

Rhandy Villanueva lost his 15 year job at the Pacific Beach Hotel for being a union supporter. He is one of 44 union activists that face hard times due to the unfair labor practices of the HTH Corporation.

In 1992 Rhandy Villanueva received his visa allowing him to move to Hawaii. He wanted to complete his college education and become self sufficient. By May 1993 he was working at the Pacific Beach Hotel and attending Honolulu Community College. Starting in the hotel laundry he worked at the lowest paying job wanting a set schedule so he could attend college. At first management was supportive and provided a consistent schedule. It did not last long. When Rhandy requested information on the changes that made it impossible for him to attend school he was given no satisfactory answer. After a year and a half he dropped out of school to maintain his job.

Over the years, work performance was satisfactory and promotions were granted but there were favored employees receiving more hours and overtime. Rhandy was not given overtime or increased hours and questioned the fairness of this system. He filed a complaint with the Department of Labor. He was found to be an "at-will employee" with no recourse. He learned "whatever management says, they're always right."

By late 2001 unfair management treatment affected a number of employees. There were no wage increases and layoffs took place without regard to seniority, loyalty, or work performance. Employees requested union representation.

In 2002, ILWU Local 451 became the exclusive bargaining representative. Rhandy was an early activist and among those that management targeted for retaliation and reprisal. He has been terminated twice and forced to reapply for his job. The supervisors who found his work satisfactory for years now indicate they have no authority to help him get his job back.

Pacific Beach management refuses to negotiate with the union. Rhandy and 44 other activists have lost their jobs hoping that a boycott and more unfair labor practice charges will force reinstatement. To date, Rhandy has been unable to find other work in the hotel industry.

Rhandy and his wife are working parents now living on one income and supporting two children. They bought their first house this year and fear it is at risk.