

FIRST BLUE COLLAR CONTRACT RATIFIED



Union and management teams sign memorandum of agreement at final negotiating session June 30.



Brother Henry cracks open the champagne and serves full negotiating committee members following the vote to recommend the contract.

With over two-thirds of the State and county blue collar employees voting, the first Unit 1 contract obtained through collective bargaining was overwhelmingly approved with 4,591 in favor (95.3%), and 199 against (4.1%).

The ratification vote occurred the week of July 10-14 and followed a full negotiations committee meeting July 9 which strongly recommended the proposed contract to the membership.

Following statements of sub-committee members in support of the contract, State Director Brother Henry Epstein explained how the impasse had been overcome, the significance of this first contract, and the training and alertness we will need to safeguard the contract.

Management also praised the new contract. Chief negotiator Jack Reynolds, at the final negotiating session June 30, said, "This contract should be a pattern for everyone—it's the best contract negotiated this year with the State both administratively and financially. The employer agreed to pay more than he intended and pay it sooner."

The Unit 1 contract, affecting more than 7,000 blue collar employees, was signed July 20 at 3 p.m. in the Governor's Board Room, with the island mayors present; its provisions, excluding the wage hike which needs legislative approval, went into effect July 1, 1972.

Ratification Vote Totals by Island

	YES	NO	BLANK	TOTAL
Hawaii	595	20	1	616
Kauai	346	1	—	347
Maui	491	11	—	502
Oahu	3159	167	24	3350
	4591	199	25	4815
Percentage	95.3%	4.1%		

For further comments and details on the new Unit 1 Blue Collar Contract, be sure to read the "State of the Union" column by State Director Henry Epstein, page two of this issue.

HIGHLIGHTS OF AGREEMENT

WAGES—5.5% raise on July 1, 1972; 1.5% "catch-up" raise on July 1, 1972; 5.5% raise on July 1, 1973; wage increases are subject to legislative approval.

EFFECTIVE DATE—Except for wages, all sections go into effect on July 1, 1972, after approval by employees.

NIGHT-SHIFT DIFFERENTIAL—Raised to 20¢ per hour.

SPLIT-SHIFT DIFFERENTIAL—Raised to 20¢ per hour.

FUNERAL LEAVE—Increased to 3 days; Hawaiian "Hanai" relationship recognized.

KALAUPAPA TRAIL—Employees given new deal on travel time or monthly plane trip "topside".

MATERNITY LEAVE—Six weeks of paid sick leave may be used.

SENIORITY—When other factors are relatively equal, seniority to prevail on promotions. Seniority recognized on temporary assignments and assignment of replacement equipment.

JURY DUTY—Employee may keep jury or witness fees in addition to regular pay.

VACATIONS—Employee may accumulate first 42 days. Overtime to be paid if a worker is recalled to work during his vacation. All employees to be treated equally on vacations, including Education Department workers.

OVERTIME—To be paid from 7th day on when an employee doesn't get a day off.

LODGING—Choice of food or \$12.00 per day for food when camping out.

HOLIDAYS—All State holidays which fall on a Saturday to be observed on Friday.

ADEQUATE STAFFING—Committee to study staffing in Department of Education and recommend solutions.

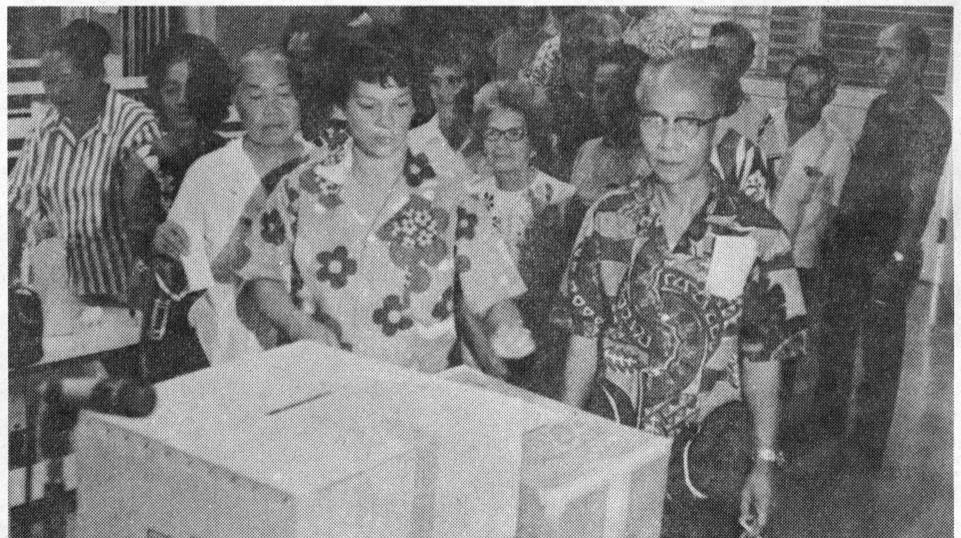
SICK LEAVE—Committee to study ways of paying for accumulated sick leave or adding leave to retirement credits. May be used for medical, dental, optical appointments when they cannot be scheduled during non-work time.

ADEQUATE RELIEF—Employer to endeavor to provide adequate relief when given level of service is essential.

STAND-BY—To be paid for calendar day or portion of a day.

DURATION—Contract to run for three years to June 30, 1975.

REOPENING—On Wages and two other sections between July 1, 1973 and August 31, 1973.



D.O.E. custodial employees, led by their chairman Brother Gelacio Daoang (right), cast ballots on new contract at ratification meeting.

Service Fee Approved For Units 1 & 10 Non-Members

Acting on the petition of the UPW-AFSCME, the Hawaii Public Employment Relations Board last July 13 approved the collection of a monthly service fee of \$4.60 from each employee in Units 1 and 10, retroactive to last October 20 for Unit 1 (blue collar) and to February 11 for Unit 10, non-professional hospital and institutional workers.

This service fee, equal to the dues paid by UPW members, will be returned to each UPW and HGEA member, but will not be returned to non-members in these bargaining units.

Since the fee is retroactive and goes back several months, the UPW will collect it in installments rather than all at once, so as not to work a great hardship on any employee.

The collection of the fee will enable the UPW to better represent all the employees in these units and to eliminate a substantial deficit. State Director Brother Henry Epstein urges our present members to bear with us as we make the returns of the service fee; it will be quite a time-consuming operation.

Our Blue Collar Contract Makes History

State of the Union

by Henry Epstein



By the time this column is in the mail to our membership, the first statewide blue collar agreement should be ratified, signed, and in effect.

I think we can all be proud of this contract. It has many new and innovative sections. Its provisions compare favorably with other public employee contracts in Hawaii. Some of the items plow new ground even on a national scale.

Our agreement was carefully worked out through months of hard work and negotiations by a large number of staff members and committee members.

All of the members who participated in the negotiating process deserve a special word of commendation—from the first member who made a suggestion, to the members of our sub-committee who worked day and night hammering out the agreements which are now incorporated into our settlement.

Oahu Division Director Steve Murin, Kauai Division Director Gary Rodrigues, President Jack Konno, and members Henry Huihui and George Ventura served on this hard-working sub-committee.

Throughout the negotiations, we had a high degree of give and take from our 14-member executive negotiating committee and our 75-member full negotiating committee.

OUR GAINS AND COMPROMISES

The final signed document contains a fair percentage of our original demands.

Use of paid sick leave for maternity is a first in Hawaii in the government service. The special provision for employees of Kalaupapa will probably receive national attention. The committees studying payment for accumulated sick leave and staffing in the Department of Education are very important and could be very valuable.

The wage increases are the maximum we could get under existing Pay Board regulations.

While there are many things to be proud of in the agreement, we didn't get everything we wanted. Collective bargaining is a process of compromise and we made many compromises in an effort to reach a mutually-satisfactory agreement.

We had our hands tied by the Pay Board regulations and the present economic condition of our State and county governments.

Ideas we had about improvements in the health plans, a dental plan for adults, and other improvements in fringe benefits had to be passed over for future negotiations.

All things considered, we did well and our first blue collar contract is a historic and honorable document.

While we had many arguments across the bargaining table, we developed a feeling of mutual respect for the employer negotiators. Jack Reynolds is a tough man to negotiate with, but we were finally able to work things out to the satisfaction of both sides.

We got less than we originally hoped to win and management gave us a little more than they planned to when they started negotiations.

LEST WE FORGET



(The recent longshore negotiations should cause us to think back to the days when the ILWU was still struggling to organize Hawaii's waterfront. The National Committee on Farm Labor briefly describes that situation in "Farm Labor Organizing, 1905-1965".)

The general strike in San Francisco in 1934 was to signal the turning point in Hawaii's organizing history. Most of Hawaii's exports landed in San Francisco, where the International Longshoremen's and Warehousemen's Union was successfully organizing the dockworkers who loaded and unloaded shipments. While San Francisco dockworkers were struggling to obtain contracts, dockworkers in Hawaii risked nothing and registered few demands. The upshot was that lack of unionization at one end of its operations posed a threat to the survival of unions at the other end.

Attempts were therefore made to organize Hawaii's waterfront. In order to counter the ILWU efforts, one of the leading companies, Castle & Cooke, began to improve working conditions. They in effect tried to satisfy union demands before they reached the bargaining table in order to make unionism seem unnecessary (an illegal tactic under the National Labor Relations Act). To this end they opened a recreation hall, increased wages, and provided assistance for employees who were sick or disabled. In 1937 the National Labor Relations Board found Castle & Cooke guilty of violating the rights of workers. Finally, after 10 months of striking, Honolulu longshoremen won contracts in May, 1941.

This was quite an accomplishment for even as late as 1946 (the year in which most plantations were successfully organized in Hawaii), the situation was this: through a system of interlocking marriages and directorates, the five companies—Castle & Cooke, Alexander & Baldwin, American Factors, C. Brewer & Company, and Theo H. Davies & Company owned Hawaii. Their offices and directors controlled 96% of the sugar plantations, three irrigation companies, three banks, live public utilities, four pineapple companies, two steamship companies, two newspapers, two insurance companies, and at least seventeen over miscellaneous concerns. Much of this control survives to this day.

But the dedication and zeal of union organizers and members helped overcome the powerful resistance of the Big 5 to the unionizing struggles.

LEARNING FROM OUR EXPERIENCES

The employer negotiators have given us their pledge that they will actively support our wage settlement at the next session of the Legislature. Since the Legislature must approve the wage section, this joint action will be important and valuable.

We made use of the impasse procedures in the new collective bargaining law, but didn't go all the way to a strike deadline. Federal mediator Ron Hagist deserves credit for helping the parties to work out two of the issues which were impasse items.

The fact-finding panel, headed by Paul Tinning, helped to clarify the wage question and the applicable Pay Board rulings. While we did not follow the fact-finders recommendations all the way, we did settle within the general area recommended by the panel.

Throughout the seven-month process we have learnt a lot about the new law and the procedures available to help the parties arrive at a mutually-satisfactory agreement.

This experience should help us with Unit 10, the hospital and institutional unit. We hope to concentrate on this unit now that blue collar is settled and to get an agreement in the next few months.

It's natural that we should feel good about our first contract for blue collar non-supervisory workers, but the big job really begins with the signing of the contract.

ENFORCEMENT AND TRAINING

Any collective bargaining agreement is only as good as its enforcement. We must make sure that every steward and member knows about every line in the contract and fights to get every benefit which he has coming.

As soon as possible, we will have copies of the agreement for every Unit 1 employee. We will distribute the contract to present employees. Management has the job of giving them to new employees.

We will schedule education programs on all islands to go over the settlement with our stewards and members. In this connection, we intend to make full use of the experience and ability of AFSCME Education Director Guy Nunn.

Where necessary, we will encourage our members to file grievances to clarify the provisions and to get all the benefits we fought for so hard at the bargaining table.

We hope to put the same energy and attention into enforcing the contract that we did during the past seven months of negotiations.

POLITICAL ACTION NEEDED

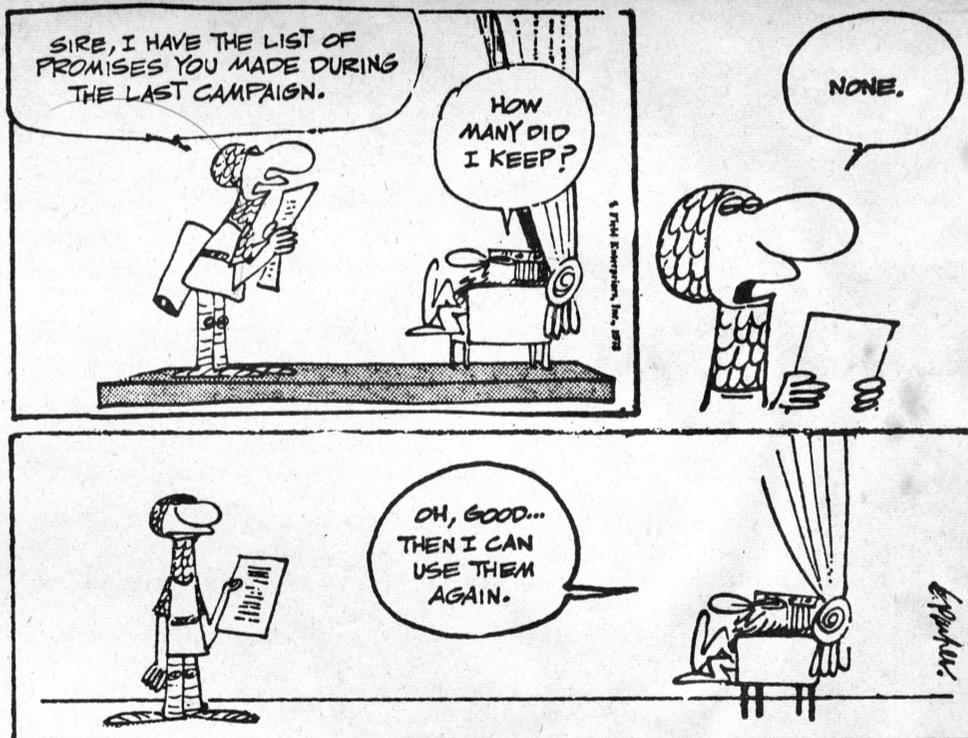
Our total job will not be over until the 1973 Legislature approves the wage settlement and appropriates the money needed to pay retroactivity to July 1, 1972.

Contract ratification will have to be our number one priority in the coming political action campaigns. With every House member up for election, we must emphasize this as our first priority.

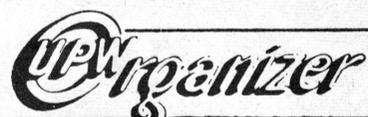
When the history of UPW, AFSCME Local 646, is written, our first blue collar contract will be one of the bright chapters in that history.

Shades of Richard Nixon

A Cartoon Editorial



From Liberation News Service




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UPW-AFSCME Helps Launch Labor For Peace

By State Director Brother Henry Epstein

The wide spectrum of participation was the thing which stood out when 985 union officials and members met to set up Labor for Peace in St. Louis, Mo., on June 23 and 24.

There were speakers and participants from AFL-CIO unions, independent teamsters and auto worker unions, and a few left-wing unions. They shared the platform and agreed that the time has come for organized labor to speak out on the war in Indo-China.

Four Hawaii representatives joined the unionists from AFSCME, the Teamsters, ILWU, United Auto Workers, Lithographers, the Amalgamated Clothing Workers, the Meat Cutters Union, and the Hospital Workers' Union, among others. 35 different unions were represented, from 32 states.

Hawaii was represented by Thomas I. Yagi, ILWU; Judy Sobin, Hawaii State Federation of Labor; James K. Clark, HGEA/AFSCME; and Henry Epstein, UPW/AFSCME.

Jerry Wurf, AFSCME President, was a keynote speaker at the first session of the conference. Other speakers were: Harold J. Gibbons, Vice-President of the Teamsters Union; Frank Rosenblum, Secretary-Treasurer of the Amalgamated Clothing Workers; Patrick E. Gorman, Secretary-Treasurer of the Amalgamated Meat Cutters; U.S. Senator Mike Gravel; and Mrs. Martin Luther King, Jr.

A statement of policy adopted by the conference points out that the participating unions represent millions of members and have been brought together out of a common concern and a sense of frustration and anger over the failure of our government to end the war in Vietnam.

The policy statement continues:

"We hold these facts to be self-evident:

"It is self-evident that this nightmare of killing and destruction has gone on

far too long, and that this war is illegal and not in our national interest.

"It is self-evident that this war has undermined the economy of our country, sions among our people, in the alienation of our youth, the blighting of our cities and the distortion of our national priorities—and that it has triggered unprecedented strife, racism and violence.

"It is self-evident that this war has undermined the economy of our country, lengthened the rolls of unemployed and placed greater hardships on the backs of the working poor. It has created tremendous inflationary pressures, increased our tax burdens, and robbed working people of the value of their paychecks. Wage controls have made a mockery of collective bargaining and threaten to become a permanent straitjacket on the labor movement.

"It is self-evident that this war has severely tarnished the good name and moral leadership of our country in the arena of world opinion.

"and finally,

"It is self-evident that the overwhelming majority of Americans agree that this war is not worth one more life, one more prisoner, one more hard-earned tax dollar, or one more devastated city, whether here or in Indo-China."

The statement of policy concluded with a demand to end the war now and for the immediate withdrawal from Indo-China of every American soldier, every gun, every plane, every tank, every warship and every dollar.

After adopting the statement of policy, the delegates agreed to establish a permanent organization, with a national steering committee, a permanent headquarters with a staff, and a monthly newsletter.

The steering committee will arrange for the establishment of Labor for Peace bodies in localities, regions, and organizations.

In the near future, meetings will be arranged in Hawaii to discuss the establishment of local Labor for Peace groups.

LABOR MISSION TO HANOI

Between March 17 and 24, three prominent US labor leaders visited Hanoi—Harold Gibbons, International Brotherhood of Teamsters vice president; Clifton Caldwell, vice president of the Amalgamated Meat Cutters and Butcher Workmen; and David Livingston, secretary-treasurer of the Distributive Workers of America.

The visitors—the first labor delegation to visit North Vietnam—had three goals in mind; to establish friendly relations with North Vietnamese unionists; to "see for ourselves" what the war had meant; and to visit American prisoners of war.

Upon their return to the US, Gibbons, Caldwell and Livingston published a joint report to the American people on their trip. Following are some excerpts, published in "The Nation," April 24.

Late in March, the first labor mission to North Vietnam returned to the United States. Of course, ours was not the first delegation to visit Vietnam, but our hosts seemed to feel that there was something special about a labor mission to Hanoi... and we were free to move about as we chose.

VIETNAMESE POSITION

The basic position of the Vietnamese Government was that the mistreatment of Vietnam was the act of "leading circles" and did not reflect the will of the American people. We may have expected that attitude from officials and were not surprised by it. But we were astonished to hear it expressed again and again by ordinary citizens...

Our stay took us to Haiphong and Halongbai and other parts of North Vietnam. As we toured we saw extensive bomb damage which had not been repaired. The friendly reception we received from the people deepened our sense of anguish and strengthened our determination to further the movement to end this horrible war.

In accepting the invitation to Hanoi, we had set ourselves a number of objectives. We wanted to see for ourselves what the war had meant. We wanted to establish friendly relations with the Vietnamese Labor Federation. We hoped to see some American prisoners and perhaps negotiate the release of some who might be sick—too sick ever to return to the battle against Vietnam.

PRISONERS OF WAR

We did see two captive Americans, but we were not successful in bringing any back with us. Our hosts explained that, because of the Sontay raids, security considerations made it impossible for us to visit detention centers. They said that they had released three groups of three prisoners each in the past and that particularly the last group has been used by the US War Department to drum up sentiment in support of the war. For that reason they indicated that at this time they were unwilling to release any further prisoners, even as a gesture.

They said that when and if they ever got to the point of considering the release of any individuals, they would perhaps communicate with us.

Our time with Air Force Captain Hawley and Navy Commander Wilber was brief and poignant. Captain Hawley had been shot down only a month or so ago and still showed signs of burns he had re-



Father and son in Reunification Park in Hanoi. He is a member of the People's Army of North Vietnam.

ceived on his neck. He indicated that he was getting good medical attention. Commander Wilber had been shot down in 1968. His appearance was almost jaunty. Neither man appeared to be drugged or brainwashed.

In reply to questions from Harold Gibbons (he was our single spokesman in talking with the prisoners) both Captain Hawley and Commander Wilber seemed alert and responsive. When he discovered that we were labor people, Wilber asked questions about the wage freeze and unemployment and other aspects of the problems in the United States. His questions could not have been prearranged.

SENSELESS BOMBING

We cannot believe that the massive resumption of bombing of the North will have results different from those following the bombings of 1965 to 1968. If anything, we believe, it will be counterproductive, serving to unify the North Vietnamese and to align the world against us.

We went on our mission to Hanoi convinced opponents of this immoral and senseless war. We have returned deepened in our conviction and infused with a new sense of urgency. The escalation of the war, the bombing of the North, strengthen our determination to help shape a major organization for peace... our aim is to form a specifically labor organization against the war. We are convinced that the sentiment of the overwhelming majority of the workers, certainly the organized workers, is against the war, but no vehicle exists for the expression of that sentiment.

LABOR FOR PEACE

Working people suffer more from the war than does any other section of the population. Bearing our share of casualties and losses in our families, we have an additional burden in the form of higher prices and restrictions on our wages. The peace movement is somehow unable to reflect fully all our concerns. We need a specific organization to give expression to labor's special needs. It is our intention to form an organization precisely for that purpose—to do all that labor can to end America's longest, most immoral war.

Both Captain Hawley and Commander Wilber expressed the hope that the war would end and both were critical of the American involvement. We have since seen the family of Commander Wilber and related to his wife and children our sense of how



This young girl was hurt by a concussion bomb dropped by US planes.

he looked and felt and what he said.

Mrs. Wilber made it clear that she feels that only an end to the war can bring about the release of our prisoners.

On the very last day a meeting was arranged between our delegation and Mr. Le Duc Tho. Mr. Le Duc Tho is chief adviser to the Vietnamese peace negotiators and a member of the politburo of the Workers' Party, leading party of North Vietnam. It was he who met in Paris with Dr. Kissinger in the secret talks last winter. He indicated that the Vietnamese were prepared to accept a three-segment coalition. One segment would consist of the PRG, the Provisional Revolutionary Government, which he said included only a few Communists.

The other two would be the present Saigon administration, but without President Thieu, and a group of unaffiliated elements, that is, persons who are not associated with either the Saigon administration or the PRG.

He said that the North Vietnamese are accused of wanting to replace Thieu and impose a Communist government, but to this he replied in so many words that the government they contemplated would be clearly non-Communist, that it would be independent and neutralist; he said that just as he understood that Americans didn't want a Communist government in the United States, so he understood that the South Vietnamese at this point did not want a Communist takeover, but wanted instead a genuinely independent, neutralist government.

He was at considerable pains to indicate that the settlement contemplated was one of honor and that they did not seek to humiliate the United States. Le Duc Thos emphasized that after the war they desire the establishment of good relations with the United States in all fields...

VIETNAMESE DETERMINATION

While the Vietnamese reiterated their desire for peaceful settlement, they made it perfectly obvious that they would go on fighting for as long as necessary to achieve what they consider a fair settlement. We were reminded that the Vietnamese had been at war for their freedom since 1946. We were escorted to museums and exhibit halls which highlighted the several thousand years' history of the Vietnamese and their endless resistance to invasion.

We are absolutely convinced that they would go on fighting indefinitely—twenty or twenty-five years if they must.

Legal Aid Attorney Addresses UPW Class

By Brother Al Carvalho

The Maui Division Educational Class held on June 26th at the UPW Headquarters in Wailuku was very well attended with more than 25 members participating. Our resource person was Mr. Joel E. August, an attorney with the Hawaii Legal Services Project, Legal Aid Society of Hawaii, Maui Branch.

Mr. August's presence was in response to a memorandum from his office sent to all Maui County Service Clubs and Fraternal Organizations advising them of the availability of speakers for all local service clubs as time permits. The Maui Division took advantage of this service and we were all surprised to learn that we were the first organization to take advantage of this service.

Our Educational Class lasted about two hours, with many interesting questions raised and answered. Our members were surprised to learn of the many services available at the office of the Legal Aid Society. We were all stunned to learn also that the Legal Aid Society offers help only to those with incomes of \$2,400 a year or less if the person is single—and, if he is married, \$700 is added for each dependent. Based on this requirement, none of our members could qualify. In lieu of this restriction, our members who were present at our educational class and had problems to discuss with Mr. August certainly were happy to get qualified answers to their problems.

Maui and Molokai

Have You Registered To Vote!



Maui Division Education Class with Mr. Joel E. August of the Legal Aid Society.

Maui County Clerk James S. Ushijima has sent out a memorandum to all Deputy Registrars, informing them that voter registration period was extended fifteen days and will close at midnight on September 7, 1972, or thirty days before the October 7 Primary Election.

Registration for the General Election will be from September 8 to midnight, October 12, 1972. The closing of registration for the General Election will remain the same as provided by law, which is five days after the Primary Election.

Mr. Ushijima also emphasized the fact that it is essential for all registrars to turn in the affidavits of voters registered prior to the closing of registration so that his office may begin processing them for the computer listing.

We would like to request that anyone who has not registered to vote as yet to do so at the UPW Headquarters in Wailuku as soon as possible. The UPW is assisting in the program and all members affected should take advantage of this support program.

RATIFICATION GOES WELL

During the week of July 11-14, nine UPW meetings were held on Maui to ratify the new Unit 1 Blue Collar Contract, covering some 682 employees on Maui, Molokai and Lanai.

The new contract will cover 39 State and County employees in Lahaina, 55 at Makawao, 37 in Hana, 18 on Lanai, 79 on Molokai, 39 at Kalaupapa, 43 at Maui Memorial Hospital, 51 at Kula Sanatorium, and 321 from Wailuku.

MAUI DIVISION AUGUST MEETING SCHEDULE					
KULA UNIT	.....	Mon., August 21	7:30 p.m.	Keokea Park Pavilion
MAKAWAO UNIT	.....	Tues., August 22	3:00 p.m.	Baseyard Office
HALE MAKUA UNIT	.....	Wed., August 23	7:30 p.m.	UPW Headquarters
PARKS UNIT	.....	Thurs., August 24	3:00 p.m.	Wailuku Tennis Court
LAHAINA UNIT	.....	Thurs., August 24	3:00 p.m.	County Garage
M. M. HOSPITAL UNIT	.....	Thurs., August 24	7:30 p.m.	UPW Headquarters
DAGS UNIT	.....	Fri., August 25	3:00 p.m.	Carpenter Shop
WAILUKU UNIT	.....	Fri., August 25	7:30 p.m.	UPW Headquarters
CUSTODIAN UNIT	.....	Mon., August 28	7:30 p.m.	UPW Headquarters
HANA UNIT	.....	Tues., August 29	11:30 a.m.	Baseyard Office
MOLOKAI UNIT	.....	Wed., August 30	3:00 p.m.	County Garage
MOLOKAI HOSPITAL UNIT	.....	Wed., August 30	7:00 p.m.	Hospital Conf. Room
KALAUPAPA UNIT	.....	Thurs., August 31	11:30 a.m.	Paschoal Hall



Hale Makua members line up for chow at a dinner meeting held on June 21st at the UPW Headquarters in Wailuku. More than 20 members participated in the dinner with singing and dancing enjoyed by all.



Hale Makua members in a duet. Brother Ray Maldonado is on the left and Sister Virgie Stewart is on the right.



The Maui Division Cribbage and Kamau social June 12, turned out to be a big success. More than 30 members participated, with "Stew & Rice" and "pulehu fish" the order of the day.



Support the Farm Workers Union

PLEASE DON'T BUY OR EAT MAINLAND LETTUCE

KAUAI A Case of Poor Supervision

WILCOX COMPLAINTS CAUSE COMMOTION

By Kauai Division Director Gary Rodrigues

In the last issue of the UPW Organizer a report on Wilcox Hospital's "Three Headaches" was printed. When the Organizer was posted on the bulletin boards in the hospital, it caused quite a commotion. In fact several of the supervisors made xerox copies of the report. The report was also taken off of the bulletin boards by someone who the Union is aware of. The person was observed by some of our members. The Administrator also discussed the report with the Unit Chairman.

Since the report had such an effect, more grievance reports will be printed in the future.

The UPW has decided to take two grievances to Arbitration. The grievances are based on violations of the Hours of Work and Overtime section and also the Vacation section.

The Kauai Division Director met with Mr. Clint Childs, who is the Advisor to the Hospital, to find out why the Administration is dragging its feet on the negotiations of the Retirement Plan. Negotiations started several years ago and the Administration has failed to follow up. Mr. Childs promised that he would get the Administration moving so that the negotiations can be completed.

Seiji Tanigawa, Groundskeeper II of Mahelona Unit received his Job Performance Report on June 29, 1972. The report was made by his supervisor, Noboru Kojima. Upon receiving the report Seiji noted that his rating was "Satisfactory" whereas the year before he had received a "More than Satisfactory" rating. Since Seiji disagreed with the report a grievance hearing was held.

Dr. Peter Kim the Administrator heard the grievance which lasted about

two hours. Seiji's supervisor stated his reasons why he felt the rating should not be "More than Satisfactory." The reasons were discussed and most of them were found to be hearsay and not facts. The Union pointed out that if the grievance was not resolved at this level a formal written grievance would be filed which results in an appointment of a grievance committee by the Governor. When the grievance committee would hear the case they would listen only to facts and not hearsay.

Several interesting facts were pointed out by the Union during the hearing.

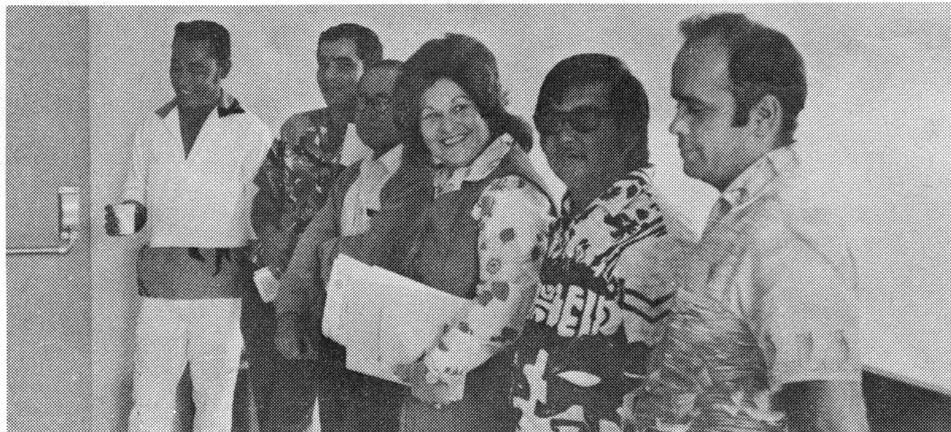
Seiji's supervisor did not decide to rate Seiji without being influenced. Two other supervisors who are in no way connected with the Grounds section met with Kojima and convinced him that he should rate Seiji lower than last year. The two supervisors had personal complaints about Seiji which were not related to his job.

Seiji and some other employees went to a private home, under orders from Kojima, to repair a horse corral. While repairing the corral the horse kicked one of the employees. The employee filed an accident report upon Seiji's advice making it a permanent record which would show Kojima's blunder.

Seiji and some other employees were told by Kojima to clean property which did not belong to Mahelona. Seiji refused and later checked it out with the Assistant Administrator who informed him that he did not have to clean the property. Even after Kojima was informed of the decision, he tried to get Seiji to clean the property.

After hearing the case, Dr. Kim discussed a change in Seiji's rating with Kojima. Kojima agreed to change the rating. Seiji's rating is now "More than Satisfactory" instead of Satisfactory.

This grievance is another example of poor supervision and of a supervisor who was influenced by hearsay and not the facts.



Kauai Unit 1 negotiation committee members display solidarity: left to right, Steven Iida, Gary Rodrigues, Masami Masuda, Sharon Perry, Seiji Tanigawa and Joe Brum.

UPW Airs Complaints At State Agencies' Conference In Hilo

By Hawaii Division Director
Brother Jackson Ah Chin

On June 22, 1972, a conference was held at the HILO LAGOON HOTEL with all State Agencies represented. The UPW and HGEA were invited to present problems that face the neighbor islands, especially the island of Hawaii.

The UPW brought out the fact that the Department of Personnel Services was lagging in reallocations, with over 600 cases pending. Communications inquiries concerning opinions are hardly answered at all. The UPW recommended that all Personnel Officers within the Hawaii District be given orientations periodically, keeping those that handle personnel responsibilities up-to-date. It seems as if the neighbor island state employees are being neglected.

The UPW also suggested that all Personnel Officers should use their own judgment in rendering opinions and NOT PASS THE BUCK DOWN THE CHAIN OF COMMAND. It took eight months in one simple case for the Department of Personnel Services to render an opinion on overtime. Another case goes back to 1969, where a request for an opinion on un-assemble scoring has not been answered to this day!

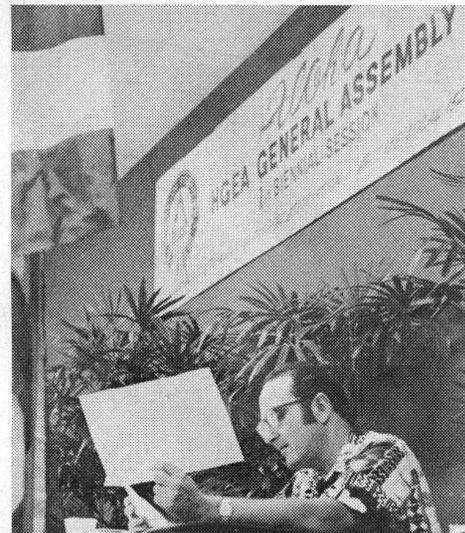
HEALTH FUND PROBLEMS

UPW representatives also pointed out problems with the Hawaii Public Health Fund. For example, Mr. "A," who retired on August 1, 1971 and has been with the Health Fund two years prior to retirement, visits his physician during the month of February, 1972, (7 months after retirement) only to be informed by the physician's receptionist that his claim under HMSA has been cancelled. All employees who have been members under HMSA, KAISER, or MIA two years prior to retirement are entitled to have their entire premium paid by the State or the respective Counties. Nevertheless, this kind of cancellation and treatment is a continuous complaint of ours for several years with the Health Fund office. The theme seems to be "DON'T SAY ALOHA WHEN I GO." Another retiree who also faced this embarrassing situation put it this way: "Don't Release Me When I Retire."

D.S.S.

The Department of Social Services was to furnish a service work record for a UPW member back in February, 1972. The request was mailed to 1390 Miller Street, Honolulu, Hawaii 96813. Up to conference time no response had been received. However, at the conference we were informed that mail gets side-tracked if it is addressed to 1390 Miller St. A P.O. Box number was furnished as a better address. This same request was sent to the Harbors Division and within four days the Harbors Division responded.

HILO HGEA CONVENTION HEARS UPW PRESIDENT



Brother Henry Epstein became the first UPW official to address a statewide HGEA convention last June 30 when he spoke to the HGEA General Assembly's first biennial session meeting in Hilo. The address was well received by the HGEA members and officers who attended the session. State Director Epstein stated that he looked forward to growing cooperation between the UPW and the HGEA, both of whom are AFSCME locals.

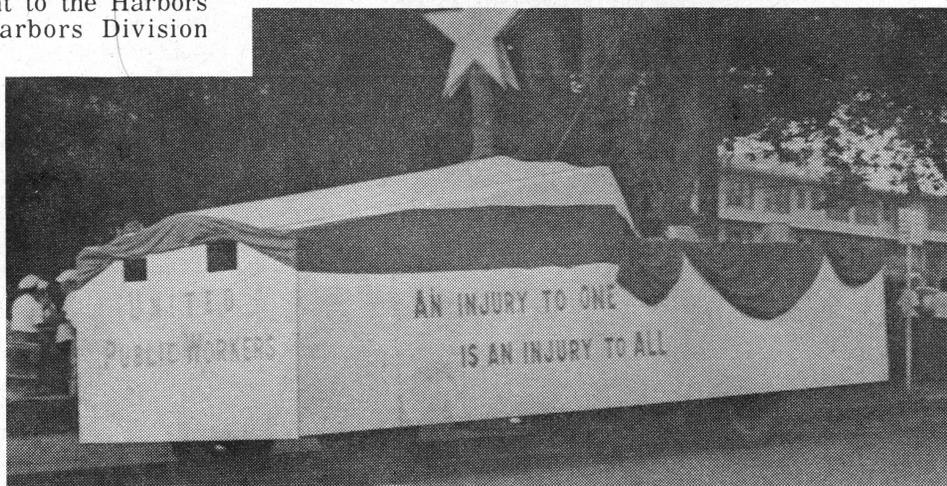


Brother Jackson Ah Chin and granddaughter.

STATE RETIREMENT SYSTEM

Another continuous problem is the State Retirement System. The standard question and complaint posed by a retiree is this, "Brother, the letter I received from the retirement system says that I will receive my first check within six to eight weeks, but this is April and I retired last December, and all I received was the lump sum payment but not my monthly allowance. I get bills to pay too, I gotta eat, and I'm one month back in my house payment, please help me." We receive many such reports as this.

The Pahala Hospital was transferred to the State in July, 1971. One month prior to the transfer, the UPW wrote the retirement system posing this question: "If an employee to be transferred from the Pahala Hospital to the Ka'u Hospital is receiving a Widows county pension, can she also belong to the State Retirement system?" Over a year has gone by and the question has never been answered. This is a legal question that should have been answered immediately, as we pointed out to the Attorney General's representative who attended the conference as well as to a representative of Budget and Finance.



Remember Our Struggles

By Brother M. K. Yap, Education Chairman

During the struggles of the early 1950's the UPW fought back anti-labor forces. Above we see a float that was made by UPW members under the direction of Brother Steve Murin and then Territorial President Jackson Ah Chin. A field day was sponsored by the ILWU, and the food booth was manned by the UPW Hawaii Division—at Old Faithful Mooheau Park.

The slogan still stands today, "An Injury To One, Is An Injury To All." Would you have believed then 18 years later that we'd have a Blue Collar Collective Bargaining Contract? You'd think we were dreamers. Would you believe that we'd have our own UPW Building? We have two, one on Oahu and one on Maui. Who's next to build? We believe that the Brothers and Sisters that started the building fund should be next, the Hawaii Division.

As we look in the past of the many struggles that we faced years ago, together with other militant unions, you sometimes wonder how we got where we are today. Well, it's simple, when you have dedicated and militant leadership, who were not afraid to face up to the anti-labor sentiments. In some parts of our country other workers are still struggling to attain even the minimum. We must continue to support our fellow brothers and sisters in their struggle to be first class citizens. Political Action is the Strong Arm of the Union. Be active in PAC.

HAWAII

Hawaii UPW To Host Statewide Golf Contest

By Brother Takashi Sasaki

THE HAWAII DIVISION will be host to the 1972 Statewide Golfing Tournament at the Hilo Municipal Golf Course on Friday, August 18th, and Saturday, the 19th. An Award Banquet will be held at the AJA Hall on Haihai Street on Saturday evening. A SURPRISE GUEST will officially tee-off for the tournament opening. Be there before 7:00 a.m. and meet the SURPRISE GUEST. You will never believe it!



NOTICE

During the month of August
ALL UNIT MEETINGS ARE
SUBJECT TO CALL.

From Monday, August 21st to September 1st, the Hawaii Division Clerk will be on a well deserved vacation. Please don't call her at home, since she'll be going on a trip to "Bora, Bora" with the entire family.

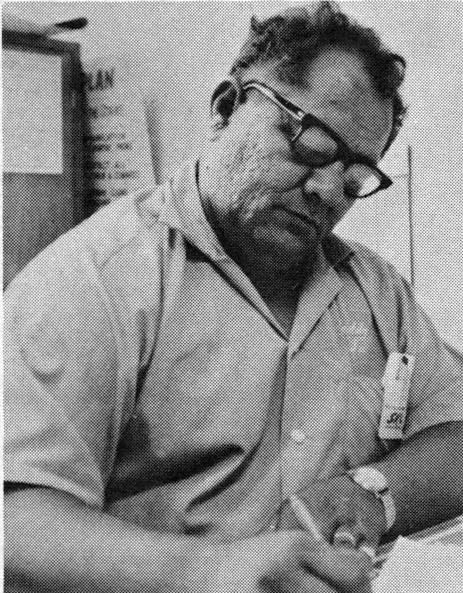
STATE STILL OWES KA'U WORKERS

State adjusted compensation going back three years, is still owed to Pahala Hospital employees transferred to Ka'u Hospital. Act 123, SLH 1971 states in part: "(HB 214) PAHALA HOSPITAL EMPLOYEES." CONFERS civil service compensation, vacation and sick leave, and retirement system rights, benefits, and privileges, including full credit for PAST CONTINUOUS SERVICE on all employees of Pahala Hospital who have been transferred to Ka'u General Hospital by Act 63 SLH 1969. Effective May 28, 1971, RETROACTIVE TO JUNE 16, 1969. (HSCR 123, 172) (358; SSCR 518)

The Ka'u employees justly feel that the delay of adjustments is denying them accrued interest on savings accounts and that the State is responsible and obligated to pay the interest rate retroactively according to the rate of interest during said periods.

Some employees suggested going to the State's Ombudsman for the pay adjustments and checking what the Fair Labor Standards Act says about this situation. After all, how patient can an employee be? If the employee owes taxes, whether it be state or federal, if payments are not made on time, additional interest is charged; the employer (the State) should be treated the same, if it fails to pay its debts on time.

OAHU REFUSE LEAFLET DRAWS SUPPORT



Brother Teddy Lii, pencil pushing after a hard day of trouble-shooting, recently returned from a month's leave of absence helping HGEA with the police elections.

truck drivers compensated

Five Heavy Truck Driver -I- Positions were reallocated to Heavy Truck Driver -II-, with an increase of pay from WB-7 to WB-8, effective January, 1972.

In a letter dated February 15, 1971 and written on behalf of the men to Civil Service Director Harry Boranian, the UPW had indicated that several truck drivers at the Ala Moana Corporation yard were operating Heavy Diesel trucks, which were not in compliance with their classifications. The UPW called for immediate reclassifications of these positions as the men had been operating these vehicles for over two years prior to our request.

Although changes in their classifications were not "immediate," and one-and-a-half-year delay could be attributed to the usual bureaucratic nature with which the City handles these matters, the men are satisfied with the results. The men affected by the action are: Jack Kuahulu, Susumu Akizaki, Kenneth Akana, Masaichi Izumizaki, and Jordon Avilla.

THE ORGANIZER IS PLEASED TO PUBLISH SOME OF THE MANY LETTERS OF SUPPORT OUR MEMBERS IN REFUSE HAVE RECEIVED FROM THE PUBLIC, IN RESPONSE TO THEIR "STRAIGHT-FROM-THE-SHOULDER MESSAGE" LEAFLETED TO THOUSANDS OF HOMES.

To: Collection Crew
Mahalo—for taking the time to tell us your points in the present dispute with the city of Honolulu.
For quiet, efficient and courteous service your crews are the best I have encountered from Germany, throughout the mainland to Taiwan. Your system seems to work and so I wish you well in your negotiations.

Sincerely,
Rita Blair

Gentlemen:
On account of the good service we have always received, I am writing to express my views with respect to "Ukupau."
Your department is one that has real "hustle" and it seems to me about twice the speed of any other... if you complete your route in less than eight hours, you have earned a full day's pay, as I see it... We are for you.

Sincerely,
J. Harold Hughes and family

You Guys are Great!
You come by week after week and no one ever thanks you. Maybe it's about time I stopped to tell you we do appreciate all kinds of things you do.

For example, our street here always looks nice after you have gone past. I've seen you scoopy up stuff that sags out of rained on cardboard boxes and broken paper bags that we people are sloppy enough to put out. And it's true your loads are terribly heavy! And we stack'em up for you four or five at a time.

You never tie up traffic. You don't smash up cans. You are spendid men. We're lucky to have you... Aloha!

Barbara Robinson

Dear Mayor Fasi:
Last week I received an excellent letter from the United Public Workers Rubbish Collectors. I agree with everything they say in their letter and definitely favor the UKUPAU system.
We have been residents on Kahala Avenue for more than thirty years. At no time have we ever had a complaint. The crew men have done an excellent, efficient job...

As a taxpayer and a voter I would like to see a little more kindness and intelligence on your part in favor of the refuse collection members. They are doing a splendid job.

Very truly yours,
Ms. Norma Bagley

OAHU DATES TO REMEMBER

OAHU COMMITTEE NIGHT, PAC MEETING ...	Thurs., August 3	7:00 p.m.	UPW Hall
OAHU DIVISION MEETING	Thurs., August 10	7:00 p.m.	UPW Hall
EDU—CUSTODIANS MEETING	Sun., August 13	1:00 p.m.	UPW Hall
C.O.P.E. CONVENTION, AFL-CIO	Sat., August 19		
EVENING WITH UPW	Wed., August 30	7:00 p.m.	UPW Hall

(N.B. The Cafeteria workers unit has cancelled its August meeting. The next Cafeteria meeting will be October 21, 1972.)

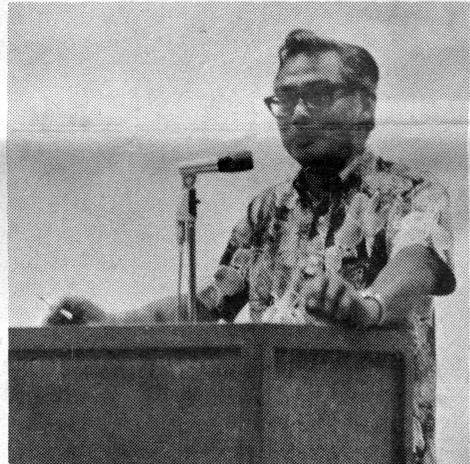
Oahu Emergency Meeting Charts Future Plans

Last July 8 Oahu Division officers met in a special all-day meeting to prepare recommendations in the event of a strike.

Following a general introduction by Brother Val Cavaco, AFSCME Education Representative Guy Nunn gave an excellent summary of what a strike means, what kinds of issues are strike issues, how a public employees' strike might go, and how strike funds and arrangements might be handled.

Brother Revocato Medina, the Labor Representative on the Aloha United Fund, described all the assistance channels available to striking workers and why they are entitled to such aid. Brother Al Hamai of the HSTA shared his experience with strike preparations for their 9,000 member teachers' unit.

Following a morning of stimulating presentations, the participants broke into workshops on problem areas. Another meeting is planned for August or September.



Brother Rev Medina speaks to emergency meeting of the "helping hands" available to striking workers.



Sister Eleanor Koahou and her husband and friends pace the Parks party with their happy and well-done songs and dancing.

COPESS RESIGNS FROM PANEL

Brother Jack Copess, Business Manager for the Boilermakers Union, resigned last July 14 from the Mayor's Refuse Advisory Committee because Mayor Fasi refused to make public the report that Copess and the other two members of the special committee had written on the problems in refuse and the disciplinary actions taken against three refuse workers.

In resigning Brother Copess said that the Mayor's refusal to release the report was "unfair to all concerned, myself included," and again urged the Mayor to release the document.

Parks Employees Get It On

The second floor of Wo Fat's restaurant on Hotel Street was completely taken over by the spirited workers of the Parks Department last June 23. A Stop-Work Meeting? A sit-in? No, the occasion was the annual Chinese dinner and party the Parks unit puts on for its members.

Sister Eleanor Koahou, her husband and others provided the music and dancing for the event, and members and guests in the audience could hardly restrain themselves. Those who were there will not soon forget that memorable evening.

IN TRIBUTE TO BROTHER PACKO PASS

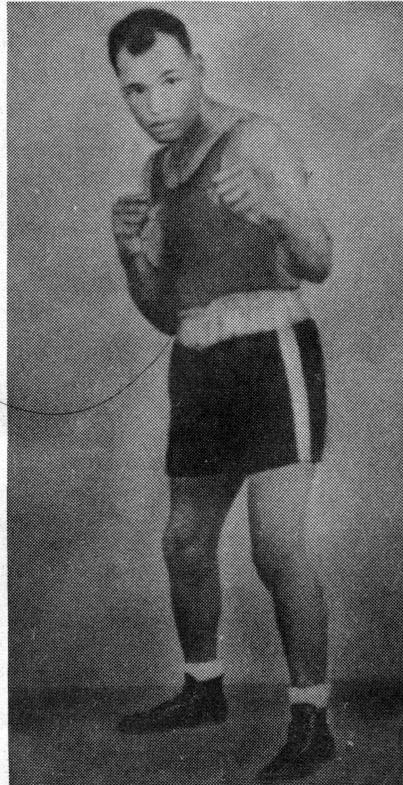
By Brother Adolf Samuels

Early in the morning of June 30 we all lost a brother, a refuse helper and collector for 31 years and one of the really great welter weights in Hawaii's history.

Brother Packo Pass, age 61, like the worker he was, worked hard and in a hurry—and was struck and killed by a vehicle while he was working. Packo was due to retire the next year.

The reason for these kinds of accidents that take the lives of our brothers, is that the men are simply overworked, numb with tiredness—usually they have to rush on their routes and sometimes work two jobs in one day. As long as conditions are like this, and the pay is so low, the men will keep on getting hurt or killed. And no investigation by the Mayor will help.

Brother Pass was respected by his co-workers. In the 1930's he was a "main event prodigy," fighting the very best welterweights—big names like "Kid" Moro, Battling Bolo and Kohala Lion. Packo, who was single all his life, is survived by his sister, Bella Mutia, and nephews Rudolph and Dalfus Brown. His burial was last July 8. Rest in Peace, Packo.



Brother Packo Pass in a portrait painted some 40 years ago.

HOSPITAL

FEDS SLASH MOLOKAI HOSPITAL WAGE INCREASES

By B.A. Evalani Subee

Last June 9 our members at Molokai Hospital received bad news: after months of negotiating a new contract and winning a \$45 a month pay raise retroactive to last January, the Internal Revenue Service gave notice that it would not allow the hike and would

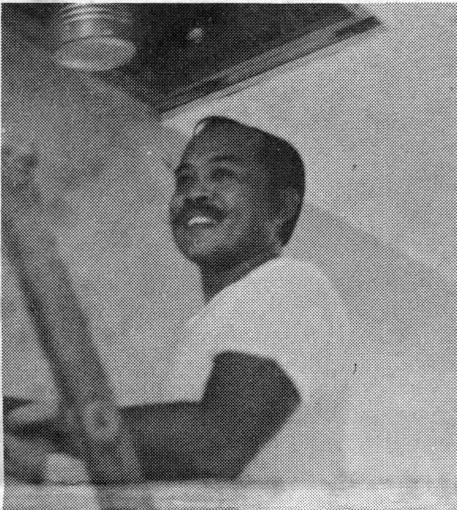
instead approve only a 7% increase which amounts to only \$29.50 a month. The Molokai Hospital unit had 10 days to appeal the decision.

unit. At a meeting that same day it was decided to appeal the decision. After a meeting with management June 16, both management and the union agreed to send in an appeal for a full restoration of the negotiated pay increase. At the time we went to press, no answer had yet been received from IRS.

State Director Brother Henry Epstein and Hospital Division B.A. Sister Evalani Subee flew to Molokai June 15 and met with the Molokai



ABOVE, Sister Chiyo Kurosu repairs linen at St. Francis Hospital laundry, while, BELOW, Brother Jose Castillo climbs a ladder while working in a St. Francis hallway.



Doctors Overcharge, Says Dr. Knowles

Dr. John Knowles, former director of Massachusetts General Hospital who will soon direct the Rockefeller Foundation, has refused to appear before the Massachusetts Medical Society on his charges that doctors are overcharging. "I'm not going to diddle around with those jerks," Knowles declared. The Bay State Medical Society took umbrage at Dr. Knowles' statement that a large percentage of U.S. physicians are "making a killing in the practice of medicine" and some doctors perform "incredible amounts of unnecessary surgery." Pending before the Medical Society is a motion to censure Knowles.

Workers Sing The Phase II Blues

Corporations Content

Has the President's economic program worked? Union leaders charge that while wages have been tightly controlled, prices are covered only half-heartedly and profits not at all. What are the facts?

* In the first quarter of 1972—the first full three-month period under Phase II—corporations are reporting whopping profits. RCA's net income was up 53 percent over last year; IBM's net increased 21.9 percent; Honeywell, Inc. had a sensational 60 percent increase; Whirlpool Corporations profits rose 55 percent and the Columbia Broadcasting System—a mammoth 90 percent increase.

* Grocery Store prices moved up one-tenth of a percent in March instead of declining as they usually do in this month. Medical care jumped four-tenths of one percent in March—the fourth month in a row.

* The Price Commission announced it would order rollbacks in price increases for companies whose profit margins climbed above government ceilings. Meanwhile, the Cost of Living Council removed all controls from 5 million small businesses which account for 28 percent of the Nation's sales.

* While the 5.5 percent wage increase level has been strictly enforced for ordinary pay increases, it hasn't affected top business executives. Henry Ford II, for example, got a 37.8 percent pay increase while Ford Presi-

A Worker's Address

No score and several months ago, our bureaucrats brought forth upon this nation a new game plan, namely Phase One... conceived in desperation and dedicated to the proposition that all workers are to blame.

Now we are engaged in a great new game, namely Phase Two, testing whether these workers or any workers so impoverished can long endure.

We are met in the unemployment office. We have come to look for a job, we will be only too pleased to provide a large portion of our wages to the Tax Collector.

It is altogether fitting and proper that we should do this, because if we don't, the corporations and the wealthy will have to pay some.

But in a larger sense, we will work, we will pay taxes, we promise not to evade or cheat. The Internal Revenue Service has gone far beyond our poor power to add or subtract.

Our creditors will little note nor long remember the hardship that we are going through. And they will never forget what we owe them.

Is it for us, the people, to question the sanity of our leaders for spending billions of dollars to bomb paddy fields in a far-off land in the name of democracy?

It is rather for us to be here dedicated to the great recession remaining before us, that we will take increased devotion, that we will not let Nixon turn this recession into a depression.

WE HERE HIGHLY RESOLVE that this year we will put new tenants in the White House, and that government by the wealthy, for the wealthy will one day perish from the earth.

I dedicate this revised version of Lincoln's Gettysburg Address to the working people.

— John Stenson, Carpenters 483
(taken from Organized Labor, 1/10/72)



dent Lee A. Iacocca jumped 48.3 percent.

* Ohio State Employees didn't fare as well. They were denied their 38-cent-an-hour negotiated pay increase.

* While the IRS promised an "investigation" of the executives wage hikes, it had no trouble keeping 6.5 million workers in large plants to pay hikes of 4.2 percent under Phase II. And in April the increases of nearly 2 million workers were held down to 2.5 percent, including new contracts, deferred increases and retroactive pay boosts.

Mac's Beats Union

McDonald's Hamburgers recently smashed the efforts of ILWU student organizers to win a representation election at "Mac's."

The final tally was 480 against any union, 50 for the ILWU, 15 for other unions, and 90 challenged ballots. McDonald's spent an estimated \$250,000 in increased wages and benefits in the final weeks before the election in order to win. Mac's also provided steak dinners, horse-back rides, and better work conditions to employees, and fired several union organizers. The election will probably be challenged because of these illegal anti-union practices.

Dole Workers Suspended

Last Kamehameha Day the workers at the Dole cannery can plant walked off the job, with the ILWU's support, refusing to work when workers throughout Hawaii had a holiday. Management suspended every worker that took off, and the ILWU is now fighting those suspensions. So much for Dole's aloha for the workers who produce its wealth.

NEW YORK PRISONERS FORM UNION

Inmates of the Green Haven Prison in Stormville, N.Y., have formed the first prisoners' union in the country—and have already requested recognition as exclusive bargaining agent for some 1,800 inmates at the prison. The Prisoners Labor Union, with authorization cards from over half the prisoner-workers, expects to affiliate with District 65 of the independent Distributive Workers of America, which has tentatively accepted the proposal.

Counsel for that new labor organization believe that the inmates—who work for 35¢ a day maintaining prison services and making hospital gowns, U.S. flags, and bed linen for other state institutions—are "public employees."

The union hopes to negotiate wages, hours and conditions with the prison's management, seeking equalization "through peaceful and lawful means" of "rights, privileges, and protection of prison labor with those of free labor everywhere."



Sister Momi Tong of Kida Nursing and Brother Chris Calaycay of Kapiolani Hospital are shown here serving refreshments for an evening with UPW.

IN MEMORIAM

- Esther K. Naone — (Model Cities) - Oahu 6/10/72
- Charles S. Kam — (Retired) - Oahu 6/23/72
- Feliciano Samson — (spouse of member Cristota Samson) - Oahu 6/22/72
- Margaret Samson — (daughter of member Cristota Samson) - Oahu
- Carl Dusenberry — (Retired) - Kauai 5/10/72
- Hanako Tanabe — (spouse of member Akira Tanabe) - Kauai 6/5/72
- Packo Pass — (Refuse 1) - Oahu June 30, 1972
- Joseph Westbrook — (Retired) - Hawaii 6/13/72
- Makiko Suzuki — (Retired) - Hawaii 6/28/72

Hospital Division August Meeting Schedule

DIVISION EXEC. BOARD	Tues., August 1	7:00 p.m.	UPW Hall
ST. FRANCIS HOSPITAL	Mon., August 7	7:00 p.m.	UPW Hall
HALE NANI	Tues., August 8	4:00 p.m.	UPW Hall
KUAKINI	Wed., August 9	4:00 p.m.	Kuakini
WAHIAWA	Thurs., August 10	3:30 p.m.	Wahiawa
POHAI NANI	Thurs., August 17	3:00 p.m.	Pohai Nani
QUEEN'S	Thurs., August 17	7:00 p.m.	UPW Hall
AGENDA COMMITTEE MEETING	Tues., August 29	5:00 p.m.	UPW Hall

Our State President's Plea: Boycott Lettuce!

Seven UPW delegates and myself were present at the AFSCME convention in Houston last June and heard Brother Eliseo Medina request the help of AFSCME. Brother Medina, Director of the United Farmworkers Union's Florida operations, substituted for Brother Cesar Chavez, who, due to fasting, was hospitalized and could not address the convention as scheduled. Brother Medina spoke about the injustice farm workers are always faced with at the hands of wealthy lettuce growers. The workers receive about \$1.30 per hour and gross only a little over \$2,000.00 annually, while the growers themselves receive millions of dollars from the U.S. Government for **not** growing crops!

Brother Eliseo spoke of the fears among men and women, fears instilled in them by employers, that if they joined the Farm Workers Union they would be fired. Because of this fear, the farm worker was only half a man. Then they started a strike in 1965 and now finally after being recognized, they sat across the table as employees and employers. But the employers have failed to negotiate in good faith, and stalled negotiations so that their lettuce crop, with the help of an injunction, could be harvested.

"We are still fighting for survival and will continue fighting regardless if it takes us 100 or 200 years!" Brother Medina stated. He strongly urged the convention delegates to **forget about lettuce**, because to them lettuce is a **symbol of oppression**. Boycott lettuce and get it out of the stores, schools, hospitals, restaurants and hotels, Brother Medina pleaded.

Brothers and Sisters, we who are fortunate to live in Hawaii and not be faced with this heavy type of oppression can do our part by not buying mainland lettuce. A few years ago we helped by not buying grapes. Now I urge all of you to refrain from buying lettuce as long as the boycott continues. The continued exploitation of all workers by employers will never end if we do not do our part by helping in whatever way we can. We hope individual rank and file members will also contribute financially to this very worthy cause, the fight of farm workers to retain their dignity and rights as human beings. Contributions can be sent to: the Farm Workers Union care of UPW-AFSCME, Local 646. Please Kokua!

— Brother Jack Konno

ARIZONA LAW PROVOKES FAST AND LETTUCE BOYCOTT

Throughout the nation, labor is uniting in the battle against a growers-inspired anti-strike law that could destroy farm workers' rights in Arizona.

The law, which prohibits strikes and boycotts during harvest time, be-

comes effective August 13. It was pushed through the Arizona legislature by big growers in the state in response to an organizing drive by the United Farm Workers in Arizona lettuce fields.



UPW State President Brother Jack Konno addresses national AFSCME Convention in Houston, Texas, last June. Brother Jack, who hails from Hilo, has been a long supporter of the struggles of working men and women.

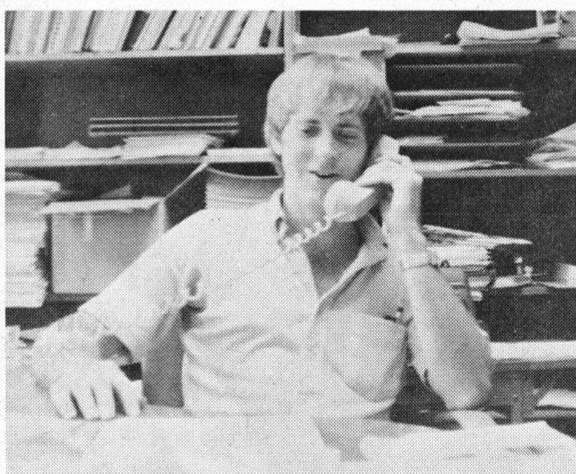
A grower would be able to get a ten-day injunction against a strike if he can show he stands to lose at least \$5,000—a small amount for corporate farms. Boycotts are flatly outlawed.

United Farm Workers Union Presi-

dent Cesar Chavez protested the legislation by fasting for more than a month. His condition became quite serious and he had to be hospitalized, but the struggle against the law goes on.

• UNITED PUBLIC WORKERS • LOCAL 646 AFSCME, AFL-CIO • 1426 North School Street, Honolulu, Hawaii 96817

MEET YOUR STAFF



UPW-AFSCME's new editorial assistant for the Organizer, John Witeck, has been on staff for several months and has been busy gathering news and meeting deadlines.

Consumer's Corner

Insurance Firms Run Computer Checks on Consumers



When you apply for life insurance, all the information provided the company goes to a super-secret computer operation of the insurance industry.

The applicant is never told that the giant computer has digested the data on his state of health, social standing, credit rating, habits and morals—in code form—and can spew it forth again at the command of any of 760 life insurance companies.

The massive computer system cost the industry more than \$8 million. It is housed in an unmarked building in Greenwich, Conn., and it has an unlisted phone number.

Congress found out about the computer when Sen. Philip A. Hart (D-Mich.) headed hearings by the Senate Anti-trust and Monopoly Subcommittee on the insurance firms. Hart said the Committee would study the insurance industry "to determine if competition itself in this industry is sick."

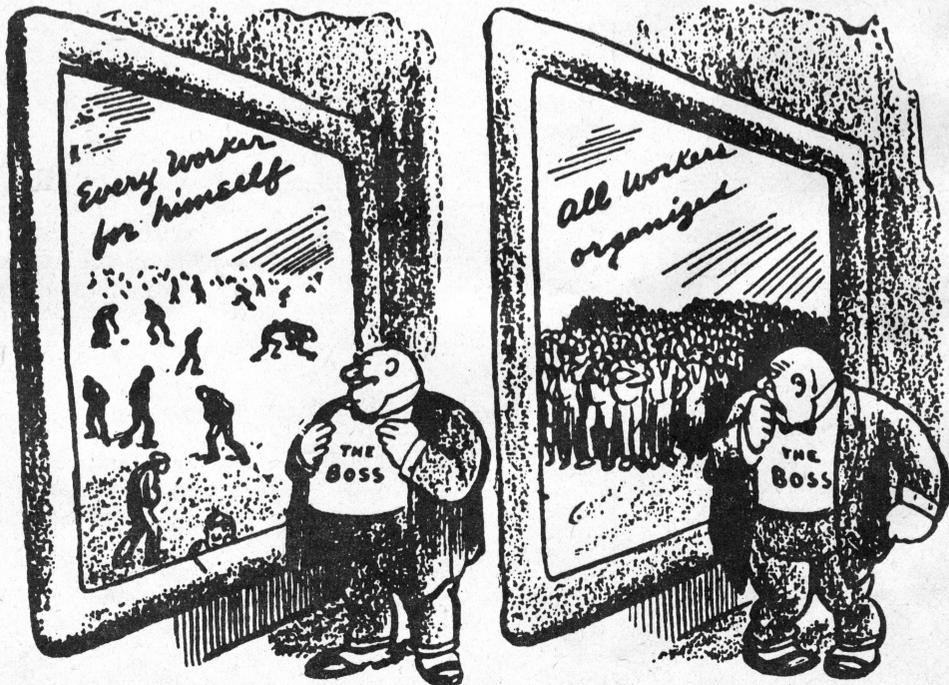
"What this means," UPW President Leonard Woodcock said, "is that the insurance companies want to sell sickness insurance to healthy people only." Woodcock serves as chairman of the Committee for National Health Insurance. AFSCME President Jerry Wurf is a member of the organization's executive board. Both unions favor national health insurance.

SET ASIDE SUNDAY, SEPTEMBER 3 FOR THE FIRST ANNUAL UPW/HGEA/AFSCME LABOR DAY PICNIC AND PROGRAM 9 A.M. to 5 P.M. AT THE BISHOP MUSEUM 1355 Kalihi Street

Admission to the Museum and Planetarium is free for all UPW and HGEA members and their families. Entertainment featured.

MAKE A FAMILY DAY OF IT—CELEBRATE LABOR'S VICTORIES. Bring picnic lunches; soda and shaved ice provided free.

THINK ABOUT IT, AND JOIN UPW-AFSCME NOW



The picture the Boss likes . . .

. . . and the one he hates.