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Looking Ahead to 1979

What does 1979 look like for our union? For one thing, the year 1979, like the new year for many difficult activities.

The recent announcement of impending wage increases for the city workers, which is a major benefit, may have an effect on consumer prices jumping rapidly, we’ve got to do our best for age-adjustment and other benefits table.

CARTER’S PROGRAM

One unknown factor is President Carter’s anti-inflation program. We know the program is unfair, but the next few months will tell whether the 7% ceiling on wages is going to stick. Here in Hawaii, where the policy is to get more revenue from the Federal government, there’s bound to be heavy pressure on the State government to go along with Carter’s plan.

When Congress meets, we’ll be able to see whether they even take Carter’s program seriously or go right on with their plan. Congress’ reaction will have a lot to do with determining whether the program can be implemented.

TOUGH NEGOTIATIONS

In both the public and private sectors, our negotiators have been noticing a stiffening of management’s attitude. We are in for tough negotiations and may be resorting to impasse procedures quite often.

On January 17, the new legislature meets. The Senate has been reorganized and some of our friends are in key positions. There are also a number of newly-elected Senators who are making a point of proclaiming their independence from the unions.

We wish the new Legislature well and will be ready with our legislative program. Only time will tell how much progress the labor legislation the session will enact.

COUNCIL STUDY

January 13, the joint UPW-HGEA Council Study Committee will be held in a joint meeting of the executive boards of the two locals. A lot of hard work and study has gone into the report of the committee. It deserves serious consideration and discussion.

If we move forward to prepare a Council constitution by May 1979, that may be the year that the AFSCEMC Council for Hawaii comes into being.

The regular UPW convention is scheduled for some time in 1979. If there’s a functioning AFSCME Council by then, we may have a Local 646 convention and the council convention may take different form.

Looking ahead, we have some important, tough battles coming up and our members must be prepared to make some difficult decisions this year.

On behalf of our entire officers and staff, I’d like to wish all our members a Happy New Year and express the confidence that we will make the right decisions in 1979 and continue to move ahead.

Making the Most of Retirement

By Max Roffman

QUESTION: I AM CONSIDERING GOING ON RETIREMENT A YEAR FROM NOW. DOES IT MAKE ANY DIFFERENCE IN MY RETIREMENT AMOUNT IF I RETIRE EARLY OR LATE IN THE YEAR?

ANSWER: The ‘post retirement’ increase of 2½% each year begins with July 1 in the calendar year AFTER the year of which you retire. So if you retired in December of 1979 you would get your post retirement increase on January 1, 1980. If you retired in January of 1980, you would have to wait until July 1 of the following year, or 1981 before you got the increase.

Still, there may be other overriding reasons why you may want to retire in 1980 (such as having enough years of service to qualify) so better check out your own circumstances with the State Retirement System. Your UPW agent should be able to help with this.

Incidentally, post retirement increases are not like increments while you are at work. They rise by 2½% when you retire. For example: If you retire on $400 a month, the following year in July, you will start drawing $420 a month: the year after that $440. The next year $460 etc. It is NOT 2½% of the previous year’s pay. But another way, it is more like simple interest, not compound interest.

HUNGRY POWER

Recipes for a Worker’s Budget

Try this delicious chicken and shrimp dish of Mayette Hayashizaki’s making. It’s easy to make and very economical.

INGREDIENTS:
- 1 lb. chicken, diced
- 1 lb. shrimp (or any other kind of meat or seafood)
- 2 lbs. of tomatoes
- 2 whole ripe tomatoes
- 1 round onion

DIRECTIONS: Brown meat in butter. Then add tomato sauce, salt and black pepper to taste, chicken broth (or half cup of beer), and sliced onion. Then add diced vegetable (except for green onion). Cook at high heat for 5 to 7 minutes. Add green onions last. Serve 6 to 8 persons

Mayette’s Sarcieado

New Year’s Wishes!

Oahu Division V.P. Bennett from the membership, officers, and staff of the Oahu Division, wish all of you members and your families the best New Years. Mahalo for your cooperation and support over the past year, and may 1979 be ahead together and strong in 1979!
**AFSCME’s Jim Savarese**

Savarese says that because of AFSCME’s close attention to the California situation, there have not been that many members laid off yet in that state.

**In Memoriam**

HIRAM K. ANI, member, Oahu Division. Retired from Library Unit. Expired. November 30, 1979

YOSHIO FURUMOTO, member, Oahu Division. Retired from City & County Parks unit. Expired. November 24, 1979

FLORENCE HOLSTEIN, member, Oahu Division. Retired from State Hospital unit. Expired. October 19, 1979

EUGENE KALOH, member, Oahu Division. Retired from Fire Department. Expired. November 23, 1979

CHARLES M. MAIKAI, member, Oahu Division. Retired from Housing Unit. Expired. October 19, 1979

CRESPIN L. RINGOR, member, Oahu Division. Retired from Library Unit. Expired. October 20, 1979

YOSHIO HASHIZUMI, member, Maui Division. Retired from Education Unit. Expired. November 30, 1979


KANEHI MIYOKO, member, Maui Division. Retired from Maui Roads Unit. Expired. November 21, 1979

**Brother Thomas De Ponte (center), 12-year Union member, stands with friends Mike Castellano (left) and Ben Char (right) and a rocking Santa Claus, part of an increasing display of lights and toyland characters that the De Pontes set up each year at Christmas. Tom’s wife, Carol, a 17-year PMA veteran at Waimano, and sons Tom, 21, and Daniel (age 7), assist on the display, and Carol does all the fantastic art work. With eight to 10 years, they have won many prizes for this house display, which is located at 94-954 Avianna St. in Waipahu.**
**Parks Worker’s Grievance Resolved**

**Unauthorized Leave Changed to Sick Leave**

Brother Leonard Costa, a City & County power mower operator, was disciplined last October 10 by Division chief Minor Lum for allegedly going home without authorization. On October 12 he received a written reprimand and was advised he had been placed on leave without pay. But Costa came to UPW B.A. Bob Chang and reported that two witnesses heard him tell Lum that he had a headache and was going home because of his physical condition.

Brother Costa and the union charged that he had been penalized without management first investigating his illness. The union tried to contact Mr. Lum for an informal session to resolve the grievance, but he was evasive and unavailable, forcing the union to go to the formal first step written grievance procedure. While on vacation, B.A. Chang asked B.A. Teddy Lii and B.A. Patrick Ah Loo to assist Brother Costa, and they succeeded in reaching mutual agreement with management to change the unauthorized leave to sick leave, although the written reprimand would stand.

**SPYING HURTS MORALE**

B.A. Bob Chang told the Organizer that it is “strange that Mr. Lum has no time to meet with the union to work out grievances such as these before they reach the formal stage, but he now apparently has time on weekends to go around and spy on our parks workers.”

Brother Chang wonders about Lum’s recent promotion: “Maybe he thinks that CIA spy duties go along with the new title? But it surely creates low morale, bad working relations, and a low opinion of management among the workers!”

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**DAGS Custodians’ Xmas Party**

Brother Misao Sato with his grandchildren. Brother Sato was honored by his unit on his retirement after 10 years of service as a DAGS custodian.

DAGS unit officers pose before Christmas cake honoring DAGS retirees: (from left to right) Clifford Kekawa, David Oshiro, Edna Iaea, Georgianna Kelly, Violet Clarke, and David Kaleikula (Chairman).

**EDU CUSTODIANS’ PARTY**

EDU unit vice-chairwoman Sister Irene Valdey and her husband at EDU party.

Brother Stanley and Ms. Rodrigues at EDU party. Stan is the unit chairman.

The Palakikos at EDU Custodians’ Christmas party last Dec. 1.

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Brother Judy D. Perry retired last April as a custodian at Honolulu International Airport after over 10 years of credited service. He is married with 4 children and 10 grandchildren, and says he really loved working with his fellow employees and will miss them. Now he’s into planting and cooking, and helps his wife with Reinweark. Congratulations, belatedly, Brother Judy!

Left to right, DAGS steward Dave Oshiro, Davinde Rodrigues (Sarah’s daughter) and Mrs. Clifford Kekawa pause between tunes at DAGS Xmas party Dec. 2 at UPW Hall.

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**Problems at Koko Head Crater Cited**

**CETA Workers’ Complaints Aired**

Brothers Ashford Lopes, Job Cayahaby and Oscar Jose are three CETA nursery aides at Koko Head Crater. They, with their working foreman Hisachi Hime, are assigned to develop and maintain the 200-acre natural wilderness park within the Crater.

But morale is low, Brother Lopes reports. “There is no way the park can be developed with only a handful of men. It’s full of weeds and koa, with weeds as tall as we. We cut or pull the weeds, but one big rain and they all come up. You can eat koa but if it’s not painted with poison to stop its growth it’s just waste-time. When we’ve laid off next February, nothing will have been accomplished.”

B.A. Bob Chang feels our tax money is being wasted by poor management practices and procedures at the Crater.

Brother Lopes says their working foreman has little concern for the men. He cites one instance when they were dropped off in a mosquito-infested section of the park with no insect repellant, while their supervisor went to work in another area. “We nearly got eaten alive.”

“If one of us got hurt sometime in a distant area of the park, we’d have no way to reach Mr. Hino, who has the only first aid kit in his truck. There are no rain shelters; when it rains, we get drenched. There are no toilets, except at the riding stable, which can be pretty far away, depending where we work. Once our lunches were left in the truck and got ants in them, but we couldn’t contact Hino so we just went without lunch. We don’t have a radio or any way to reach him when he’s working away from us. There’s no ice water; we just drink from the hose we water plants with. And there’s no real training.

We’re supposed to be learning nursery aide work, but no one tells us the names of the plants or how to fertilize them. It seems we’re just cheap labor and get the lousiest jobs. Once we had to spray poison without any masks or protective equipment, and without training. Now we refuse to do this…”

Lopes adds, “We get written up if we’re even a few minutes late. The time of our break is determined just by the boss, who decided we would have it in the early morning instead of mid-morning. Even our job descriptions were changed, without our consent, to include fixing lawn mowers and painting indoors.”

Some of the CETA workers have taken their complaints to UPW steward Kiyoshi Ishikawa and B.A. Bob Chang, who are meeting with management to rectify these problems. Some agreement has already been reached to provide cold water and safety equipment to the men.

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**Don’t Miss the Jan. 17 Oahu Retirees Meeting**

The celebrated AFSCME film on Dr. Martin Luther King and the Memphis Tenn. APSCME retiree workers’ strike – entitled “I AM A MAN” — will be shown at the Wednesday, Jan. 17th Oahu retirement meeting at 9 a.m., followed by discussion of the retirees committee’s legislative program for 1979. Don’t miss this educational and important meeting.

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**OAHU DATES TO REMEMBER**

(All meetings at UPW Hall)

Oahu Exec. Committee, Wed., Jan. 10, 7 p.m.

Oahu Div. Board, Thurs., Jan. 11, 7 p.m.

State Exec. Board, Sat., Jan. 13, 9 a.m.

Retirees Comm., Wed., Jan. 17, 9 a.m.
The recent resignation of Mr. Joseph Kalani as State Hospital's Assistant Administrator and the departure of over a dozen other staff members over the past few months from the Hospital raises the question of low morale, poor administrative methods and bad working conditions which have plagued the Hospital for many years.

In a series of interviews with Hospital workers and through hours of research in examining the Hospital's staffing structure, chain of command, work schedules and pay and other requirements, the Organizer has assembled some very disturbing information on possible causes of the poor situation at State Hospital.

Mr. Kalani, a competent, part-Hawaiian administrator, lasted a little over a year at State Hospital after his return from Hawaii following work experience to California. In the beginning, Kalani had poor relations with the union, but later became more accessible to the workers and the union could reason with him. But for the last several months of his tenure at the Hospital, he was not on speaking terms with Mr. Frank Keifer, the Hospital's Administrator.

Many workers report that Keifer seems overbearing and autocratic toward the workers and is very distant from the problems and the problems in the wards. It was much easier to approach Mr. Kalani on problems, although often there was little he could do. They have similar complaints about the Clinical Director, Dr. E. Fogelberg, M.D.

Dr. Fogelberg has been at the Hospital for about 3 years and is chiefly responsible for the medical and psychiatric care provided at the Hospital, although he also has a very strong influence over the psychiatric practice, a fact which may have influenced the National Institute of Mental Health (NIMH) people when they surveyed the Hospital's operations and structure for accreditation purposes. The Hospital lost its accreditation about 4 years ago and is still not accredited by NIMH. Fogelberg does have a temporary Hawaii license to practice medicine, however, but still has not passed the exam to get his specialty license in psychiatry. He also appears to remain distant from the patients and insensitive to the concerns of his staff.

Several of his staff physicians, including Doctors David Abbot, Dean Benton, Dorothy Whitaker and possibly Bill Allport, have resigned their State Hospital jobs largely as a result of Fogelberg's ways.

The majority of the present staff physicians have had their differences with Dr. Fogelberg, and some have even complained about him, and his alleged lack of leadership, to higher authorities, but with no results.

Dr. Herbert Aldendorff is Fogelberg's Assistant and is especially much respected by other staff. But the word is that his relationship with Fogelberg has very much deteriorated because they disagree on many things, especially regarding the treatment of Hospital staff.

A good number of dedicated workers have left State Hospital recently to take better jobs. Two recreation therapists, Bill Sautner and H. Taguma (CISU) resigned last October, leaving just two recreational therapists on staff. Two social workers (out of a total of six), Jerry Hagen (CISU) and Jennie Whittle (CISU) left in December. Two PMA’s — Al Quin (CISU), because of illness and Romano, after being badgered to resign, and three Registered Nurses — Gwen Dudoit, Gabriel (Pali) and Prosapio — have left the Hospital or are looking for better jobs. Five of these workers and one psychiatrist have left the Closed Intensive Supervision Unit (CISU), indicating some serious problems there.

State Hospital seems to face a lot of red tape in getting the downtown Health Department personnel to move on upgrading classifications and job descriptions and promoting to fill vacancies so that the Hospital is able to push forward advancement. Workers question whether the Hospital's administration or the supervisors are pushing hard enough for the necessary staff and positions to halt the flow of dedicated and competent workers away from State Hospital to Leahi, Maluhia and other institutions where better recognition and advancement opportunities are somewhat better.

One student psychologist recently got hurt on a ward and filed an incident report in which he recommended more staff be on duty to control the patients. He reportedly got called on the carpet by Keifer for making this recommendation.

(Incidentally, the ORGANIZER is told in a recent article that the carpet on the day Mr. Keifer's office was purchased by the State; actually, it is his own carpet, and we apologize for the error.)

Several CISU workers told the Organizer of their long-standing complaints. "We're short staff members — 4 on nights, 6 on evenings, and 12 on dayshift, but often we work with less than the full number. There are 15 to 20 beds, always the units confined there for criminal violations or pending legal action by the courts. 8 are there for murder, rape, and assault. There are also 5 to 6 beds for violent and sometimes violent, and when we have disturbances, can be very hard to handle. When one or two workers go out sick, it's really difficult, and don't lose because the small CISU pay differential doesn't make up for the stress.

"Prison guards still make more than us and we're expected to give psychiatric or medical care to disturbed people. The monetary rewards and respect we receive for the job we have to do. And often we just don't have enough staff to do it well, or safely. Some of us have had to work 10 days straight, say, one long, without days off for overtime hours or extra whole shifts each day. This really takes a toll on the staff and undermines morale. Yet the administration does nothing about this problem.

"Maybe it will take someone getting killed or seriously injured before they wake up. There's been a good number of injuries and incidents at CISU already, but still there's been no action." The problem seems to have overflowed into other wards since there are over 40 penal code patients at State Hospital and most of them are housed in the Adult open wards in Goddard building's Haiku and Pali wards. There is still no Moderate Security Unit to house the overflow of penal code inmates from CISU. So there are added hazards involved at the Haiku and Pali wards and a shortage of staff, especially males, to handle the trouble situations.

And there is also no differential like CISU has, so the workers in the adult wards have lower pay although they work with similar patients and situations, and with even less security.

Why are the pleas of the staff, and the periodic media reports of poor conditions at State Hospital falling on deaf ears? Why aren't those in authority acting to correct these situations or meeting with the workers to improve conditions? Why haven't the courts been told of the situation at State Hospital especially as it relates to the overflow of penal code inmates?

One reason, no doubt, is that the State for the past decade has been cutting back as much as possible on its staffing and on the needs of its State and county hospital system. State Hospital, Hilo Hospital and Waimano Home have long been three of our union's chief concerns because of chronic understaffing problems and inadequate funding on the part of the State at those three and other facilities.

Another reason may lie with top Health Department officials. George Yuen, the Director of the Department, is not a doctor and seems better working with engineering problems than in dealing with the human problems of staff workers and patients, according to some staff members who've worked with him. His assistant, Taddo Beppu, has been more accessible to the union but not able to do anything on the really major problems, which would certainly take the Governor's and Yuen's initiative.

Hawaii State Hospital — still plagued by problems and not accredited.

Hawaii State Hospital is one of the State's largest and most important hospitals. It is the State's only State Hospital and where most of the State's patients are housed.

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Hawaii State Hospital is one of the State's largest and most important hospitals. It is the State's only State Hospital and where most of the State's patients are housed.
Mauri, Lanai and Molokai Stewards' Classes Set For January

Arrangements are being made to hold classes for Stewards during the month of January. We will have Unit 1 classes on Saturday, January 20, 1979.

Classes will begin at approximately 9:00 a.m. and run up to about 2:00 p.m. in the afternoon.

Lunches will be served as well as refreshments.

Arrangements will be made later to accommodate the Lanai, Molokai and Kalapana Stewards, by possibly having a class on Molokai.

Resource persons for the classes will be from AFSCME and UPW.

BOWLING (WOMEN'S): Julia Botehill (623), Virgito Ripani (583), Anna Sakaikawa (583), Mitzie Loio (557), Marie Bak (524) and Geraldine Harmon (482).

GOLFING (MEN'S): Chi Lamadara (68), Shigeru Honda (69), Walter Correa, Sr. (69), Jissoo Yamamoto (69), Raymond Canto (70), William Pung (70), George Tomooka (71), James Oki, Joseph Alfred Cravalho (72), Kunio Fujisaka (74) and David Ayers (75).

GOLFING (WOMEN'S): Eleanor Ayers (85).

HAWAI'I Unions Meet On Jurisdiction Problem On Organizing Drive

On November 27, 1978, UPW and HGEA staff members met with the Division Director of the ILWU here on the jurisdictional issue of the ILWU's organizing drive into the medical field. Present at the meeting were ILWU Div. and District 4, Brother Yoshito Takamine, Brother Tony Veriato, their organizer, HGEA Div. Chief Brother Herbert Pennies, and HGEA B.A. Committee and UPW staff members Sister Ann Delos Santos and Brother Jack Kono.

Presently, is the movement by ILWU to organize the workers at Life Care Center of Hilo which was formerly known as Hilo Care Center. We have always maintained a spirit of cooperation with every union here and have never experienced a situation where we would have differences on jurisdiction. When their organizer, Brother Tony Veriato, initially con-

The Division Chief of the HGEA, Brother Herbert Pennies, strongly emphasized that ILWU should not organize areas where UPW has jurisdiction and really supported our union's position.

In order for all unions here to be able to work together, we believe that one of the major issues that needs to be resolved will be

in the area of jurisdiction. We do commend ILWU for their continued organizing efforts but we hope that here, locally, they would not go into areas where other unions have jurisdiction.

The relationship of the unions here, through the coalition, is a viable one and if we are now going to formally organize ourselves, as proposed, we have got to resolve jurisdictional problems first prior to implementing the organizational structure of the labor alliance. There is no sense in speaking about having unity in the house of labor if we continually have disputes about jurisdiction.

All labor unions need to respect other unions' jurisdictions because there are still so many who are unorganized even within their own jurisdiction.

Although we weren't successful in convincing ILWU to withdraw, we would like to extend our gratitude to Brother Herbert Perreira and Brother Gary Yoshiyama for their participation.

We were very grateful for their support for their sister union at the meeting. Our MAHALO to these HGEA staff members!

HAWAI'I DIVISION JANUARY MEETING SCHEDULE

LAKA UNIT Tues., Jan. 16 — 7:00 p.m. Lakan Community Hospital Conference Room (62)

MOLOKAI UNIT Wed., Jan. 17 — 3:00 p.m. County Baseyard

KALAUPAPA UNIT Thurs., Jan. 18 — 11:30 a.m. Paishoal Hall

LAKA UNIT Thurs., Jan. 18 — 7:30 p.m. Keokea Park Pavilion

KAHAINA UNIT Thurs., Jan. 18 — 3:00 p.m. County Baseyard

M.M. HOSPITAL UNIT Thurs., Jan. 18 — 7:00 p.m. UPW Hall

RETIREE COMMITTEE Mon., Jan. 29 — 11:00 a.m. UPW Hall

CUSTODIAN UNIT Mon., Jan. 29 — 7:00 p.m. UPW Hall

HANA UNIT Tues., Jan. 30 — 2:30 p.m. Baseyard Office

MAUI UNIT Wed., Jan. 31 — 3:00 p.m. County Baseyard

CATERER WORKERS UNIT On Call by Unit Chairperson

DAGS UNIT On Call by Unit Chairperson

MAKA WAO UNIT On Call by Unit Chairperson

PARKS UNIT On Call by Unit Chairperson

SEWERS UNIT On Call by Unit Chairperson

TRANSPORTATION UNIT On Call by Unit Chairperson

WAILUKU UNIT On Call by Unit Chairperson

Bowling & Golf Turkey Sweepers

Mauri Sports Chairperson, Brother Neil Koch congratulates the following for their bowling and golf turkey “sweepers”:

BOWLING (WOMEN’S): Julia Botehill (623), Virgito Ripani (583), Anna Sakaikawa (583), Mitzie Loio (557), Marie Bak (524) and Geraldine Harmon (482).

GOLFING (MEN’S): Chi Lamadara (68), Shigeru Honda (69), Walter Correa, Sr. (69), Jissoo Yamamoto (69), Raymond Canto (70), William Pung (70), George Tomooka (71), James Oki, Joseph Alfred Cravalho (72), Kunio Fujisaka (74) and David Ayers (75).

GOLFING (WOMEN’S): Eleanor Ayers (85).

Happy New Year!

The Hawaii Division UPW staff and officers join in wishing each and everyone of our members and their families a very happy New Year!
PRIVATE SECTOR NEWS
AFSCME Film on Martin Luther King’s Support for Striking Refuse Workers
"I AM A MAN” Film Available

MOVEMENT GROWS NATIONWIDE
J.P. Stevens Boycott Committee Formed

At Harvard, the University of Pittsburgh and Bates College in Maine ordered J.P. Stevens products were cancelled. Michigan State students are now seeking their local council’s endorsement of the boycott campaign, and many student and faculty groups, locally and nationally, have taken up the call for the boycott. More than 1,000 leaders of Roman Catholic religious orders and communities of clergy have endorsed the boycott, while the National Council of Churches has released a 32-page booklet entitled “Fabric of Injustice” documenting J.P. Stevens operations.

The Maryland State Legislature enacted a measure which became law last July 1 barring state contracts with firms who have violated national labor laws. The New York State employees Retirement System has liquidated 121,000 shares of J.P. Stevens stock worth more than $2 million. Both have been protesting the union-busting firm’s policies. This action came as a result of a resolution passed by the SEIU/AFSCME in New York, Local 1000.

The NLRB recently ordered J.P. Stevens to negotiate with workers at four plants. A Virginia company, Carolina. The company refused to bargain, and had fired seven workers instead.

The UPW and our International are strong supporters of the boycott and urge our members to join the committee and publicize these products. To join or help the boycott, contact: At 494 McCully St. Room 9, Honolulu 96817.

The film “TESTIMONY” on the J.P. Stevens boycott can also be seen for showing to your unit or community or church group. So please call and lend a hand in spreading the word.

The embattled Queen’s Hospital UPW unit, whose negotiations have dragged on for months owing to the Teamsters’ raid on that unit, scored a major victory when its workers signed a new contract after months of being offered a favorable contract settlement.

The unit’s chief objective in contract talks — winning pay and benefit hikes equal to what other unions had obtained this year — was more than achieved by the hard-working, rank-and-file negotiators. Queen’s UPW workers will get boosts totalling over 40% between now and March 31, 1985, the date the contract expires. Queen’s workers will be the highest paid hospital workers in the UPW family and will have the seniority of the top super-seniority for UPW stewards.

But on the main demand of wage parity, with their counterparts in other hospital units, the union team encountered a brick wall through much of the negotiations. Queen’s employers, headed by Edna Kahuku, Vice-Chairman of the Board, and Leighton Suganuma, Edna’s brother, were intransigent and held out long, delayed contract talks for so many months.

To bolster their authority and get approval for a settlement, the Queen’s union negotiators met with the rank and file December 6 at union hall. But when they met with management the next day, they got little movement on their main demands. Management again insisted on the same 7% increase in pay. This time they would only go up to that if the union dropped its demand for retroactive pay. They were also cold toward the idea of an additional 5%.

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For awhile, it did seem that the Queen’s UPW workers were going to get “the shaft.” Since negotiations began last November, the union committee spent every minute trying to figure out what to agree to with management. Many improvements in contract language on sick leave, medical insurance, pension gains, and a bumping system by seniority in the event of layoffs were rejected by Queen’s officials, who claimed they were too expensive. But after many meetings, they agreed to a 3% pay hike retroactive to 12-7-84.

The agreement will cover over 2,200 workers, and will be retroactive to their last pay period. It is the highest increase negotiated in the UPW this year.

The contract makes it clear that the Queen’s UPW committee is going to the head of the class in the UPW.

The Queen’s workers have said they were impressed by their fellow UPW stewards in other units, who have won much better settlements.

They are won’t be the last. Those in other units won’t sit back and wait. They’re going to keep up the pressure for a new contract, one that will be retroactive and win a 5% increase.

The Queen’s UPW negotiators, led by B.A. Leighton Suganuma, went into mediation with Federal mediator Gayle Winer, who met with the parties for 4 p.m. in the afternoon until 5 a.m. the next morning. But the long session was unproductive, and the union team emerged with a very satisfactory package.

Two other winning wage hikes more than equal to what other hospital units have gotten. The Queen’s team won a 3% pay increase to workers in grades 1 to IV, and $300 for grades VII to X, to cover most of the retroactive pay loss. These checks will be issued separately to the workers.

TOUGHEST NEGOTIATIONS EVER

"These were the toughest negotiations probably that our private sector division ever had." B.A. Leighton Suganuma told The Organizer. "They probably took up more hours of research, meetings and negotiating time than have any other. Our committee worked really hard and met for 8 hours at a sitting. Our members stood their ground when we had to. It was a real pleasure to work with them, and see this thing through to such a successful ending."

B.A. Edna Kihara, who assisted B.A. Leighton in the negotiations, stressed the damage the Teamsters’ raid might have done to the unit. "These raids hurt everyone and solve no problems. In the case of Queen’s, they delayed negotiations and may have caused them to lose a contract. If we hadn’t had such a good committee and such strong support from the rank-and-file. These raids really seriously weakened our unity and use of our strike weapon. It would have been very difficult if we had to strike. I think everyone’s learned a lesson from this past raid, and from our recent negotiations. Unity is a must! Now it’s time to work together and really enforce the contract gains we have won."

B.A. Suganuma saluted the hard work and abilities of the negotiating team: Chairperson Liz Han; Vice-Chairperson Russell Valparaiso, Carl Greubl, Roy Sagardraza, Jaime Querido, Bienvenida Juan, Richard Lee, Manuel Galvan, Calabales, Sarah Pacheco, Marlene McHugh, Harriet Medeiros, Yoder Yamashita, and Solfer Batarac.

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J.P. Stevens Boycott Committee Formed

All around the country last November 30 J.P. Stevens boycott committees sprang up or intensified their activity against the huge textile company which has the record of being the worst labor law violator in history.

In Hawaii, the Amalgamated Clothing and Textile Workers (ACTWU), assisted by Brother Max Roffman, took the lead and organized a series of short but forceful demonstrations at a local boycott committee in early November. Nearly 40 persons attended, led by a dozen local clothing workers from Shaeen’s, the only unionized shop in Hawaii. Many of these workers have been active in the Farah boycott activities 5 years ago.

A steering committee was selected that night including union and community representatives at a rally program was called for November 30. The rally took place at UPW Hall on Thursday, November 30, and was attended by nearly 70 persons from various labor unions and groups. After the beginning of the rally, "TESTIMONY,” speakers from the Hawaii ACTWU, ACTWU, ILWU, and recently fired employees and a national overview of the J.P. Stevens company and its anti-labor policies were presented. The meeting was over by 5 p.m. while meatballs and t-shirts, buttons, and stickers, and leaflets were distributed to those present, and informational leaflet reading a moral victory for Liberty House, is now being planned.

ACTWU staff member Kay Sumida and other ACTWU members brought deli meat, which was delivered November 30, and the level of feeling for undertaking the boycott to show the solidarity of the workers in the mainland, was very high that evening. Rick Ziegler, one of the committee’s coordinators reported. "The committee is well underway, and we hope that we, in Hawaii, will be able to add our voice to the national call," said J.P. Stevens to deal fairly with its workers.

NATIONAL DEVELOPMENTS

Meanwhile, across the country, the boycott campaign has scored some successes. The Los Angeles County Council voted last Sept. 19 to investigate the firing of a J.P. Stevens employee, "irresponsible bidder" and, therefore, ineligible for city contracts. Although the contract would have run for seven years, the city said that, at small, only a few thousand dollars so far this year, the council’s action represented a moral victory for the campaign which might be duplicated by other city governments. (Our Hawaii committee also intends to approach the State Legislature and Honolulu City Council for resolutions of support for the boycott.)

The men felt it was time to act.

Each day for 30 days two thousand tons of garbage piled up on the city streets. Still the strike dragged on as the city council refused to negotiate.

Dr. Martin Luther King Jr. — whose funeral was attended by King — came to Memphis and lent his support to the workers. His long dreamed-of coalition of the civil rights and labor movements was coming to fruition.

On April 3 Dr. King addressed a huge rally, delivering his stirring “I’ve been to the mountain top.” He died the following evening, preparing for a peaceful protest march through the city. Dr. King was shot down in front of a drugstore.

His tragic death forced Memphis officials to negotiate and finally to Stevens boycotters who had been long and painful struggle had ended.
UPCOMING PROGRAMS IN 1979

REPEATS
MONDAYS
at 7:00 p.m.
SUNDAYS
at 5:00 p.m.
January 1
January 7

WHY ARE MEDICAL COSTS SO HIGH?

Three panelists talk about the reasons for the rising cost of medical services and offer differing suggestions on what can be done about it. Panelists are: Henry Epstein, UPW; Ah Quon McEraith, ULWU; and David Dunlap, Kaiser Medical Center.

January 8
January 14

STRENGTH THROUGH STRUGGLE

A documentary on labor history in Ohio, which contains lessons for workers in Hawaii.

January 15
January 21

THE ECONOMY AND ITS EFFECT ON THE FAMILY

IN HAWAII

The highlights of a forum held at U.H. Panelists are: Billie Beamor, Tom Hamilton, Frances Dahlberg, Herbert Cornuelle, Joris Watlund, and Ah Quon McEraith.

January 22
January 28

I AM A MAN

A documentary film by AFSCME about the sanitation strike in Memphis in 1968 which reached a climax when the Reverend Martin Luther King, who came to help the workers, was assassinated.

UPW Mileage Ruling Affects Workers

The Internal Revenue Service has ruled on policies on mileage reimbursement and required employees and employers to report all such reimbursements. So the State and County governments and other employers will report mileage payments on separate W-2 forms. Employees must report this as reimbursement on Form 2106 (Federal) and X-106 (State). Long tax forms will have to be used for reporting, not the short forms.

There are two methods of filling out the mileage reimbursement forms. One that would probably help most employees would be to keep track of total miles traveled in 1978 and report how many of them were on business. You might also want to check out Form 3468 (Federal only) for investment credit on personal automobiles. Call or visit Federal and State tax officials for advice or assistance in completing the required forms. (IRS publication No. 463 will aid you in completing Form 2106).

Note also that the IRS will allow only 17¢ a mile credit (for 1st 15,000 miles) as mileage reimbursement and not the full 18¢ the State and counties pay. So you cannot automatically deduct the total amount paid you as mileage for IRS purposes, unless you can justify it on the Form. This also applies to our union staff members.

Frank Association to Meet

The Annual Membership Meeting of our UPW Fraternal Association is set for Sunday, January 14, 9:30 a.m., at UPW Hall, 1426 North School St., Honolulu. All UPW members are members of the Fraternal Association, which oversees the union buildings and facilities. The election of officers of the Fraternal Association will take place at the general membership meeting, which will be followed by an Association Board meeting.

Scenes from Oahu Division's Family Christmas Party

UPW State President

SEASON'S GREETINGS!

I wish all the membership, officers and staff a very happy new year, and thank you for your support and increased involvement over the past year. Imua to 1979, united in brotherhood!

—James Brown

The children receive gifts from Santa, who lost 10 lbs. under his suit.

These hard-working DOE cafeteria workers, custodians and spouses prepared the spaghetti lunch for the Dec. 3 Oahu Xmas party, and did clean-up as well.

The Kim Sisters — the "Debutantes" — entertained the many UPW families who attended the Oahu Division Xmas party last Dec. 3.