

AFSCME
the public employees' union

LOCAL 646

VOL. IX, NO. 8
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UPW Organizer



AFSCME Education Office Offers Free Honolulu Community College Courses To All UPW Members

Thanks to an arrangement made by our local AFSCME Education office — through the persistent work of Brother Guy Nunn and his staff — all UPW and HGEA members may take free of charge any Fall 1974 Honolulu Community College course offered in the afternoons or evenings.

All courses are credited and will begin the week of August 26 and run for 16 consecutive weeks.

The 16 evening course offerings run from 7 to 9:30 p.m. and include the following subjects: Basic Art, World Civilization (History), Introduction to Sociology, American Literature, The Novel, Filipino-Americans (Ethnic Studies), 1974 Hawaii Political Campaign, Introduction to World Religions, Introduction to Visual Arts, Principles of Economics I, Expository Writing, Introduction to Speech, Introduction to Philosophy, History of Hawaii, Introduction to Anthropology, and Fundamentals of Speech.

Some 35 afternoon courses are also offered free to AFSCME members. Their subjects range from Geography, Math, Oceanography and Philosophy to Religion, Art, Speech, Hawaiian Language, English, Ethnic Studies (Japanese-Americans), Sociology, Hawaiian and world history and Economics. Further details on these courses and the times they will be offered will be sent through the mail to our Oahu UPW and HGEA members. Morning courses may also be taken free by special arrangement.

THE PROCEDURE

If you are interested in enrolling in any of the

HCC courses, you should:

1. Stop by your AFSCME Education Office — Or Call 521-6941 between 8:30 a.m. and 4:30 p.m., 707 Alakea, Room 203 (Located downtown in the Harbor Square Complex at the intersection of Alakea and Nimitz)

2. Present your "AFSCME" ID Card and ask for the Honolulu Community College "Special Admission Form."

NOTE: These courses are for AFSCME members only — (UPW and HGEA). You must present your AFSCME ID Card as proof of your membership.

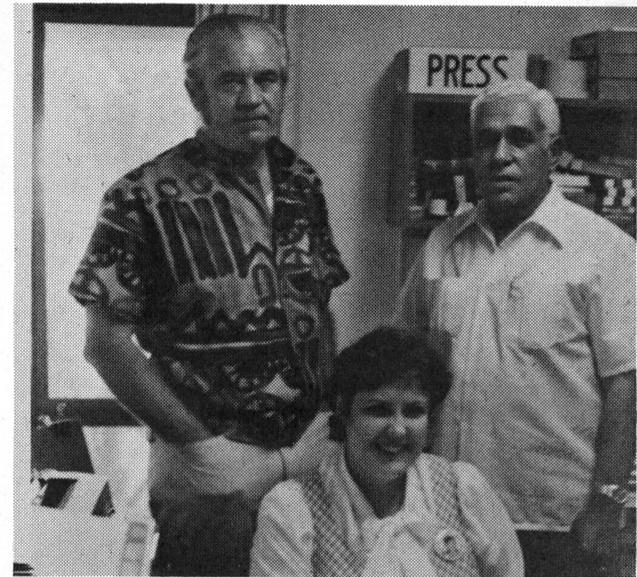
3. You will be asked to fill out a simple, one-page HCC "Special Admission Form." Be sure you know your social security number!

4. After completing the "Special Admission Form," you'll be informed when and where to report to Honolulu Community College to begin your studies.

5. Classes at Honolulu Community College begin Monday, August 26. To insure your admission to HCC, you should visit the AFSCME Education Office and fill out the "Special Admission Form" by Wednesday, August 21.

6. REMEMBER: Be sure and bring your AFSCME (UPW) ID Card (you must be a member) and know your social security number. All classes are free — absolutely no charge to you. If you have questions, call your Education Office at 521-6941.

Credit should also be given to the Honolulu Community College staff and administration for



AFSCME Education office staffers (left to right) Guy Nunn, Wally Knotts (seated), and Herb Gonsalves. Kathy Hamada, not shown here, is a fourth hard-working staff member in the AFSCME brain trust. Brother Sam Hao, Sr., also assists the program.

simplifying admission procedures for the benefit of our members.

DON'T MISS THIS OPPORTUNITY to take college courses free of charge. Register as soon as possible! This offer is for union members only.



UPW Oahu Division Director
Paul Hong

Oahu Division Director Salutes HGEA Conference

The UPW's Oahu Division Director Brother Paul Hong told the HGEA's 1974 General Assembly meeting at the Waikiki Sheraton last June 28 that the State's collective bargaining law, Act 171, was "the greatest thing that ever happened to public employees!"

Brother Hong, who was a HGEA member for some 15 years, noted that before Act 171 was passed, public employees were "second-class citizens, with no right to strike." "Thanks to the Act, the good contracts we've negotiated and our policing of them, Hawaii's public employees are now equals with management and not beggars. We can be proud of organiza-

tions like HGEA and our own UPW that fought for this collective bargaining right."

Referring to past warring between the UPW and the HGEA, Brother Paul said that AFSCME affiliation "has brought both of us together, into a marriage of sorts, and like most marriages there are ups and downs, and disagreements from time to time. But the main thing is that we are working together instead of against one another." He praised AFSCME's aid to the two locals, pointing to the educational programs, legal aid, research help on legislative and contract mat-

ters, and the recent AFSCME Health Institute. "In unity there is strength, and we in AFSCME are now nearly 750,000 strong nationwide, and together our two locals in the islands make up the largest union in Hawaii," Brother Hong noted.

HGEA delegates were considering changing to a percentile dues structure to help them meet increased per capita assessment to AFSCME. Brother Hong gave strong support to the idea as the "best and fairest solution". "We are all brothers and sisters in one happy family—AFSCME. Let's make the most of it," he ended.

HGEA Votes Percentile Dues

The Hawaii Government Employees Association, our sister AFSCME Local in Hawaii, took a significant action on its dues system at its 1974 General Assembly.

Resolution No. 21, passed last June 28, provided for a percentile system of dues. Under the new provision, which takes effect this September and provides for recomputation of dues in September of 1975 as well, the amount of monthly HGEA dues would be set by multiplying the straight time monthly salary of the union member by .0075 (or three-fourths of 1%), provided that the total amount of dues (including per capita to AFSCME and the State Federation of Labor) is not less than \$7 or more than \$15 per month.

Presently, all HGEA members pay a flat \$7 monthly dues rate, as do UPW members. The percentile dues structure will more fairly tax the union members, with those with larger salaries paying more, and lower-paid members bearing less of a dues burden

in comparison. With percentile wage increases, higher-salaried members receive more in wage gains than do lower-paid employees and should assume a fairer share of supporting their collective bargaining agent, the union.

This new system will generate more funds for HGEA and help it to pay the increased per capita to AFSCME.

To \$7.30 A Month

UPW Dues To Be Increased This October

UPW members will be paying \$7.30 a month in union dues as of this October. The additional 30¢ in monthly dues will go to the International. The automatic increase was made necessary by action at the recent AFSCME convention in Honolulu. Delegates to the convention, including Hawaii's delegations, overwhelmingly voted to support an increase in the per capita to AFSCME from \$1.50 a month to



UPW staff member Steve Murin discusses African workers' movements with Adanu Adoba, Secretary of the Nigerian Northern States Civil Service Union, during Adanu's recent stop-over in Honolulu on his U.S. government-sponsored tour of the U.S.

\$1.80. The increase will aid AFSCME to continue to grow, despite inflation, and to develop its resources which have helped so many locals with organizing campaigns, research and educational programs.

In January, 1976, UPW dues will go up at least another 35¢ a month, again to meet increased per capita assessments to the International.

The last UPW State Convention

authorized future increases to meet any hike in the per capita to AFSCME.

The HGEA's adoption of a percentile system for dues will give the UPW's next convention in 1975 some food for thought, according to some leading UPW members. One way or another, the union will have to find the resources to continue and expand its program and services in this time of soaring inflation.

BROTHER CHAIRMAN!

Now that there's this OSHA law about health and safety, how do we get it enforced? Is the union out of the picture now?
—Concerned

Heck, No! The union has a crucial role to play in protecting your health and safety, but it's also up to you to spot the hazards and report them to the union and/or enforcement officers. Unless the union knows about the hazards and is willing to make sure the law is enforced, the law means nothing.

The unions fought hard to pass the Occupational Safety and Health Act of 1970 and get the states to comply with it. It sets clear standards for harmful chemicals, agents and work tools, and defines hazards. It requires all employers to keep records about health and safety conditions at the worksites, firmly asserting that the boss is responsible for the workers' well-being and safety at the worksite. It provides for inspectors to investigate and issue citations for violations, though the penalties are often light and many long delays often result from the appeals procedure.

The new law does not remove health and safety issues from collective bargaining. It does not require either the union or management to pay lost time for union safety activities. It does not compel management to negotiate with the union on safety problems, though Section 46 of our Blue Collar contract (Unit 1) agrees to the formation of safety committees in each jurisdiction and statewide, and outlines other procedures. Neither the law nor the contract gives the union the right to stop work because of dangerous conditions, but union power and solidarity



in the shop may make this an effective method of getting prompt attention and saving lives or avoiding accidents until the State safety inspector can get on the scene and order the necessary repairs.

Report all unsafe conditions to your immediate supervisor. If you get no action, call your union Business Agent or talk to your shop steward right away. You might also contact the State Division of Safety directly by calling 548-7511 and ask for an inspection, but also notify the union.

Under OSHA, an employees' representative has the right to accompany the inspector on his rounds, and employees may not be discharged or discriminated against because they have filed a complaint or taken any other action under the law. So stand up for your rights to a decent and safe work environment, and report all unsafe, hazardous conditions.



Consumer's Corner

HUNGRY POWER

Recipes for a Worker's Budget

MEXICAN PIZZA

(This recipe may not be ethnically authentic, but it serves six and it's tasty and not very expensive. Send the ORGANIZER your favorite recipe to share with union brothers and sisters.)

INGREDIENTS:

- 1 lb. ground beef
- 1 clove garlic, minced or grated
- 1 large chopped onion
- Salt and pepper, ajinomoto
- Enchilada sauce mix (available in stores)
- 1 8-oz. can tomato sauce
- 1 dozen flour tortillas
- Shredded cheddar cheese
- Shredded monterey jack cheese

OPTIONAL:

- Chopped olives, chopped onions, chopped tomatoes, chopped green pepper, chopped green chiles
- Imo or sour cream

DIRECTIONS:

Prepare enchilada sauce as directed on package. Brown the ground beef in pan, add garlic and onion, salt, pepper, and ajinomoto to taste. Cook till onion is tender. Then add 1/2 of enchilada sauce to meat, and cook for 10 minutes over low heat.

Heat tortillas in oil in flat pan until crisp. Sprinkle tortillas with cheddar cheese, top with meat mix and desired optional ingredients. Add the rest of the sauce. Then sprinkle on jack cheese last, and broil tortillas until cheese melts.

This recipe serves six, at an approximate cost of \$5, more or less depending on optional ingredients.



LEST WE FORGET



(From "Raising Cane", an article by Victor Weingarten, comes this description of the aftermath of the ill-fated 1924 strike, and the attitudes of the bosses toward their workers.)

It took ten years for labor in Hawaii to recover from the 1924 set-back. Organization among the workers was crushed. An extensive system of labor spies helped weed out all men with courage enough to question the high-handed methods of the employers.

Hawaii, which was called "The Rock" because of its mountainous formation, actually existed on a foundation of sugar, and could easily be called "The Lump" And it was a sweet lump for the planters! Being a plantation owner during the decade following the 1924 massacre was "good duty", and the planters didn't deny it.

Three quotations prove that point. Two of them were made by R.A. Cooke, president of the HSPA. In 1929, he said:

"As has been emphasized again and again, the primary function of our plantations is not to produce sugar but to pay dividends."

The following year, he said: "I can see little difference between the importation of foreign laborers and the importation of jute bags from India."

The third quotation comes from Representative William Crozier of the Territorial Legislature, who told a special sub-committee:

"Any working man who tries to organize and bargain collectively to better the condition of himself, wife and children, is looked upon as a communist, a radical, a socialist and red. . . . The employers discharge men for joining unions in Hawaii."

Letters

The AFSCME Convention last June was quite an experience and I feel the UPW made itself felt and known to many of the delegates who attended. I would like to thank several of the UPW members who assisted me on hospitality arrangements.

Mahalo to the hospitality room committee members—Leatrice Kahalekulu, Cecilia Littee, Julia Tsugawa, Betty Kajiwara, Ella Wright, Carrie Pang, and Harue Tanouye. Thanks also to Bill Blake and Ernest King for

going to the airport to greet and transport some of our AFSCME guests, and to Lana Salvador and Ida Popaa for stringing the leis given to arriving guests and to those who attended the Judiciary Panel dinner. You did credit to our union by your fine aloha and efforts.

Mahalo also to Blossom Souza, Jeanette Hilo, Kenneth Ige, and Joe Caban for helping our hospitality committee with the AFSCME delegates.

— Dorothy Asam

Workers Fight Back Against Inflation

The cost of living soared another 1.1% in May, bringing the increase for the past 12 months to 10.7%! But workers apparently have had enough. The federal mediation service reports in June that it was trying to settle almost 600 strikes in that month alone, a 15-year record!

Thanks to growing worker militancy, during the month of May wages rose 19.1%, a sharp contrast to the 5.5% wage control guideline imposed by the national government up to last May 1. But over the past 12 months, the rise in hourly wages was only 7.5%, compared to the 10.7% rise in the cost of living. The real wages of workers over the past year actually decreased by 3%.

The average urban family of four

last fall needed about 10% more dollars than the year before, just to stay even, the Bureau of Labor Statistics confirmed. Soaring food costs and medical costs were the main reason for the hike. According to the Bureau, an urban family of four living on a moderate budget would need at least \$12,626 a year, or about \$1,200 more than would have been needed a year before. A lower-income family would need at least \$8,181. The figures for Honolulu are substantially higher. The vast majority of workers in Hawaii make less than the minimum family income, forcing many to work at least 12 hours a day and both parents to hold jobs. The standard of living of most of Hawaii's people is on the decline, with recent wage gains barely keeping pace.

"there's no business like: AGRIBUSINESS" part 1...

THESE GIANTS CONTROL VAST TRACTS OF LAND AND CROPS — IT MAKES HAW AND WONDER BREAD, DOW CHEMICAL GROWS LETTUCE, BOEING GROWS POTATOES, PUREX GROWS STRAWBERRIES...

What the hell is that Harold?

I IN RECENT YEARS, THE HARD WORKING FARMER HAS BEEN REPLACED BY BIG BUSINESS — GIANT CORPORATIONS AND CONGLOMERATES

...I got my copy of the FARMER'S ALMANAC today...

...you mean THE WALL STREET JOURNAL here?

MONOPOLIES, BECAUSE A VERTICALLY INTEGRATED COMPANY CAN AFFORD TO TAKE LESS PROFIT IN ONE OPERATION, WHERE THERE IS COMPETITION BY OVERCHARGING IN ANOTHER OPERATION

...today business men are concerned with every cost of the business ... of making money

...RALSTON PURINA, FOR EXAMPLE, VERTICALLY INTEGRATED POULTRY PRODUCTION IN THE 60'S AND LEFT THOUSANDS OF INDEPENDENT CHICKEN PRODUCERS DEVASTATED

VERTICAL INTEGRATION IS ESPECIALLY EFFECTIVE IN DRIVING COMPETITORS OUT OF BUSINESS AND CREATING

NEXT TIME: HOW AGRIBUSINESS GETS A LITTLE HELP FROM THEIR FRIENDS

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AN ACTION PROGRAM

The following suggestions are to assist locals and councils in fighting sex discrimination on behalf of the female employees they represent as well as their own employees.

WHAT TO LOOK FOR

1. Examine collective bargaining agreements and look for possible evidence of sex discrimination, such as:

- Are females denied the same promotion and transfer rights as males?

- Are women unable to return to their old jobs with no loss of seniority following childbirth?

- Are females denied the use of paid sick leave, disability or insurance benefits due to childbirth or complications arising from pregnancy?

- Are pension plan benefits for women different than for

male employees?

2. Check the workplace, looking at every area of employment, for discrimination in job situations, such as:

- Are women paid less for substantially the same work as men?

- Are certain jobs or departments all or nearly all male while others are all or nearly all female? (Statistics may be strong evidence of discrimination.)

- Are most females hired in at a lower rate of pay than most males?

- Are females denied training or promotion opportunities offered to males?

SEX DISCRIMINATION—IT'S AGAINST THE LAW

WHAT TO DO ABOUT IT

1. If there are discriminatory provisions in the contract, take the initiative to reopen the contract for negotiations. As new contracts are negotiated, make sure they do not contain provisions which are unlawfully discriminatory.

It is important that all union actions fighting discrimi-

nation are documented in writing, especially instances of the union's attempts to bargain.

2. The local should file a grievance through the normal procedures, if the problem is within a grievable area.

3. File a charge or bring a complaint to the proper agency. The vast majority of cases will come under two federal laws.

- Title VII of the 1964 Civil Rights Act covers discrimination in every aspect of employment. Locals should first file a complaint with the nearest office of the federal Equal Employment Opportunity Commission. Then the complaint should be filed with the state or local agency that enforces a law prohibiting sex discrimination in public employment, if there is such a law in your area.

- Employees who have a complaint concerning equal pay for substantially equal work are covered by the Equal Pay Act. Contact the nearest office of the Wage and Hour Division of the Department of Labor to file a complaint.



The UPW's Sister Josephine Bucaneg is on the Governor's Commission on the Status of Women and aims to start a chapter of the Coalition of Labor Union Women soon in Hawaii.

All Show, No Go: Marcos' Land Reform Program

Within days after he had declared martial law, in September, 1972, Philippines President Ferdinand Marcos announced that land reform would be a central feature of his new regime. In October, 1973, Marcos reaffirmed that "The land reform program is the only gauge for the success or failure of the NEW SOCIETY. If land reform fails, there is no New Society." The following article is a summary of the views of Dr. Ben Kerkvliet of the University of Hawaii who lived in Central Luzon in 1970 and is a long-time student and lecturer on land reform in the Philippines.

By Ben Kerkvliet, U.H.

Agrarian reform in Marcos' "New Society" is like land reform in the old one: All show, but no go. It gets a lot of attention in the government-censored press and is slickly promoted. But beneath the slick approach, the government's promises to the peasants are still just promises. Even if the government somehow fulfills those promises, little will have changed. The scope of the promised land reform is so narrow and the program includes so many safeguards for the landed elite that even if the program is put into effect, the rich will still be rich and the vast majority of Filipino farmers will still be poor.

Land reform under martial law has not turned a single tenant into a landowner. Some 144,000 tenants now hold "land transfer certificates", but these are not titles to land. No land will change hands for at least 15 years! This is how long tenants who have certificates will be paying for land that the government promises. The price is not cheap. It has been set at 2½ times the average harvest yield for each hectare purchased, or about 5,000 pesos per hectare of decent rice land. Plus the tenant must pay 6 percent annual interest, land taxes, and annual fees to the government's cooperative and plant either rice or corn according to government-approved methods using expensive high-yield seeds, fertilizers, pesticides and other additives.

With expenses like these, it is unlikely that very many peasants will be fortunate enough to produce enough rice or corn every year for the next 15 years in order to pay for the land, meet their agricultural expenses, repay their loans and interest, feed their families, pay household expenses, send children to school and cover emergency costs such as funerals, weddings, medical care and the like. One bad year could be disastrous for such hopes. Most peasants simply will not make it.

Moreover, the "miracle rice" and "green revolution" that U.S. agricultural experts are pushing in the Philippines work against the small farmers and encourage large farm operations. Most farmers do not have the money to invest in enough seed or fertilizer for these kinds of operations; the gamble



would be too big. Yet they are forced to buy the high-yield seeds and expensive fertilizer, the price of which has more than doubled between 1973 and 1974.

FEW PEASANTS COVERED

The Marcos land reform program as written would exclude a large majority of peasants even if put into effect. It excludes tenants who plant crops other than rice and corn, like those who work on sugar, pineapple and coconut lands. This group numbers some 280,000 tenant farmers, or 22% of all tenant farmers. Another 800,000 tenants are not covered because they are tenants of land-owners with less than 25 hectares of rice or corn land. In other words, 84% of all tenant farmers in the Philippines are excluded from the land reform program. Only 16% of tenant farmers could possibly benefit.

Agrarian reform under Marcos offers absolutely nothing to the largest group of Filipino peasants, the landless agricultural workers, of whom there are an estimated 3 million. They are wage laborers who work on such lands as the 7,800-hectare Dole pineapple plantation or the 6,000-hectare Del Monte banana plantation in Mindanao. They often are paid less than 10¢ an hour by these giant corporations who are deserting Hawaii to exploit these Filipino workers for huge profits under the protection of Marcos' martial law. In fact, Marcos's Minister of Defense, Ponce Enrile, is the Dole Company's chief lawyer in the Philippines and plays an active role in operations against Muslim and other guerillas in Mindanao.

THE BIG BENEFICIARIES

The main people to benefit from the celebrated land reform program of Marcos will be the large landowners. They will be compensated for the land at a good price, also getting 6% interest from the tenant each year, plus earnings from preferred shares of stock and other benefits the government allows the landowners. Furthermore, the landowners will not have to pay any capital gains tax on the monies they receive from the tenants, thanks to a Marcos decree of November, 1972. In fact, Marcos and other officials have stressed that land reform will help the large landowners by allowing them to put their money, now tied up in low-profit rice and corn lands, into more profitable investments.

The result of this kind of "land redistribution" then, even if it occurs, is no change. The few landowners who are affected will not lose their lands, but will merely be selling it for a handsome return that the Government's Land Bank guarantees. The few tenant farmers who do end up with some small plots of land will still be at or near the bottom of the society, hardly able to hold their own against huge agribusiness interests and increasing inflation and expenses. The rich will be richer; the poor just as poor, be they landed or landless peasants.

NOT SURPRISING

One should not be too surprised by the truth. The Marcos government never intended to bring substantial changes. Marcos himself vigorously opposed land reform in the 1950's as a Congressman. His family owns over 35,000 hectares of lands in Cagayan, Isabela, Davao, Mindanao and Negros Occidental; all these lands are not covered by the land reform program. Marcos has also jailed many of the strongest advocates of land reform, outlawed peasant organizations and demonstrations and forbidden peasants and laborers to strike. "Strikes are a luxury we cannot afford in the New Society," explains Executive Secretary Alejandro Melchor.

The purpose of the agrarian reform program then is to give just the illusion of reform to keep Filipino and foreign critics of martial law quiet and to sow false hopes among some of the discontented peasantry.

Many landowners are resisting the program, evicting the peasants instead, despite government decrees saying such evictions are illegal. But no arrests of these wealthy violators have occurred. Landowners are also doling out their land holdings to their children and others to get under the 24-hectare limit so their holdings will be exempt from the law; and they have often changed their corn or rice crops to sugar cane or other crops. The government's attitude toward these evading and resistance tactics is best stated by Agrarian Legal Assistance Director Gaudencio Besa: "The landowners must be dealt with in compassion and utmost courtesy."

CONCLUSION

The Marcos land reform program is mainly shibai, concocted for foreign consumption and to justify martial law. It will make no changes in Philippine society, and contradictions will become greater. No wonder Marcos has increased the military forces from 60,000 when he declared martial law to over 100,000 men presently, and to 256,000 by mid-1975, according to plans. He will need such an army, supported by U.S. foreign aid, to put down peasant and worker unrest, and maintain the dictatorship he has established in the interest of the rich and the large multinational corporations.

UFW Wins Important Strawberry Contract

WATSONVILLE, CA. (LNS) — One hundred and fifty strawberry pickers won the highest farm worker wages in the Watsonville area and the additional guarantees of a United Farm Workers (UFW) contract on May 16. The victory came only five days after the workers launched a spontaneous strike against American Foods Inc., a corporation with strawberry fields in five states and Mexico.

The contract is the first for the UFW in the strawberry fields in this area. It includes an increase from 5¢ to 90¢ per box piece rate, plus an hourly rate increase from \$2.00 to \$2.50.

The strike was triggered by company supervisor Maxin Masuka's attempts to impose a system of wages on the workers which would have taken away even minimum wages.

The workers countered Masuka with a demand for a raise. When he refused, they elected a committee in

the fields and decided to ask the UFW for help.

On May 12, the farmworkers began picketing the strawberry fields, leaving them empty except for the manager, the supervisors and foreman. But on May 13, the picket line thinned as some workers returned to the fields under threat of eviction from their rooms in the company's labor camp. New workers were brought in by the company and a number of people left to find work elsewhere.

It looked as though the strike would end like so many before it, defeated by the poverty that gave rise to the protest in the first place. But at this point an afternoon rally was held in the city park, which was joined by more than 100 strawberry pickers who worked under a UFW contract at Pik'd Rite in Chular. These workers helped convince the American Foods Pickers to stand firm.



Victorious strawberry pickers celebrate winning their first UFW contract, with substantial wage gains and protection.

The following morning Masuka brought in armed guards to keep the workers in the fields but soon all 65 of them came out to join the pickets.

By the next day, Masuka gave up and asked the company to sign with the UFW. Instead American Foods

sold the crop to Pik'd Rite, which had already contracted to ship them to market. Because of the "successor clause" in the UFW Pik'd Rite contract, all the strikers were automatically brought into the union they had fought for.

GRAPE STRIKES

As the grape harvest began in the Coachella Valley, grape growers looked out over their vineyards and saw unthinned grapes, continuous picket line activity, and a nation-wide AFL-CIO supported boycott of scab grapes.

The Coachella Valley produces only 12.5% of all table grapes but its southern latitude allows growers there to reach the market first and to demand the highest prices — unless a boycott is on.

Coachella growers, trying to outwit the boycott, are using half the normal workers in pre-harvest thinnings, hiring "Illegals" and launching a massive "buy grapes" campaign that includes the use of Teamster propagandists in major U.S. cities. They are also trying to divert large portions of their table grapes into wine and raisins which require less hand labor.

However, in early May, sources close to the growers revealed that the crop yield this year will be so low that most growers will not have the bulk to go to raisins (four tons of grapes equals one ton of raisins), thus forcing them to either pick the grapes or let them rot.

So far, the UFW's ability to stop many regular workers from going into

Seventh in a Series

National Health Insurance: A Burning Issue

(The Organizer presents the following series of articles on national health insurance plans to help our members understand one of the nation's most pressing health issues.)

Of the \$83 billion that Americans spent for health in 1972 at least 10% went directly for profits. Drug companies earn over \$600 million in profits each year and spend \$1.5 billion more in advertising. The health insurance industry collected \$20 billion in premiums in 1970 and paid out only \$17 billion in health care benefits. The companies kept \$3 billion for administration, advertising and profits. The income of doctors is excessive as compared to the income of other highly trained professionals (professors or lawyers) in the amount of \$2 billion per year. Nursing homes, proprietary hospitals and medical supply companies together earn \$600 million in profits. So each year \$8 billion in people's money leaves the health care system as profits and profit-creating advertising and administration.

NEEDLESS OPERATIONS AND DRUGS

And that's only part of the picture. How about the 2 million needless operations performed each year that serve only to bring more income to surgeons? How about the 30% of days spent in the hospital that are unnecessary, costing \$100 per patient per day and leading to the expensive overbuilding and overequipping of hospitals? How about the 60% of drug prescriptions that have no therapeutic value at all, prescribed because doctors receive most of their postgraduate education from drug company representatives and advertisements?

BEGIN IN COACHELLA VALLEY

the fields has prompted growers to illegally bring in even more workers from Mexico. These workers not only work for less, but are not free to join the strikes.

There are so many "Illegals" now in the fields that many workers with legal immigration papers can't get jobs. This is creating discontent even among strikebreakers.

"The Teamsters give us work only now and then," said one, "because the growers prefer the illegals who will work harder for less — and besides, they can take all the dues they

want from them and they can't demand them back."

The smuggling of "Illegals" into the country — has become so profitable during farm worker strikes that the U.S. Border Patrol has noted that professional smugglers are starting to prefer aliens to narcotics as contraband. The Border Patrol, however, doesn't appear to be prosecuting smugglers accordingly.

The United Farm Workers needs widespread support if it is to win its struggle against the Teamster-grower

AFL-CIO Backs Griffiths-Corman Bill

Of the five proposed bills on health insurance, the AFL-CIO believes only the Griffiths-Corman measure (HR 22) — formerly the Kennedy-Griffiths bill — will more fully meet the needs of the American people. The Griffiths-Corman bill establishes full, good quality health care as a citizen's right and covers all Americans with a single standard of benefits. All would pay into the plan and all would benefit from it equally. Financing would be through a Social Security-type tax and general revenues rather than relying on the private insurance industry. (Mills-Kennedy has similar financing, but it is neither as fair nor as good.)

The insurance companies enjoyed windfall profits of \$3 billion last year; that's not surprising when one considers that on the average, insurance plans still meet only 37% of every dollar spent on health care, with the rest paid by the patient out of his or her own pocket.

The strongest cost controls are quality controls — elim-

ination of unnecessary surgery and hospitalization and a curb on the often indiscriminate prescription and use of drugs. Griffiths-Corman calls for both cost and quality controls and is the only proposal that requires physicians to accept the established fee schedule as full payment for services. The AFL-CIO also maintains that "Griffiths-Corman is the only proposal that would provide integrated, system-wide reform of the health care delivery system with less reliance on the profit motive." And only the Griffiths-Corman bill, the AFL-CIO continues, "holds a significant role for consumers at all levels in the administration and development of the nation's health program, instead of leaving such decisions to doctors, administrators, and insurance companies." All in all, the AFL-CIO concludes, the Griffiths-Corman bill is the best bet for working people toward full, quality health care as a right and not a privilege.



According to testimony by Melvin Glasser of the United Auto Workers before the Senate Finance Committee in 1971, "Approximately 20% of the total national expenditures for health, personal health services, is wasted, down the drain of unnecessary

hospitalization, needless surgery, duplication of facilities, fragmentation and duplication of administrative costs." 20% means \$16.6 billion dollars in 1972.

Not only are these profit distortions expensive, they actually cause many people to die. At least 10,000 people die each year from operations that should never have been done. Additional thousands die from the side effects of drugs that should never have been prescribed. Both of these excesses are closely linked to the profits of surgeons and drug companies. Profit-making in health care is an extremely risky activity, and those of us who take the risks don't reap the benefits.

NO CURE

National health insurance is no cure for harmful profits. In fact, most of the plans are designed to increase profits. Under national health insurance, Americans will pay more for health care in private insurance payments, social security and taxes. This means a constant stream of money for doctors, hospitals, insurance companies, construction firms, equipment, supply and drug companies. Medicare and Medicaid showed the health industry that government insurance is good business.

National health insurance, then, is not a massive popular movement for better health care. 1970's-style national health insurance is mainly the creation of large health businesses to insure their economic well-being. So profits can be expected to have a clear edge over service in deciding health care priorities.

Maui, Lanai and Molokai

New 1974 Voting Places

There have been some changes made in the County of Maui relating to where voters go to the polls in October and November of this year. Here are the changes:

What was formerly the 7th Representative District is now the 5th Representative District, and the 4th, 5th, 6th, and 7th precincts have been consolidated into precinct #4 with voters from Kaupo, Kipahulu, Hana and Nahiku voting at Hana High & Elementary School. (See new schedule)

Changes in the 6th Representative District are as follows:

Precincts 2 and 3 (formerly Halawa & Pukoo, respectively) will become Precinct #2 with voters casting their ballots at Kilohana School.

Precinct 10 and 11 (formerly Waihee & Kahakuloa, respectively) will now become Precinct #9 with voters casting their ballots at Waihee School.

A new polling place has been added in the 6th District—Precinct #16, (Lihikai School). Voters in the 7th and 8th increments of "dream city" will be voting there.

This information is printed only for general information purposes, as a reminder. All voters affected have been notified of the changes by the Maui County Clerk's Office. See you at the polls!!

NEW COUNTY OF MAUI DISTRICTS, PRECINCTS AND POLLING PLACES

5th REPRESENTATIVE DISTRICT

PRECINCTS

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14

POLLING PLACES

- KIHEI — KIHEI SCHOOL
- KULA — KULA ELEMENTARY SCHOOL
- ULUPALAKUA — ERDMAN'S GARAGE
- HANA — HANA HIGH & ELEMENTARY SCHOOL
- KEANAE — KEANAE SCHOOL
- HUELO — KAULANAPUEO CHURCH PARISH HALL
- HAIKU — HAIKU SCHOOL
- MAKAWAO — EDDIE TAM MEMORIAL GYM
- KAHULUI — KAHULUI UNION CHURCH PUAAIKI HALL
- PUUNENE — PUUNENE SCHOOL
- SPRECKELSVILLE — KAUNOA SCHOOL
- LOWER PAIA — MAKAWAO DISTRICT COURT
- UPPER PAIA — PAIA SCHOOL
- PUKALANI — PUKALANI COMMUNITY CENTER

6TH REPRESENTATIVE DISTRICT

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16

- LANAI — LANAI HIGH & ELEMENTARY SCHOOL
- PUKOO — KILOHANA SCHOOL
- KAUNAKAKAI — KAUNAKAKAI SCHOOL
- HOOLEHUA — MOLOKAI HIGH & ELEMENTARY SCHOOL
- MAUNALOA — MAUNALOA SCHOOL
- KALAUPAPA — PASCHOAL HALL
- PIIHANA — ST. ANTHONY HIGH SCHOOL
- PAPOHAKU — BALDWIN HIGH SCHOOL — ROOM 302
- WAIHEE — WAIHEE SCHOOL
- HONOLUA — HONOKOHUA SCHOOL
- MALA — LAHAINA METHODIST CHURCH
- KAMEHAMEHA III SCHOOL
- OLOWALU — ICHIKI STORE GARAGE
- WAILUKU ELEMENTARY SCHOOL
- IAO SCHOOL
- NEW LIHIKAI SCHOOL

HAPPY RETIREMENT!

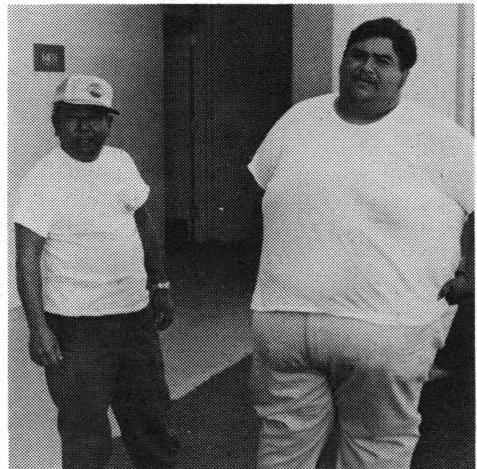
Congratulations and happy retirement to our Maui UPW members who retired as a Laboratory Assistant II with the Department of Health with 10 years of service.

Brother Kiyoshi Hotta, who retired as Waterworks Fiscal Officer with the Department of Water Supply with more than 25 years of service.

Brother Harold K. Shiratori, who retired as a Laboratory Assistant II with the Department of Health with 10 years of service.

Brother Ernest Robello, who retired as Assistant Water Service Superintendent with the Department of Water Supply, with nearly 39 years of service.

CONTRASTS



Custodians' unit chairman for Maui, Masa Okumura, is dwarfed by big Jerry Ponce, of the Parks unit. Jerry weighs over 500 lbs., over 3 times Masa's weight.

KAUAI

Med-Arb Process Used to Settle Kauai Grievance

Unit 1 Kauai Department of Water employees were recently introduced to an innovative "Med-Arb" method of settling problems by Arbitrator Stanley Ling. At a hearing in Lihue, Kauai, for Department of Water employees Andrew Ferrara and Seichi Oyama, UPW Staff members Gary Rodrigues and Steve Murin presented arguments against the suspensions of the employees for violation of County baseyard policies regarding the use of public property.

Arbitrator Ling, after hearing opening statements from Kauai County representative Attorney William Hoge, Jr., and from UPW Contract Implementor Steve Murin, asked the parties to close argument momentarily.

After the spokesmen agreed, Arbitrator Ling told the employees and the two parties to the grievance that the interests of everyone concerned might be best served if the process of arbitration were changed into "mediation-arbitration". Explaining the reasoning for this recommendation, the arbitrator suggested that the parties "may not have exhausted all possible avenues in efforts to reach settlement prior to deciding to go to arbitration." Arbitrator Ling then offered to sit as a mediator to hear both sides present their arguments, separately. Then, as Mediator, he

would try to "lead" the parties into an area of agreement. "But, if either party refuses to accept as a settlement the area into which we move, either side is still free to demand arbitration and we can move right into that process."

Both sides agreed that the suggestion was worth trying. After meeting separately for about thirty minutes with each side, there was a joint session with the two workers, the UPW, and the Employer, represented by Herbert Doi, Kauai Director of Civil Service. Happily, the parties were able to resolve the road blocks to settlement and the case was settled satisfactorily.

In the case of the two grieving workers, the suspensions were reduced and other unsettled claims and actions threatened by the Employer were dropped. For the Employer, the records will show that disciplinary action was imposed and the right of the County to assert control and direction of the employees maintained.

To the UPW, the case will stand as a land-mark decision showing how all parties can be brought together by an able arbitrator, even in a case in which all sides were ready to "fight it out" through an expensive arbitration process, and ultimately face an imposed decision.

Senate Kills Ban on Food Stamps

The rights of striking workers to receive food stamps got a boost by the U.S. Senate which recently rejected an attempt to make strikers and their families ineligible for food stamps, regardless of need. The vote of 52-31 was similar to two votes last year on similar proposals, all backed by the Chamber of Commerce.

The anti-striker amendment to a food stamps bill was proposed by Sen. Jesse Helms (R-N.C.), but the majority of Senators wouldn't buy Helms' argument that a striker should not expect a subsidy to ease the hardship he has brought upon himself.

On the contrary, it has generally been accepted that workers who are forced to go on strike should be entitled to welfare payments and food stamps for themselves and their families.

The issue, which reached the Supreme Court, was sent back to the lower courts and will probably be decided by the High Court soon.

Locally, however, Federal Judge Martin Pence has set a bad precedent by enjoining the payment of unemployment benefits to telephone workers while they were on strike. A final decision is pending.

MAUI DIVISION AUGUST MEETING SCHEDULE

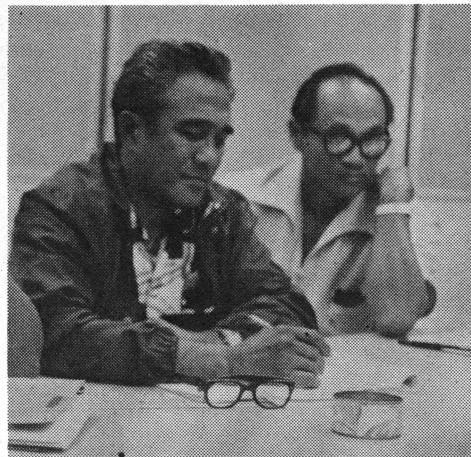
| | | | |
|--------------------|-------------------|------------|----------------------|
| MOLOKAI UNIT | Thurs., August 8 | 3:00 p.m. | County Garage |
| KALAUPAPA UNIT | Fri., August 9 | 11:30 a.m. | Paschoal Hall |
| MAKAWAO UNIT | Tues., August 20 | 3:00 p.m. | Baseyard Office |
| KULA UNIT | Wed., August 21 | 7:30 p.m. | Keokea Park Pavilion |
| PARKS UNIT | Thurs., August 22 | 3:00 p.m. | Wailuku Tennis Court |
| LAHAINA UNIT | Thurs., August 22 | 3:00 p.m. | County Garage |
| M.M. HOSPITAL UNIT | Thurs., August 22 | 7:00 p.m. | UPW Headquarters |
| CUSTODIAN UNIT | Thurs., August 22 | 7:30 p.m. | UPW Headquarters |
| DAGS UNIT | Fri., August 23 | 3:00 p.m. | Carpenter Shop |
| WAILUKU UNIT | Fri., August 23 | 7:00 p.m. | UPW Headquarters |
| DIVISION PAC | Fri., August 23 | 7:30 p.m. | UPW Headquarters |
| STATE PAC | Sat., August 24 | 9:30 a.m. | Local Headquarters |
| HANA UNIT | Tues., August 27 | 11:30 a.m. | Baseyard Office |

PLEASE NOTE: MOLOKAI AND KALAUPAPA UNIT MEMBERS! YOUR MEETINGS ARE BEING SCHEDULED EARLY IN ORDER THAT OUR MAUI DIVISION PAC CHAIRMAN WILL BE ABLE TO ACCOMPANY BROTHER ADRIAN HUSSEY TO DISCUSS POLITICAL ACTION BUSINESS. PLEASE MAKE EVERY EFFORT TO ATTEND THESE MEETINGS. (PLEASE NOTE MEETING SCHEDULE ABOVE) . . . BROTHER MASAYUKI OKUMURA IS OUR DIVISION PAC CHAIRMAN!

Correction, Please



This Brother on the left is Unit 10 negotiator Joe Barrozo from Maui, and not Benny Keau, as The Organizer erroneously reported last month. Ciriaco Coloma from the Big Island is on the right. Benny Keau is the Maui Division Secretary-Treasurer.



HAWAII



These Hawaii, Maui and Hospital Division members were among our UPW observers to the June AFSCME Convention in Honolulu.

HOSPITAL

St. Francis Hospital Contract Signing

Last June our UPW negotiating team from St. Francis Hospital signed a 2-year contract with management, after the union, through an arbitrator's decision, won a half-employer-paid dental plan for individual subscribers — a breakthrough in our hospital contracts.

Seated, left to right: Rita Quiane, unit secretary; UPW State Director, Henry Epstein; Marcella Lopez, incoming unit chairperson; Monsignor Daniel Dever; Administrator Sister Maureen; Assistant Administrator Sister Aileen; Assistant Administrator Michael Matsuura.

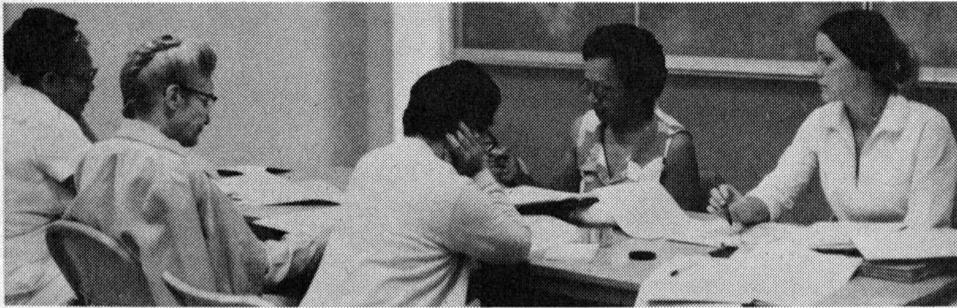
Standing, left to right: Pua Sniffen, unit treasurer; Dora Wise, steward; Evalani Subee, UPW Hospital Division Director; Beatrice Kailiawa, steward; Gertrude Nihipali, steward; Tommy Higuchi, steward; Emma Kopa, outgoing unit chairperson; Nina Lovan, unit vice chairperson; Administrative Assistant Ron Lee; Personnel Director Andy Ninomiya.



St. Francis CPR Unit members pose for this picture after a meeting held last May to discuss their negotiating proposals. Last May 6 they voted unanimously to join the UPW as a new unit which will eventually be part of the basic unit at St. Francis. From left to right: Gwen Ishimoto, Betsy Steadman, Michelle Spencer, Matt Adaniya, Andrea Yap and Paul Straus. Pat Pawling was absent when picture was taken and Betsy is no longer at St. Francis.



These UPW members from Children's/PIRM attended their unit's dinner party last May 31.



Sister Ella Wright chairs monthly meeting of Hale Nani members at UPW Hall.

Bay Area Nurses' Strike Wins Voice In Patient Care

SAN FRANCISCO (LNS) — A three-week strike of over 4,000 Bay Area nurses at 43 hospitals ended on June 28, when a majority of the California Nurses Association (CNA) members agreed to a settlement with the hospital negotiators.

The key issue of the strike — and the one most firmly resisted by the hospital administrators — was the nurses' demand for a major voice in deciding how the nurses staff is to be assigned to patients. Criticizing most hospitals as too inflexible in staff assignments, the nurses said that they were in a better position to judge each patient's needs because they see the patient several times a day.

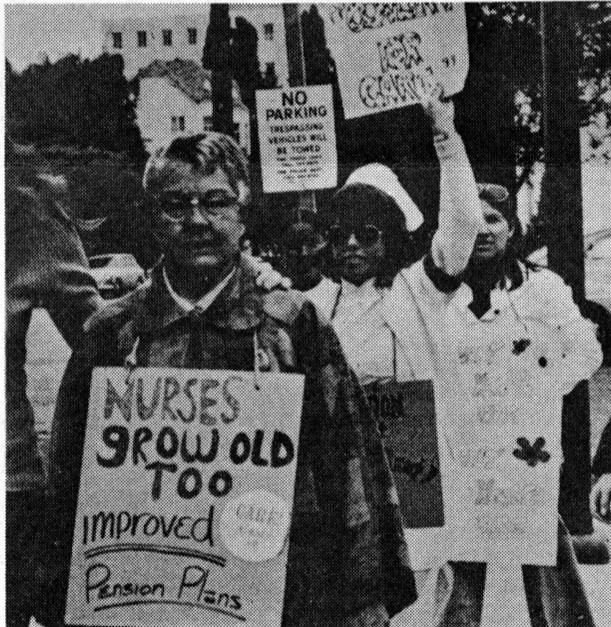
"They don't want anyone but administrators having a say in patient care, but we know more about it than the doctors and we feel we should have some say," one nurse said.

"Women just aren't willing to accept the role of handmaiden to the physician any more," another nurse said.

Staffing decisions have previously been made by the management alone. The nurses want to have a joint staff of nurses and administrators to review staffing assignments.

The hospital administrators resisted this demand and broke off negotiations over it.

A nurse from Oakland Kaiser Hospital received



a round of applause at a strike rally on June 13 when she said the strike "would do more good for the patients than staying in the hospital and putting up with bad conditions."

OTHER GAINS

In addition to a pledge from the hospitals that nurses will be able to "participate" in reviewing patients' needs for nursing care, the nurses also won an average salary increase of 11%, an agreement that nurses lacking appropriate training will not be assigned to specialized units such as intensive care, respiratory and cardiac units, and the promise of a joint group to study improved pensions.

The hospitals also agreed to use their "best efforts" to give nurses at least one of every two weekends off, and granted the nurses' demand that no one will be required to work more than 8 weekends in any three months.

Registered nurses all over the country were watching for the results of the California strike, the first major strike of nurses in the country, and encouragement came from many directions. In addition, the American Nurses Association pledged strike funds and other aid to the nurses. Many other hospital workers wore blue armbands to work to show their support for the striking nurses.

Marget DelCarlo from the Oakland Children's Hospital said, "Before, when I got disgusted with working conditions on a job I just quit and moved to another hospital. Most nurses used to grumble in silence or quit and leave the nursing profession, but that's all finished now. Now we stay and fight."

Women Swell the Work Force Mainly in Service Fields

In the last 30 years there has been a virtual tidal wave of women entering the labor force but most of them are still concentrated in the service industries today just as they were in 1940. More women are entering the skilled trades, however.

A study by the Bureau of Labor Statistics of the Department of Labor shows that between 1940 and 1970 the non-farm labor force expanded from 32.1 million to 69 million, with nearly half of the increase made up of women.

The report found that despite extraordinary social and economic changes in the status of women, their job status has remained largely the same, with the service industry being first in the employment of women.

Women make up some 60 percent of the workers in educational services,

75 percent in the medical-health field, 75 percent in personal services, including those in hotels and private homes.

For the U.S. as a whole, between 1900 and 1960 only two to three percent of women held skilled jobs. Even during World War II the figure did not rise above five percent.

However, the 1970 census showed that almost half a million women were then working in skilled occupations, up 80 percent from the 277,000 in 1960.

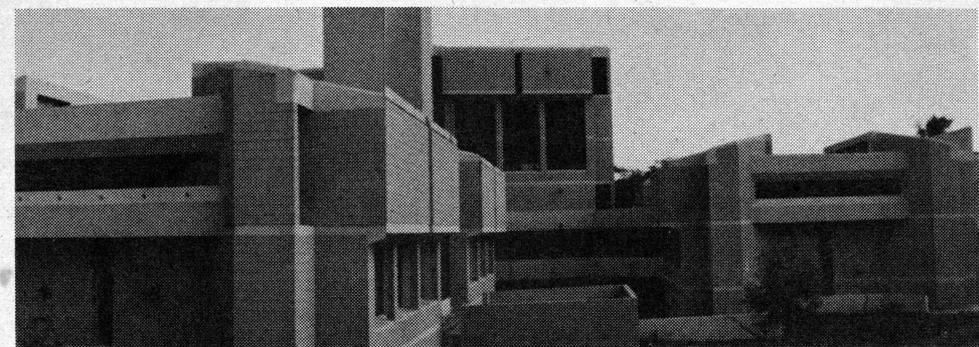
The increases showed in craft and kindred work (218,000), operatives (669,000), non-farm laborers (96,000), professional and technical (1,631,000), managers and administrative (186,000), sales workers (348,000) and clerical workers (3,378,000).



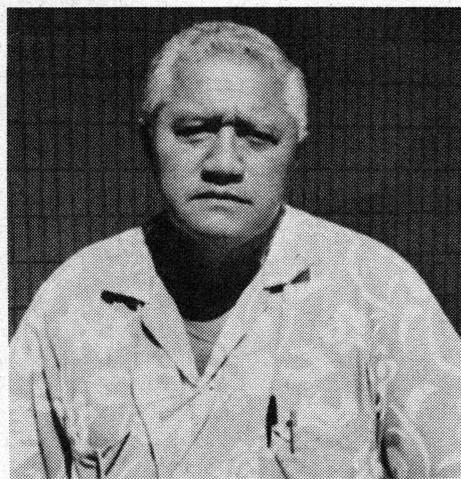
Last June's AFSCME Health Institute, held at the Ilikai, brought together nearly 150 health care workers from all over the State for serious discussions of the crisis in health care and the chronic problems involved. Not all the discussion was serious, however. Above, one brother cracks up his discussion group members in his role-playing of a union spokesman arguing with a politician who wants to shut down a large State hospital.

HOSPITAL DIVISION AUGUST MEETING SCHEDULE

| | | | |
|--------------------------|-------------------|------------|-------------------|
| PALAMA SETTLEMENT | Tues., August 6 | 11:30 a.m. | Palama Settlement |
| DIVISION EXECUTIVE BOARD | Tues., August 6 | 7:00 p.m. | UPW |
| WAHIAWA LABOR-MANAGEMENT | Wed., August 7 | 3:30 p.m. | Wahiawa |
| WAHIAWA | Thurs., August 8 | 3:30 p.m. | Wahiawa |
| HALE NANI | Tues., August 13 | 4:00 p.m. | UPW |
| KUAKINI | Wed., August 14 | 4:30 p.m. | Kuakini |
| POHAI NANI | Thurs., August 15 | 3:30 p.m. | Pohai Nani |
| QUEEN'S | Thurs., August 15 | 7:00 p.m. | Queen's |
| AGENDA MEETING | Tues., August 27 | 4:00 p.m. | UPW |



The Business Administration building at U.H. Manoa, an angular "fortress" structure, is a custodian's nightmare. It is the "most unsafe building" on campus, the workers report, and much of its space is wasted. Its floors are cracking in places, and its cement base slipping and cracking. It has 16 restrooms and 67 toilets, and is not easy to clean and maintain. It even lacks enough trash cans in its myriad corridors and passages. It was hardly built to be functional or practical for our climate.



Colonel Smith, day shift steward for U.H. Manoa custodians.

OAHU

Serve the People



Bobby Nahinu, a Kapalama incinerator worker who operates the crane there, gives much of his free time to little league baseball in Palolo. His wife and son are also very much involved in this and other community activities.

U.H. Manoa Workers Short Staffed, Hard-Pressed

Whichever group of custodians one talks to at the U.H. Manoa campus, the story is the same. The State is severely short-staffing them and working undue hardships on these dedicated workers, who receive less than \$500-a-month pay for their labors.

The U.H. Manoa custodians are now below 50% in their staffing strength. Meanwhile the State shows a budget surplus. The workers are getting angrier. One day-time custodian stated the case plainly:

"Working people are getting ripped off by inflation and these kinds of staff squeezes. We get less than half of what we need in wages, and are expected to do twice the amount of work we used to do. You do better on welfare now days than you make by working here."

A woman co-worker agreed, adding that she knows some people now are forced to eat cat and dog food since they can't afford hamburger anymore. "Hell, we can hardly buy bread now!" She felt that greater unity among the labor unions and all workers was needed to combat these problems all workers face.



These four custodians are assigned to the Business Administration building. From left to right are Rose Cablay, Lincoln Kam, Makiko Swanson and Lavinda Saberon.

The four custodians at the Business Administration building pointed out the unsafe, difficult features of their workplace. Union Steward Colonel Smith confirmed their complaints and said management had been told to correct these conditions. "The major problem, though, Brother Smith added, is understaffing." If it's not corrected soon, not many of us will want to work here much longer. It's just not worth it." The State and University should stop treating its workers so shabbily and letting unsafe conditions prevail. The State has no excuse for these conditions, and never did. The union plans to lodge formal safety complaints and grievances soon.

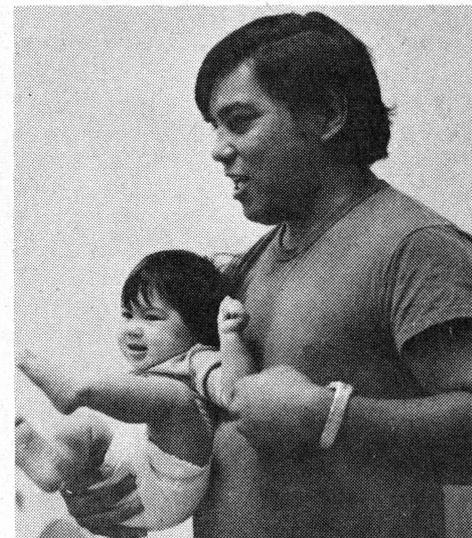
IN MEMORIAM

Yuriko Shiroma (Cafeteria)—Oahu 6/12/74
 Campwood K. Mahalo Jr. (Road 1)—Oahu 6/15/74
 Gladys Chun (spouse of member Edwin S. H. Chun)—Oahu 6/29/74
 Winona Keawehawaii (spouse of member John Keawehawaii)—Oahu 7/3/74
 James H. Horiuchi (Sewers)—Hawaii 6/23/74

UPW Volleyball League Results

The UPW's Oahu Division Volleyball League ended its play last June 13 with the Refuse "A" team taking first place in the men's division, and Waimano "A" team leading the women's division. In the women's competition, the Waimano "B" team, and the St. Francis "A" and "B" teams all tied for second place.

In men's play, Street Lights finished second, followed by St. Francis in third place. Mahalo to Brother Jimmy Brown for these results.



This Ambulance worker has his hands full even when pau hana.

OAHU DATES TO REMEMBER

(All meetings at UPW Hall)

- August 6—Oahu AFL-CIO 7 p.m.
- August 7—Oahu Stewards Council 7 p.m.
- August 8—Oahu Division Meeting 7 p.m.
- August 15—Retirees Committee 9 a.m.

NOTE WELL: There will be no EDU Custodians meeting in August. The next EDU Custodians meeting will be September 8, 1 p.m. at UPW Hall. Cafeteria Workers will not meet until October 19, 9 a.m. at UPW Hall.

Attention All Unit 1 Stewards

The monthly meetings of Unit 1 Stewards will be continued but will be shifted to another evening.

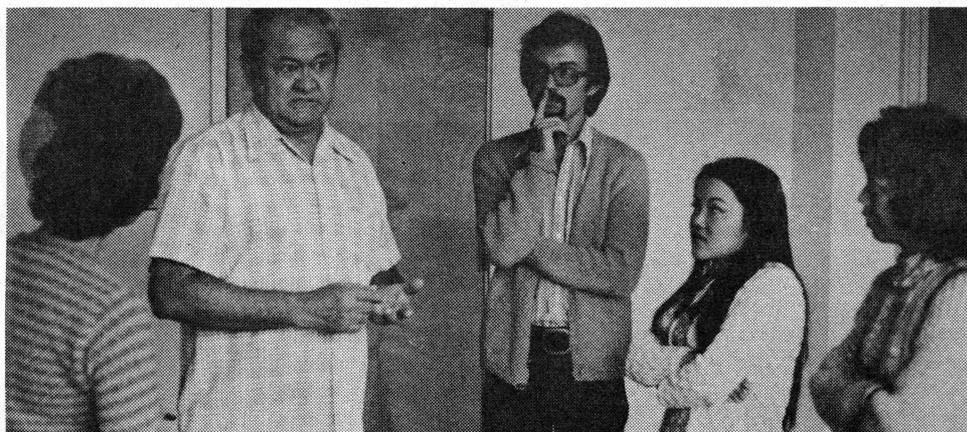
Troubled by difficulties in distribution of notices, the Stewards had recommended dependence on printed notices in the monthly ORGANIZER.

The Union newspaper, however, reaches the Stewards too late to be effective. As long as the meetings were held on the last Friday of each month, Oahu Stewards got the paper too late to be reminded because the paper was not in their hands till the beginning of the following month.

Starting with August, the monthly meeting of Unit 1 Stewards will be held at the union building on the first Wednesday of the month. Please watch for the reminder in The Organizer you get in the last week of July or first few days of August.

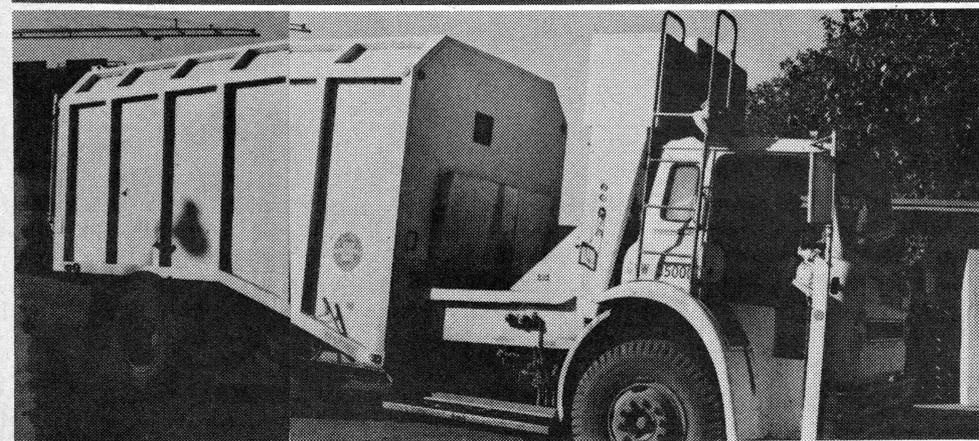


Brother Russell Henion, Ambulance Specialist formerly at Wailupe, chaired the Ambulance workers' committee on unit selection and shift assignments. He is vice-chairperson of the Ambulance Unit. Brother George Apela is unit chairperson.



UPW office staff workers discuss collective bargaining issues with their Office Professional Employees Int'l Union representative Walters Eli (2nd from left). The OPEIU settled with the UPW on new contract terms in late June. (More details in our next issue.)

THE SHU-PAK EXPERIENCE



Brothers Will Kaohu and Joe Rodrigues work hard during test runs of 2-man Shu-Pak truck.

Above, the Shu-Pak truck, a two-man side-loading vehicle for refuse collection. The City and County now has about a dozen of these, but they are hardly popular with the refuse workers, nor are they very suited to Honolulu's narrow, hilly and winding streets and lanes. Road tests have shown they do not save much time, if any, since they carry smaller loads, but they do wear out their crews. They may be safer than rear-loaders, but exhaustion makes for accidents, too. It is doubtful whether the City will invest in any more of these trucks.

Settlement Reached in Case of Fire-fighting Pay Differential

A week after the ORGANIZER printed the story about why grievances take so long to settle, settlement of the Maui Land & Natural Resources case was reached at the offices of the Director of Personnel Services. It may have been coincidence that the story in the Organizer focused on the Maui demand for fire-fighting hazardous pay for L&NR employees and their eight-month run-around.

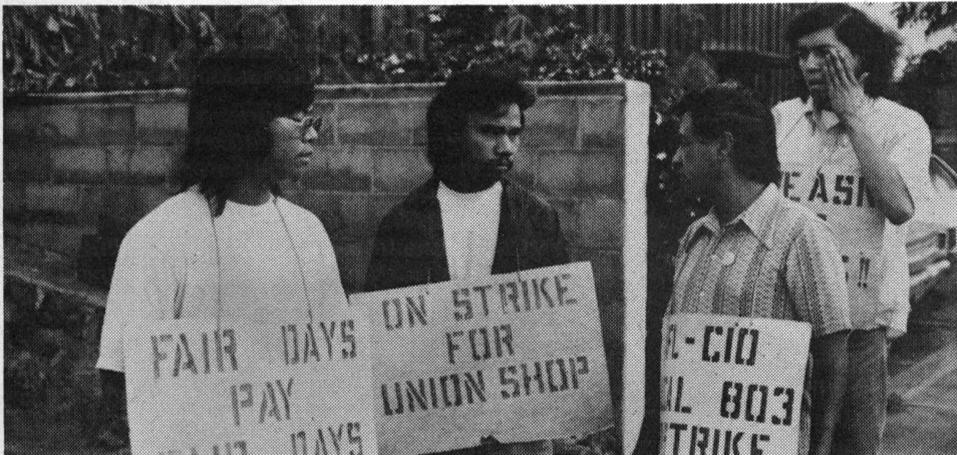
In the settlement of the case, UPW representative Steve Murin teamed up with L&NR State Forester Tom Tagawa. Agreement was reached covering two forest fires in Maui and one in Hawaii. The hazardous pay differential for State employees called to assist in stamping out the three fires was set at 20%.

members Andy Seki and Bill Sager, then suggested that the same figure be made applicable for fires which may occur during the next six months. Director of Personnel Services James Takushi, embarrassed by charges made in the story in the UPW paper in which the DPS delays in making decisions were inferred to be undermining relations with UPW and the State in Hawaii, agreed to the request.

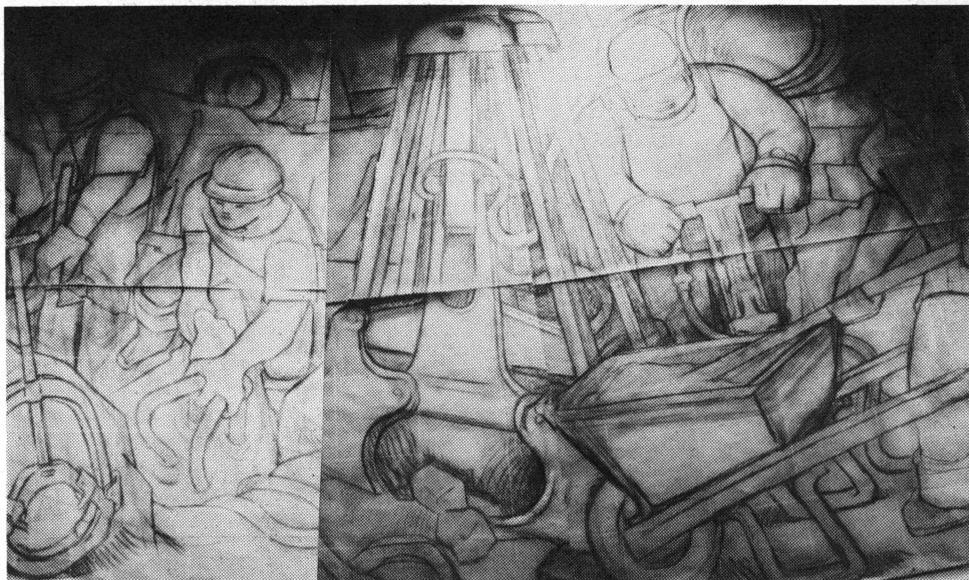
Takushi informed the Union that a Conference of Civil Service Directors will meet soon to arrive at a state-wide decision on hazard-pay differentials. The UPW will be represented at that conference by its Kauai representative Gary Rodrigues, and will support the idea of adoption of standards applicable to varied situations so that individual requests can be settled promptly.

State Forester Tagawa and his staff

DON'T PATRONIZE MOANALUA CARRIAGE!



UPW President Cesar Chavez pickets with striking Ironworkers at Moanalua Carriage Company during his recent visit to the islands. The Moanalua Carriage workers, led by Gary Cera and Jack Komenaga (two leftmost in picture next to Chavez), have been out last February 12! Please don't patronize Moanalua Carriage till these workers win their union security and wage demands.



Charlot mural for UPW Hall shows BWS and Road Workers in action.

Labor Day is Target Date Powerful Charlot Mural for UPW Focuses on BWS and Road Workers

Labor Day is the target date for completion and installation of the fifth section of the historic Charlot mural on our Honolulu Building.

In this latest panel, eagerly expected by both members and art lovers in Hawaii, Jean Charlot has portrayed two basic blue collar groups working together to complete a pipe laying project. Board of Water Supply workers are shown grappling with their tools in a muddy water-filled trench, while Road men are "busting" rock to clear the way for the huge pipe being layed. Between them, suspended from above the scene, but linking both groups together into a hard-driving team of laboring men, is the business end of a heavy digger, the claws of which are buried in the dark brown earth of the hole in which the men are working.

Jean Charlot, Dean of Hawaii's artists, completed his sketches from life and from photographs of the men at work at the end of May. His work was then transferred to raw un-fired tiles at Ceramics Hawaii immediately after, and completed by him during June. Even before the scenes painted on the last tiles were pau, firing of the painted group was started by Craftsman Isami Enomoto, long-time colleague of the muralist.

Juggling artist, craftsman, and tile setters schedules is difficult, but "it may very well be that our Union members will really have something special to celebrate on Labor Day this year," according to UPW staff member Steve Murin.

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

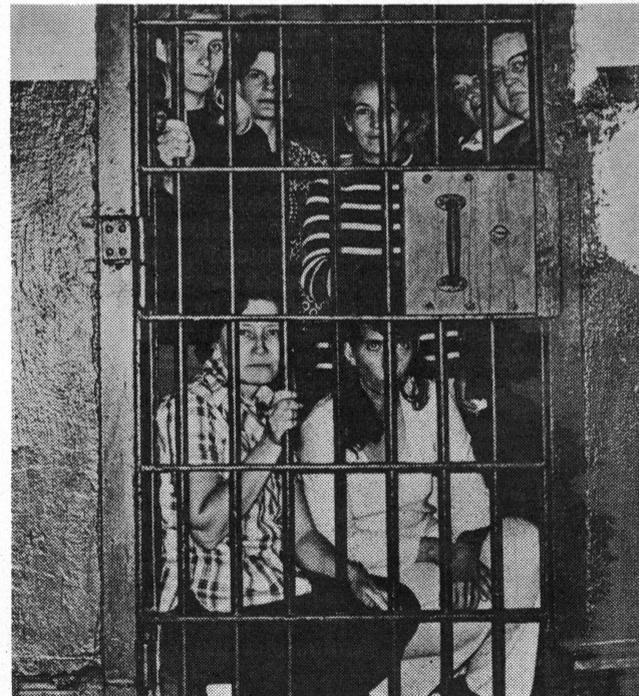


UPW tour group members wave farewell before leaving for Seattle.

69 Make UPW Tour to Canada, West Coast

69 UPW and HGEA members from most of the islands left Honolulu airport last June 27 on board a Pan American Airlines flight bound for Seattle. After a day of sightseeing in Seattle, our tour group members joined fellow AFSCME and AFL-CIO members in Seattle for a no-host dinner. Then the bus tours of Canada and western areas of the U.S., including the Grand Canyon and Yellowstone Park, began, concluding on July 16 in Las Vegas. Most of the group returned July 17 from Los Angeles. Brothers Henry Epstein and Jackson Ah Chin co-conducted the tour which included two busses. The cost of the 22-day tour was \$823 per person.

Brother Mew Kong Yap and many other UPW retirees were in the tour group, which also included a few HGEA members. It was Brother Yap's sixth such tour with the UPW, and Brother Yap claims, "I enjoyed every one of them."



WIVES OF MINERS were jailed in Harlan County, Kentucky, for daring to join their husbands picketing in a long bitter strike at Eastover Mining Company, near Brookside, Kentucky. The United Mine Workers are urging unions, church groups, foundations and investors not to buy but to cash in all securities of Duke Power Company, which owns Eastover, until the walkout is settled. (AFSCME photo).

Save At Riki's Appliances

UPW members can now buy appliances at RIKI'S, 1210 Dillingham Blvd in the Kapalama Shopping Center, at a saving of up to 40% on some items.

Refrigerators, washers, freezers, fans, radios and TV's are all available to UPW members at a significant discount. Call Riki's at 847-2727 for further information, or go by with your union card to shop.