UPW State Board Concludes Extended Meeting
NEWSPAPER CONTINUED, UNITY ACHIEVED

The UPW's newly elected State Executive Board began its first meeting in 1980 last March 21 and 22 in Honolulu, but did not complete the agenda of that meeting until June 28 on Kauai. The 2-day meeting in March adjourned without finishing the agenda. A one-day special meeting on the same agenda, May 24, ended prematurely after an hour of business when neighbor island Board members left the meeting, forcing its adjournment for lack of quorum.

But when the Board reconvened last June 27, a high note of unity and resolve to complete the business of the meeting was evident, as Oahu, Private Sector and neighbor island rank-and-file leaders cooperated to work out solutions and compromises.

NEWSPAPER RESTORED

One of the key issues was that of resuming publication of The Organizer, which had not been published for 7 months in the aftermath of the Unit 1 strike. The State Board, on a petition by Oahu V.P. Benny Rodrigues, voted unanimously to restore the newspaper immediately.

On the question of reinstating Editorial Assistant John Witeck to his post with the paper, the Board voted by voice-vote to bring back Witeck "effective immediately" and to allow him all past rights and benefits except for UPW membership. (The question of his membership has been referred to the International Union for clarification. Dr. Egon Epstein has appealed the Board's decision to reinstate Witeck to the International Union.)

The June 27-28 meeting reviewed some highlights of the AFSCME International Convention in early June in Anaheim, California. (See report in this issue. Thank you, James Brown!)

Mr. Epstein tried to clear up some rumors about what happened at the AFSCME Convention, citing an "epidemic of paranoia and confusion" and denying that any one had gone to Anaheim to "wash the UPW's dirty linen." He said that he and two other UPW officers had met with AFSCME President Jerry Wurf at Wurf's invitation. He praised the Convention experience and said he felt our members learned a lot from it.

The Board voted to send three UPW State officers (the President, State Director, and State PAC Chairman) and Oahu V.P. Benny Rodrigues to the Hawaii AFL-CIO political endorsement Convention this August 22 and October 17. It deferred action on the UPW Retirees Chapter until the Oahu Division could meet with retirees' representatives. And it referred questions of changing the UPW's collective bargaining procedure and positions back to the Divisions for review.

OTHER BOARD ACTIONS

By a 30-to-2 vote, the Board referred a proposed constitutional amendment giving the rank-and-file a direct vote for State UPW officers to the next UPW State Convention.

Sister Charlotte Waiwaiole, Mutual Aid Fund chairperson, announced the President's appointments to the Mutual Aid Fund Committee: Evelyn Kama and Alice Hewitt (from Oahu), Blanche Hew (Maui), Joe Kappelle (Kauai) and Eleanor Hada (Kauai). Sister Waiwaiole will continue serving as chairperson.

A resolution submitted by the Hawaii Division calling on the UPW and all unions to boycott anti-union firms which worked against our Unit 1 strike was passed unanimously by the State Board (text appears on page 8 of this issue.)

UNION FINANCES

State Director Henry Epstein outlined the UPW's finances, which have been in the red since the end of the Unit 1 strike. The Board voted to authorize the union to go HPERB to seek a July 1, 1980, base date for the support of dues and service fees. This step, when approved by HPERB, will help get the union out of the red. The UPW is currently laboring under a $21,000 deficit for the past 11 months. A revised operating budget was also approved by the State Board.

The Board will hold its next meeting September 26-28, in Kona, on the Big Island. Maui will host the Board's last scheduled meeting of the year.

CITY & COUNTY RECEIVES NATIONAL AWARD

UPW Members Active in City's Apprenticeship Program

Nearly seven years ago, the UPW initiated discussions with the City & County of Honolulu to try to begin a training program for apprentices among our blue-collar tradesmen. In April, 1974, after working out a joint agreement with management, the UPW and the City & County of Honolulu launched an Apprenticeship Program, the first of its kind for public workers in Hawaii.

A joint 6-member labor-management committee oversees the program, which has now graduated 22 apprentices and has another 37 currently in training. The apprentices are being trained as heavy construction masons, pipefitters, electricians and line electricians.

UPW'S REPRESENTATIVES

The UPW's three representatives on the joint committee are Brothers Mel Davis, Kahului (Building Dept.), Robert Calvea (Revenue Division), and James Toledo (Board of Water Supply). These members, assisted by UPW staff members Paul Hong and Teddy Lii, worked hard to initiate the program and to set up its procedures and by-laws. They met with the joint committee periodically to review the apprentices' progress and adjust the program to get the best results.

NATIONAL RECOGNITION

The City & County won an Achievement Award last month from the National Association of Counties (NACo) for this Apprenticeship Program. NACo President Francis Francois congratulated Honolulu for its "special sensitivity to citizen needs and efforts to strengthen county government." The report on Honolulu's program will be circulated among other counties in the U.S. to serve as an example of successful innovative programs.

Oahu Division Director Paul Hong told The Organizer: "This program really enhances the advancement of our people toward the status of full-fledged Journeyman. The City and taxpayers benefit from the training and higher morale of the workers, and have a larger skilled recruitment pool from which to select journeymen. The cost is negligible, and the results significant."

Brother Hong also praised the UPW's three rank-and-file representatives who worked hard to make the program a reality, and credited the Personnel Development and Training office of the City's Civil Service Department (Sandy Sumida and his successor Almon Ah Cook, specifically) for their support and administration of the program.

STATE DRAGS FEET

For many years, the union has attempted to get State officials to institute a similar apprenticeship training program for state government tradesmen, but little progress has been made. Perhaps the City's example and the national recognition of its program will help halt the dragging in State government circles.

Tradesmen employed by the City & County who are interested in participating in the program can contact Mr. Al Ah Cook, Chief of Personnel Development and Training, Civil Service, at the City Hall Annex.
Union Coalition Urged to Boycott Anti-Union Firms

After the passage of the UPW resolution on boycotting anti-union firms (see text on p. 8), we strongly believe that the formation of a coalition of unions will take the lead in forming such a coalition and through union house organs will identify those well-known anti-union firms such as Lex Brodie's tire shop. We cannot let unionists and workers see that all unions must join together to fight fire with fire. —Jack Konno, UPW Hawaii Division Director

Domingo Graduates

Brother Placido Domingo of the City and County Ambulance Service was graduated from the University of Hawaii last May 17 with a B.A. in Public Administration. He attended school part-time for 6 years, specializing in labor-management relations. The 10-year Ambulance technician veteran has five children, and lives in Waipahu. Congratulations, Brother Domingo!

Attend PACE's 5th Anniversary Party!

Support an important housing struggle. Come to PACE's 5th anniversary celebration, Saturday, August 2, 5-8:30 p.m. PACE, People Against-Chinatown-Eviction, is having its annual Chinatown block party on Pauahi St., in front of the new PACE office and clinic.

There will be an ono benefit chicken adobo dinner, served from 5-7 p.m. Support Community entertainers for the program are: The Kanioans, Steve & Theresa, Shindig's musicians; Joe, Andy & Rose, Leilani Sharp Mendez's Hau oli Hula Halau, Hale Mohalu Band, May Day dancers, and songs from the Chinatown residents.

Ticket donations are $3.50 (adults), and $1.50 (children under 12). For tickets to buy or sell call PACE, 538-1619, or come to PACE, 126 N. Pauahi Street.

Teddy Lii Receives Liberty Award

The Hawaii State Bar Association recently awarded its 1980 Liberty Award to Brother Teddy Lii, UPW B.A. As President of the Beretania Neighborhood Community Center, Teddy played a key role in setting up a motorcycle-and-bike training school, a citizenship class for immigrants and a CB program that has helped halt bus thefts. Congratulations, Brother Teddy!

Anti-Worker Legislation Looms in U.S. Congress

While the Hawaii State Legislature took a step backward this year in undermining the right to strike of the so-called "essential workers" (even denying them the right to a jury trial for criminal contempt), the U.S. Congress has also been considering a host of anti-worker, anti-union measures. As the times become tougher, the corporations and vested interests try to shift the burden and blame for basic economic problems in the system on the backs of working people. To prevent or undermine resistance from workers, they turn to their politician-cronies to rewrite legislation to cripple unions, and take away hard-won gains and protections.

OSHA LAW UNDER ATTACK

An example of this is Rep. Richard Schweiker's anti-OSHA bill, S. 2153, which has been heard by the Senate Labor Committee. The Pennsylvania Republican's bill would exempt 98% of businesses, regardless of size, from most OSHA safety inspections. Even in particularly hazardous industries, most workplaces would not be inspected for safety hazards until after worker injuries had already occurred.

Yet a recent AFL-CIO study reveals that 41% of 1,200 workers killed in 1978 in work-related accidents died at workplaces which would be considered "safe" under the Schweiker bill.

As the AFL-CIO notes: "S. 2153 is a misguided effort to cut back government at the expense of workers' lives. This bill is nothing more than an attempt, in the guise of reform, to strip American workers of their rights to a safe working environment."

The National Chamber of Commerce, the National Association of Manufacturers and other employer-dominated groups are pushing this bill. It will be up to the unions and the working people whose lives are literally on the line to wake people up and build opposition to this bill. Letters to the editor and to your Congressman can help. We must save OSHA, and work together to strengthen it even more.

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HUNGRY POWER

Recipes for a Worker's Budget

FRANKFURTER AND RICE DINNER

- 1 c. regular long-grain rice
- 1 Tbsp. salt
- 1 medium onion, chopped
- 16 oz. frankfurters, cut crosswise in fourths

ABOUT 25 MINUTES BEFORE SERVING:

In 10-inch skillet over medium heat, cook rice, stirring constantly, until rice is golden. Stir in salt and onion and cook until onion is tender, about 5 minutes; stirring frequently. Add frankfurters, mushrooms with their liquid, water and salt. Over high heat, heat mixture to boiling. Reduce heat to low; cover; simmer 15 minutes or until rice is tender. Sprinkle with parsley. Makes 6 servings.

UPW Plans China Tour for August '81

Beijing, Nanjing, Shanghai, Hangzhou, Guangzhou, and Kwangchow are the cities in China included in a special tour being organized by the UPW for August 1981.

Unlike ordinary tours, this one includes meetings with trade union and government officials in China. In China, the group will be under the auspices of the Academy of Social Sciences.

Plans are for the participants to leave Honolulu on August 5 and arrive in Beijing (Peking) on August 7. On August 22, the group will return to Hong Kong and will be back in Honolulu on the 24th.

CONSUMERS CORNER

Send AMWAY Away

Amway products is a hard-sell marketing and manufacturing firm which many of our members have no time for. You might go to a friend's house for dinner or coffee only to find an Amway salesman there glibly making a presentation on Amway's wares and seeking to recruit salespeople under him.

The Amway Corporation headquartered in Ada, Michigan, has become obnoxious to unions in that state for its non-union and sweatshop projects and real estate purchases which have benefited from tax breaks voted by the Grand Rapids City Council. Last May 13, nearly 2,000 unionists rallied to protest Amway's influence on the City Council, declaring "Amway is Not Our Way!" The demonstration was organized by the AFL-CIO Building Trades Council, which has also called for an all-out boycott of Amway.

Amway has become even more obnoxious by its promotion of an extensive advertising campaign in national publications that claims that inflation in the U.S. is totally caused by federal government budget deficits. Amway no doubt would echo Ronald Reagan in chopping social spending for jobs, education and social welfare while saying nothing about huge and growing military expenditures, which are inflationary, or the tremendous power of the giant monopolies and corporations like Amway.

So we join our sisters and brothers in Michigan in saying SEND AMWAY AWAY! 
AFSCME's 1980 International Convention
A Dynamic Learning Experience!

(This report was compiled from interviews and papers provided by some of the 25 UPW members who attended the AFSCME Convention last June. Mahalo to these members for their assistance. --ed.)

AFSCME's 24th International Convention, June 9-13, was the biggest ever. Over 3,000 delegates traveled to Anaheim, California, the hometown of Disneyland, for this very important gathering, where they were joined by 82 other AFSCME members. The UPW had 25 members attending, our largest delegation in history. From all reports, it was a dynamic, eye-opening learning experience.

KENNEDY, AFSCME'S CHOICE

Oahu V.P. Benny Rodrigues was most impressed by the speeches of Senator Ted Kennedy and NAACP Director Benjamin Hooks. "Those two guys really hammered home some powerful points."

Senator Kennedy, AFSCME's choice for the VP slot, addressed the delegates on Tuesday morning, June 10, and called for "jobs, jobs, jobs" to combat America's deepening recession. He said we must get America moving forward again and outlined his $12 billion anti-recession stimulus package designed to create nearly a million jobs.

Other featured speakers included AFL-CIO Secretary-Treasurer Tom Donahue and Maryland Senator Charles "Mac" Mathias.

POLITICAL ACTION STRESSED

What impressed Oahu PAC Chairman William Kapule Jr. was the Convention's strong emphasis on political action. "Be a Winner with PEOPLE" was one of the Convention's key slogans all week. (PEOPLE is AFSCME's political action arm.)

From the 110 resolutions and 40 amendments considered by AFSCME Convention delegates, the California union chartered a strong program around the theme of "justice for working people."

Highlights of Convention action includes:

- strong support for women workers and racial minorities, support for equal rights, affordable health care, and equal pay for equal work;
- opposition to sexual harassment, support for the AFSCME Women's Committee, continued backing of the Equal Rights Amendment and affirmative action programs;
- a call for an end to public hospital and mental institutional closings; opposition to union-busting programs and contracting out;
- reaffirmation of AFSCME's support for national health insurance;
- opposition to Carter's plan to resume registration for the draft;
- support for employee protection legislation and widening and strengthening OSHA standards and coverage for public employees; opposition to the current legislation in Congress that would weaken OSHA protection;
- a call for tougher government action to protect workers and consumers and halt big business profiteering;
- opposition to cutsbacks in federal spending at the expense of vital public service programs; a renewed call for Congress to continue the federal revenue-sharing program, speed anti-recession aid to the hard-hit cities, and enact tax reform that makes the wealthy pay their fair share;
- a call for federal legislation to extend full collective bargaining rights to all government employees.

Resolutions not acted upon by the Convention will be considered by the International Executive Board which will meet in August.

Convention Was Beautiful and Informativ

By Sarah Togashi, Hawaii Division

For a first-timer to an AFSCME International Convention, I found it to be very beautiful and informative. The Convention was held outdoors—how it was organized, planned, lively and colorful demonstrations, so many ethnic groups; everything and everyone at the Anaheim Convention Center, striving for one goal, better "Labor Movement" for the people.

Then having the opportunity to hear AFSCME-endorsed presidential candidate, Senator Edward M. Kennedy, address the 3,000 cheering delegates. He stated to the delegates that his "fortunes in the primaries began to improve as soon as AFSCME endorsed him this Spring."

Whether you were interested in correctional officers' problems, sexual harassment in the workplace, public hospital closings, OSHA, affirmative action, problems of professionals, pay equity, political action or pre-retirement counseling, a delegate could find a host of workshops to suit his or her interest. There were also workshops on union functions such as education and leadership training, collective bargaining, internal organizing, handling finances and record-keeping, advertising and building community support, local union communications, legislative lobbying, officers' compensation, and even a "song shop."

"Each of us could only attend two or three workshops," Private Sector Board member Liz Han reported. "But we made the most of what was available and benefited greatly. There was so much to choose from."

Private Sector V.P. Russell Valparaiso was impressed by the superb organization of the Convention, which allowed voice and vote to more than 3,000 delegates and yet functioned smoothly! "I was also impressed by the quality of delegates and members in AFSCME and learned much from every workshop and conversation with many of them. I got a better view of the scope of our International union and the problems our rank-and-file are facing across the country."

Private Sector PAC Chairperson Sara Pacheco was also impressed by Sen. Kennedy's speech, and praised the convention on its strong and colorful training workshops she attended. "The level of participation was great," she told The Organizer, "and we really got to know each other and share our problems and points-of-view."

The Political Action workshop was good, but there was so much to absorb and not enough time for all."

AFSCME LEADERS RE-ELECTED

Our UPW delegates supported the re-election of AFSCME President Jerry Wurf and Secretary-Treasurer Bill Luc, both were re-elected for 4-year terms with no opposition. UPW Director David Traub re-elected to serve as one of AFSCME’s 25 Vice-Presidents and will sit on the International Executive Board.

The Convention voted to amend the AFSCME Constitution to make the Judicial Panel more democratic and less controversial in its wording of a UPW delegate who favored the amendment. The Panel hears appeals and conducts trials on appeal from lower bodies of members. A new Judicial Panel chairman, P.J. Ciampa, was appointed, replacing Brother Joe Ames.

The Convention approved a resolution supporting President Carter’s proposed wage-price guidelines. Some UPW delegates opposed it.

Brother Benny Rodrigues commented: "I don’t think an International Union should have supported it — with the inflation rate the way it is, the Carter guidelines are still peanuts. And some workers are winning more than the guidelines provide. Why should we hold ourselves down? Our last UPW Convention did the same thing, and upheld all such guidelines as unfair, and I wished our International had taken the same position."

The AFSCME Convention also urged that its affiliates seek (COLA) Cost-of-Living adjustments, in their contract negotiations.

A controversial issue the Convention faced was whether to remove the ban against Communists participating in the union and holding union offices. The UPW voted to remove this anti-communist ban from the Constitution. President Jerry Wurf congratulated the delegates, asserting the change was long overdue.

For all our delegates, AFSCME’s 24th International Convention was an exciting and educational experience.
PRIVATE SECTOR NEWS

New Private Sector Division Officers Installed

Last March, the UPW's Private Sector Division installed its new officers and Board members for the next two years.

Outgoing V.P. Sister Momi Tong presented the new officers of the new officers and wished them well. Newly-elected Vice-President Russell Valparaíso thanked the membership for their support and pledged greater efforts to get the rank-and-file involved in union activities and decision-making and to ensure that they get the best services possible.

In a closely contested election last February, Brother Valparaíso edged out longtime V.P. Momi Tong by a tally of 477 votes to 467. Over 2,200 ballots were mailed out to union members, and over 1,000 were returned. There was a total of 974 ballots which were ruled acceptable by the rank-and-file Election Committee chaired by Sister Charlotte Waiwaiolo.

Also elected were Sister Phyllis Geary (Pearl Ridge Hospital), Secretary-Treasurer; and Sister Sara Paccheco (Queen's), Division Political Action Committee Chairperson.

NEW BOARD MEMBERS

Four new Board members were elected to 2-year terms on the Division Executive Board: Sisters Barbara Stancil (St. Francis), Beatrice Kaahanui (Pohai Nani), Diane Lagmay (Wahiawa), and Liz Han (Queen's).

"Our next issue will carry pictures and background information on these new union officers." —ed.

TIME FOR SWEARING. Former V.P. Momi Tong (left) swears in new Private Sector Division officers: left to right: Russell Valparaíso, Liz Han, Beatrice Kaahanui, Diana Lagmay, Barbara Stancil, Phyllis Geary, and Sara Paccheco.

Sister Charlotte Waiwaiolo chaired the Private Sector's Election Committee and announced the results.

QUEEN'S UNIT STANDS TOUGH BEHIND MEMBER'S CLAIM

Queen's Worker Wins Case in District Court

The Queen's Medical Center UPW unit and its officers gave our whole union a strong example of solidarity behind a worker's grievance which resulted in a clear victory.

Brother Hilario Aquino, a Food Service Worker I employed at Queen's for over 9 years, last February won a claim against his employer in District Court.

On October 17, 1979, Brother Aquino had been instructed to report for x-rays for his required physical examination at Queen's. He undressed, put on the hospital pajamas, and left his clothes on the table, and then had several x-rays taken. He then waited outside in the hallway while the x-rays were developed. The technician then told him to go back into the room and put on his clothes. It was then that he discovered his wallet was missing. When the wallet was later found in the restroom by a technician, the $208 it had contained was missing.

Brother Aquino felt that Queen's was responsible for the theft of his money. There were no warning signs or notices posted, advising that the hospital would not be responsible for lost or stolen property, nor any provisions made for the safekeeping of such property during examination and x-ray procedures. He had been instructed by Queen's personnel to remove his clothes and leave them on the table, and later to wait in the hallway.

UNION CONTACTED

Brother Aquino immediately contacted the dietary shop steward, who notified Sister Liz Han, Queen's UPW unit chairperson, about the problem. After contacting her Business Agent, Sister Han decided to consult the union's attorneys for legal advice. The Attorney's suggestion was to pursue the matter in Small Claims Court, which the union did.

CLAIM FILED

A claim was filed by Brother Aquino and a hearing date set in December. Witnesses were subpoenaed by the Queen's unit officers, who also attended Hilario's hearing, along with his B.A., Sister Edna Kihara. Queen's administration was represented by an attorney, who immediately sought to have the case transferred to District Court, so that Queen's would have the right to appeal an unfavorable decision. The judge granted the Queen's attorney's motion.

The problem then for Brother Aquino was to retain an attorney for his case in District Court. (As attorney was not necessary in Small Claims Court.) The Queen's unit called a special meeting to authorize $600 for attorney fees so that Hilario could get a lawyer. The members strongly supported Brother Aquino's stand.

VICTORY IN COURT!

After a few postponements, Hilario's case finally was scheduled for February 29, 1980, before Judge George Pai. Pai explained that even if Queen's had posted a sign saying it was not responsible for loss or theft of personal property, it still could have been held responsible and liable for damages or losses. He ordered Queen's to reimburse Hilaro the $208 that was missing and to pay all legal costs, including Hilario's attorney's fee.

Brother Aquino told his union sisters and brothers, "As long as it's the truth and you have the right, you have the right to fight. Mahalo for supporting my right and my fight."

As the slogan at our recent UPW PAC dance on Oahu put it, "THE STRENGTH OF THE UNION IS THE MEMBERSHIP!" The Queen's unit, and Brother Hilario, have proved this point, and should be commended for this victory.

(Mahalo to Private Sector Division V.P. Russell Valparaíso, who was also very active in the case, for his help in writing this article. —ed.)

Lunalilo Care Home Workers Settle

Last November, Lunalilo Care Home workers, our newest UPW unit in our Private Sector Division, settled and unanimously ratified their first negotiated contract with management. The new unit consists of 29 members. The contract is a one-year agreement which contains a number of gains.

The members enjoyed a 7½% wage increase retroactive to July, 1979. Other benefits negotiated included HMSA Plan IV (improved from Plan IX) and a bigger portion of the medical plan premium paid for by the employer. Major medical benefits and a dental plan are included in this package.

The workers are now allowed to accumulate sick leave, rather than lose excess sick leave at the end of each year. They also have three weeks of vacation after one year of employment.

There were many other improvements gained through this first contract, but perhaps the most important was the establishment of a union grievance procedure to protect the members' contract rights and benefits.

The UPW is glad to have these new members in our ohana and wishes them well on their next contract.
Oahu Division News

Oahu Division Board Takes Office

The UPW's elections for Division officers and Board members are normally held in November of the year of the biennial Convention, but because of the Unit I strike last year, these elections were postponed until February, 1980.

Oahu Division members re-elected Brother Benny Rodrigues to a second 2-year term as Division Vice-President. He overcame a challenge from Brother James Grymes, past Unit 10 negotiating committee chairman, to win by a vote of 937 to 779.

Sisters Leatrice Kahakulelu and Josephine Bucaneg were elected to their posts of Secretary and Treasurer, respectively, without opposition.

Brother William Kapule topped Brother Robert Anakala in the race for Division Political Action Committee chairman by a vote of 955 to 625.

The following members were elected to the Division Executive Board and also serve on the UPW State Executive Board: Ruby Cup Choy (669 votes), Stanley Kimura (492), Joe Rodrigues (469), Charlotte Kaluna (466), Kiyoshi Ishikawa (461), Charles Hasekawa (458), Albert Cumings, Jr. (436), Gun Cobb-Adams (432), and Harue Tanouye (403). The top three runners-up were Dorothy Asam (394), Jessie Cavaco (371), and Evelyn Kam (340). 57 candidates ran for Board seats this time, and 1,854 ballots were counted as acceptable out of 1,910 envelopes returned.

Oahu and Private Sector PAC Dance Brings Out Rank-and-File

Over 500 people attended a very successful dance and fundraiser last May 30 for our union’s political action work. The dance, sponsored by the Oahu Division and the Private Sector Division, netted over $1,600 for the Political Action Committees of the two Divisions.

Oahu PAC Chairman Brother Willy Kapule welcomed those who came out for the event and stressed the importance of the union’s political action.

“The today union movement is under attack from all directions. Political action is more important today than ever. By coming out tonight and giving your time and money to our efforts, you are giving our political action work a real boost. We will be calling on you later this year for your active support.”

Private Sector V.P. Brother Russell Valparaso said the turn-out was a good sign of rank-and-file participation. He told those in attendance: “Political action means the active participation of our members. Like the slogan of our dance says, ‘The strength of the union is the membership.’ We can no longer rely on few lobbyists or ‘friends’ in the Legislature. Working people are being hurt today, and our hard-won gains from the past are being taken away. Only a broad, militant movement of working people can halt this trend, and we in the UPW can play a major role in getting the ball rolling.”

The dance featured live music and a plentiful supply of pupus. Drinks were available for donations. The lively spirit of the event was contagious. A disco dance contest and drawings for many cash and gift door prizes interspersed the program.

Brother Art Purser, Unit 10 Corrections Officer from Halawa, served as a very able and entertaining Master of Ceremonies. The DOE Cafeteria Workers unit provided many of the kitchen volunteers who served and prepared food for the affair. Other members did an excellent job in decorating the hall for the event.

Governor Proclaims School Custodians’ Day

Last April 16, Governor George Ariyoshi signed a proclamation declaring School Custodian Day and commending our hardworking custodians in the public schools – as some of our active EDU Custodians’ Unit members looked on.

IN MEMORIAM

Misa, Tauau, Oahu Division, Dept. of Education unit. Expired: April 8, 1980.
Furukawa, Kiyone, Oahu Division, State Highways unit. Expired: April 19, 1980.
Hao, Nancy S., spouse of member, Samuel K. Hao, retired from Oahu Division, Expired: April 24, 1980.
Kaiwe, Davis, member, Oahu Division, City & County Refuse unit, Expired: May 6, 1980.
Crawhalo, Domingo, member, Oahu Division, Retired from Refuse unit, Expired: April 28, 1980.
Duivichelle, Edward W., member, Oahu Division, City & County Refuse unit, Expired: May 11, 1980.
Batalona, Ignacio S. Sr., member, Oahu Division, Dept. of Education unit, Expired: May 11, 1980.
Tam, Alfred K., member, Oahu Division, Retired. Expired: May 7, 1980.

LEDESMAN, Justino G., member, Oahu Division, Retired. Expired: July 5, 1980.
Paani, Daniel P., member, Oahu Division, Retired. Expired: June 16, 1980.
Suza, Jose C., spouse of member, Emily Suza, University unit. Expired: June 5, 1980.
Chinna, Sadamichi, member, Oahu Division, Retired. Expired: March 17, 1980.
Abe, Reichi, member, Oahu Division, Parks & Recreation unit. Expired: June 26, 1980.
Gouveia, Alfred, member, Oahu Division, Retired. Expired: June 25, 1980.
Ornellas, Joseph, member, Kauai Division, Retired. Expired: April 1, 1980.
Cummings, Daniel K., member, Kauai Division, Retired. Expired: March 28, 1980.

ABE, Toru, member, Maui Division, Maui Memorial Hospital unit. Expired: May 1, 1980.
Fevela, Robert, member, Maui Division, County Maui Fire unit. Expired: May 21, 1980.
Javier, Henry S., member, Maui Division, Kula Sanatorium unit. Expired: April 24, 1980.
Kaalakea, John K., member, Airports unit, Maui Division. Expired: March 11, 1980.
Torres, Joseph P., member, Maui Division, Expired: April 16, 1980.
Samarotu, Hobo, member, Maui Division, Retired. Expired: April 6, 1980.
Kama, John K., member, Maui Division, Retired. Expired: June 13, 1980.
Moniz, Pablo, member, Maui Division, Retired. Expired: June 24, 1980.

Some of the great witches of the DOE Cafeteria Workers Unit who volunteered their time and skills preparing and serving pupus for the PAC fundraising dance last May 30. Behind them is posted the slogan for the dance. "THE STRENGTH OF THE UNION IS THE MEMBERSHIP!"
UNIT 1 COMMITTEE ELECTION NOTICE

Elections for the Hawaii Division’s Unit 1 Full Negotiating Committee members will be conducted during the month of August at unit meetings. Arrangements will be made and due notice given for worksites that do not have scheduled meetings.

By Frank Rapoza, Division Vice-President

During last year’s strike of Unit 1 workers, Hawaii Division officers had promised the members that a victory party would be held after the strike. On June 22nd, a party was held at the Civic Auditorium for all Unit 1 workers and their family members, and although we expected a much larger turnout, the party itself was a huge success.

The Union had distributed nearly 1,400 tickets, and the distribution was based on the actual count that was turned in by unit officers. Apparently, with many other activities going on that day, the turnout was small but those present enjoyed good food and fine entertainment.

The general chairperson of the party was Sister Kazue Kaele, and we really cannot praise her enough for all the hard work that she directly involved in, coordinating all the other areas of committee assignment. Hawaii Division members can always be relied on to volunteer their services in their areas of specialty. Our Division is very fortunate in having dedicated members who so willingly contribute their time and effort. The planning committee members did a good job because there was so much food and refreshments. Since everything was free, we think most members were satisfied.

We would be remiss in our responsibilities if we did not mention those members who did so much and spent countless hours in planning. Brothers Roy Yamashita, Robert Char, Charles Mahy, Roy Halli, Kent Kamamoto, Walter Lucas, Thomas Une, Happy Takine, David Leite, Ernest D. Blakeney, and Thomas H. Maeda, John Matto and Matthews Sarah Togashi, Kazuo Endo, Sawae Higashi, Gladys Johnson, Leilani Kobayashi, American Express, Ken Arakaki, Betsy Takamine, Henrietta Carvalho and Miriam Pohah were the committee members.

The Hawaii Division would also like to extend its MAHALO to all the members too numerous to mention who helped. We would also like to extend our gratitude to the management arranged to have the Nishinoshimma of America group perform and for providing top-notch entertainment. The entertainers were very professional and our MAHALO to them also.

To Sister Kazue Kaele, Chairperson, and the committee, our MAHALO for a job well done.

AMBULANCE PERSONNEL AT HOSPITALS UPGRADED

Recently through the cooperation of the Department of Health and Department of Personnel Services, the U.P.W. was very successful in reclassifying all of the employees in their respective trade groups for the five State hospitals on the Big Island.

The ambulance personnel are all receiving of the upgrading because of their dual role at the hospitals. Under the Emergency Medical Program, many of them had received MICT or EMT training and are well-qualified in applying their new skills whenever they respond to ambulance calls.

The Union wanted management to recognize the new skills gained and their dual roles as MICT’s or EMT’s along with their roles in Emergency Rooms in the wards involved in administering quality patient care.

The upgrading of the ambulance personnel did not come only. Only when a deadline was set did the Department of Personnel Services diligently work to meet the deadline. When the Unit 10 contract was negotiated, there was no real understanding of the committee would be formed to meet on the ambulance personnel issue.

Brother Rudy Hart, a PMA III from Honokaa Hospital, was the Union member assigned to the committee. After much prodding from the Union, the Employer-Union Committee finally met, but that meeting was very unproductive. After the initial meeting, there was a great span of time when nothing was done and no follow-up meeting calls. After another meeting was held with management people and the Union Committee. After much discussion the Union set a deadline to receive the problem of employees recognizing receiving.

The deadline set was midnight, May 25, and the Union informed management that if nothing was accomplished by that time, the ambulance personnel will refuse to respond to any further ambulance calls. After that deadline became known to the Employer’s media, we had a lot of negative comments from the public, but our members stood their ground and were not going to respond despite the public’s reaction. When there was still no movement, despite the deadline, the Union again wrote a very strongly worded letter to the Governor, and only then did things start to move.

A meeting was held with Don Bottoms, Director of Personnel Services, and Clem Kamalu, DPS Chief of Classification, and Stan Wild from the Department of Health. The U.P.W., who is pretty involved in the negotiations for the Ambulance Services, and Roy Arakaki, MICOT from Hilo Hospital; Rudy Hart, PMA III and member of the Unit 10 Negotiating Committee; Roy Antonio, PMA II from Kohala Hospital; Louis Ching, PMA II from Kona Hospital; and Rudy Judanela, Building Maintenanceman from Hilo Hospital will have a meetings to determine that at Kau Hospital we have a unique situation where a Building Maintenanceman stands by on ambulance calls.

NEW DEADLINE SET

At that meeting, the Union Committee and the Employer agreed to a new deadline of June 20th. Mr. Clem Kamalu stated that he needed the time extension to complete the writing of the new classification. We are strongly opposing the extension for the jobs. We would have to report that it is due to his word, Mr. Kamalu did complete the new classification series, and we commend him for it.

HAWAII DIVISION REACTIVATES SPORTS

By Thomas Mehu

The Hawaii Division Sports Committee has come up with a plan to reinvigorate our dormant sports program. Beginning in August, we plan to start with mountainboarding, volleyball and basketball to follow. The Sports Committee would also like to begin bowling and taking karate. We invite any comments or ideas on ways to get it started again.

The purpose of activating our sports program is to promote unity and fellowship among our members, as well as to provide an opportunity for members to participate in mildly competitive and enjoyable activities.

The following guidelines were agreed to and will be offered to all participants: Open to all UPW members, their spouses and retirees, as well as NON-UPW members. Teams can be mixed; all-male or all-female teams will be allowed. Participants can play only one team at a time per sport. At the end of the game, the money collected will be used to pay the various officials needed for each sport.

We would like to emphasize that the winner of each game having UPW members participate in any sport activity is primarily for the fellowship involved and getting to know each other. No trophies will be awarded in order to keep the attitude of having to win every game and be the champion. Winning is secondary to having good clean fun for all.

Anyone having any questions or suggestions can call me, Thomas “Chiefly” Mehu, at 935-1230.
**Highlights of the 1980 Legislature**

by Mel Goto, Legislative Aide

The union’s first concern at the start of the 1980 legislative session was the collective bargaining bill which gave retroactive pay to all our members. Having settled this, they turned their attention to other major bills such as the increased employers’ share to the health fund known as the “Bean” and a new state employees’ bonus. These measures were discussed at length and were finally adopted.

Throughout the session, there were numerous bills being proposed in a wide range of subjects. State Director Henry Epstein attended these hearings and spoke for the union.

Among the most significant bills discussed were bills dealing with changes to the collective bargaining law. A bill on essential employees was introduced by the union on the grounds that this type of legislation will not work because it does not contain provisions that employers would be required to work during a strike be kept to the smallest number possible and that all reasonable alternatives to doing the work be exhausted.

Another bill sought to make public employees’ pension and retirement compensation benefits in a strike situation. This bill was killed.

The union testified in favor of bills that would allow workers to retire with a pension in collective bargaining. These bills would enable the union to negotiate for increases in the employers’ share to the health fund, instead of the legislature providing a 50 per cent dollar amount as the employees’ contribution to the health fund premium.

The union supported various measures including the bill that provides early retirement without penalty, better retirement and workers’ compensation benefits.

**NEW CONTRACT IMPLEMENTOR**

Brother Brian Tamamoto joined our staff last March to take on the demanding tasks of Contract Implementor. Brother Brian, a Waipahu High School graduate with a U.S. Army’s college degree in Political Science, brings with him a wide range of experience. He has worked for a state legislator, a U.S. Congressman, the State University Board, the Laborers’ Union, and the Hawaii AFL-CIO. With the AFL-CIO, Brian was Administrative Assistant and COPE Coordinator. He is currently the Hawaii AFL-CIO’s Party Treasurer, a member of the Filipino 75th Anniversary Commission, and he recently worked for the AFL-CIO Labor Day Picnic.

Brian is union-born and raised. His mother is a WPW school cafeteria worker, his father, a Carpenter on a military shipyard. He reports he is “single and available,” and his interests include ceramics and plants.

**WIDE-RANGING DUTIES**

As Contract Implementor, Brian has three primary job duties: 1) providing technical assistance to the State’s 10 negotiators, and other mutual agreements and special union-management committees; 2) handling arbitration cases; and 3) participating in the negotiations and agendas for the monthly Unit 1, Unit 10 and Private Sector Arbitration Conference (unless handled by me).

Brother Tamamoto researches and writes contract language, investigates cases for arbitration, helps select a mutually agreeable arbitrator, prepares the cases and presents them in arbitration hearings, and works closely with the staff and membership on contract problems and grievances. His responsibility for a grievance begins after it has gone through the first three steps, and the Business Agent turns it over to him for consideration by the appropriate arbitration review committee. If the majority of the 5-member committee vote to go to the Arbitration Committee, Brian begins to prepare the case.

**Arbitration Cases Multiply**

But because of the great number of cases now pending arbitration, priorities have to be set. First priority goes to termination cases; second, those with long suspension disciplinary cases; then cases are taken upon a “first come, first serve” basis.

There are now 13 Private Sector grievances pending arbitration, and 9 public sector grievances (6 of these are neighbor island grievances). Four more grievances are before the Arbitration Committee for a decision on whether to take them to arbitration. Brian, who does his own typing, is trying to handle 3 or 4 cases a month to eliminate the backlog, and is also being assisted by the union’s lawyers, particularly Jim King.

**This Bill Provides Benefit Rate Adjustments for totally disabled workers who were injured years ago. Effective upon approval.**

**New rehabilitation unit for workers’ compensation.** (Act 224)

Establishes a new rehabilitation unit within the Department of Labor and Industrial Relations that will refer injured employees for rehabilitation. It will permit an employee undergoing treatment to receive temporary total disability compensation, at least to a point where the sum would have been earned during the time of injury. Effective upon approval, but the rehabilitation services furnished under this Act to injured workers shall commence on January 1, 1981.

**90-day limitation on “fair representation” suits.** (Act 35)

Provides a 90-day period for the filing of a “fair representation” suit by an employee against that employee’s labor organization. Effective July 1, 1980.

**Immunity to labor organizations.** (Act 100)

This bill grants immunity to labor organizations in civil suits brought in connection with the union’s negotiations with management concerning safety and health programs in collective bargaining agreements. Effective upon approval.

**Employee contribution to the health fund for pregnancy, childbirth.** (Act 257)

This bill requires public employers to pay additional monthly contributions to the public employers’ health fund for the payment of the monthly charge attributable to the insured employee’s benefit period for pregnancy, childbirth and other related medical conditions within an employee’s employment. These benefits are mandated by a 1978 amendment to the federal Civil Rights Act retroactive to July 1, 1978.

**Use of sick leave credits with workers’ compensation benefits.** (Act 168)

This bill gives employees the option of (1) using their sick leave credits to cover their weekly workers’ compensation benefits at equal regular pay or (2) receive only the reduced amount of their weekly workers’ compensation.

**Salary schedule for blue-collar and white-collar workers.** (Act 253)

This bill provides the union the option to negotiate a model conversion plan whereby it will do away with the obsolete pay rates set forth in the current salary schedules. Effective upon approval.

**Essential employees.** (Act 252)

This bill expands the definition of strike to include sympathy strikes. It defines "essential employees" to mean an employee designated by the public employer to fill an essential position and an essential position to mean any position designated by HPERB as necessary to avoid or remove any imminent or present danger to the public health or safety. It includes procedures for HPERB for serving notice to an essential employee requiring an essential employee to contact the public employer for a work assignment within the essential employee’s receipt of such notice. It requires the public employer to petition the circuit court. It holds true to the old salary law proceedings brought under sections 89-12. Effective upon approval.

**Workers’ compensation program claims.**

Establishes a temporary commission to study and review Hawaii’s workers’ compensation program to seek the most efficient and cost-effective means of reducing or stabilizing costs while maintaining benefits at existing levels, or ideally, to eliminate unnecessary or excessive benefits. The commission shall be composed of 9 members, appointed by the Governor, 1 from each public employer union, 1 from the non-public construction employee unions, and 1 from the non-public general trades employee unions. The report is due prior to the 1981 legislative session, and a final report within 10 days after the convening of the 1982 legislative session.

**Generic drugs.** (Act 187)

This bill provides that a pharmacist may substitute an equivalent drug product under a prescription which prescribes a trade or brand name drug product. Effective upon approval.

**Requesting a study of maximizing the utilization of paraprofessionals and provisions for reimbursement for paraprofessionals in the delivery of mental health services.** (S.R. 286)

This resolution establishes a task force within the mental health division to include unit 10 members.

**Health Act for the unemployed.** (Act 230)

To provide funding to extend the state program for the unemployed. Appropriated $4,224,000 to $3,000,000 till June 30, 1981. Effective July 1, 1980.

**Public employers’ health fund.** (Act 95)

The board of trustees may contract with health maintenance organization plans that provide and arrange health services for members on a prepaid basis. Effective upon approval.

**Study of occupational and health services.** (H.B. 224)

Request a study to regulate persons providing health and safety hazard control and prevention services to the public and private sectors.

**Mental health patients.** (Act 272)

The Board of trustees may protect the rights of in-patients in a psychiatric facility. It provides for a requirement of informed consent from a patient’s or patient’s guardian prior to the commencement of any non-emergency treatment for mental illness and the right of such a patient to be voluntarily adopted by the facility. Effective upon approval.

**Emergency medical services.** (Act 285)

The department of health may contract with the counties for emergency medical services. Effective upon approval.

Your union’s political action committee began its first meeting on March 8 following the division election. It was at that time that all divisions in the union were given a report of the session and a time-table was set for rank-and-file lobbying.

On March 17, a group of union lobbyists from Oahu and the neighbor islands met at the State Capitol to discuss our union program with their respective legislators. The session repeated again on April 9, 10 and 11. The Oahu lobbyists participated again on April 16, 17 and 18.

The union lobbyists this past session included the following members: from Oahu division, William Kapule, Jr., James Brown, Benjamin Rodriquez, Joseph Rodrigues, and Albert Cummings; from the Private Sector division, Sara Pacheco; from Maui division, Charles Iwata and Leroy Fernandes; from Hawaii division, Franklin Battiste and Matt Johnson; and from Kauai division, Richard Costa.
Kulani Negotiations Underway

On July 10, 1980, negotiations for Kulani Correctional Facility Unit 10 members got underway at union hall in Honolulu. This marked the first time in over seven years that the "Mutual Agreement" as provided for in the Uni- contract has been opened for negotiations.

Representing Kulani's Adult Correctional Officers were UPW State Director Henry Epstein as spokesman, Brian Tamamoto, UPW Contract Implementor, Hawaii State Business Agent Ann Delos Santos, K.C.F. Chief Steward Thomas Kosky and A.C.O. Samuel Kamaka.

Spokesman for the employer was Keith Adachi, Office of Collective Bargaining, who was assisted by Corrections Division Administrator Mike Nakanelua, Department of Budget and Finance, Lynn Yamamoto, D.S.S.H. Personnel, Dayton Nakaneula and Larry Ishimi of the Department of Personnel Services. Acting as resource person for the employer was A.C.O. John Robledo.

The KCF Agreement was last ratified in April 1976, since then about third of the Unit 10 employees have left. Also the security classification of the facility has been upgraded from an Honor Camp to a minimum-medium security facility, and many of the ACO IV positions have been downgraded to ACO II and III levels.

At the heart of the negotiations are the rights and benefits already afforded other Unit 10 members which are provided for in their contract, but denied to Kulani's ACO's because they work on a 24-hour schedule. The employer feels they are not shift

Kulani talks in progress: left to right, Sister Ann Delos Santos, Chief Steward Tom Kosky, and Contract Implementor Brian Tamamoto.

UPW Resolution on Boycotting Anti-Union Firms

(Submitted by the UPW’s Hawaii Division and unanimously adopted by the UPW State Executive Board.)

WHEREAS, the United Public Workers, Local 646, AFSCME, effectively conducted a statewide strike last year; and

WHEREAS, the strike has proven the importance of the Blue-Collar Workers; and

WHEREAS, despite the fact that we may have had philosophical differences within the union leadership on the mechanics of operating an effective strike, the end result of the BU-01 strike created camaraderie among the ranks which resulted in unifying the ranks; and

WHEREAS, because of the unity within the ranks and by not providing services which the Employers considered essential, we find many anti-union organizations actively lobbying in Congress and in the State Legislature to dilute the gains made by labor unions; and

WHEREAS, these anti-union organizations' sole intent and purpose is to destroy all unions via legislation and other possible avenues; and

WHEREAS, in the forefront of the wolf pack are the National Right to Work Committee and the locally organized group known as Small Business Association and its President Lex Brodie; and

WHEREAS, with these kind of organizations flexing their muscle to destroy unions, the ranks of labor must immediately unite and organize and make known to the firms belonging to the Small Business Association that labor can effectively strike back; and

WHEREAS, the tool at our disposal is an effective one, and that is the complete boycott of the firms that belong to Small Business Association.

THEREFORE, BE IT RESOLVED, that UPW, encourages the formation of a coalition of labor and other interested parties and organizations with the intent of fighting back with whatever means at our disposal.

BE IT FURTHER RESOLVED, that the United Public Workers, Local 646, through the coalition, identify those firms who are members of the Small Business Association and encourage all trade unions to add these firms to their list. Every Division should be encouraged to educate their members about the urgent need to fight back against these kinds of organizations that are trying to undermine the ranks of labor. Union members need to be informed that their hard-earned dollar should not be spent with these firms. (Oahu) and Sarah Kaohole (Oahu) are coordinating the UPW's participation. The pledge is $1.00 per kilometer for the 5-kilometer (3 miles) walk.

After the walk, a rally with music and short speeches is planned, beginning at 9 a.m. Top entertainers like Danny Kaleikini and Al Harrington are set to perform. Games for both children and adults are planned, complete with prizes. A "bento" lunch can be purchased, and scrips will be sold. Door prizes will be given away.

Labor Day Walk and Rally Planned For August 31

Join the Labor Day Walk “EIGHT-0” on Saturday, August 31, at our starting point at 7 a.m. at the Diamondhead end of Kapiolani Park. Help raise funds for labor’s political action. Pledge forms are available from Local 3 Jim Kline (841-5891) or at the offices of members Sora Paehe and Sarah Kaohole (Oahu) are coordinating the UPW’s participation. The pledge is $1.00 per kilometer for the 5-kilometer (3 miles) walk.

After the walk, a rally with music and short speeches is planned, beginning at 9 a.m. Top entertainers like Danny Kaleikini and Al Harrington are set to perform. Games for both children and adults are planned, complete with prizes. A “bento” lunch can be purchased, and scrips will be sold. Door prizes will be given away.

United Public Workers • Local 646 AFSCME, AFL-CIO • 1426 North School Street, Honolulu, Hawaii 96817

Akiyama Joins UPW Staff

Brother Alvin Akiyama, the UPW Oahu Division’s new Business Agent who is handling the Ambulance, Detention Hospital and Corrections unions, hails from a union family on Maui. His father was an AFL-CIO Carpenters’ Union member. Raised in Wailuku, Alvin graduated from Lahainaluna School in 1960. From 1965 to 1966, he served in the military and was stationed in Europe. He attended the University of Hawaii, specializing in U.S. history and receiving his Bachelor’s of Education degree in 1970.

Labor history, together with his own experiences, made Brother Akiyama interested in unions. “If it wasn’t for unions,” Alvin told The Organizer, “I don’t think I could have gone to school. A lot of people forget what unions have done, but I have seen the very positive things unions can accomplish for the working class movement.”

Brother Akiyama taught school on Lanai during his U.H. graduation, and served as the HSTA’s representative and President on Lanai. He led the HSTA’s strike movement on Lanai, and served on that union’s Board of Directors. Prior to his joining the UPW staff, he taught for four years at Campbell High School on Oahu. He served as the HSTA’s statewide Political Action Committee Vice-Chairman.

“Teaching and union work are both people-oriented. I came to UPW because I was impressed with the organization and wanted the challenge of full-time union work,” Brother Alvin says.

Welcome aboard, Brother Akiyama!

NEGOTIATING PROPOSALS DUE

Unit 1 and Unit 10 Full Negotiating Committees Schedule Initial Meetings for August

During the month of July, unions elected their representatives to the Full Unit 1 and Unit 10 Negotiating Committees. These two important negotiating committees will meet during the month of August to elect their Executive Negotiating Committees and begin work on preparing demands for the next round of contract talks scheduled to open in September. The Full Negotiating Committee

UPW LPN Council Meeting

The UPW’s LPN Council meets the third Tuesday of every month, 7 p.m., at UPW Hall. Sister “Duck” Dunlay is the Chairperson, and Sister Barbara Stancil is the Council’s Secretary. The Council is open to all LPNs in the UPW, both private and public sector.

The Council was recently formed to discuss ways and means of dealing with the vital issues facing all LPNs, such as continuing education, professional practices, legislation, entry level, and national trends. Come out this August 19th for this important meeting!