UNIT ON SIGNS HISTORIC CONTRACT
Everyone Happy About Harmony

UPW State Director Henry Epstein called the quick accord and subsequent signing of the current Unit One contract, "pretty historic, both from the standpoint of public employees and Unit One."

"It's my great pleasure to tell you that a tentative agreement has been recommended by your Executive Committee. "As Chairman of this Executive Committee, I personally would like to compliment this committee on the fine work that they performed. They showed me the willingness to work together. And they also showed me their sincerity and efforts in getting the job done. We also had differences and arguments among ourselves, but we were able to solve them. We even had closed-door meetings with the individuals to solve his or her problems, before it came to the Executive Committee."

"We also had tremendous support from the staff, mainly Brother Gary Rodrigues, and Paul Hong."

"These staff people did a lot of research, advised us on the proposals and gave us all the information we needed. But yet this committee made all the decisions. In this year's negotiations on cost and non-cost items, we lost some, but we gained a lot. The main proposal was the compression of steps to meet the deadline of Dec. 31, 1980."

"I, as Chairman of this Full Negotiation Committee, personally recommend that we accept this tentative agreement and bring it to the rank and file for ratification."

Kapule joined the UPW in 1970 and became active in union work about four years ago.

His first involvement was as a shop steward at the Honolulu Yard. Kapule began reporting more and more to UPW headquarters in his involvement with union work.

Finally in 1979, Bill was elected Political Action Chairman for the Oahu Division. This past September, Kapule was elected State Chairman of the Executive Negotiating Committee.

Born on Oahu, Kapule attended St. Louis High. He also worked with the Hawaii Army National Guard from 1959 to 1970 prior to joining the UPW.

Single, Kapule is active in football and baseball in his leisure time.

(Continued on Page 6)

"I see no reason why a woman cannot become our next President!" declared Charlotte Kaluna, another distaff member of the Executive Negotiating Committee.

Charlotte, one of the more active women members of UPW, is also University of Hawaii Unit Chairman. She is also a member of the State Executive Board.

"Our contract agreement is one of the best ever," Kaluna stated firmly. "I highly recommend its ratification to all our members."

"The Staff gave tremendous help" . . .

In This Issue:
STATE PAC SETS '81 LEGISLATIVE GOALS
. . . Mel Goto Reports, Page 6

Johanna Jay
"I learned a lot from this . . ."

Ruby Cup Choy
". . . more women should take a seat up front!"

Alice Hewett
". . . don't just sit back later . . . We can contribute a lot but most of us hesitate . . ."

For Stories On These Women, Turn to Page 3 & 6.

GARY RODRIGUES TALKS ABOUT CONTRACT GAINS
Kauai's Gary Rodrigues said of the contract: "It has to be considered as historical because we are now accomplishing something that the rank and file has been trying to attain for many years since the advent of collective bargaining."

"Financially, the members will gain not only in their monthly wages, but in their temporary assignments, promotion, pay and other benefits which are attached to the hourly wage, which in turn ties into the number of steps in a pay scale. That is an overall view.

"This year we had no problem, no conflicts at all within the committee. In negotiations the first step was to find a workable conversion plan which would include reduction of number of steps from 13.

"It would also have to include a substantial pay raise and it would have to be tied-in to a total negotiated settlement which would include other cost items and non-cost items.

"Then came Step 2, which was, to convince management that we were here on a positive note. Once that was accomplished, we were on the road to success.

"I have been in Unit One negotiations since it started in 1971, and this committee, with all the different types of people, worked in harmony.

"The Chairman, Bill Kapule, guided the committee in an outstanding manner. Each member of the committee responded and reacted to each proposal in a responsible manner.

"The committee also looked at the settlement firstly, at how it would affect the members, rather than themselves."
1980 UNIT 1
NEGOTIATION SUMMARY

Section 3. Discrimination.
1. Amend to prevent against age and physical disability discrimination.

Section 22. Uniforms.
1. Increase the uniform replacement allowance from 50% to 75%.

Section 23. Wages.
1. Effective July 1, 1981, the 13-step pay plan for WB1 to 15 and WF1 to 15 will be changed to 4 steps.
2. Effective July 1, 1982 the 4 step pay plan for WB1 to 15 and WF1 to 15 will be changed to 2 steps.
3. Effective July 1, 1981 the minimum pay of Wage Board 1 to 15 Working Foreman 1 to 15 shall be as follows:

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4. Effective July 1, 1982, the minimum pay of Wage Board 1 to 15 and Working Foreman 1 to 15 shall be as follows:

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Section 28. Stand-By Time Pay.
1. Provide for a memorandum of agreement to apply to employees of the City and County of Honolulu who were employed in work operations which required stand-by duty of eight hours on January 25, 1980.

Section 29. Compensation Adjustment Following Temporary Assignments, Promotions, Reallocations and Repricing.
1. Provide for new language to cover all employees when receiving T.A., Promotions, Reallocations and Repricing.

Section 31. Split Shift Pay.
1. Increase the differential from twenty cents to twenty-five cents per hour.

Section 32. Night Differential.
1. Increase the differential from twenty five cents to thirty cents per hour.

Section 34. Meal Allowance.
1. Increase the meal allowance:
   - Breakfast — from $3.25 to $3.50
   - Lunch — from $3.50 to $3.75
   - Dinner — from $3.75 to $4.00
2. Provide for one free meal per workday for Dietary Workers in the Department of Health. However, if any institution in the Department of Health is providing more than one free meal per workday at the present time that practice shall continue.

Section 35. Holidays.
1. Includes language from the law that prohibits special election days from being holidays.

Section 36. Vacation Leave.
1. Provides that employees shall accrue vacation while on paid holidays whether or not he works on such holidays.

Section 37. Sick Leave.
1. Provides that employees shall accrue sick leave while on paid holidays whether or not he works on such holidays.

Section 44. Lodging.
1. Increase the per diem from forty dollars to forty-five dollars.

Section 45. Kalapaapa Trail.
1. Increase the round trips by air to topside from two to three.

Section 46. Working Conditions and Safety.
1. Safety committees shall review and advise the departments of work tasks which involve hazards which can be expected to result in serious injury to merit the assignment of at least two employees.

Section 47. Training And Employee Development.
1. Training shall be established for temporary assignments and promotions.

Section 50. Working Condition Differential.
1. Increase the differential from twenty cents to twenty-five cents per hour.

Section 57. Physical Examinations.
1. Whenever an employee in the performance of his duties is exposed to toxic materials and the Hawaii Occupational Safety and Health Law requires that he undergo a medical examination because of such exposure, the examination shall be free to the employee.

Section 59. Mileage Reimbursement.
1. Increase the allowance from 19¢ to the amount that is equal to the Internal Revenue Service standard mileage reimbursement rate.

Homemakers.
1. Homemakers in the Department of Social Services and Housing who are required to use their private vehicles in carrying out their duties shall have the option of selecting the mileage allowance under Section 59 of the Unit 1 Agreement or the mileage allowance that is used by Social Workers.
2. The Department of Social Services shall request the Department of Accounting and General Services to provide vehicles that can be used by Homemakers who travel more than 600 miles per month while performing their duties.
OAHU DIVISION

"MORE WOMEN SHOULD GET INVOLVED"
Negotiating Committee Members Urge

The women on the Unit One Negotiating Committee are unanimous in their view that the experience of being involved in their first bargaining session was a valuable one. And they want more union women to become involved in the union's affairs.

Said Johanna Jay, Leahi Unit 1 Chairperson, in an interview at the union hall recently: "Women are more involved in union work now than they used to be, but we need even more women to get involved. I guess it's about time, instead of letting men make all the decisions for us. I feel the women are able and capable of making good decisions," declared Johanna. "This was my first time to sit on the Executive Negotiating Committee. I'm very glad to have had the opportunity because it was a great experience. And above all, I learned a lot."

"I believe more women should be at the negotiating table!" stated Ruby Cup Choy, another woman on the Negotiating Team. Cup Choy too, acknowledged that the recent negotiations in which she had participated, was "a wonderful, learning experience."

Cup Choy, originally from Kekaha, Kauai, joined the UPW in 1968. She is currently a cafeteria worker at Nanakuli High and Intermediate School. a cafeteria Unit Chairperson since 1972, Ruby is also an Executive Board member.

Besides working with the union, Cup Choy says her greatest love is "with the Girl Scouts," after her work with the union.

The mother of four children — three daughters and one son — Ruby Cup Choy also has four grandchildren.

ALICE HEWETT, a member of the UPW for five years, says she "got involved" during last year's strike, working with the Welfare Committee at the UPW hall and the Puerto Rican hall. Hewett, one of five women on the Negotiating Committee, urges women "first, to attend one division meeting. Then come out and speak your piece or feelings on the issues. Don't just sit back and then later grumble!"

Very much involved herself, Alice Hewett is Secretary-Treasurer for the Parks & Recreation, Executive Negotiation Committee. Formerly a shop steward for that department, Hewett lives in Kaneohe with her nine children (one boy and three girls ranging from 14 to 28 in age).

She is also "deeply involved with P.A.L." (The Police League in Kaneohe) sports-wise for boys and girls ages 7 to 17 in basketball, baseball and volleyball.

"I'm 'Aunty Alice' to about 300 kids and their parents," she laughed.

"I feel more women should get actively involved in our union," said Henrietta Carvalho, a UPW member of 12 years from Hilo Hospital.

"We can contribute a lot but most of us hesitate to do so."

Henrietta is also a member of the Full Negotiating Committee, as well as Unit Chairperson for Hilo Hospital. (Unit 1 and 10).

Henrietta, a grandmother of four, has three grown sons; one in the U.S. Navy stationed in Pearl Harbor on the USS Richard Edwards. Henrietta is also Head Steward for Hilo Hospital Unit.

Photos of Negotiations at UPW Hall

WITHOUT OSHA THERE WOULD BE MORE INJURIES

Wilhelm Cordes and James Toledo Talk About On-The-Job Hazards of Public Workers

Without the protective umbrella of OSHA (Division of Occupational Safety and Health Act) both Wilhelm Cordes and James Toledo of the Oahu Division agree that there would be more public worker injuries on the job.

Both men discussed on-the-job hazards of public workers recently.

Wilhelm Cordes began his union involvement as a Unit Chairman for Halawa Correctional Facility about five years ago. He became a Business Agent for UPW in 1970.

Cordes' kuleana is Unit One Refuse Workers and City and County Board of Water Supply workers.

In discussing some of the job hazards of his men, Cordes revealed some little-known aspects of risks that public workers expose themselves to daily in the performance of their jobs.

For example, board of water supply workers have to work in trenches, specifically in repairing broken water mains.

"These particular workers are on call 24-hours a day to be ready to repair such breaks. Is it dangerous? Well, to begin with, most of these mains are on public highways and roads. In addition to that, when they dig up the pipes and mains, they sometimes find themselves — because the trenches are seven to ten feet deep — because of the nature of the soil around them, they could find themselves in a cave-in situation. People have been buried in dirt, sand, everything. In addition to that, the hazards involved in replacing and repairing these water mains is that these pipes have to be handled by huge boom cranes.

"So you're talking about men who have to work not only in heavy traffic," Cordes pointed out, "but inside deep trenches in weather that is not always favorable."

"Then there are the huge water wells that they have to go into and the underground tunnels, deep caverns where water seeps through. An example is the Halawa Shaft.

"The main risks involve the construction and maintenace workers that repair water main breaks.

"Another aspect of risk while down there is that they have to handle electrical fixtures. Ask Toledo about the time the cable broke holding up one of the cable cars, injuring one of our workers. "Pumping Plants Maintenance Mechanics handle all the pumps through the islands, and all the maintenance of the underground reservoirs. The others are in construction and maintenance. These are the guys who go out daily to repair water main breaks.

"In one instance, a couple of years back, they were jack-hammering a roadway to locate the pipe leak and the guy hit a live wire, the shock of which knocked him loose from the jack hammer. It probably saved his life. The wire wasn't grounded so it knocked him loose.

"Our job was to check the job site and determine what went wrong so as to prevent any such further incidents in the future. Also the health and welfare of the individual concerned. And from there, we keep touch to see whether there are any lasting effects in terms of his well-being. We also handle the man's Workmen's Compensation filing.

"With your garbage or refuse workers, the injuries are high. Not only do they have to work in inclement weather (rain, sleet, or whatever), but they suffer a high rate of injuries, like back and neck problems, and knee and ankle injuries as well.

"Injuries are caused by their constant moving, jumping, lifting and occasionally, falling off the truck.

"The highest paid workers make about six dollars an hour, which is not much, when you consider that is not net pay."
Dear editor,

I would appreciate you publishing the following open letter to all union members.

Helene Hale

"This election has proved that the union members are not puppets to be manipulated by their leaders. It has renewed my faith in our American democratic form of government. I am deeply grateful to the thousands of people who helped put me back in county government, many of whom, I know, were union members, in spite of the fact that not one labor organization officially endorsed my candidacy. As a long time member of the Democratic Party and active in the early days, when both our party and most unions were struggling to be recognized, I was so elated to find that my effort, although ignored by the leaders had not been forgotten by the "rank and file." I suggest that in the future the cause of labor would be strengthened if the leadership of all labor unions would consult their members before making endorsements, instead of making these important decisions behind closed doors and choosing those whom the leaders feel they can control. Perhaps a mock election with secret ballots might save them the embarrassment of public renunciation of their leadership through the polls."

Jack Konno

Hawaii Division Director

Union responds to Hale

Dear editor,

Normally our union, the United Public Workers, does not respond to comments made by public officials through the media but we felt that there was a need to correct the erroneous statement made by Councilwoman Hale in an article that appeared in your newspaper on Dec. 7.

The UPW responds to Councilwoman Hale's statement that "union members are not puppets to be manipulated by their leaders." We have never thought of our fellow workers as puppets, nor have we ever tried to manipulate them. It is quite apparent that Ms. Hale has no knowledge of the procedure by which political candidates are endorsed by our union or other unions.

The responsibility of endorsements lies strictly with our Division Political Action Committee. This is the rank-and-file body that determines who will be endorsed. The endorsements are not decided on by the leadership as stated by Ms. Hale. The procedure involves a complex one whereby the past record of the candidate is analyzed for screening and possible interview. Ultimately each candidate is evaluated after which voting is conducted by the PAC. In a situation where the candidate is running for office for the first time the questions posed by the PAC and the response(s) by the candidate will weigh heavily in determining whether that candidate will be endorsed.

Labor unions are no different from any other organizations. Every organization wants candidates who are supportive of their positions on issues.

We would like to emphasize that our PAC's meeting are not "held behind closed doors and choosing those whom leaders feel they can control." Every and all meetings of our union are open to the membership. They have the right to voice their opinion of any candidate or on any issue that may be before a committee. We have, over the years, supported many candidates and have been very active in many of their campaigns, but up to this day no one politician is under the UPW's control, nor is it the intent of our union to control any politician.

Politicians are no different from our rank-and-file members. You try your best to convince them that the position of the union needs support. Many rank-and-file members do not take an active part in union affairs and are dependent on their leadership for guidance and direction.

Jack Konno

Hawaii Division Director
MAUI DIVISION HOLDS ANNUAL DINNER

The Annual Dinner of the Maui Division Executive Board and the Maui Division PAC members and their spouses, were held at the UPW building in the "Lanai" area, at 6:00 P.M., Saturday, November 29, 1980.

The Unit Vice-Chairpersons, Secretary, Treasurers or the Unit Secretaries and Treasurers, together with their spouses, were invited guests at this year's annual dinner. Invitations were also extended to the past Maui Division Vice-Presidents and their spouses; to the former Maui Division Director, Brother Al Carvalho and his spouse and to Brother Walter "Kinky" Correa, former Maui Division PAC Chairperson and his spouse.

Sister Betty DeLima and Brother Leroy Fernandez, were responsible for coordinating this very successful affair.

GOLFTING TURKEY SWEEPER.ai

Here are the winners of the UPW Golfing "Turkey Sweeper" held at the Waiehu Golf Course, November 15-16, 1980.

(NEAT)

NAME           SCORE
1. Byron Shimakubo ... 68
2. Tamotsu Takem ... 69
3. Neil Koshi ......... 69
4. Takao Ito .......... 68
5. Akira Tanaka ...... 68
6. Walter "Kinky" Correa 68
7. Henry Yap, Jr. .... 70
8. Michael Souza .... 70

HAWAII HOSTS UPW CHRISTMAS PARTY FOR RETIREES

The Hawaii UPW Retiree's Pot Luck Christmas Party was held on December 4th at the Wailuku State Park. Dinner started at 6:30 p.m. Invocation by Mew Konng Yap. Program began by introduction of the Division Director Jack Konno. The Retiree's officers Richard Yokoyama, Vice-Chairman; Flora Song, Secretary; Mew Konng Yap, Treasurer and Liz Ah Chin, Chairperson. The telephone callers Hisako Hamakawa, Ellen Segawa, Alfred Estrella and Dora Costa. Sports Chairman Alfred Estrella and Vice-Chairman Gary Matsumoto.

HAWAII DIVISION JANUARY MEETING SCHEDULE

South Hilo Road ....... Mon., Jan. 5—1:00 p.m., Shop
Hilo Day Activity Center ... Wed., Jan. 7—4:00 p.m., Lounge
Puna Road ............ Thurs., Jan. 8—3:00 p.m., Shop
Laupahoehoe Unitary School Cafeteria Unit ... Sat., Jan. 10—9:00 a.m., UPW Hall
School Custodial Unit ... Sat., Jan. 10—10:00 a.m., UPW Hall
Parks & Recreation .... Mon., Jan. 12—5:00 p.m., Shop
Hilo Hospital Custodians ... Mon., Jan. 12—7:00 p.m., UPW Hall
Hilo Airport Custodians ... Fri., Jan. 14—11:00 a.m., Shop
DAGS Custodial ........ Wed., Jan. 14—1:00 p.m., Shop
Hilo State Highways .... Thurs., Jan. 15—3:30 p.m., Shop
Hilo Airport Maintenance ... Fri., Jan. 16—12 Noon, Shop
DAGS Maintenance ... Fri., Jan. 16—3:30 p.m., Shop
Sewers & Sanitation ... Mon., Jan. 19—11:00 a.m., Shop
Kau Hospital ........ Tues., Jan. 20—1:00 p.m., Lounge
Kohala Hospital ....... Wed., Jan. 21—2:00 p.m., Hospital
Kohala Unit ............ Wed., Jan. 21—7:00 p.m., Ctr. Hse.
Kahale Airport .... .... Thurs., Jan. 22—11:30 a.m., Shop
Kona Road ............. Thurs., Jan. 22—3:30 p.m., Shop
Kona Unit .............. Thurs., Jan. 22—7:00 p.m., DSSH Conf. Rm.
North Kona State Highways .... Fri., Jan. 23—6:30 p.m., Shop
Kona Mental Health .... Fri., Jan. 23—8:00 a.m., Office
Kona Hospital .......... Fri., Jan. 23—9:30 a.m., Hospital
South Kona State Highways ... Fri., Jan. 23—1:30 p.m., Shop
State Parks .......... Mon., Jan. 26—11:00 a.m., Shop
BWS .................. Mon., Jan. 26—3:30 p.m., Shop
Honokaa School ....... Tues., Jan. 27—1:00 a.m., Shop
Honokaa Hospital ....... Tues., Jan. 27—7:00 p.m., Hospital
Honokaa Vector Control ... Tues., Jan. 27—2:30 p.m., Shop
Hamakua Road ....... Tues., Jan. 27—5:00 p.m., Shop
Waimae Road ........ Wed., Jan. 28—11:30 a.m., School
Waimae State Highways .... Wed., Jan. 28—3:00 p.m., Shop

The past officers were honored with an award. Mr. Denji Nakamura past Chairman, Misao Noguchi and Irene Fabro past telephone callers. Two oldest members of the Retirees were honored with a fruit basket, Mr. Lazaro Raneses and Alice Mendoza.

Christmas carols were sung by all. Santa Claus appeared when everyone sang Jingle Bells. Grab bag gifts were given to all who attended.

There were lucky numbers and prizes also. The Christmas party was enjoyed by all.

I thank the officers and those who helped to make this occasion a success.

I thank Mr. & Mrs. Gabriel De Freitas Sr., Mr. & Mrs. Yoshio Iwamoto and Mr. & Mrs. Benso Yamanouchi for their donations.

The Division Director Jack Konno made a brief statement.

Group of members and their spouses at the Annual Maui Division dinner held on November 29, 1980, at the UPW hall.
STATE PAC SETS '81 LEGISLATIVE GOALS

Mel Goto Reports

At the last State PAC meeting which was held on Saturday, December 13, 1980, there was much discussion of the following proposals for its legislative package:

- Create separate bargaining unit for the trades workers.
- Create separate bargaining unit for the refuse workers.
- Make the health fund a negotiable item in collective bargaining agreements.
- Approve and fund the agreements for units 1 and 10.
- Employer to pay 100% of the premium for the public employees' health fund. 
- Fund all vacant positions that have been authorized for units 1 and 10.
- Heart and lung coverage for all refuse workers.
- No contracting out of units 1 and 10 jobs.
- Increase the ordinary disability retirement benefits 25% after 10 years of service and 2% thereafter, instead of 1%.
- Disability retirement based on workers' compensation.
- 30 and Out for all government workers.
- 25 and Out for wastewater plant operators and all workers covered under section 79-15 HRS. Section 79-15 refers to employees who are exposed to unusually hazardous conditions.

Your political action committee needs the support of the rank-and-file members, staff and officers of the union at the next legislative session. The legislature will convene on Wednesday, January 21, 1981. During the session many of our members who will be affected by the legislative proposals are encouraged to attend the public hearings and voice your support for these measures. Please get in touch with your political action chairperson in your division and volunteer... only in this way can your union be strong and your voices be heard.

On-The-Job Hazards of Public Workers

James Toledo and his men work for Laval Shaff and Waialae Shaft. Toledo reminisced about some of the events he went through some years ago and also confirmed Cordes' comments about job hazards of UPW workers.

"A year ago, a miner was caught a couple of years ago, we had an accident there. One of our cable cars that takes our men into the shaft broke."

"The worker was about a quarter of the way up when the cable released the car and the car plunged all the way down about a hundred feet, with the worker inside. He was badly injured and was unable to work for about a year."

Since that accident, says Toledo, there is now a rule that once a year, the cable has to be inspected by OSHA. "Those that do not meet the qualifications of OSHA rules are not in use now," Toledo said.

Toledo recalled another incident when one of his workers was inadvertently exposed to grave danger. It involved a job where it was necessary to clear the area so one of the men could go down into a water main in order to repair it.

"They had called the Hawaiian Electric and Hawaiian Telephone," recounted Toledo, "to check and make sure there were no lines there. But somehow, through an oversight, it turned out that there was a line down there.

"When the worker went down, his jacket caught on the open line and he was jolted to the ground. Fortunately, he wasn't grounded or he would not have been able to let go of the 'hot' jackhammer. Also, Toledo pointed out, "he was wearing gloves. It saved his life."

"Because of the hazards on the job, the men are safer guarded by OSHA rules, without which, risks to the men's lives and limbs would be greater."

Message from the President:

As the President of U.P.W. I would like to wish all of you and yours a belated "Merry Christmas" and a very "Happy New Year." Hoping 1981 will be a very "Prosperous" year for all of us of U.P.W. and the "Labor Movement" in Hawaii.

Fraternally,
James Brown, President U.P.W.

The anti-labor network

The tentacles of the right-wing forces are growing. Hard core groups like the National Right to Work Committee and the National Conservative Political Action Committee are joining forces with newer single issue groups that are anti-abortion, anti-busing, anti-ERA, anti-SALT, p-3-guns, and of course—anti-labor.

The "New Right" has formed a powerful coalition with the "prosper in politics," the many fundamentalists who come on strong by radio and television, who are running voter registration drives and are even telling their congregations to vote conservative. This broad network of the "New Right" with its vast resources, has become a powerful political force intent on destroying unions and protective labor standards.
EPSTEIN TO LEAD TOUR TO CHINA

Brochures are now available for the UPW’s special trip to China in August. The 32 members of the tour will leave Honolulu on August 5 on Japan Airlines. After an overnight stay at Narita Airport in Japan, the group will fly to Beijing (Peking) on August 7.

Sixteen days will be spent in China and visits with union officials are planned, together with the usual sightseeing. While in China, the group will visit Beijing (Peking), Nanjing, Hangchow, Shanghai, Guelin, and Guangzhou (Canton).

On August 22, the tour will leave China for Hong Kong and spend two nights in Hong Kong. On the 24th, the group leaves Hong Kong for the return trip to Honolulu to Japan Airlines.

Individual variations from the group itinerary may be arranged, but arrangements have to be made early.

Three meals a day in China are included, usually at hotels, but occasionally a box lunch will be given on a full-day sightseeing tour. At Narita Airport, two meals only are included — dinner the night of arrival and breakfast the following morning. While in Hong Kong, only breakfast is included.

Henry Epstein, UPW’s former State Director who is now AFSCME’s Special Representative in Hawaii, will be the tour leader. The tour is being arranged by Special Tours for Special People, in New York. This travel agency specializes in trips to China and has excellent contacts with the Chinese travel officials.

Cost of the tour is $2,395.00.

Members interested in more information or copies of the tour brochure should write or call Henry Epstein in the Honolulu AFSCME office, 521-6941.

Hawaii residents who have visited China have been very impressed and all describe the visit as a memorable experience.

IN MEMORIAM

Pedro Galera, member Oahu Division, retiree from Dept. of Public Works unit. Expired: November 12, 1980

John K. Amina Sr., member, Oahu Division, retiree from County Parks and Recreation unit. Expired: November 29, 1980

George P. Paku, member, Oahu Division, retiree from County Parks and Recreation unit. Expired: November 14, 1980

Albert Lum, spouse of member, Rachel L. Lum, Oahu Division, retiree from Cafeteria unit. Expired: October 26, 1980

Thelma Yoshida, spouse of member, Minoru Yoshida, Oahu Division, active member, Hawaii Housing unit. Expired: November 21, 1980

Alice Basilio, spouse of member, Rupert Basilio, active member, Oahu Division, Dept. of Education unit. Expired: November 18, 1980

Louis Benjamin, spouse of member, Gail D. Benjamin, member, Hawaii Division, Kohala Hospital unit. Expired: November 16, 1980

Minoru Satake, member, Hawaii Division, retiree from County Hawaii buildings unit. Expired: November 12, 1980

Samuel A. Kahalekai Jr., member, Maui Division, retiree from County Maui Fire Dept. Expired: October 29, 1980

George K. Murai, member, Maui Division, retiree from County Maui Buildings unit. Expired: November, 1980

Yoshio Nishi, member, Kauai Division unit. Retiree from County Kauai Roads unit. Expired: November 2, 1980

HAwAII KARATE KAI

School of Karate Self-Defense

Kalihi-Palama Culture & Arts Society, Inc., a non-profit organization, is sponsoring a beginning Karate Class for boys, girls, and adults.

WHERE: TAKE KARATE CLASSES, ACROSS HAPPY’S DRIVE INN, HIGASHI HONGWANJI MISSION, END OF BANYAN STREET.

CLASSES: TUESDAYS AND THURSDAYS: 5:30 to 7:00 p.m. — JUNIOR CLASS (Children 7 to 14 years) 7:15 to 9:00 p.m. — SENIOR CLASS (Adults 15 yrs. and older)

Scheduled to change without NOTICE: Minors should be accompanied by Parent or Guardian.

COST: $5.00 per month.

INSTRUCTORS: JOE RODRIGUES, GORDON GOO, STEPHEN LORIAN and RAYMOND CABATO.

REGISTRATION: Registration will be held on Tuesdays & Thursdays evenings 5:30 to 7:00 p.m. at Higashi Hongwanji Mission of Hawaii, 1128 Banyan Street.

COURSE CONTENT: Hawaii Karate Kai will help you to overcome APATHY. Hawaii Karate Kai will help you to overcome and combat these problems and provide you with badly needed PHYSICAL VARIETY OF STIMULATION.

Unlike ordinary karate classes, Hawaii Karate Kai programs are SPECIALLY PROGRAMMED to MOTIVATE you week — by — week in your technique as well as in your job.

So take, the best: Hawaii Karate Kai and stop wasting your money. See the difference in your MORALE, ATTITUDE and EFFICIENCY after a few weeks.

Train for a BRIGHTER FUTURE, BETTER SELF-IMAGE, and PROLONG YOUR LIFE.

Our motto is SPIRIT, MIND and BODY.
Governor Ariyoshi Signs Historic Unit One Contract

December 31st 1980 marked the end of another year and the beginning of what is hoped will auger in harmonious relations between labor and management. It was on this date that Governor George Ariyoshi affixed his signature to the historic Unit One contract, making the document official.

From every island, they came, the men and women who represented UPW members in the just concluded historic negotiations. They gathered at the State Capitol and congregated in the Governor's office for the momentous occasion. There was some somberness mixed with a bit of levity; but altogether, a sense of harmony and togetherness appeared to pervade the atmosphere and mood.

Members of the Negotiating Committee included: Oahu: William Kapule, Charlotte Kaluna, Johanna Jay, Ruby Cup Choy, Benny Rodrigues, Joseph Rodrigues, James Toledo, Alice Hewitt; Hawaii: Frank Rapoza, Henrietta Cravalho; Maui: Glenn Correa, Vernon Cordeiro; Kauai: Joseph Brun, George Kaona. Staff members participating were: Gary Rodrigues of Kauai, Paul Hong of Oahu.