

Victory for Women's Equality

25 DAGS Wahines Reallocated

Twenty-five women employees of the Department of Accounting and General Services finally got what was coming to them: equal pay for equal work.

For years these DAGS women workers at the State Capitol were doing substantially the same work as the men custodians but receiving less pay. The men started at and received WB-2 pay, while the women started at WB-1 and stayed at that level; they were never promoted.

The UPW fought this situation for years. Finally beginning last April (1973), B.A. Bob Chang, DAGS chairman Sam Hao and steward Ellen Puha investigated the facts anew and checked into the job performance of the women workers. They found that the wahines performed substantially the same duties and assignments and just as well.

So the union team set up a series of meeting with management and told DAGS officials that they were violating the 1964 Civil Rights Act and the principle of equal pay for equal work. This was clearly "discriminatory," the UPW maintained.

DAGS Central Services Superintendent Richard Nakamura and Department Personnel Chief Herbert Lim agreed with the union position and supported the union's proposal to raise the women to WB-2. These two administrators also did the paperwork and submitted the women's request for reallocation to the Classification Branch of the Department of

Personnel Services. The Department completed its study of the matter last February 26 and the union received word last March 5 that the request was approved.

The twenty-five women involved will receive an average increase of \$33 a month, thanks to the union's effort and this victory for women's equality.

Watch for similar situations in your shop or unit if you are a wahine worker and report them to your UPW Business Agent. It pays to stand up for your rights.



WAHINE POWER: Some of the DAGS women custodians who were recently reallocated were on hand last month for their Unit's Section 8 meeting on ratification of the Unit 1 Contract reopener items.

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UPW Organizer



**AFSCME
LOCAL
646**

Unit 1 Contract Gains Win Overwhelming Vote of Approval

Our blue collar Unit 1 members voted overwhelmingly last month to approve the settlement offer recommended by their Unit 1 negotiating committee.

Three sections of the Unit 1 contract had been reopened last fall for negotiations — wages, grievance procedure and seniority.

WAGE INCREASES

On wages, the union negotiators won a \$36 across-the-board monthly pay hike for all Unit 1 employees effective this July 1. Another \$40 increase across-the-board will take effect in July, 1975, but red-circle employees will not be eligible for it, except to the degree that the increased salary schedule catches up to their present rate. No increments will be paid during this period, and the contract will be extended one year until June 30, 1976.

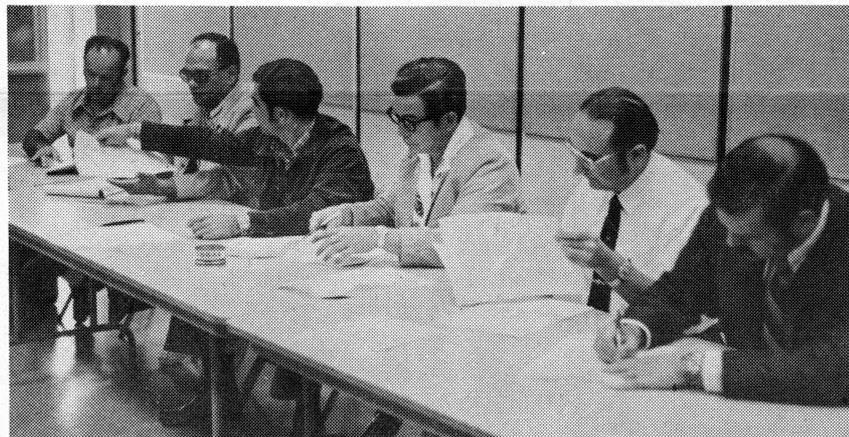
GRIEVANCE PROCEDURE

Due to shortened time periods at some steps and the elimination Step 4, the Labor-Management Committee, the new grievance procedure was shortened from approximately 136 days in length (to go from the lowest step through the final step) to a minimum of around 103 days. This should resolve grievances with less delay. A grievance must be filed within 14 working days of the violation or of the time when it became known, in the case of a continuing violation.

SENIORITY

The union team succeeded in getting this complex but important section fairly thoroughly defined and clearly stated to cover all the situations that usually arise.

Seniority rights are now more clearly defined and protected with the new language, in the cases of temporary assignment, equipment assignment, transfers and promotions. On promotions, when the qualifications of applicants are relatively equal, the employee with the greatest length of base-year, workplace or institution workplace seniority shall receive



UPW Unit 1 negotiators initial reopener agreement last March 1. Buddy McGuire (right) signs for management.

the promotion. This strengthened provision should help increase fairness and reduce favoritism in the giving of promotions. 10 days' notice must be given concerning a vacancy for a non-competitive promotion, or else management must accept "late" applications. The new seniority section will take effect May 15, 1974.

The settlement was reached between union and management with the help of Federal mediator Bob Castrey on February 22 and initialed on March 1, subject to ratification. The full negotiating committee, chaired by UPW State President Jack Konno, approved

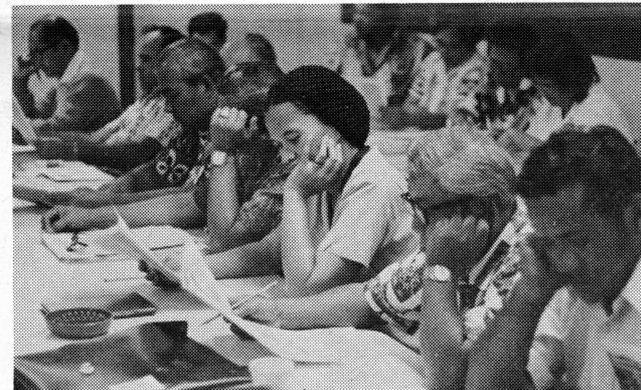
the terms of the settlement on March 2 and recommended it for ratification.

VALUE OF WAGE GAINS

The wage increases would bring an extra \$1,344 to each UPW (non-red-circle) Unit 1 member by the end of the contract. This amounts to a 12½% wage hike for the average Unit 1 member. The lowest paid Unit 1 workers (earning \$421 a month at WB-2) would be getting an 18% wage boost. With the cost of living soaring as it is, these gains were no doubt really needed and appreciated — and may account for the strong vote in favor of the settlement.

Ratification Vote on Reopener Items

	Total Votes	Yes	No	Void/ Spoiled/ Blank	Yes as % of Total Votes
Hawaii	590	556	31	3	94.2
Oahu ...	3,058	2,713	330	15	88.7
Kauai ...	325	301	24	—	92.6
Maui ...	412	389	22	1	94.4
	4,385	3,959	407	19	90.3%



Full Committee members study negotiated reopener items before voting to approve them.



Brother Gary Rodrigues reports to Unit 1 Full Negotiating Committee on new Seniority section.

Some 2,500 expected to attend

AFSCME Convention Opens June 10 in Honolulu

AFSCME's 20th International Convention will convene at 10 a.m., June 10, in Honolulu.

The 4-day convention, expected to draw over 2,500 AFSCME members and delegates from all over the U.S., will be the second one our union has fully participated in. Two years ago the UPW sent a delegation to Houston, Texas, for the 19th International Convention and was warmly received.

Delegates will stay at the Hilton Hawaiian Village and the Ilikai Hotels, and sessions will be held at the HIC. The UPW will send 13 delegates to the Convention (the State officers, Division V.P.'s, Division Secretary-Treasurers except for Kauai's, and the Oahu Secretary and Oahu Treasurer). The UPW will work with the HGEA on hospitality, perhaps hosting one large dinner and show, and having openhouse beerbusts or exhibitions at UPW Hall.

Under the AFSCME constitution, each council is entitled to one delegate and one vote. Local unions are entitled to delegates and votes based upon the average membership as shown by per capita tax payments for the 12 months ending with February, 1974.

Resolutions may be introduced for convention consideration by any local union or any council or any convention delegate. If introduced by a local or a council they should be signed by both the local president and the local secretary. Resolutions must be mailed in two copies to the International Secretary-Treasurer no later than May 31, 1974.

If you want to see an AFSCME convention in action, a 15-minute color and sound film of the 1972 convention in Houston is available through our Honolulu AFSCME OFFICE: PHONE 521-6941.

LEST WE FORGET



(Based on Edward Johannessen's *THE HAWAIIAN LABOR MOVEMENT, A BRIEF HISTORY* (Boston, 1956), we bring you an account of the ILWU's celebrated 1946 Sugar Strike — and urge your support for the present struggle of our ILWU brothers and sisters in sugar and pine.)

Initial negotiations with the ILWU in both the sugar and pine industries during 1945 and 1946 were concluded quite amicably and with little of the hostility which was soon to follow. In both industries general wage increases were negotiated and other improvements were made in living and working conditions. Most significant was the fact that steps toward eliminating perquisites in the pineapple industry were agreed to and, by October, 1946, all pineapple companies had converted from a perquisite system to a cash basis.

The first real test of union strength in the Islands began with the negotiation of the second industry-wide sugar contract in July, 1946. . . . The more important demands of the union included: 1) an increase in the minimum hourly wage from 43.5¢ to 65¢ plus perquisites; 2) a reduction in the work week from 48 to 40 hours; 3) a union shop; and 4) an accounting of the \$25,000,000 which the union claimed had been deducted from workers' pay during the preceding six years for perquisites. . . . Negotiations were unsuccessful. The employers, represented by the Hawaii Employers' Council, claimed the union's demands amounted to \$30 million and were too much. So on September 1, 1946, 21,000 sugar plantation employees went out on a strike which was to last for 79 days, closing down 33 out of 34 plantations.

Both labor and management sought to win public support through newspaper ads, radio broadcasts, pamphlets, etc. . . . Although the strike was not characterized by violence, a number of incidents occurred as a result of mass picketing. 79 strikers were subsequently indicted on charges of unlawful and riot. Unlike their conduct in past strikes, management made no attempt to evict workers from their homes—which were perquisites, that is, given in compensation for labor and counted as wages.

Both union and management favored eliminating perquisites. The union felt they were degrading and paternalistic, and gave the employers too much power in a strike situation (they could evict workers from their homes). For management they had become too complex a bargaining issue.

As the strike stretched into late October, U.S. Conciliation Service Commissioner S.V. White gave up his mediation efforts in despair and blasted the sugar companies: "I would have to conclude that no matter how costly it might be, the goal upon which you (the employers) had fixed was the extermination of unionism in the islands."

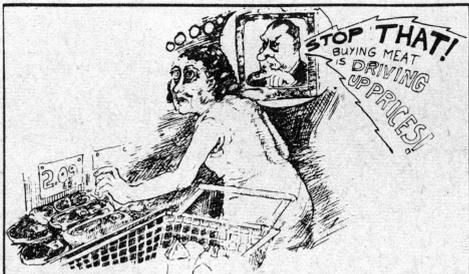
The strike finally ended on November 19, 1946, by which time the cane had withered in the unirrigated fields and some 184,000 potential tons of sugar was lost. The workers won \$10½ million in increased wages and benefits but did not gain the 40-hour work week or union shop. Perquisites were eliminated and converted instead to cash payments.

Strike leader Jack Hall hailed the outcome as a "tremendous victory," noting especially "the inter-racial unity and determination of the workers to end for all time dictatorial control over their lives and to guide their own destinies."

Consumer's Corner

DO WE CONTRIBUTE TO HIGH PRICES?

The government tells us we're buying so much food that prices can't help but go up. But in fact, the government itself is a major cause of high food prices. Every year it pays farmers about \$4 billion not to grow food — which makes food scarcer and therefore more expensive.



This farm subsidy program began in the 1930s as a way of helping small farmers. By keeping food supply down and prices up, small farms could remain profitable, and the only way to keep supply down was to pay farmers not to grow.

It was a bad idea from the start — while good farm land went unused, millions of people went hungry. It's even worse now, because most of the subsidy goes to the large corporate farms that have pushed smaller farmers off the land — as of 1970, the largest

Smoking: The Proof is in the Puffing

The Hawaii Heart Association would like you to be aware of these facts about smoking:

- Women are still less vulnerable to heart attack than men — but if they smoke heavily, their natural protection is reduced.
- A Public Health Service report to Congress says that the risk of death in women age 45 to 54 who smoke 10 or more cigarettes a day is twice as high as for non-smokers in the same age group.
- A study of autopsy data by a Brooklyn hospital researcher shows that of 182 cases of women who suffered sudden death from all causes, two-thirds of the 29 who died from heart attack were known to be heavy smokers — over 20 cigarettes a day.
- Evidence has found that the health of asthmatic children is adversely affected by cigaret smoke exhaled by their parents.
- Studies of the male population of Framingham, Mass., indicate that cigaret smoking ranks with two other factors — elevated cholesterol levels and high blood pressure — in increasing risk of heart attack and stroke.

- A man who smokes more than a pack a day has nearly twice the risk of heart attack and nearly five times the risk of a stroke of a non-smoker. Cigarets affect fats in the bloodstream, cause constriction of the blood vessels, make the heart beat faster and harder and tend to increase blood pressure.
- Teenagers who begin smoking before they are 15 tend to smoke more cigarettes, to inhale more and to have "especially high death rates," compared to those who start smoking in their 20's. When these early male smokers reach the 45 to 54 age bracket, their death rate is more than three times that of non-smokers.
- Even non-smokers are affected by those who do smoke. According to the U.S. Surgeon General's office, carbon monoxide in poorly ventilated areas is often raised to the danger point and beyond by smoke. Non-smokers — particularly those with allergies and respiratory problems — are often harmed by the pollution.

With all this evidence, why do cigaret sales continue to climb? Why is it so hard to get people to give them up?

State of the Union

by Henry Epstein



The Future of the Blue Collar Pay Scale

Over 90% of the blue collar workers who voted to ratify the Unit 1 blue collar settlement voted "Yes."

This high "Yes" vote is very gratifying. It shows that the membership understood and appreciated what the negotiating committee went through during long months of negotiations and tough mediation sessions.

My personal thanks go to the committee members, and the staff, who worked so hard during negotiations and did such a good job at the ratification meetings.

Considering all the factors, the blue collar settlement was a good one. The \$76 across-the-board raise over two years was a reasonable compromise.

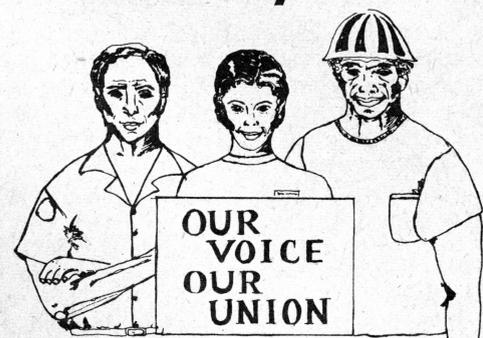
While it's unlikely that we will be able to negotiate across-the-board increases every reopener, the increase fits in well this year.

An across-the-board raise has the advantage of raising the minimum rates and giving the greatest good to the largest number of the employees in the bargaining unit. On the other hand, it doesn't help the skilled tradesmen, some of whom are far out of line when prevailing wages are considered.

Now that the Unit 1 reopener is settled, we must face the question of where we want to go with the blue collar pay scale. There's been a general feeling at the bargaining table that we should move in the direction of a single rate for each WB. This would follow the principle of "Equal pay for equal work."

Right now we can't go to a single rate because the collective bargaining law provides that the parties cannot drop any ranges or any steps within the ranges.

All indications are that there will be a thorough review of the collective



bargaining law at the 1975 Legislature. At that time, we can ask for amendments permitting us to drop steps in the schedule.

Then we could negotiate WB by WB. We could ask for different dollar amounts for each WB or different percentage amounts, depending on the comparisons we make.

From all indications, the time for getting both negotiated pay raises and automatic increments is coming to an end. Last year, our Unit 10 agreed to drop the 74-75 increment in return for a 7% pay increase. This year, Units 3 and 13 have both agreed to drop increments in the second year of their contracts.

With our blue collar agreement negotiated, ratified, and signed, we have time to discuss and plan for our next negotiations.

It's possible we'll have coordinated negotiations with all the government unions facing one management team together across the bargaining table in 1975, working on the agreements for 1976.

By that time, we should have a consensus within our blue collar unit on where we want to go with the pay scale for the future.

5% of farms got more cash than the smallest 60%.

One of the ten biggest "farmers" receiving this subsidy is Tenneco Corporation, which is also one of the ten biggest defense contractors.

Another big beneficiary is Senator James Eastland of Mississippi — third-ranking member of the Senate Agricultural Committee. Still another is W.R.

Poage, who owns two farms in Texas and receives thousands of dollars in subsidy to keep his land unplowed. Poage also happens to be head of the House Agricultural Committee.

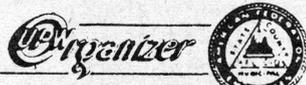
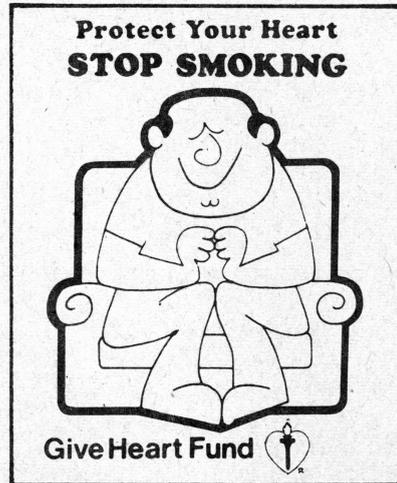
So government restrictions of production make food scarcer; food prices go up; and so do profits for the big farmers. In 1972 farm profits were the highest in U.S. history.

(Excerpt from *Why Do We Spend So Much Money?*—booklet available at 5-A Putnam St., Somerville, Mass. 02143, at \$1.10 per copy.)

"Because cigaret smoking is more psychologically than physiologically addictive," says Dr. Alfred Morris of the Heart Association. "That's why we've got to adopt new approaches to convince people to reduce and eventually eliminate this dangerous habit."

Hazards of cigaret smoking are "definitely dose-related," he says, adding: "A person who smokes three packs a day is at greater risk than a person who smokes two. The risk increases in direct relation to the number of cigarettes you smoke."

Dr. Morris says cigaret smoking is a "learned habit that can be unlearned. It's not easy, but it is possible." Think about it.



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Third 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.)

Did you know that:

★ 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.

Congress now has at least ten national health insurance proposals before it. Each proposal represents the interests of one or more actors on the American health care scene. For instance, the American Medical Association's (AMA) "Medi-credit" is for the doctors. The "Healthcare" bill is sponsored by the Health Insurance Association of America.

"Health Care Services" was written in the American Hospital Association's offices. President Nixon's 1971 bill benefits insurance companies and other large corporations hoping to move into the health care field. And Senator Russell Long's (D-La.) Catastrophic Health Insurance Program is a deliberately minimal plan representing those opposed to major federal health spending.

Of all the proposals, only Senator Edward Kennedy's (D-Mass) is sponsored by what could be considered "consumer groups" in the health care field—the labor unions. And though this bill has

received the widest grass-roots publicity and support, it has the least chance of passage.

Once serious debate begins on national health insurance, the outcome will not be the passage of one bill or another. Ideas from various bills will get mixed up into a national health insurance law. Also, national health insurance won't come in one big leap. It's likely to come step by step over the next ten years or more. But let's look closely at a couple of the proposals to get an idea of who is proposing what.

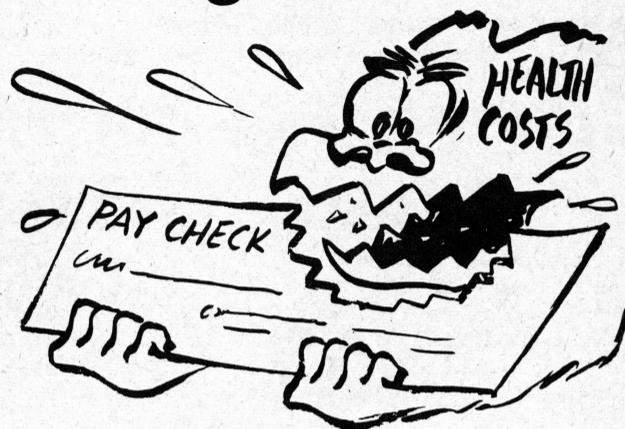
The Catastrophic Health Insurance Program

The Catastrophic Health Insurance Program (CHIP) is the creation of Senator Russell Long, chairman of the key Senate Finance Committee that must approve all national health insurance legislation. CHIPS pays only for disastrous illnesses, not for ordinary health care expenses.

CHIPS's most important features are its deductibles and co-insurance. Not intended to pay most medical bills, the plan has a 60-day hospital deductible. This means that the federal government covers hospital costs only after a person has been hospitalized for 60 days. People would have to rely on private insurance, Medicare or Medicaid to pay for the first 60 days.

Those without such insurance or with inadequate insurance might spend several thousand dollars before getting help from CHIP. CHIP covers chronic hospital care, but not nursing homes. And even after the 60th hospital day, CHIP makes patients pay \$17.50 co-insurance each day.

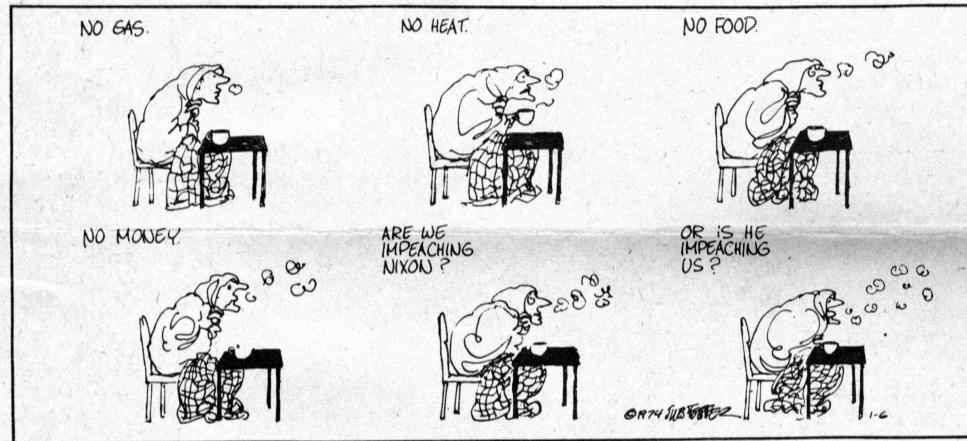
For non-hospital services, every family has a yearly deductible of \$2,999. A family must spend \$2,000 for doctor bills, X-rays, and laboratory tests



before receiving aid from CHIP. Even then, CHIP pays only 80% of costs, leaving each family with a 20% co-insurance. Only after total co-insurance payments reach \$1,000 does CHIP pay the whole cost. And even then dental care, eyeglasses and drugs are left out.

CHIP is financed by the regressive social security system and is administered like Medicare, with minimal controls on hospital and doctor fees. No provision is made for improving the supply, distribution and organization of services.

CHIP, then, is not designed to meet the needs of the average family. It assists only those 2% of people with devastating illnesses. And even these people must spend hundreds or thousands of dollars before the insurance pays up. Most importantly, CHIP fails to pay for any simple preventive services that could reduce the amount of catastrophic illness in the country.



Refuse and Related Jobs Have Highest Injury Rate

A report recently issued by the National Safety Council shows that municipal jobs with the highest injury rates are refuse collection and refuse disposal. The report dispels the popular belief that firemen and policemen have the highest rate of injury on the jobs.

Not only that but the Council says municipal injury rates are rising. Although the Occupational Safety and Health Act of 1970 specifically exempts state and city workers from coverage,

they're the ones that could use the protection.

The injury rate was obtained from voluntary information gathered from public employers so it is only a conservative guess at the real number of public workers injured on the job.

AFSCME blames the number of injuries on tight budgets and indifference to workers safety by municipal managers.

In Memoriam	
Fannie J. Friel (Retired) — Oahu 3/9/74	Victor S. Veirra (Retired) — Oahu 3/5/74
Katsumi Okihiro (Spouse of member Harriet Okihiro) — Oahu 2/2/74	Emily P. Waa (Hospital) — Oahu 2/22/74
John Kawaa Jr. (Education) — Oahu 3/9/74	Karen T. Osedo (Maluhia) — Oahu 2/21/74
Jean Matsuura (spouse of member Noboru Matsuura) — Maui 1/26/74	Mack M. Kobashigawa (Retired) — Oahu 2/8/74
John Halemano (Spouse of member Mary Halemano) — Oahu 3/2/74	Joseph K. Kuloloia (Retired) — Maui 1/30/74
	Mildred Murashita (Retired) — Maui 1/9/74
	Sylvester Zablan (Retired) — Oahu 3/2/74

WORKERS ROBBED!

Now we can see why our union opposed President Nixon's so-called wage-price control. Between September 1972 and September 1973, Big Business profits went up 32%, or a total of \$72 billion after taxes were deducted.

Union Urges 12-month Work Schedule at Hawaii School for Deaf & Blind

State Director Henry Epstein last March 5, appeared before the House Finance Committee to urge the committee to approve House Bill 563, which would put house parents at the Hawaii School for the Deaf and the Blind on a full 12-month work schedule. Presently, they work only 10 months a year and must either find a job for two months or claim unemployment benefits. They are also forced to exhaust their vacation leave, and when they return to work, there are many difficulties with their health fund coverage and other benefits.

These employees are represented by the UPW in Unit 10. Brother Henry

meantime, averaged only 5.5%. The program simply robbed the workers. In the midst of all "shortages" there is no shortage of profits — only a shortage of spending power by the working people.

Department of Labor figures show that the real spendable income of an average married worker with three dependents declined 3.3% over the past year.

noted, "These employees are willing to work and ask for useful employment, instead of drawing unemployment compensation for not working. If it were possible for the School to remain open all year, they would be happy to serve their students during this period. Otherwise, they could use their experience and training to assist in other government institutions, perhaps as vacation relievers."

The total cost of this measure Brother Epstein put at only \$10,000 to \$12,000 and much less if one considers the cost to the State of unemployment benefits now paid to some of these employees.



Farmworkers' supporters picket Times' McCully Market on King St. each Saturday morning. Join the picket lines and don't shop at uncooperative stores which carry scab grapes, wines and mainland head-lettuce.

FARMWORKERS SUPPORT COMMITTEE URGES BOYCOTT OF TIMES MARKETS

The Hawaii Farm Workers Support Committee last February set up its Saturday morning picket lines around Times Super Market in McCully/Moiliili. Over 50 picketers turned out the first picketing day at Times, angered by Times' management's refusal to attend a meeting set up for local chain store executives on the national and local United Farm Workers boycott of non-union grapes, head lettuce and Gallo wines. Over 100 shoppers were turned away. Picketing continues each Saturday morning at the Times, King St. store, from 8 a.m. to 12 noon.

Times has been the only local chain to refuse direct talks with the committee at their top management level. As one of the largest food store chains not cooperating with the boycott, Times carries a sizeable amount of scab produce and wines, and can hardly be considered neutral.

The local boycott committee had hoped that the local chains would voluntarily cooperate with the farmworkers' boycott campaign. In fact, each of the local store chains promised they would cooperate by not carrying scab items if their competitors did. When a meeting of the stores was arranged to accomplish this understanding, Times, Star, and Big Way Markets (affiliated with GEMS) boycotted the meeting. The committee could only feel these stores lied to them for months. Times, as the largest of these double-talking store chains, was picked as the first local chain to be boycotted. The boycott of SAFEWAY STORES, who have a national policy against the United Farm Workers, will also continue locally.

So please don't buy mainland iceberg lettuce, grapes, Gallo, Franzia and Guild wines, and let Times and Safeway know you don't approve of their stands by shopping elsewhere.

Reminder

All you Stewards are reminded of the Grievance Handling-Arbitration course available to all of you through AFSCME (See article on this page.) You have been asking for this, so now it's available. The courses are all free!

Maui, Lanai and Molokai

All of our members are encouraged to take advantage of this wonderful program!

Sign Up Now for Free Education Classes at M.C.C.

Thanks to our active AFSCME Education Office in Honolulu and your Maui officers and staff, UPW and HGEA members on Maui will be able to register for any of four educational courses offered in the evenings beginning this month at Maui Community College. And it's FREE to UPW and HGEA members and their spouses! Each course will consist of 6 two-hour sessions, with no examinations. Certificates of completion will be awarded at the end of the courses. The courses are:

- 1. Beginning Japanese Conversation. Begins Monday, April 1, in Lecture Hall 12-A, at Maui Community College, from 7 to 9 p.m. Instructor, Jiro Ikemori. Conversational emphasis; aimed at mastery of a few hundred frequently used common expressions plus basics of Japanese language structure. 6 consecutive Mondays.
2. Beginning Spanish Conversation. Begins Tuesday, April 2, in Business Bldg. #208, Room 17, Maui Community College, from 7 to 9 p.m. Instructor, AFSCME's Guy Nunn. Frequently used expressions, ABC's of Spanish grammar and pronunciation. Runs for 6 consecutive Tuesdays.
3. Grievance-Handling, Arbitration. Begins Wednesday, April 3, in Business Bldg. #208, Room 17, Maui Community College, from 7 to 9 p.m. For union shop stewards and others interested in learning about ways of fast and effective settlement of problems at work. Instructor, Guy Nunn. 6 consecutive Wednesdays.
4. Public Speaking and Parliamentary Procedure. Begins Thursday, April 4, in Business Building #208, Room 17, Maui Community College, from 7 to 9 p.m. Simplified rules of order, how to run meetings and speak and persuade effectively. Instructor, Walter Ouye of M.C.C. 6 consecutive Thursdays.

If you wish to attend one or more of these courses, just report to the class and register there, at the first session. If you have questions, call the UPW office at 244-9815.



Congratulations!

Brother Warren Shimabukuro, Maui DAGS worker, UPW Executive Board member and Unit 1 negotiator, is presented the DAGS Central Services Division Safety Award for 1973 by Superintendent Richard Nakamura. Brother Warren, one of six nominees out of some 450 DAGS workers in all, made the highest score ever on the evaluation, getting 100% in each category. The categories included his own record of no accidents, his participation in safety programs, his removing or correcting unsafe conditions, and his promotion of safety consciousness among his fellow workers. DAGS Central Services alone figures they have saved nearly \$100,000 directly and indirectly from the reduced accident frequency rate in their Division.

March the 4th marked the sixth year of service with the UPW for Brother Adrian Hussey, Maui Division B.A. and assistant to Division Director Al Carvalho. In this picture, Brother Hussey is discussing problems with Brother Jerry Ponce, Unit Chairman of the Parks Unit. Can anyone tell whether Brother Ponce has lost nearly 100 pounds? This is true!! He is determined to lose another 50 pounds at least!!



Maui Kulolo Sale Goes Over The Top

The Maui Division's fund-raising for the P.E.O.P.L.E. program turned out to be a huge success. . . far beyond the committee's and everyone's expectation. The Committee originally set a goal of 900 kulolos to be sold by the

various Units and set a deadline for the orders for March 8. When the orders started rolling in, more than 1800 had been sold and this prompted the Committee to do some fast thinking and this they did. Brother Irving Johnson who

was responsible for the making of the kulolos, informed us that two imus were required to take care of the entire situation and assured the Maui Division officers that everything would turn out O.K. It certainly did!!

well done—in the preparation of the kulolos and having it ready and on time for the distribution by our members. Kudos also to all of our members who participated in any way to make this program the success that it was. A very, very, special thanks to our Units on Lanai, Molokai, and Kalaupapa for their orders of approximately 600 Kulolos. Mahalo, Majalo, Thank you! Mabuhay!

How Important is Seniority?

Seniority is important when promotion comes along but it is not the only relevant factor considered in making promotions. All relevant factors must be considered whenever promotions are made. Some of our members are of the opinion that they will be promoted just because they have seniority and nothing else matters. This is not the case.

The Union, recently went to bat for a member of Unit 1 (a non-UPW member).

Brother David Shaw, a refuse collector, clearly had seniority and was fourth on the list of eligibles for a promotion to a crew leader position due to become vacant this April (with the retirement of Brother Lai Kahae). But because management felt Brother Shaw had a poor work attendance record, he was not selected the first time around.

After UPW Maui Division Director intervened on behalf of Brother Shaw, Public Works Director Stanley Goshi on March 8 informed the UPW that Shaw would receive the promotion, but his work performance would be closely observed.

So remember, seniority will prevail, other factors like work performance being equal. So keep your performance up.

We certainly want to extend our sincere thanks and appreciation to Brother Johnson and his committee for a job

Table with 5 columns: Unit Name, Day, Date, Time, Location. MAUI DIVISION APRIL MEETING SCHEDULE. Includes units like MAKAWAO UNIT, KULA UNIT, PARKS UNIT, LAHAINA UNIT, MAUI MEMORIAL HOSPITAL UNIT, DAGS UNIT, WAILUKU UNIT, HANA UNIT, MOLOKAI UNIT, KALAUAPAPA UNIT, STATE EXEC. BOARD, CAFETERIA WORKERS UNIT, CUSTODIAN UNIT.



Food Stamps For Strikers Cut Off At Local Level

Efforts of conservatives to deny food stamps to strikers and their families were defeated in the last Congress but the issue is rising up, again, at the local level.

In Baltimore, teachers in the third month of their strike were denied food stamps by the city's Social Service Department on the admittedly "technical" ground that the strike was illegal because of a court injunction against it.

The concept of "need" which has played a role in determining welfare benefits to strikers in some parts of the country, was ignored in Baltimore based on the "legal technicality."

In the background of the denial was a meeting between the Baltimore Social Service Department, the Baltimore City Solicitor's Office and the U.S. Department of Agriculture, which administers the food stamp program in Maryland. This meeting took the position that the strike was not a "bona fide" one because of the injunction and that the striking school teachers were therefore ineligible for stamps.

As a result, all striking teachers who apply for food stamps are being told to return to work on penalty of losing their food stamps, an action which teachers have called strike breaking of the worst sort.

The Public School Teachers have appealed to the New Jersey office of the Department of Agriculture, which supervises the Maryland food stamp program, calling for a reversal of the action of the Baltimore Social Service Department.

Be Careful With Gasoline

Gasoline shortages and price increases may encourage some consumers to hoard fuel, but remember that improper storage and misuse of gasoline can create serious household hazards.

* If it is absolutely necessary to keep a small amount of gasoline on hand, store it in a heavy metal safety container with a tightly closed lid. Never store gasoline or other liquid fuel in glass or plastic bottles and, in particular, never use empty soft drink bottles which could be attractive to young children.

Last year, an estimated 25,000 persons sought hospital emergency room treatment for injuries associated with liquid fuels, including gasoline, kerosene, lighter fluid, and charcoal starter. More than 13,500 of these injuries were related to gasoline.

* Place the container in a well ventilated, cool area. Never keep gasoline or other fuel inside the house or in the basement.

Fires and explosions are the chief hazards associated with improper use of gasoline. More than half of those injured in gasoline-related accidents last year suffered burns.

* Never store gasoline near open flames, pilot lights, stoves, heaters, electric mowers, or any other sources of ignition.

Some families keep a small amount of gasoline around the house for power lawn mowers. But often gasoline is misused for cleaning clothing or paint brushes, exterminating insects, priming carburetors, and starting or feeding fires.

* Never use gasoline near an open flame. Never smoke near gasoline.

* Never carry gasoline in the trunk of the car. Escaping vapors can easily ignite.

The Consumer Product Safety Commission makes the following recommendations to consumers regarding the storage and use of gasoline:

* Keep gasoline, kerosene, other fuels, and polishes out of the reach of children. Never permit children to play with matches or fuels.

* Avoid repeated or prolonged contact of skin with gasoline and avoid breathing fuel vapors.

Credit Union Buys Property, Elects New Officers

The Hawaii County Employees' Federal Credit Union members' dreams have finally come true. A fee simple property of 10,160 sq. ft. was purchased during February. The property is located on Kilauea Avenue within the Kaikoo area. The architect firm of Taka-

hashi Associates was awarded the contract to draft plans for the FCU building. The Board of Directors serve as the building committee. The members are looking forward to having a new building this year.

The following are the officers and

Directors:

- Jackson Ah Chin, President
- Paul Perry, Vice-President
- Elizabeth Stillman, Secretary
- Y.C. Akana, Treasurer
- Naomi Ludwig, Director
- Ronald Okamura, Director
- Wally Ogawa, Director

Nixon's Policies Bring "Stagflation"

-- AFSCME Vows to Fight for Higher Wages

There's a new word invented by economists to describe the Nixon Administration's ability to combine a stagnating economy with inflation. They call it "stagflation" and it's making its mark on the new year.

The economy registered a slowdown in growth to an annual rate of 1.3 percent based on end-of-the-year figures. At the same time inflation rose by a staggering 7.9 percent on an annual basis in 1973, the worst jump in 23 years.

President Nixon took a look at all this in his State of the Union message and declared everything was just fine and that there would be "no recession."

But his cheery prediction was dashed just 36 hours later when announced that unemployment had risen by four-tenths of a percent to 5.2 percent in



January. That means that at least 4.7 million Americans are unemployed.

The slowdown in the economy means new jobs will not be produced fast enough to meet the needs of workers entering the labor market — a sure sign that more unemployment is head-

ing our way.

There is no indication of a slowdown in the price increases either. The government is dropping controls on almost all items, which is sure to lead to big jumps in steep prices.

Unions are no longer prepared to take the brunt of the economic problems of the nation.

AFSCME leaders made it clear that union members will expect to recover the "erosion" of their wages. "American workers have been the victims of a painfully inequitable national policy of accepted price rises coupled with depressed wage increases, resulting in a steady erosion of buying power."

The Executive Board pledged it would insist on settlements in 1974 bargaining that make up for these losses.

Victorious after 22-month Strike!

Boycott Ends as Farah Workers Win

NEW YORK (LNS) — The strike against the Farah Manufacturing Company, which began with a walkout in May, 1972, ended February 24 when

the strikers won recognition of the Amalgamated Clothing Workers of America (ACWA) as their bargaining agent.

The strike, by Farah's mainly Mexican-American women workers, accompanied by a successful boycott, forced Farah to close four of its eight plants in the U.S. Farah is the largest manufacturer of men's slacks in the country. Its stock, once selling at more than \$30 a share, dropped to a low of \$3.25 and its profits went from \$6 million in 1971 to a loss of \$8.4 million in 1972.

In 1970, workers at Farah's Gateway plant in El Paso decided to unionize. In response, Farah fired a number of union organizers. In spite of this workers voted to join the ACWA. Farah refused to recognize the union and fired more workers. All personal conversations were restricted during working hours and anyone wearing a union button was kept under constant surveillance. Workers were interrogated about union sympathizers and union material was confiscated.

Finally, at the beginning of May, 1972, workers in the San Antonio plant walked out, followed by workers at the other Farah plants. A few months later, the national boycott of Farah pants began.

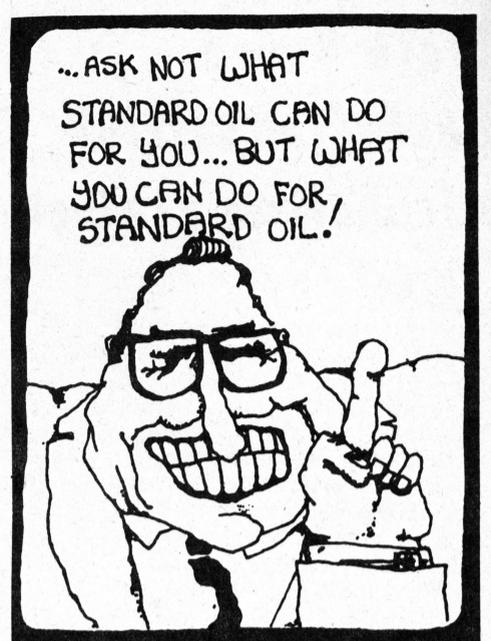
The union filed a complaint with the National Labor Relations Board against Farah in 1970 for unfair labor practices.

Meanwhile, Farah was being helped by its sympathizers. During the strike, the Pentagon cancelled its contracts with other pants-makers for sales to Army PXs and gave them to Farah instead. Similarly, the Pentagon increased its purchases of lettuce and grapes in an apparent attempt to smash the United Farm Workers strike and boycott.

But finally on January 28, 1974, the National Labor Relations Board ordered Farah to rehire striking workers and permit union organization. The NLRB decision criticized Farah's "lawless ways," and its "trampling on the rights of its employees as if there was no act, no board and no Ten Commandments."

However, even in light of the Board's ruling the February 24 settlement was a surprise. According to the Wall St. Journal, pressure from El Paso businessmen to resolve the situation had been growing recently. Possibly, they feared that Farah would close its El Paso plants, severely damaging the city's economy. Fred Hervey, mayor

HAWAII



VIVA LA HUELGA! Farah workers win union recognition after 22-month strike.

HAWAII DIVISION APRIL MEETING SCHEDULE

HILO HSP.	Mon., April 1	7:00 p.m.	UPW Hall
PUNA	Tues., April 2	3:00 p.m.	Kurtistown Pavilion
PARKS & RECREATION	Wed., April 3	3:00 p.m.	Shop
SOUTH HILO ROAD	Thurs., April 4	3:00 p.m.	Green Room
B.W.S.	Fri., April 5	3:30 p.m.	Shop
STATE UNITS	Tues., April 9	7:00 p.m.	UPW Hall
HONOKAA UNITS	Wed., April 10	3:00 p.m.	Garage
BLDG. DEPT.	Thurs., April 11	3:30 p.m.	Shop
KONA UNITS	Wed., April 17	7:00 p.m.	Yano Memorial Hall
KOHALA UNITS	Thurs., April 18	7:00 p.m.	Kohala Court House
KA'U UNITS	Wed., April 24	3:00 p.m.	Garage Waiohinu

LUCKY NUMBER: IF YOUR CAR LICENSE NUMBER IS **Z-8528**, you're in for a **surprise gift**. Call our UPW Hilo Office to confirm your car license number before the 15th of April, 1974.



Big Island Unit 1 Full Committee members study Unit 1 reopener settlement terms on wages, seniority, and grievance procedure.

of El Paso, suggested that an unofficial company-wide poll on union representation be conducted among the strikers. The laid-off workers and those still working. The results of the poll, received on February 22 (two days before the settlement) showed that 4,761 of the 7,703 workers included in the tally, or 67% of the workers had signed union cards.

Besides recognizing the union, Farah agreed to pay \$30 a week to the 2000 striking workers until they are rehired. The union agreed to call off the boycott of Farah pants.

Contract negotiations will begin as soon as a union negotiating committee is elected. ACWA head Murry Finley said that the union would seek a sizeable wage increase, new fringe benefits and a reasonable production standard at Farah.

Speedup is one of the large number of problems that led up to the strike. Rosa Flores dropped out of high school to help support her widowed mother and family. Her first full time job was cutting back-pockets at Farah. After a year she was earning \$1.80 an hour and was producing 60 bundles a day. Management then insisted that she raise her production, promising a raise. She went from 60 to 70 bundles a day, then to 80 and 85. Finally she hit 90 but she never saw a trace of any pay raise.

One striker at El Paso's Gateway plant, quoted in the Guardian, an independent radical weekly, said that workers cited a wage increase as their most important demand. "Everyone's talking about bad wages," he said. The average take-home pay of a Farah worker is \$69 a week. Wages begin at \$1.70 an hour and often remain at that level.

Besides economic gains, many of the strikers feel the union should also take up social issues which affect the workers, 85% of whom are Chicano. "We thought when we went out on strike that our only enemy was Farah, but we found out it was also the press, the police, the businessmen, the whole state."

The Farah workers' victory can only help the struggle of the United Farm Workers' Union and their national boycott of grapes, mainland head lettuce, and Gallo, Franzia and Guild wines.

HOSPITAL

State Board Backs Industrial Alcoholism Project

The State Executive Board, at its mid-January meeting, heard and approved a report summarizing recommended programs on the treatment of problem drinkers, offered by member Steve Murin. The Hawaii Committee on Alcoholism, with Brother Murin participating, has met with County officials to explore the acceptability of "the industrial approach to problem drinking" as a project supported by both public employers and public worker unions.

Backed by Board member Tommy Yontanza of the Hospital Division, the Executive Board voted support of Brother Murin's work in the HCA.

Murin told the Board members: "If the County, and later the State does, designate representatives who can speak for them, I want to be sure that I am authorized to speak for you. Decisions are going to be asked of us. Do we want absences from alcoholism to be treated as "illness" or don't we? Do we want such absences covered by public employer contracts and by sick leave? Are we willing to see Kaiser Plan and HMSA plans amended to include treatment for alcoholism even if it means increases in rates for all of us, not just for those who need treatment?" Murin also provided the Board with statistics showing a drastic reduction in absences due to alcoholism in a mainland-based plant at which the union and management worked together to treat 15 alcoholics, eleven of whom recovered completely.

"The concept of industrial treatment is based on early discovery, mutual concern, and early treatment of problem drinkers. Now that our State Board has approved the basic idea of this new mode of treatment, progress may depend on how quickly we can spread the word to you."

Call Brother Murin at 847-2631 if your unit, division or organization would like a presentation on this subject by the Hawaii Committee on Alcoholism.

Most Items Agreed Upon

St. Francis Negotiations Go to Arbitration

Negotiations at St. Francis Hospital have gone pretty well over the past few months, but the union and management teams were unable to reach agreement on two items. They were, however, able to agree on the choice of attorney Ted Tsukiyama to arbitrate the two matters. The disputed items are: 1) the reclassification of an insurance clerk to an accounts clerk (from labor grade 5-B to 6-B), and 2) an employee dental plan.

On the dental plan, the UPW proposed that the employer pay the full cost—only \$5 per single employee per month—and that the plan begin in 1974. Management has counter-proposed a plan covering just single employees which would begin in 1975; the employees would pay 75% of the costs, according to this management proposal which was unacceptable to the union.

WAGES AND RECLASSIFICATIONS

St. Francis workers will be receiving monthly wage hikes of between \$30 and \$49. The bottom wage rate at St. Francis will now be at \$485.

- * Special Department aides (from labor grade 3A to 4A);
- * X-ray Clerk II (from 2B to 3B);

- * Billing Clerk I to Insurance Clerk II (from 3B to 5B);
- * Billing Clerk to NCR Posting Clerk (from 3B to 4B);
- * Hospital Attendant (from 4A to 5A); and
- * PAS Coding Clerk (from 5B to 6B).

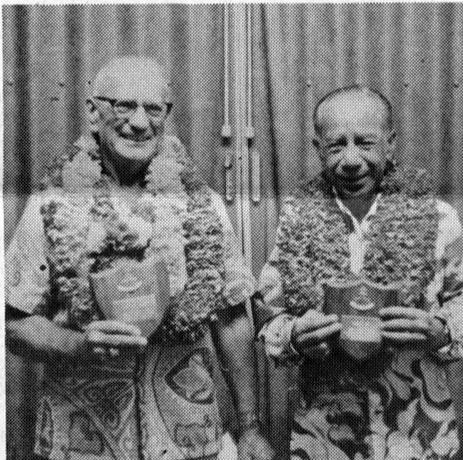
OTHER GAINS

Evening shift workers will now be able to take physical exams in the afternoon, saving them extra trips in the morning. The new sick leave section now allows use of sick leave for maternity, according to the EEOC guidelines. An additional holiday will be given on Kamehameha Day. A uniform procedure is now established for requesting and granting vacation leave. Workers will receive four hours' minimum pay for recall or when they are sent home due to mechanical or boiler breakdowns. Management will notify the appropriate union stewards when new employees are hired, so the union can sign them up. Many other matters were also clarified and resolved through these negotiations.

Once the arbitrator's decision on the two remaining items is given, the union will be ready to sign a new contract with the St. Francis administration.

St. Francis Unit Officers, 1974-1975

Last March 12 some 132 St. Francis Hospital workers voted in their unit officers for 1974 through 1975. They were: Sisters Marcella Lopez, chairwoman; Nina Lovan, vice-chairwoman; Rita Quiane, secretary; and Pua Sniffen, treasurer. Congratulations to these officers!



Brother Bill Camacho (left), formerly Queen's unit chairman, stands with fellow retiree Bill Brown at a tea given by Queen's in late February honoring the two men. Brother Brown had worked 2 years at Queen's as a parking lot attendant after some 35 years in the Pearl Harbor yard wood shop. Queen's administration representative Mr. Hautz presented plaques to the two retirees.

Palama Settlement workers sign re-opener agreement on wage increases last February 11. Left to right, Sister Helen Ichikawa, an account clerk; Brother Howard Kawakone, a building maintenance worker; and unit chairwoman Sister Lana Mercado, a secretary.



Wahiawa Hospital Unit Installs Officers at February Dinner

Dot's Restaurant in Wahiawa was the scene of a UPW gala dinner last February 22, attended by over 90 of our Wahiawa Hospital members. The event was held to install and honor the unit's new officers for 1974 and 1975.

Sister Loretta Dela Cruz made some opening remarks and introduced UPW State Director Henry Epstein and Hospital Division Director Evalani Subee to the lively crowd. Then Brother Henry Epstein installed the new officers. The women officers were given red roses and the men received shell leis as they were sworn in.

The new officers recently elected by the unit are: Sister Loretta Dela Cruz, chairwoman; Cassy Lott, vice-chairwoman; Pat Ramos, secretary; and

Pat Davis, treasurer. The following stewards were also sworn in: Janet Yonemura (Housekeeping), Jeanette Hilo (Laundry), Cassy Lott (Nurses Aides), Josephine Peralta (LPNs), Violet Kim and Pat Ramos (Dietary), Ludivico Pascua (Ambulance Orderly), and Philip Jiminez (Maintenance).

A four-piece orchestra with a woman vocalist provided excellent music for the occasion, and many of our members danced and had a good time.

RETROACTIVE PAY

Wahiawa workers will have another reason to celebrate soon. Their new contract was signed last March 11, and they will be seeing their retroactive pay increases in their April 2 pay check.

Kuakini Settlement--Good Step Ahead

Kuakini Hospital workers last month ratified a new two-year contract by a 20-1 vote. The contract, which brings across-the-board monthly wage increases of \$30 retroactive to last December and another \$30 effective

April 1, 1975, is a good forward step for hospital workers. The lowest rate of pay at Kuakini has now been raised from \$440 to \$485 as of last December.

Sick leave may now be taken for maternity if inability to work is proven

by competent medical evidence. A 4-4-16 TDI Plan is established with the employees paying not more than 35% of the costs; under its terms, sick leave benefits will be integrated with temporary disability payments.

Recall time is raised from two to three hours minimum pay when an employee is recalled to work. For computing weekly overtime, paid vacation and holiday time will now be counted. The Leave of Absence section has also been clarified and additional benefits gained. All eligible employees must be offered the hospital's retirement plan at no cost to them. These provisions also apply to Kuakini Home workers.

Labor Grade I employees are all up-graded to Labor Grade II, and Labor Grade I is abolished. Brother Geronimo Salibo's reclassification request is now under management's consideration. Dietician Aide is reclassified to Senior Counter Woman. Additional staff will be hired for Boiler Room work. Union and management also agreed to work together to try to devise improved work schedules for the hospital.

Brother Gary Rodrigues was chief spokesman for the union team, which included Ken Ige, Lani Waiwaiole, Clara Omerod, Adeline Uhrle, Shoji Michihara, and Division Director Evalani Subee.



"The country's going to the dogs. Happily, it's the top dogs."

HOSPITAL DIVISION APRIL MEETING SCHEDULE

BEVERLY MANOR	Mon., April 1	3:45 p.m.	UPW Hall
ST. FRANCIS	Mon., April 1	7:00 p.m.	UPW Hall
PALAMA SETTLEMENT	Tues., April 2	11:30 a.m.	Palama Settlement
DIVISION EXECUTIVE BOARD	Tues., April 2	7:00 p.m.	UPW Hall
HALE NANI	Tues., April 9	4:00 p.m.	UPW Hall
KUAKINI	Wed., April 10	4:30 p.m.	Kuakini
WAHIAWA	Thurs., April 11	3:30 p.m.	Wahiawa
POHAI NANI	Thurs., April 18	3:30 p.m.	Pohai Nani
QUEEN'S	Thurs., April 18	7:00 p.m.	UPW Hall
AGENDA MEETING	Tues., April 23	4:00 p.m.	UPW Hall

Ritchey Case Goes to Arbitration

The case of a dismissed Oahu Prison correctional officer will soon be going to arbitration, with the UPW fighting for reinstatement.

Brother Marshall Ritchey, a correctional officer at Oahu Prison, was fired last September 28 after 10 days' suspension. The termination letter was signed by Corrections Superintendent Ray Belnap and Personnel Officer John Smythe.

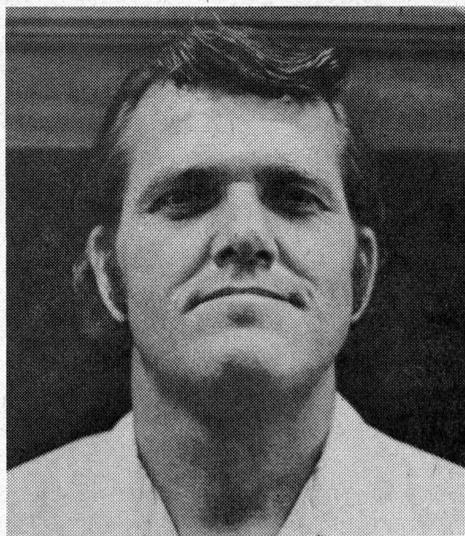
A veteran of 8 years' work at O.P., Lt. Ritchey is a strong advocate of prison reform and of a greater counseling and rehabilitative role for guards at the Prison.

Ritchey was fired for allegedly violating standard operating procedures during an incident in which a prisoner was shot and wounded by another prisoner. Both prisoners were Residents' Council members. When he attempted to let the two prisoners work out their differences later through a phone call, he was charged with insubordination, another alleged basis for his dismissal.

O.P. guards "are understaffed and overworked", Ritchey claims, and noted his own heart attack at O.P., during which one of the prisoners saved his life. Ritchey feels the State should employ more correctional officers and give them the kind of training which would aid them in counseling and relating to the prisoners. "After all that's how a correctional officer differs from a 'guard'," Ritchey adds. "We are not just in charge of keeping people locked up. We must also be concerned with 'redirection' and 'remotivation'."

For Ritchey this concern goes beyond working hours. On his own time, at home, surrounded by his wife and five children, Marshall Ritchey took the time to write up summaries and recommendations on individual prisoners, for use by the Parole Board or program committee. He still voluntarily gives of his time and funds to support the Seven Steps Society and to aid prisoners once they are released.

His grievance over his dismissal has been turned down by management at



Brother Marshall Ritchey

every step. Now the decision will be in the hands of an arbitrator agreeable to both sides. Hopefully, Brother Ritchey will win this case and be able to return to his job at the Prison.

OAHU

Serve the People!



Brother Dennis St. Onge and his wife Lolita were active in the parents' committee formed to prevent the closure of Na Lei pre-school in Palama. The committee was successful in this effort. Dennis is a worker at Waimano Home and Hospital, and is also an officer in the Census Tract 55 organization.

Union Presses City for Safe City Equipment in Transportation

Last February 22, in the wake of several serious accidents involving work crews in the City's Transportation Services Department, UPW business agent Wilhelm Cordes sent a letter to City Chief Engineer George Villegas asking for immediate investigation and correction of unsafe practices and conditions at the traffic maintenance yard.

The union's action followed complaints by the men that their requests that management correct unsafe electrical wiring and inadequate lighting in certain shop areas had been ignored. The men also reported that ladder trucks used by streetlight maintenance workers are unsafe for daily assignments, because of faulty and inadequate repair and defective hydraulic mechanisms.

Because of these conditions, "several severe accidents have occurred in the past with connection to our members employed as linemen, resulting in serious injuries and even deaths," Cordes wrote. "We therefore cannot take these reports lightly." The union said if these conditions were not corrected, there would be no alternative but to exercise our contract rights under Section 46 (Working Conditions and



City Transportation Services Department Safety Coordinator Paul Kishinami (left) checks out complaints about faulty ladder and hydraulic mechanisms on City streetlights trucks, which have caused several serious accidents recently.

Safety and to cease working under these conditions.

Ten days later Mr. Villegas promised to send Safety Coordinator Paul Kishinami to the yard to check out the complaints and to determine remedies where they are needed.

Oahu Mountainball League Opens In High Style



Brother Louie Waiolama (left), Oahu Sports Chairman, believes in doing his job well and with style. Here he presides over the opening of the 1974 Oahu Division Mountainball League, as team captains Brothers Bobby Gouveia (Roads) and Archie Chung (AES) cut the ribbon over home plate. Brother Jimmy Brown (Refuse) served as the opening game's scorekeeper, and Brothers Harry Mamizuka and Ernest Sueoka, as umpires. Over 200 spectators were on hand for this league-opening game which the Roads team reportedly won.

People's Drive in Gear

Oahu Members Urged To Turn In Old Newspapers At The Union Hall

All Oahu Division UPW members are urged to help raise funds for the P.E.O.P.L.E. national political action fund (AFSCME's political arm which seeks to aid candidates friendly to labor). The Division hopes to raise \$1 per member to help PEOPLE get us a better Congress in Washington.

YOU CAN KOKUA BY SAVING YOUR OLD NEWSPAPERS AND TURNING THEM IN AT THE UNION'S HALL 1426 N. School Street, on the following Saturdays before 9 a.m.:

March 16, March 30, April 13 and April 20.

Your old newspapers might then help to make better news in your new newspapers! Mahalo!

Lightning Strikes Twice at HIC

In a case that sounds like a rerun of a 1973 grievance, two more HIC custodians, Brothers Jerry Kawakami and Juan Carbonel, were disciplined unjustly by management and, after the union's intervention, the punishment was revoked.

The two HIC workers reported to work one morning last month at 6 a.m. Their work day normally lasted til 2:30 p.m. They worked until 1 p.m. when management's representative Mr. Vilorio told them they could go home.

Shortly after they went home, another management person Mr. Sam Amato asked Vilorio where the two men were and was told they had gone home. Consequently Mr. Ruji Hayashi, also with management, investigated the situation and called in both Mr. Vilorio and Mr. Michael Fu, HIC deputy administrator, to find out the facts; neither seemed to know why the two men went home. Mr. Hayashi neglected to call in the two men and get their side of the incident.

Mr. Fu, even though he lacked the proper authority to discipline, placed the two men on leave without pay for their alleged 1 1/2 hours of unauthorized leave.

Union B.A. Bob Chang learned of this problem last March 13 and immediately investigated the incident. He found that Mr. Vilorio had authorized their going home. Though unsuccessful in getting a meeting with HIC head Matt Esposito, who had a previous engagement, Brother Chang managed to meet with Mr. Hayashi and explain what really had happened. Mr. Vilorio, when called in again, substantiated the two employees' statement and said he had told them they could go home. B.A. Chang pointed out that management had violated several sections of the union contract (1, 11, 27, & 42) and should rescind their action.

Mr. Hayashi then agreed to rescind management's disciplinary action, remove unfavorable letters from the personnel files and give the men full pay for the day involved.

Oahu Officers' Workshop April 6

All Oahu Unit Chairmen, Vice-Chairmen and Secretary-Treasurers are urged to attend a workshop on the duties of unit officers on Saturday,

April 6, 8:30 a.m. to 4:30 p.m., at Kapalama Elementary School, 1601 N. School St. There are many interesting lessons to be learned about our union and how it can best function.

OAHU DATES TO REMEMBER

OAHU AFL-CIO	Tues., April 2	7:00 p.m.	UPW Hall
OAHU DIVISION WORKSHOP	Sat., April 6	8:30 a.m.	Kapalama School
OAHU DIVISION	Thurs., April 11	7:00 p.m.	UPW Hall
TURN IN OLD NEWSPAPERS	Sat., April 13	—	UPW Hall
RETIREES MEETING	Thurs., April 18	9:00 a.m.	UPW Hall
CAFETERIA WORKERS	Sat., April 20	9:00 a.m.	UPW Hall
TURN IN OLD NEWSPAPERS	Sat., April 20	—	UPW Hall
EDU/CUSTODIANS	Sun., April 21	1:00 p.m.	UPW Hall
OAHU STEWARDS COUNCIL	Fri., April 26	7:00 p.m.	UPW Hall
STATE EXECUTIVE BOARD	Sat., April 27	—	UPW Hall
	Sun., April 28	—	UPW Hall

REMINDER: Section 8 meetings for DOE Custodians and Cafeteria Workers will be held at Kapalama School cafeteria on April 10 (Custodians) and April 11 (Cafeteria Workers).

State PAC Backs ILWU Sugar Strike

The UPW State Political Action Committee had a good working session last March 9, agreeing on several important legislative and political matters and voting to give strong support to the ILWU sugar workers who had begun their strike that same day.

The PAC heard reports from the union's staff about the status of bills at the Legislature and reviewed the union's position on our basic program. **First priority for our union is legislative approval of all collective bargaining agreements.** Other items include increases in pensions of retirees, compulsory retirement at age 65, repeal of laws conflicting with collective bargaining, transfer of Molokai Hospital to the State, prior service retirement credit for hospital workers affected by transfers of their hospitals to the State,

and improvement of the ordinary disability retirement allowance (H.B. 445). The PAC received copies of the UPW testimony on a 12-month schedule for the Hawaii School for the Deaf and Blind.

The PAC voted to endorse the Legal

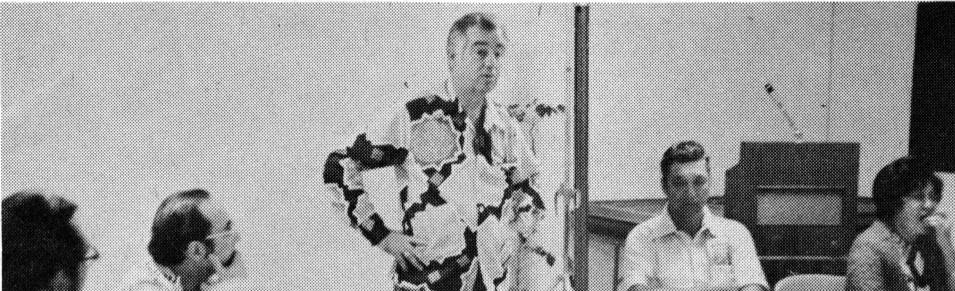
Aid Society efforts to secure \$267,000 from the Legislature to retain some 10 attorneys and their support staff; present Model Cities funding for these positions, set up to assure legal counseling for the poor, will end on June 30. The committee members also voted to

support the Hawaii AFL-CIO position urging a **Hawaiian or part-Hawaiian be appointed as Bishop Estate trustee**, on a motion made by Brother **Jack Konno** and seconded by Sister **Ruby Ahakuelo**.

The PAC voted support of most of the legislative positions of the Hawaii Council on Crime and Delinquency, expressing grave reservations about only two proposals which would affect union members' jobs—the closing of the Hawaii Youth Correctional Facility (in favor of a small secure unit nearer central Honolulu) and the dismantling of the current prison system of a central prison facility on Oahu with camps on the other islands.

Fund-raising plans for P.E.O.P.L.E. were reported by the various divisions, and the PAC stressed that PEOPLE contributions should not be mixed with union funds.

State Senate President **David McClung** addressed the State PAC as a candidate for Governor and stressed the importance of the runaway shop issue—the sugar and pine companies trying to flee Hawaii to take advantage of low-wage areas in the Pacific region. He expressed strong support for the ILWU struggle and urged all workers to get the facts and help fight these irresponsible companies.



State Senator Dave McClung, a candidate for Governor, raps the Big 5 and Del Monte for their intentions to run-away from Hawaii, leaving our workers unemployed and harming our economy. McClung spoke to our State PAC last March.

ILWU Sugar Workers On Strike

Last March ILWU sugar company workers took to the picket lines in support of their demands for job security, adequate wages and decent pensions. The strike followed three months of negotiations during which the union tried in vain to get a fair settlement without a strike, even working several weeks without a contract. The ILWU made many changes in its demands, dropping some and lowering others, but the bosses refused to budge from their meager wage and pension offers. The companies didn't want to talk at all about "No Lay-offs" and job protection from the runaway shop and plantation closings.

UNION DEMANDS

The strike issues are basically: 1) **job security**; 2) **wage increase** of at least 40¢ an hour each year for two years; 3) **cost-of-living adjustment** to keep workers' wages up with the rapid rise in prices; and 4) **better pensions** of at least \$7.50 a month for all years of service.

The union's strike bulletin of March 8 says that the real issue is whether the sugar industry will meet its obligations to the workers and communities which helped them get rich. "The workers sacrificed in the lean years. They

cooperated in mechanization and efficiency moves which made our plantations the most efficient in the world, with the highest productivity per man hour."

The bulletin points out that since the last sugar contract was negotiated, in 1972, **the price of sugar has more than doubled.** "Now is the time for sugar workers to get their share! Now is the time to get our wages up where they belong. Now is the time to nail down some guarantees for the future—adequate pensions, better severance pay, protection on layoffs."

SOLIDARITY NEEDED

Our union supports this strike. Please do what you can to kokua our brothers and sisters on the line. If the pineapple workers are also forced out on strike, they will also need our support and good will. **These struggles are also our struggle; their outcome will determine much about the quality of our society—whether there will be jobs, decent wages, housing, education, government services, and land for our people, or whether we will be thrown into a recession, with diminishing wages, reduction in public service, higher unemployment and greater poverty. United we stand, divided we fall.**

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

Blood Needed!

A member of the Union called to ask for help. She needs **two pints of blood** to replace the blood she had to have during recent surgery. The member is a Custodian who has no immediate family living in Hawaii. For replacement purposes the "type" of blood is not crucial; any donor will be welcomed.

When she talked to a Staff member, she said, "I knew I needed help. I asked myself **WHO CAN I ASK** and the first thing came to my head was **THE UNION!** So I called."

If you are willing to help please call Business Agent, **Julia Tsugawa**, or **Steve Murin** at 847-2631. Arrangements will be made with the Blood Bank **TO SUIT YOUR SCHEDULE** during the day or evening. Leave your name and number when you call to get information about whether you can be a donor.

NOTICE:

When you transfer from a State job to a County job, or vice versa, please be sure to **notify the union** and fill out a new UPW membership form. For example, if you change from the Board of Water Supply to the City and County Road Department, you should fill out a new UPW membership application.

OTHERWISE, YOUR MEMBERSHIP IN THE UPW MAY BE DROPPED, AND YOU MIGHT LOSE YOUR MUTUAL AID BENEFITS AND INSURANCE AS WELL. SO PLEASE LET THE UNION KNOW OF THOSE TYPES OF JOB CHANGES. A CALL AT THE RIGHT TIME MAY SAVE YOU MUCH TROUBLE LATER.

Also, in the event of a **workmen's comp injury**, and you're not drawing regular salary, please report to the union **right away**, so the union doesn't drop your membership.

A Huge Success—4,300 Participants!

AFSCME's Education Program in Hawaii-1973

Some 4,300 UPW and HGEA members and their spouses received AFSCME certificates for completing educational courses offered by AFSCME during 1973. 1,500 certificates went to UPW members.

These impressive statistics, when considered as percentage of membership or by numbers alone, make our union's educational program developed and run by our local AFSCME education office, the **most extensive educational undertaking sponsored by any union in the country!** We can be really proud of the efforts of **Guy Nunn, Herbert Gonsalves, Kathy Hamada, Wally Knotts, and Sam Hao** — the AFSCME office staff. Affiliation with AFSCME has really benefitted many of our members.

The Oahu course offerings during 1973 brought out some 250 people for 11 courses in the first cycle; 450 people in 18 courses of the second cycle; and 1,045 in 19 courses given in the third cycle! This is a remarkable record, since usually registrations would tend to decline when courses are repeated. But the AFSCME office has managed to schedule a great variety of courses, including language, dance and musical instruments courses, and interest in the education program continues to increase — even despite the fuel squeeze.

AFSCME also ran or sponsored Unit 10 stewards' classes, special 1-day conferences on most of the islands, a Hospital Division organizing workshop, paid-time on-the-job safety instruction run by **Teddy Lii**, and Community Col-

lege refresher courses for waived LPN's. This is an outstanding track record for our education office — and

it looks as if they are out to break past records in 1974. Help out by signing up for AFSCME classes.

Help the Royal Hawaiian Band Make Music

One of Hawaii's oldest established musical establishments, **THE ROYAL HAWAIIAN BAND**, needs help. The Band, a cultural asset in Honolulu since the reign of King Kamehameha III, is asking our help to finance a trip to Canada during the National Exhibition in Ottawa in August.

The Royal Hawaiian Band has been invited to play in three other major cities in Canada, Toronto, Vancouver, and Victoria. The Toronto appearance will mark the opening of the Honolulu Artists' Exhibition, at which time Canadians will have an opportunity to see and hear the musical heritage of Hawaii performed by our outstanding musicians.

The City has asked us to help make this cultural interchange possible by making group or individual contributions to pay travel expenses. Contributions by individuals are **fully tax deductible** and should be made out to **FINANCE DIRECTOR, CITY AND COUNTY, HONOLULU.**

Units or Divisions wishing to kokua are encouraged to discuss this at pending scheduled meetings.