Local 368, 1617 Palama St., Honolulu, HI 96817; ph. (808) 841-5877 or 1-800-372-4077 from the Neighbor Islands.

News/Photo Editor:
Rich Nishie

Local 368's Retiree Corner...

Kauai and Big Island retirees receive luncheons

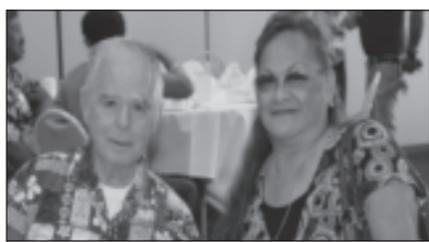
Retirees on the islands of Kauai and the Big Island celebrated special luncheons on their respective islands recently, allowing them to reconnect with old friends and enjoy fellowship with Local 368 and Retiree Council officers.

Both luncheons were hosted and coordinated by Local 368, with the Retiree's Council providing games and prizes. Retiree Council President Mel Kalama, Jr. promised the retirees attending to work with them in coordinating activities on their island.

Kauai Retirees



Big Island Retirees



Abercrombie: 'Educational Excellence' holds the key to fixing the state's economy

(Continued from Page 1)

recovery plan is educational excellence. "If we don't have the educational excellence, if we don't renew confidence in public education, then all the rest of it fall apart," he explained. "You can't talk about a recovery if you don't have a workforce that's ready and able to participate in it."

Abercrombie believes educational excellence must start at the top. As the governor, he said he would take personal responsibility and make a commitment to public accountability in order to restore public confidence in the classroom, noting that "public confidence is just on the edge of disappearing in education." One way would be to have the power to appoint the Superintendent of the Hawaii State Department of Education and make it a cabinet position, accountable to the governor. (Currently, the state legislature has instead passed a measure to put the appointing of the entire Hawaii State Board of Education in the hands of the governor, to be voted on by the public at the General Election in November. The Hawaii State Board of Education would then appoint the Superintendent.)

Other areas in education he would like to change is to 'flatten' the administrative control of the schools down to the individual school's principals and teachers. Abercrombie said each

school is unique and are better able to deal with the individual needs than by a centralized system such as in place now.

"Right now they're (principals and teachers) being asked to produce, but they're not given the authority to actually succeed," he said. "The governor shouldn't be telling them to do something and then stand at a distance to see whether they do it or not, but rather who's right in the thick of it with them. I think what will happen under those circumstances is parents will renew their faith in the schools again."

Also on the school level, Abercrombie would call for a return of tech schools and tech education in new areas such as electronics, programming, internet and computer capacity and other high tech occupations. For the Construction Industry, Abercrombie foresees a broadening of capacity for the Building Trades by beginning its apprenticeship activity from high school.

"There's no reason why we can't recruit plumbers and electricians and those who want to go into the various aspects of the Building Trades early," said Abercrombie. "We recruit basketball players and football players, why don't we recruit for the trades as well?"

Another way to help the Building Trades and to kick-start the economy is an ambitious housing plan for the state. Abercrombie would like to see

public-private ventures where the state could leverage its public lands with private developers, much like how military housing developers, Forest City and Actus have done so with military lands. Abercrombie believes that by building workforce housing for Hawaii's working men and women, using the state's bonding power, partnered with private developers will see an immediate short-term consequence of putting people in the trades back to work.

"We go all-in on housing or we don't," he said. "Let's put a master plan together not for 500 units or 1,000 units, but 10,000 units so we can start talking seriously, like we did for military housing. We're up to 17,000 units. We're talking about over a 10, 15, 20-year period. That's where you get economies of scale, that's where people know that they're going to work. Developers know that they're going to be there for 50 years. We got to think big and act big."

Local 368 looking for a few good Laborers

With one of our most important elections just a few months away, Local 368's Political Action Committee (Hawaii Laborers' PAC) is looking for members willing to hold campaign signs for at least an hour, once a week, until the General Elections in November.

Sign-holding activities are being planned for gubernatorial candidate Neil Abercrombie and U.S. representative candidate Colleen Hanabusa. Sign-holding may be done for other candidates in key races supported by Local 368 on Oahu and the Neighbor Islands.

On Oahu, sign-holding will be done at the corner of Vineyard Boulevard and Palama Street. Members can park their cars at the Union Hall, sign-in at the Union Hall, then walk down to the intersection for sign-holding.

Oahu volunteer sign-holding will run from 4:30 p.m. to 5:30 p.m. Dinner will be served to volunteers who participate. For more information, please contact Richard Nishie at 841-5877/1-800-372-4077 for more information.

**CONSTRUCTION AND GENERAL LABORERS' UNION
LOCAL NO. 368 OF THE LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA
1617 PALAMA STREET
HONOLULU, HAWAII 96817**

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Laborers' Calendar

JUNE 2010

WEDNESDAY 2	THURSDAY 3
Maui Informational Meeting Maui Office - 811 Kolu St. #102 7 p.m.	Oahu Retirees' Meeting Oahu Union Hall 9 a.m. Kauai Informational Meeting King Kaumualii School 7 p.m.
FRIDAY 11	SUNDAY 20
Construction Industry Holiday <i>Kamehameha Day</i>	<i>Father's Day</i>
WEDNESDAY 23	SATURDAY 26
Oahu Membership Meeting Oahu Union Hall 7 p.m.	Oahu Union Hall Open 8 a.m. - 12 noon New Member Orientation 8 a.m.

JULY 2010

THURSDAY 1	MONDAY 5
Oahu Retirees' Meeting Oahu Union Hall 9 a.m.	Construction Industry Holiday <i>Independence Day</i>
WEDNESDAY 7	THURSDAY 8
Kona Informational Meeting Kealakehe High School 6 p.m.	Hilo Informational Meeting Hilo Office - 749 Mililani St. 6 p.m.
WEDNESDAY 28	SATURDAY 31
Oahu Membership Meeting Oahu Union Hall 7 p.m.	Oahu Union Hall Open 8 a.m. - 12 noon New Member Orientation 8 a.m.

Briefly Speaking...

Union Representatives get training



Local 368 field representatives took time to learn how to be more effective union representatives in the field, thanks to a special class put on by Dr. Bill Puette of the Center for Labor Education (CLEAR). Attending the class were (seated, left to right): Leimomi Johnson and Toni Figueroa. Standing (left to right): Joe Yaw, Mark Magusara, Pete Lindsey, Joby North, II, Alfonso Oliver and course instructor, Dr. Bill Puette.

Not available for Job Call? Let the Union know

All Laborers, especially those collecting Unemployment benefits, are asked to come to the Union to officially let the Union know if planning to take a vacation and cannot accept job calls. Unemployed members going on vacation will be asked to complete a "Notice of Unavailability for Immediate Employment" form.

Completing this form will "freeze" your position in the Out-of-Work List. It will also allow those collecting Unemployment to keep collecting their Unemployment benefits - after returning from vacation. If the Unemployment Office discovers a member goes on vacation without proper notification, the member could be penalized and lose their Unemployment benefits.

Laborers who fail to complete a "Notice of Unavailability for Immediate Employment" form could also lose their place on the Out-of-Work list if called for a job call and unable to take the dispatch. Members collecting Unemployment could lose their benefit by not completing the form.

Obituaries

In memory of our brothers and sisters who now rest in peace, we extend our sincere condolences to the families of:

**Benjamin Dahilig
Bacillio Laranio
James Matsui
Fatu Tailele
Leonardo Tibunsai**

To their families, we express our deepest sympathies.