

Final UPW Mural Completed



The last mural on the front of the UPW's Honolulu headquarters was installed last May, and depicts the school cafeteria workers and custodians of the State Department of Education. Sister Carrie Pang (Heeia School) and Brother Gelacio Daoang (Royal School) were the custodians photographed for the mural (the two leftmost figures) and Sisters Sally Yamada, Edna Nishimoto and Yoshino Teruya were the Royal School cafeteria workers immortalized in the mural. Brother Steve Murin coordinated the project, and Editorial Assistant John Witeck took the photos used by artist Charlot.



The artist, Jean Charlot (left) poses with his two subjects for the last mural (in background) Carrie Pang and Galaceo Daoang. Isami Enomoto fired the tiles and provided the workplace for Charlot's most public and remarkable works—the UPW murals.



Brothers Mike Mudget (left) and Arthur Ferreira (right) worked with Richard Racoma to put up the final mural. They are Local 1 members employed by the Classic Tile Corporation.



ORGANIZER

★ ★ ★ UNITED PUBLIC WORKERS ★ AFSCME LOCAL 646 ★ ★ ★



VOLUME X, NUMBER 7

HONOLULU, HAWAII

JULY, 1975

Full Unit 1 Blue Collar Negotiating Committee Meeting — Sat., July 12

Beginning at 9:30 A.M.
UPW Hall
1426 N. School St., Honolulu
All Unit 1 negotiating committee members are urged to attend this important first meeting on a new contract. Other Unit 1 workers are welcome to observe. Negotiations for a new Unit 1 contract will open next October. This is the time to put in your say. Don't miss this meeting.

Health Fund Trustees Approve Increase In Medical Premiums

By Jack Konno,
UPW State President

Recently, the trustees of the Hawaii Public Employees Health Fund reluctantly approved the request of both Kaiser and HMSA to increase their medical premiums. This request was granted by the trustees only after much discussion.

As everyone is quite aware, a bill in the last session of our State Legislature which called for a 50-50 contribution on medical premiums did not pass. Senate Bill 228, if passed, would have meant that active employees' increase in medical premiums would have been minimal.

With the bill's failure of passage, members in HMSA and Kaiser will be paying the entire increase as of July 1, 1975. The new rates and amounts of increase are shown in the chart below.

BEYOND OUR MEANS

Some of our members might ask, "Why did the labor representatives on the Board approve such a drastic increase—isn't labor there to protect labor?" True, labor representatives on any board and commission are there to protect labor's interests, but there are times when it is beyond our means to stop sky-rocketing costs. And a good example is in the area of health care costs.

By granting HMSA's request for a 35% increase, our members actual take-home pay, even with a pay increase in July, has been cut back greatly. What are the other alternatives beside granting a 35% increase? Actually, not many. We could have granted the carrier a lesser amount of increase but because of the carrier's

arguments that they lost over a million dollars during the last fiscal period, it would have meant a reduction in benefits also. Also, if because of our position we weren't able to agree on and negotiate a contract before the end of this fiscal period on June 30, public employees would have no medical plan coverage whatsoever.

SPECIAL TASK FORCE SET UP

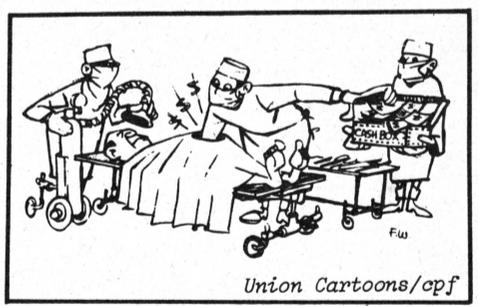
Because of every trustee's concern about the rising cost of medical premiums, our Chairman Brother Van Horn Diamond appointed a special task force composed of 4 trustees and including the expertise and services of 5 other State agencies to go into a complete auditing of the operations of HMSA.

The Audit Review Committee, as it is called, will begin looking into HMSA operations. Its first meeting was held on June 9. This writer is one of the appointed members of this committee, and we will be looking into areas such as operational costs, advertising, benefits costs, and the impact of doctors' fees and hospital charges in relation to the need for rate increases.

We will give each area close scrutiny

to see if there is justification for such a drastic increase. We would also appreciate any input from public employees so the Audit Review Committee can really do a thorough job.

Auditing of Kaiser will go through normal channels with a report to the trustees to be made later on this year.



Citing a 6.2% hike in doctors' charges in 1973 and a 12.3% rise in 1974—and pointing out that in Hawaii in 1974, doctors' fees shot up a whopping 18.8%, HMSA Vice President Mr. Yuen attempted to justify HMSA's proposed 35% rate hike this year. He also pointed out that hospital costs in Hawaii shot up by 12.2% in 1973 and 11.1% in 1974, increasing even more than mainland hospital costs for the two years.

REMINDER: Send Applications in for Statewide Bowling Tournament

Brother Jimmy Brown and Roger Kanealii remind all members and their Divisions to get in their registrations for bowling team entries by this coming September 15, for the UPW's Statewide Bowling Tournament, October 24-25, on Oahu.

The Tournament will take place at Classic Bowl Lanes in Kapalama. Each Division should have received brochures and forms for the upcoming tournament. Entry fee will be \$4 per player per event (3 events), and an additional \$2 for the all-events competition. All participants are also expected to purchase a \$6 luau ticket and attend the luau awards dinner on Saturday, October 25, at 6 p.m., UPW Hall. Accommodations will be available at the Airport Holiday Inn (\$20 for single room, \$24 for double). Check with your Division staff to apply for this exciting tournament.

CHANGES IN MEDICAL PREMIUMS

FY 1975-76 Total Premium	Carrier	Type of Enrollment	FY 1974-75 Former Rate	FY 1975-76 New Rate	Actual Monthly Increase
\$16.60	HMSA	Self	\$ 7.48	\$11.60	\$ 4.12
\$53.00	HMSA	Family	\$24.82	\$38.00	\$13.18
\$18.46	HMSA/CHP	Self	\$ 9.20	\$13.46	\$ 4.26
\$53.52	HMSA/CHP	Family	\$26.18	\$38.52	\$12.34
\$19.36	KAISER	Self	\$12.62	\$14.36	\$ 1.74
\$54.60	KAISER	Family	\$34.72	\$39.60	\$ 4.88

State of the Union

by Henry Epstein



BLUE COLLAR WORKERS NEED A SUBSTANTIAL PAY HIKE, REPORT SAYS

As we begin preparations for Unit 1 negotiations, an interesting and timely report has been issued by a management consultant firm hired by the State of Hawaii, using Federal funds.

This report, by Executive Management Services, Inc., of Arlington, Virginia, reviews the present status of collective bargaining and makes recommendations about changing the number of steps and ranges in the pay plans.

The State Department of Personnel Services sent us a copy of the report, though they point out the report is not without shortcomings and that they disagree with parts of the study.

WAGES LOW, REPORT SAYS

Commenting on blue collar wages, the report says:

"State salaries for this group appeared to have averaged about 4 per cent below the market in late 1973. Equipment operators and some of the skilled trades jobs showed deficiencies; however, some of the unskilled and semi-skilled jobs appeared to be at or above the market."

Referring to the family budgets prepared by the Bureau of Labor Statistics, the report comments:

"To achieve a 'lower standard' of living after July 1 in 1973, a state employee, married with wife not working and two school-age children, would have had to achieve at least the salary of Step G of SR 14 in the general schedule or the maximum step of WB 10 in the blue collar schedule. In 1970, Step G of SR 13 or the maximum step of WB 9 would do it."

The report confirmed what we all know — that salaries have not kept up with increases in the cost of living.

This is how it sounds in the report's language:

"It is also clear that the predicted continuing rise in cost of living will leave state employees increasingly behind. All governments are faced with high cost problem, and some will not be able to solve it within present fiscal capabilities. However, the cumulative effect of compromise with the increase in cost of living must be fully realized now.

"For example, if the current year increase is 10 per cent and salaries are increased 7 per cent, the deficit

is only 3 per cent; but if the increase next year is also 10 per cent, a 13 per cent increase in salaries would be required to keep up with it.

"At the present rate of increase in the cost of living, many employers, both private and government, are finding it fiscally impossible to fully provide for increase in the salary plans."

Later in the report, the consultants recommend a four-step blue collar wage schedule, with five per cent increments. They recommend against longevity steps for blue collar workers.

They are in favor of continuation of increments in all bargaining units. This proposal runs counter to the recent legislation which provides that, after July 1, 1976, there will be no increment in any year that has a negotiated pay increase for a particular bargaining unit.

There's a lot of meat in the Executive Management Service report. Like the Department of Personnel Services, we disagree with some of their recommendations.

SUBSTANTIAL PAY HIKE NEEDED

The report confirms our position that blue collar workers need and deserve a substantial pay raise. It also verifies the fact that pay increase have not kept up with boosts in the cost of living.

We do not agree that changes in the salary schedule should be made by the Legislature, though. In our opinion, the number of steps and the number of ranges should be negotiable items.

First, the employees in a bargaining unit should decide which direction they want to go. They should have the say on whether to have one step or ten steps and whether to have any longevity steps.

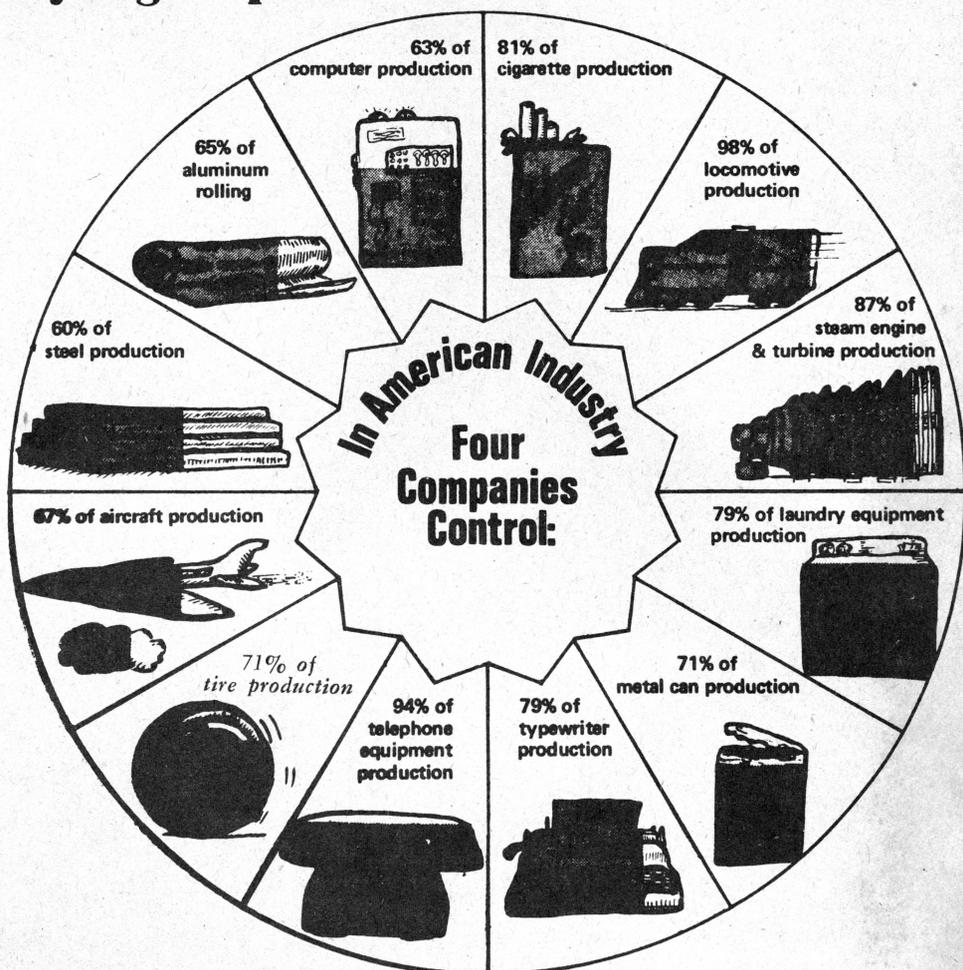
Once the workers have reached a decision, the position should be presented at the bargaining table and worked out through collective bargaining.

This September, the legislative interim committee will be considering changes in the collective bargaining act. Part of our program will be to permit full negotiations on the structure of the salary schedule in both Units 1 and 10.

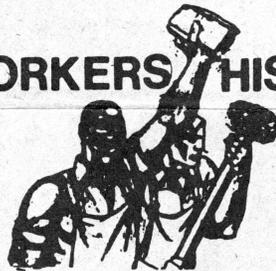
In the meantime, this new report provides food for thought as we get ready for the next round of negotiations.

Consumer's Corner

How many industries are monopolized by big corporations?



WORKERS' HISTORY



LIFE ON A PLANTATION



"We're just like prisoners," Machiyo Mitamura put it in a 1940 interview. Conditions on the plantations were harsh and the routine of the plantation workers took its toll.

(Portions of a 1940 interview with Machiyo Mitamura, a plantation worker, give us a glimpse of plantation life, its hardships and routine.)

"My life was not my own. I had obligations to my family. . . . And so I went to work on the plantation. No, it was not the first time. During the summer months I used to help around the fields (at age 15). . . . I went out with the other boys to help pick during the picking season. . . . We got about 15¢ an hour. Day laborers made from 50 to 80 dollars a month. I've done most of the work in the fields . . . hoe-hana, cut suckers (young pine shoots), loaded pines on trucks and trains, counted pines in the fields, picked fruits and helped to spray the fields to kill off the bugs. . . . Today I make about \$70 a month.

" . . . Women get less than men, but they can do almost any kind of work. They don't do the hard work like picking the pines or loading. But they sure can hoe-hana, cut suckers, and sort pines. . . . They wear strong dresses and use homemade cloth coverings to protect their arms and legs from the sun and pine leaves.

in the fields. Ever since I can remember I have gotten up at that early hour. Sure, it's dark and cold when you get up, but that's plantation routine.

"By the time you finish your breakfast, the whistle blows, and everybody must get together at the office. The breakfast isn't much either. We eat just plain food. We have mainly rice, miso shiru (soy bean soup), pickled plum, cabbage and turnip, and fish or meat that's left over. Yes, sometimes we have ham and eggs. . . . We must have something solid. You see, we start work at six and if we don't eat a healthy breakfast, we'll starve before lunch. . . .

"We work in the hot sun. Yes, the morning is cool and fresh, but when the sun comes out, boy—it's sure hot. In going to work, we get into a truck that takes us to the field where we work. After work, the truck comes for us. Sometimes we walk home if the field is near the camp. You know, we're just like prisoners. You know what I mean."

HUNGRY POWER

Recipes for a Worker's Budget

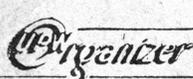
LETTUCELESS SALAD

For members who want to help the UFW boycott of scab mainland head lettuce, try this lettuceless salad — or buy our local Manoa lettuce, or Maui or Big Island Iceberg lettuce.

FARMWORKERS' VICTORY SALAD

- 1 cup raw cabbage sliced very fine
- 1/4 onion, diced
- 1 tomato, chopped
- 1/8 teaspoon dried dill
- 1/2 cucumber, chopped

Season to taste with salt and pepper and toss with your favorite salad dressing. You may wish to serve this on a bed of raw spinach leaves. This salad doesn't wilt; it keeps well and is better the next day like a good stew. Raw cabbage is high-potency vitamin C.



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Public hospitals closing

In our last issue of the Organizer, we reported on the C.O.R.E. report and its recommendations, including the idea of turning over our public hospitals to private businesses.

This article by Elinor Blake and Dr. Tom Bodenheimer of the Health Policy Advisory Center in San Francisco is based on a 230-page report called, "Closing the Doors on the Poor." It reveals some of the effects nationwide of shutting down or turning over the only health care facilities many Americans can afford.

AFSCME is currently fighting closures in Maine, Wisconsin, Michigan and other states. Public workers will have to join with the poor and other working people to fight these shut-downs, lay-offs and denial of health care services. Workers at Hilo Hospital have already taken up this issue and are opposing the C.O.R.E. proposals.

We must all get informed and be ready to fight these plans and ideas which help the big guys but only hurt working people.

City and county hospitals—the only source of health care for millions of low income people—are in peril across the country.

The situation is most critical in California, with 17 of the state's 49 county hospitals closed down or transferred away from public management and four more on the verge of closing. Most of the remaining counties are considering ways to get out of the hospital business.

But California is not alone. New York City's 18 municipal hospitals are now run by a separate "hospital corporation." Chicago's Cook County Hospital almost closed twice recently.

The official attitude seems to be that the poor do not deserve medical care. As Boston Mayor Kevin White told a crowd protesting cuts at that city's hospital, "Some of you people may have to die."

HOSPITAL CLOSURES

White's warning was not an idle one. In the small northern California town of Oroville, the county hospital was closed in September 1973—with assurances from private hospitals and physicians that they would care for everyone. Two months later, Daniel Gibson, a destitute man of 68, was turned away from a local private hospital. He died of pneumonia 19 hours later.

Madera county, one of the state's poorest, closed its hospital in 1972, baldly declaring that the county contained no more medical indigents. People turned away from the remaining private hospital were forced to travel 30 miles to the next county's facility.

Santa Cruz closed its hospital, which was only five years old, in 1973. Most of the elderly and poor Mexican-American residents there simply don't use health facilities unless absolutely necessary, since most care is now beyond their financial reach.

Some of the cuts are partial. San Francisco General Hospital may lose its obstetrics service, though over the past few weeks hospital workers and community groups have joined to save and upgrade the service. Their actions will probably at least delay the closing.

Los Angeles plans to contract with private sources for particular services. This could have a domino effect, with the closing of one service bringing deterioration of the other parts of the hospital. The county's medical director, Dr. John Affeldt, warns, "You can destroy the county hospitals little by little and you'll never be able to get them back."

Several other county hospitals would have joined the casualty list if consumer groups and hospital workers had not fought the closures. In Tulare County, the grape-growing area near Delano, low income Chicano organizations led hundreds of people to hearings and reversed the decision to close the hospital. And just to the south of San Francisco, a popular campaign has forced San Mateo County to guarantee alternative health care if the public hospital is shut down.

While often highly critical of public medical care, the poor will join with hospital workers to defend these hospitals when their existence is at stake.

THE POOR AND PRIVATE CARE

This massive retreat from public medical care affects two categories of low income people. The worst-hit are the uninsured—some 25 million people nationwide without Medicare, Medicaid or private health insurance. These people are often



self-employed or seasonal workers, or employees of small, nonunionized businesses.

Private doctors and hospitals frequently turn these people away because they cannot pay. An estimated 4000 people die each year because private hospitals will not accept them.

But even the 20 million poor Americans covered by Medicaid have no guaranteed access to private care. Medicaid patients are often Black or non-English-speaking, and their plan pays less than Medicare or private insurance.

Across the country, Medicaid patients are only welcome in three places—a handful of "ghetto" physicians, usually with high volume, low quality practices; at university hospitals, where they are needed as teaching and research subjects; and in public hospitals which traditionally offer care to all comers.

In New York City, four percent of the doctors do 85 percent of the private practice Medicaid business. Only 73 of Chicago's 6000 private doctors see over half of the 285,000 Medicaid recipients in that city. Entire counties in California have no pediatricians, obstetricians or internists who will treat Medicaid patients. When county hospitals close, Medicaid recipients may join the uninsured in a futile search for private health care.



Don't Blame the Victims

Big push on to make aliens the scapegoats for unemployment.

The U.S. Congress, the Immigration and Naturalization Service and the press have joined in a massive campaign to place the blame for the current economic disaster on the shoulders of aliens, living and working illegally in the United States.

Sensational press stories in recent weeks have painted a scare picture of millions of illegal aliens flooding the country to take jobs away from American workers. One recent local press story concerned the growing numbers of immigrants coming into Kalihi-Palama and seemed to blame them for the resulting problems that were created, and for growing unemployment. Congress has been asked to pass more laws against aliens.

The number of illegal aliens has been variously estimated at six to seven million up to ten million. They are concentrated in large urban communities, in Florida and in areas of Texas and Southern California adjacent to the

Mexican border. The overwhelming majority have fled intolerable living conditions in the Caribbean and Central and South America. It is estimated that 1½ million live in New York.

Living in fear of exposure and deportation, aliens can find only the lowest paid work. They fill the vacuum at the bottom of the labor market, working in dead-end jobs in textiles, shoes and tanning, small novelty manufacturing, sewing in garment factories, and working in restaurants, hotels and laundries. A 1973 amendment to the Social Security law precludes nonresidents who are not authorized to work from getting Social Security cards.

Though taxes are withheld from their wages, they are ineligible for unemployment insurance, Social Security benefits, and welfare assistance, all of which entails a scrutiny they must shrink from. Playing on the alien's need of a job and his or her fear of exposure, employer exploitation is merciless.

Most of these people have been imported or encouraged into this country by bosses who wanted a cheap labor force. The "aliens" are victims, not the villains. The bosses are responsible for joblessness. The only jobs the "illegals" get are under the counter deals. Let's not make them the scapegoats. They are our allies.

HOSPITAL DIVISION NEWS

St. Francis Dismissal Case Argued Before Arbitrator

Argument stretched over two full working days before Arbitrator Paul Tinning in a case in which the Union argued for reinstatement for St. Francis Hospital employee Leatrice Muramoto.

Discharged last October, Sister Leatrice, a Microfilm Clerk in the Hospital's Medical Records Department, was represented by UPW staff member Steve Murin. Arguments for the Employer were made by Administrative Assistant, Mr. Ron Lee.

The main arguments made by the Union during the 15 hours of testimony were that the discharge of Ms. Muramoto violated three parts of the contract. The dismissal was not for proper cause; it was done without sufficient cause, and it was, in fact, the result of the Union filing a grievance for the worker in July, 1974.

"Frustrated by their inability to make a satisfactory settlement of the issues in the July grievance, the situation was allowed to stagnate. The parties allowed emotions to interfere, and the positions of both sides hardened. As a result, instead of the terms of Section 7, Grievance Procedure, being used to solve a problem, in this case the Employer actually used the filing of the grievance as the cause for dismissal of an employee with eight years of seniority," Brother Murin argued.

The Union's main testimony, offered by Unit Chairperson Marcella Lopez, centered on the termination letter in which the Administrator of the Hospital and its Personnel Director in three separate instances referred to "the grievance at hand" and other direct references to the grievance being investigated.



Sister Leatrice Muramoto is fighting to win her job back at St. Francis Hospital.

of the "grievance at hand," she was proving the charge made, namely that the worker is being fired because she had had a grievance filed for her."

The Employer's case centered on the assertion that Ms. Muramoto's work had declined in quantity and quality and that, in any case, the fact was that she had suffered from epileptic seizures too frequently and had to be protected from injury to herself.

The Union refuted these defense arguments with the charge that there was only "a few minutes of testimony offered to show the decline in quantity and quality of work performed" and therefore this upheld the view that the discharge was not for proper or sufficient cause.

BAD HEALTH TESTIMONY IRRELEVANT

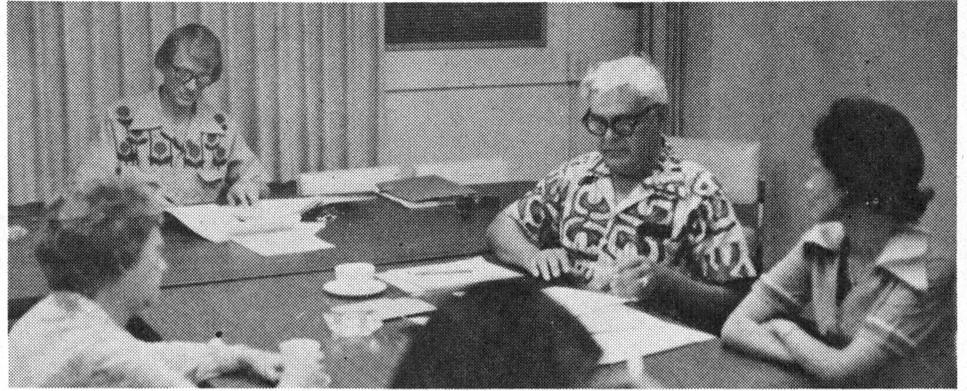
On the other hand, since the Employer argued that the discharge was not for reasons of bad health, the testimony of Employer witnesses was largely irrelevant because 90% of it was about the health record of Sister Muramoto, Murin stated.

Arbitrator Paul Tinning thanked the witnesses for the lucid presentation of their views under examination and cross-examination. Ms. Frances McFall, Administrative Secretary of the Hawaii Epilepsy Society was a witness for the UPW, along with Ms. Muramoto and Marcella Lopez. Ms. Mary Samp and Ms. Frances Aihara appeared for the Employer.

The St. Francis Unit also was represented by Steward Dora Wise as a listener for the members and for the purpose of reporting to the membership.

The Union asked the arbitrator to rule that Ms. Muramoto should be put back to work, paid her lost wages, and medical bills caused by the shock of the discharge, and the restoration of her seniority rights.

A decision may be made in time for the next issue of the ORGANIZER.



The case of Sister Muramoto's dismissal from St. Francis Hospital was argued for 15 hours before Arbitrator Paul Tinning last month.

Kida Nursing Home Sold

On May 31, Kida Nursing Home owner and administrator Mildred Kida wrote the union that as of June 16, 1975, Kida Nursing Home has been leased to Dr. and Mrs. Edison Miyawaki. It is located at 2900 Pali Highway, and some 36 union members are employed there, including Division Momi Tong.

The letter assured the union that "except for the new management, the staff will remain the same." Ms. Kida added, "I hope you will continue to render the same efficient services to the Miyawakis as you have done in the past."

An Aloha dinner was held last June 16 at the Ala Moana Banquet Hall in



Kida workers Sisters Yvonne Puulei and Thelma Espinda have been assured the recent sale of the nursing home will not affect their and other workers' job security.

appreciation of the past relationship between the Kidas and the union.

AFL-CIO Leader Backs UPW On Child & Family Services Beef

Hawaii AFL-CIO Executive Secretary-Treasurer A. Van Horn Diamond wrote the the Child and Family Services Agency last May concerning the difficulties our union is having with that agency in getting a union representation election scheduled. Child & Family Services is an Aloha United Way agency, and Van Diamond is an active member along with UPW State Director Henry Epstein and UPW Oahu Division Director Paul Hong, on the AUA Labor Participation Committee; in fact, Van Diamond chairs that important committee which speaks for labor on the AUA and assists with and coordinates labor's role in the AUA annual fund-raising drive.

"BE MORE UNDERSTANDING"

Pointing to "difficult times" faced by wage-earners today, Van Diamond told the agency that he hoped the

"anti-union attitude" a recent article in this paper charged the agency with was "simply a misunderstanding." "It would help if A.U.W.-funded agencies could be more understanding of unionism. It may even be that a unionized child and family operation can increase its effectiveness," Brother Diamond pointed out.

Child and Family Services workers petitioned the Hawaii Employment Relations Board last fall for a representation election, but management has stalled off that election for some 9 months! Finally, last June 17, union and management representatives met with H.E.R.B. official Herb Tanigawa and set July 2 as the date for the long-delayed election. Maybe Brother Van's letter had some impact, and CFS workers will hopefully win their right to a union.



St. Francis Unit Chairperson Marcella Lopez testified for Sister Muramoto.

Every Union witness testified that there was only one grievance filed for Ms. Muramoto in her eight years of service. "Therefore," Murin concluded, "when the Administrator wrote that the termination arose out

No Lay-offs of Full-time Workers

Wahiawa Hospital To Shut Down Its Ambulance Service

Wahiawa Hospital UPW Chairperson Loretta Dela Cruz was notified by a letter from management last May 29 that the Hospital had decided not to bid for the ambulance contract from the City & County for the fiscal year 1975-1976. The Hospital had provided ambulance services for some 20 years in the area.

Hospital management gave the following reasons for its decision, which will affect at least 5 full-time employees and several part-time employees:

- 1) the ever-increasing high cost of malpractice insurance (Ambulance runs account for a high percentage of malpractice cases nationwide).
- 2) the extremely high turnover of ambulance personnel and the increased difficulty of maintaining qualified staffing in compliance with the terms of the City's contract;

- 3) the City's contract does not pay the Hospital enough to meet training, turnover, ambulance maintenance and life-saving equipment costs made necessary by the higher standards required by the City.
- 4) an uncertainty about the future plans of the City and County for ambulance service in the area.

When the issue was taken up at a Labor-Management Committee meeting at the Hospital, Administrator Philip Baltch told the union representatives present that there was no chance that management would change its mind.

UPW State Director Henry Epstein urged that the Hospital, as a community hospital, at least owes it to the community to try and continue the ambulance service. Unit Chairperson Loretta Dela Cruz reminded the administration that the union had helped the Hospital in 1972 to get the ambulance

contract back. "How can you go ahead with this decision without at least letting us meet with your Board?"

Mr. Baltch replied that as long as there are others to bid on the contract, the Hospital was meeting its obligations to the community. The Physicians' Ambulance Service was awarded the contract, but its ambulance workers are not unionized.

NO LAY-OFFS OF FULL-TIMERS

Mr. Baltch did, however, give his commitment that no full-time people would be affected by the ambulance service phase-out, though the Hospital would have to determine what classification the employees would be in. He said the Hospital would absorb the full-time workers into other areas through normal attrition. These transfers, however, might result in demotions and reductions in pay. No guarantees were given about the part-time workers.

Ambulance worker George Stein told Baltch that there were tears coming out of the ambulance headlights the other night—and that the guys felt awfully bad about this decision of the Board.

A SAD STATE OF AFFAIRS

For the first time in over two decades, as of this July 1, Wahiawa and Central Oahu will be without this important service provided by their community hospital, on the grounds that improving the quality of the service has made it less advantageous to the Hospital to continue it.

It's a sad reflection on the health care system that these kinds of phase-outs and service reductions are permitted to continue, while health care costs rise and rise.

Hospital workers will have to fight for stronger contract language to protect them from phase-outs and contracting out to non-union shops.

HOSPITAL DIVISION JULY MEETING SCHEDULE				
PALAMA SETTLEMENT	Tues.,	July 1	11:30 a.m.	Palama Settlement
DIVISION EXEC. BOARD	Tues.,	July 1	7:00 p.m.	UPW Hall
WAHIAWA LABOR-MANAGEMENT	Wed.,	July 2	3:30 p.m.	Wahiawa
HALE NANI	Tues.,	July 8	4:00 p.m.	UPW Hall
KUAKINI	Wed.,	July 9	4:30 p.m.	Kuakini
WAHIAWA	Thurs.,	July 10	3:30 p.m.	Wahiawa
POHAI NANI	Thurs.,	July 17	3:30 p.m.	Pohai Nani
QUEEN'S	Thurs.,	July 17	7:00 p.m.	UPW Hall
AGENDA MEETING	Tues.,	July 22	4:00 p.m.	UPW Hall

Sex Discrimination Charged

DAGS Custodian Iaea Fights for Promotion

DAGS Capitol Custodian Sister Edna Iaea may soon win a promotion to a higher-paying job because of her determined effort not to be denied a promotion on the basis of sex.

Sister Edna applied for a promotion last winter as a parking lot patrolman at the State Capitol, a Unit 3 position, using her Unit 1 contract provisions on promotions to push her case. DAGS official Mr. Hirota indicated that he would hire Edna for the vacant position. Yet her name was not forwarded to Mr. Hirota by Ms. Fukuda, DPS Chief of Recruitment and Examinations. Consequently, Mr. Hirota did not consider Sister Edna for the job, and it went to another applicant, a man.

UPW B.A. Bob Chang processed the grievance through the first three steps, once it was filed. Management tried to stop the grievance by wrongly claiming that the union had violated the time limit provisions for filing the grievance and had filed it with the

wrong office. These arguments were shallow and did not hold up very long.

UPW State Director Henry Epstein and Sister Josephine Bucaneg representing the State Commission on the Status of Women met last May 28 with DPS head Don Botelho. Mr. Botelho conceded that the grievance had merit, especially since DAGS has yet to set up its own "affirmative action" program to combat sex discrimination. A follow-up letter from Botelho assured Sister Iaea "first consideration" the next time a vacancy opens, if she applies for it, takes the competitive exam, and is listed in the top five of those trying for the promotion.

SPECIAL THANKS

The EDU Custodians unit would like to thank all those who participated in the sausage project sales. It was very successful.

The U.H. Manoa custodians thank all those who aided in their fund-raising sales last month.

OAHU DIVISION NEWS

New Dispatchers Positions

Ambulance Unit Favors Career Ladders Approach

Beginning in late May, Ambulance unit stewards and officers have been meeting with the Department to urge management to **create 10, rather than 5; new dispatcher positions in the ambulance service, and to promote regular employees into the positions.** This would be a better approach than re-allocation, which would eliminate the five existing unit supervisor positions by reallocating these positions to dispatcher.

The union favors promotion so a career ladder will be provided; employees will get opportunities for promotions, and there will be no shortage of supervisory personnel for the units.

The unit supervisors are already doing the dispatchers' jobs, but this affects their ability to provide adequate supervision for the units.

Management would rather reallocate the present five unit supervisors into the dispatchers' jobs. Administrative Assistant Ralph Komatsu prematurely sent out memos three times

announcing the positions and asking for employees to evaluate those who have applied for them. The memos failed to give any standard for making an evaluation. The union feels management has violated the Unit 10 contract and Civil Service regulations on promotions and reallocations by these memos. B.A. Bob Chang and a rank-and-file committee are pursuing this matter.

IN MEMORIAM

- Ruben Gulliver (spouse of member Lydia Gulliver)—Oahu 5-10-75
- Antone Lindo (retired)—Oahu 5-18-75
- Chuichi Hikiji (retired)—Kauai 4-28-75
- Manuel Maggay (spouse of member Angeline Maggay)—Hawaii 5-18-75
- Ancieto Lubera (spouse of member Consolacion Lubera)—Oahu 5-25-75
- David Shidaki (retired)—Oahu 5-25-75
- Edward Berongis (retired)—Oahu 5-25-75
- Edward G. Caldeira (retired)—Kauai 5-14-75
- Joseph M. Caldeira (retired)—Oahu 6-1-75
- Yoshio Okamoto (retired)—Kauai 4-19-75

OAHU DATES TO REMEMBER

(All meetings at UPW Hall.)

July 1, Tues.	OAHU AFL-CIO	7 p.m.
July 3, Thurs.	OAHU CAUCUS OF UNIT 1 NEG. COMMITTEE REPS	5:30 p.m.
July 10, Thurs.	OAHU STEWARDS TRAINING	6 p.m.
July 10, Thurs.	OAHU DIVISION & PAC	7 p.m.
July 12, Sat.	UNIT 1 FULL NEGOTIATING COMMITTEE	9 a.m.
July 13, Sun.	EDU CUSTODIANS	1 p.m.
July 16, Wed.	RETIRES COMMITTEE	9 a.m.
July 19-20, Sat.-Sun.	STATE EXECUTIVE BOARD MEETING ON MAUI	

Very serious inequities

CETA A Mess

Local and state officials continue to try to use federal money from public service jobs programs, funded under the Comprehensive Employment and Training Act (CETA), to tamper with working conditions and the job security of regular public employees. But thanks to AFSCME pressure on these officials, the bureaucratic mess is beginning to untangle and abuses of the CETA regulations are being stopped.

Despite this, AFSCME Councils and Local unions have been fighting violations of CETA regulations all over the country; AFSCME units have filed dozens of complaints with the U.S. Department of Labor. With the assistance of the International Union's Research Department, AFSCME Councils and Locals have resolved major problems with CETA funds in a number of areas.

The most frequent violations of CETA regulations generally include: substituting federal money for local funds, not paying prevailing rates and benefits to CETA job holders, inter-

in positions previously held by workers now on layoff. The AFSCME Research Department and Milwaukee AFSCME Council 48 put a stop to these violations.

In New Haven, Conn., the City was not filling vacancies while using CETA people to do budgeted work. After AFSCME members complained, several of the vacancies were posted for regular employees to bid on. The Labor Department is now investigating other actions taken by the City of New Haven and surrounding communities.

AFSCME continues to urge the Labor Department to firm up and enforce its CETA regulations protecting regular employees. Some changes beneficial to AFSCME members have come out of the persistent effort. One in particular is the Labor Department statement declaring that no CETA employee can remain working in a position previously held by a regular employee now on layoff—even if the layoff occurred after the hiring of the CETA person.

"AFSCME Councils and Local Unions have been fighting violations of CETA regulations all over the country."

fering with promotional opportunities of regular employees, and attempting to keep CETA personnel in jobs once held by employees now on layoff.

For example, Milwaukee County, Wis., tried to pay substandard wages and to place CETA personnel in supervisory positions. The County officials also tried to place CETA employees

The success of AFSCME and its Research Department does not mean that the violations of CETA program regulations have disappeared completely. It is still important for AFSCME Councils and Local unions to remain watchful and to take actions to stop all infractions that continue to plague the program.

School Lunch Programs Saved

The Home Education and Labor subcommittee **unanimously rejected** the White House's proposed \$600 million cut in child nutrition programs. The labor movement vigorously fought this proposal.

The Administration had proposed replacing categorical child nutrition programs with block grant assistance to the states. This measure would permit the states to use the money as they see fit. The action would have all but eliminated school lunch, school breakfast, summer feeding programs and the supplemental food program for women, infants and children.

The Elementary, Secondary and Vocational Education subcommittee approved legislation that would make the school breakfast program permanent, extend the supplemental food program through 1978 and continue the summer feeding program through 1976.

The subcommittee ignored another administration proposal to end the general lunch program subsidy to 15 million school children from families who are not needy.

The third administration proposal rejected by the subcommittee would have narrowed eligibility for free and "reduced-price" lunches. It would

have limited free meals to children from families with annual incomes of \$4510 or less and "reduced-price" lunches to those from families with incomes up to \$5638.

DOE cafeteria workers were among the local groups that opposed the proposed cut not only because it would have hurt the poor but also because it would have caused a reduction in cafeteria meals served and a possible loss of jobs.



Guest Columnists from the Ranks

THE SQUEEZE

by James Kanae, BWS

Boy, I sure hope you people enjoyed my last article on the fast turnover at the Board of Water Supply.

The title of this one is "the Squeeze". Funny when you think of saving, and I mean saving, where people dig up old copper that's in the ground and has to be credited and accounted for by the BWS. This thing of saving has a lot of people talking.

People who would go so far as to check every scrap-iron or junk yard in the islands are ridiculous. Maybe or maybe not, but to my way of thinking, if you don't trust the men in your organization, well, heaven help the people who are in that certain organization. If the shoe fits, wear it.

Piroski, Anyone?

YOUR UNION MEMBERSHIP CARD can get you a large-size 16-ounce PEPSI COLA drink FREE at Hawaii's newest "fingerfood" counter service, THE JOLLY VIKING, at Kapiolani Boulevard, next to the Bank of Hawaii, Ala Moana Shopping Center, anytime during the month of July.

All you have to do is buy the sensational fried Russian hamburger, available in three flavors, known commonly as the "PIROSKI." This is deep fried bread roll stuffed with specially marinated cooked meat fillings, plus several nourishing ingredients such as eggs, milk, mushroom, carrots, celery, onions and butter. Try it and see!

KAUAI

People Oppose Rate Hike at State Hospitals

A good number of Kauai residents turned out in early May to oppose the Health Department's proposed rate hike at Kauai Veterans Memorial Hospital from \$75 a day to \$144—almost double the present rate! The Department claims that \$144 per day is 75% of the actual cost of caring for a patient.

Even with HMSA coverage, a patient would still have to pay about \$30 per day, at the increased rate (20% of the bill). Elderly organizations, a plantation representative, and other concerned citizens opposed the rate hike as "astronomical" and "harmful to retirees and working people." It was noted that rates at the Hospital are the highest of any State General hospital in Hawaii.

Day Care Hospital rates were also hiked up to a flat rate of \$8 a day. Many patients may stop coming for help with their emotional problems when they are faced with this flat rate fee which will only add greater financial worries to their already troubled lives.

The State Legislature, in an attack on health care consumers and public workers, mandated that all State Hospitals must be self-supporting—in line with the C.O.R.E. recommendations. Therefore, user fees are being jacked up by the Health Department and more and more patients will be unable to use State facilities because of the cost. This will result in fewer patients and fewer jobs for public health care workers, unless consumers and public workers join together to oppose these plans, as they recently did in Eleele, Kauai, and in Hilo, Hawaii.

Division Director on Vacation

The Hawaii Division Director will be on vacation from July 7, 1975 to July 21, 1975. He'll be spending his vacation touring the Big Island.

BWS Director to Retire

After working for the Board of Water Supply for 10 years and 11 months, the Division Director will retire on July 23, 1975, under the State Retirement System.

UFW WINS IMPORTANT VICTORY

The United Farm Workers Union signed an important agreement with California's major growers last May 7 to support a bill designed to provide secret-ballot union elections for California's 300,000 farm workers.

The bill passed both houses of the State Legislature and was signed by the Governor after mass rallies of thousands of farmworkers. It seems to be what the farmworkers' union had been seeking for the past few years—some means of proving what is obvious: that the UFW is the overwhelming choice of farmworkers. When elections are scheduled, the farmworkers may finally be able to drive the Teamsters and their backdoor agreements out of the fields and expand their numbers and strength.

KEEP UP THE BOYCOTT

Meanwhile the boycott of grapes, mainland iceberg lettuce and Gallo, Guild and Franzia wines continues.

5 DPW Workers Suspended, Union Charged

Kauai T.A. Dispute Goes to Arbitration

Last May 29 five Laborers in Kauai's Department of Public Works were suspended for two days by County Engineer Akira Fujita when they turned down a Temporary Assignment to the County refuse crew when one refuse worker was sick. The suspensions caused the UPW to take the grievance immediately to arbitration, since UPW Kauai Division Director Gary Rodrigues felt Mayor Malapit had already "prejudiced himself" by calling for disciplinary action against the men who had refused T.A.

Brother Rodrigues told the press that such refusals of T.A. duty are "an accepted practice" and should have been honored.

The five workers who refused T.A. were Joseph Medina, Nichilas Levinthol, Manuel Vasque, Robbie Fernandes, and Wayne Perreira.

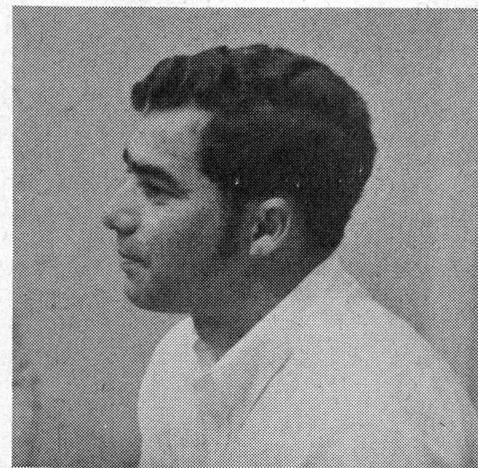
County management is still considering taking disciplinary action against some 19 Public Works employees,

possibly charging them with taking sick leave last May 30 to protest the suspensions. The Mayor has already stated publicly that there was no evidence that the union had authorized any "sick-out" by the men.

The agreement by the union and management to take the suspension cases directly to an arbitrator was reached in a Sunday morning meeting on June 1.

Last June 6, County officials lodged a prohibited practice charge with the Hawaii Public Employment Relations Board (HPERB) against the UPW charging the union and its Kauai representatives with (1) instructing the five workers to refuse T.A.; (2) unauthorized entry into a County job-site (Halehaka Road Project); and (3) authorizing or instigating a "sick-out" on May 30.

A preliminary hearing was held on June 24, and July 2 was set by HPERB for the full hearing on the charges.



Kauai Division Director Gary Rodrigues

HAWAII

Unit 1 Safety Committee Appointed

The following members shall serve on the Unit 1 Safety Committee effective July 1, 1975 to June 30, 1976:

Joseph Kapahu, South Hilo Road—Public Works; Gilbert Silva, South Hilo Road—Public Works; Yukio Nishimoto, Parks; Kenneth Fukuhara, Parks; William Ahia III, Ka'u—Public Works; Frank Rapoza, Water Supply; Roy Mattos, Kamuela—Public Works; and Richard Yasutomi, Bldg.—Public Works.

Ten Picked as Hawaii's Unit 1 Negotiators

The following Unit 1 workers were selected to serve on the Unit 1 Negotiating Committee:

Frank Rapoza, BWS; Yukio Nishimoto, Officer; Lizz Ah Chin, Hilo Hospital; Kiyoshi Nagata, State; William Ahia, Ka'u; David Rodrigues, DOE—Hilo; Jack Konno, President; Eric Edsman, Airport—Kona; Kenneth Fukuhara, Parks; Joseph Kapahu, Hilo Road.

The Hawaii Division Executive Board approved the appointments of the Hawaii Division negotiating committee at the April 12, 1975, division executive meeting. The Full negotiating committee will be meeting on July 12, 1975, in Honolulu to discuss and act upon any proposal for the Unit 1 contract with negotiations beginning sometime in October, 1975.

Educational and Informational Meetings Take News To Our Big Island Members

From May 12 to 14, 1975, the Hawaii Division conducted Section 8 meetings throughout the island for members of Unit 1 and 10.

State Director Brother Henry Epstein, and Hawaii Division Director Jackson Ah Chin reported on the last session of the legislature and what bills passed that would benefit our members. All collective bargaining contracts were approved.

Improvements in the waiting period on workers' compensation were approved; all bargaining unit contracts will have a common expiration date. Police, Firemen, and Adult Correctional Officers can retire after 25 years of service without any penalty reduction below the age of 55. EXAMPLE:

An ACO starts to work for the State at age 20, he will be eligible for retirement at age 45, same for police and firemen.

Sick leave credit is now possible: upon retirement, any sick leave accumulation over 60 days will be credited towards your service retirement. Increments will be given to those that are not at the maximum, starting July, 1975, to June 30, 1976, plus your pay raises.

During the Section 8 meetings held, a very disturbing report was made of medical premium hikes starting this July. Kaiser's rate will be increased approximately 10% while HMSA rates will increase approximately 35%!

Throughout the meetings, the mem-

bers recommended strongly that additional contributions should be made by the Counties and State at the next session of the legislature.

All meetings were well-attended and the members were very attentive and asked a lot of questions.

Know Your Legal Rights

The U.S. Supreme Court recently upheld the right of an employee to have union representation at a fact-finding interview conducted by his employer to investigate reported thefts at a company store.

In a 6-to-3 decision, the Court agreed with the NLRB that refusal to allow union representation at such an interview was a denial of the employees' right to engage in concerted activities for mutual aid or protection.

In one of the two similar cases on which the Court ruled, the employee was suspected of taking money from a store cash register. However, even after watching the employee for two days, the company could not get any proof. When another theft was reported, management called her in for a talk. She asked the store manager to let her have the union steward present. The manager said it was a private affair and she could not be represented. The NLRB and the Court said the manager was wrong.

UPW LOCAL 646 always advises members to insist on having a union representative present if they are called in for questioning in connection with an alleged crime or contract violation.

A worker who fails to do this may find himself all alone and being pressured to sign a paper which will cost him his job.



Don't buy these scab items because the farmworkers still need this economic pressure to force the growers to bargain in good faith and settle on the farmworkers' terms.

The bill does the following things:

* establishes an agriculture labor relations board to supervise secret-ballot elections for both seasonal and permanent farmworkers during the peak of harvest period. Farmworkers who went on strike in 1973 will be eligible to vote, and the elections

would take place within one week of the time workers petitioned the board.

* allows the use of secondary boycott in those farms where a union has won an election but has not been able to get an employer to agree on contract terms;

* requires that all agricultural workers at one ranch would be in the same union (an "industrial union" structure); and

* allows workers now employed under either UFW or Teamsters contracts to petition to decertify their bargaining agent and repudiate existing contracts.

The bill will not take effect until September. Meanwhile, the Coachella grape harvest is reportedly very large, and the Hawaii markets may be swamped with grapes. Let the grocers know what we think of scab grapes. Help the farmworkers push through to final victory! Viva la huelga!

Maui, Lanai and Molokai

Building Improvements Completed

According to Brothers Warren Shimabukuro and Toru Abe co-chairmen of the Maui UPW Building Improvement Committee, all authorized building improvements in the Maui UPW Building have been completed. The Committee now invites the State Executive Board to make the final inspection and approval. The State Executive Board will hold their next meeting in Maui on July 19 and 20.

We appreciate all the effort and time given by our members in the completion of this project and would be remiss in not mentioning those that participated: Brothers Warren Shimabukuro and Toru Abe for the countless hours spent and donations of materials; Brother "Masa" Okumura, for his assistance and donation of materials; Brothers Tom Noda, Kazu Arakawa, B.A. Adrian Hussey, for their assistance; Brothers Irving Johnson and Al Farias for their contribution of materials to the project; Division Director Al Carvalho for his contribution of the barbecue hood and chimney and other materials and general assistance in the project; finally, to Brother Tsukio Yamagata for his time and effort in the installation of the light fixture in the barbecue area.

In the next issue of the Organizer, we will be mentioning the cash contributions made by some of our UPW Units to this project.



This is the new look with the new addition of the "barbecue area," complete with hood and chimney.



Maui Division Executive Board members take time out for a brief champagne ceremony, celebrating the completion of all authorized building improvements. Photo is taken with members in back of recently completed portable bar.



Members at Kula San at a Section 8 meeting held on May 21 in the In-Service Room of the Hospital. Division Director Al Carvalho was the resource person discussing bills that passed at the recent session of the Legislature.



Brother Eddie Napolis, Cook III, at Maui Memorial Hospital, retired on July 2, 1975, after 18 years of service. Brother Napolis was transferred from the old Puunene Hospital back in 1957. Brother Napolis is ending a career of 43 years as a Cook, working from 1928 to 1957 at the Paia & Puunene Hospitals prior to his transfer to the Maui Memorial Hospital in 1957.

Delegates to Meet July 26

Electing Your Convention Delegates

Article 7, Section 3, spells out the composition of delegates to the Convention as follows: The Convention shall be composed of all members of the State Executive Board, Unit Chairmen, and elected unit delegates. The Unit Delegates shall be elected by the membership in the manner described below through unit election and shall be called "unit delegates."

The Unit Chairman shall be an automatic Unit Delegate and shall be included in the total number of delegates allowed each unit as set forth below:

- 10 to 100 Members 1 Delegate
- 101 to 200 Members 2 Delegates
- 201 to 300 Members 3 Delegates
- 301 to 400 Members 4 Delegates
- 401 or more Members 5 Delegates

Pursuant to the above, the following Units are reminded to elect "Unit Delegates" to the Convention as follows: Wailuku Unit membership—225, two to be elected; Kula Unit membership—158, one to be elected; M.M. Hospital Unit membership—147, one to be elected; Molokai Unit membership—109, one to be elected; on all other Units, the Chairman is an automatic delegate.

An all-day meeting of delegates to the Convention is scheduled for Saturday, July 26, at the UPW Division Headquarters in Wailuku, starting at 9:30 A.M. The purpose of this meeting is to discuss proposals to the Convention on the following: Finance, Constitution, Resolutions, Legislative & PAC, Insurance & MAF, Education and Organizing.

All delegates are expected to participate in all discussions at this meeting. Delegates may request for Committee preference assignment at this meeting, which will be forwarded to our State President for consideration at the Convention.

Maui UPW Picks Unit 1 Negotiators

The UPW Blue Collar Negotiating Committee By-Laws provided that the Full Blue Collar Negotiating Committee shall consist of representatives from all divisions, selected on the basis of one representative for every 100 workers eligible to vote in the collective bargaining election, or for any fraction thereof.

Effective April 30, 1975, the breakdown for the Maui Division was:

- Maui State Workers, Unit 1 527
- Maui County Workers, Unit 1 308
- Total 835**

Therefore, the Maui Division is entitled to nine (9) representatives, and the following members were selected with the approval of the Division Executive Board:

Blanche Hew, Kula San; Vernon Cordeiro, Maui Memorial Hospital; Robert Morioka, DAGS; Masayuki Okumura, Custodian; Gilbert Correa, Department of Transportation; Yoshio Murakami, County Baseyard; George Kekona, County Road Division; Jerry Ponce, County Parks & Recreation; and George Aea, Molokai.

These members will represent the Maui Division at the statewide meeting of the UPW Blue Collar Negotiating Committee in Honolulu on July 12th. At this meeting, proposals from all Divisions about changes and amendments to our Unit 1 contract agreement will be discussed for presentation to management in negotiations scheduled to begin sometime during next October.

A meeting of the Maui Division Committee was held at the Maui Division Headquarters on Saturday, May 31st, with very good participation from all Units, including the Unit Chairman from the Hana Unit who traveled more than 100 miles (round-trip) to attend this meeting.

UPW State Executive Board

The quarterly meeting of the UPW State Executive Board is scheduled to be held in Maui on July 19 and 20 at the Maui Division Headquarters in Wailuku. An invitation is extended to our members to come and see how your Executive Board conducts its business.

Two Retire From Kula Sanitorium

Brother Ah Choy Yap, who works in the Dietary Department at Kula San, will retire on July 1 after more than 44 years of service with the Hospital. He started working on June 15, 1931, at the age of 17 as a dishwasher. His salary at that time was \$25 a month, with living quarters furnished, as well as meals, medical, and laundry service.

After several years, he got promoted to doing private trays. Later on he also worked as pot washer, and served in the dining room. His present duty is vegetable preparation. He remembers the days when the hospital had about 300 TB patients, and he served them in the wards and passed out nourishment at night. The work schedule was on a split-shift basis, with only a half day off for the entire week! Steam was generated for cooking, with Brother Ah Choy cutting orange crates to burn.

Brother Ah Choy is 61 years of age and will retire on July 1 with 44 years and 1 month of service, and has 365 days of accumulated sick leave to his credit. Brother Ah Choy lives with his wife Eva and son Alvin in Kula.

Also retiring on July 1 from

Kula San is Brother Calixto Bugarin. Brother Calixto started working at Kula San on September 6, 1945, as a dishwasher, pot washer, janitor, and tray boy. His first salary was \$125 a month with meals, medical, laundry service and living quarters.

Brother Calixto is 63 years of age and single. How about that!!! He arrived from the Philippines in 1929 and lived and worked in Hana at the

sugar plantation there. After the closing down of the plantation, he left for Honolulu where he worked for several years. He then came back to Maui to work at Kula San in 1945. He has more than 30 years of service with the Hospital, with an accumulated sick leave of 350 days to his credit.

Congratulations and best wishes to both these Brothers for a happy retirement.

MAUI DIVISION JULY MEETING SCHEDULE

Division Executive Board	Fri., July 11	7:30 p.m.	Division Hdqtrs.
Unit 1 Full Negotiating Com.	Sat., July 12	9:30 a.m.	Honolulu Hdqtrs.
Molokai Unit	Tues., July 15	3:00 p.m.	County Garage
Molokai (Custodian & Cafeteria)	Tues., July 15	7:00 p.m.	Molokai Community Ctr. Paschoff Hall
Kalaupapa Unit	Wed., July 16	11:30 a.m.	Maui Div. Hdqtrs.
State Exec. Board	Sat., Sun., July 19-20		Baseyard Office
Makawao Unit	Tues., July 22	3:00 p.m.	Keokea Park Pav.
Kula Unit	Wed., July 23	7:30 p.m.	Wailuku Tennis Court
Parks Unit	Thurs., July 24	3:00 p.m.	County Garage
Lahaina Unit	Thurs., July 24	3:00 p.m.	Division Hdqtrs.
M.M. Hospital Unit	Thurs., July 24	7:30 p.m.	Division Hdqtrs.
DAGS Unit	Fri., July 25	3:00 p.m.	Carpenter Shop
Wailuku Unit	Fri., July 25	7:30 p.m.	Division Hdqtrs.
Maui Div. Convention Delegates	Sat., July 26	9:30 a.m.	Division Hdqtrs.
Custodian Unit	Mon., July 28	7:00 p.m.	Division Hdqtrs.
Retiree Committee	Mon., July 28	10:00 a.m.	Division Hdqtrs.
Hana Unit	Tues., July 29	11:30 a.m.	Baseyard Office
Cafeteria Unit	Wed., July 30	7:00 p.m.	Division Hdqtrs.
Transportation Unit	On Call by Unit Chairman		
Associate Services Unit	On Call by Unit Chairman		

NOTE: BA ADRIAN HUSSEY WILL BE TAKING A SHORT VACATION DURING THE PERIOD JULY 3 TO JULY 10. HAVE A NICE REST BROTHER ADRIAN!

NLRB Delays Election at Waimea Dispensary, Kauai

The UPW Hospital Workers' union filed to represent workers at the Waimea Dispensary on Kauai over 9 months ago. The petition was first filed with the Hawaii Employment Relations Board and an election set-up, but with a little maneuvering, management got the election's jurisdiction transferred to the NLRB by wintertime due to a change in national legislation.

Then the election was delayed again, on the very week of the scheduled election! The local NLRB hearing officer, on instructions from higher-ups, raised the question whether the NLRB actually had jurisdiction.

Management and the union argued at an NLRB hearing that the NLRB has jurisdiction over the bargaining unit. The NLRB has been chewing over this question for some six months.

Last March NLRB officials promised the union an answer no later than April, when its national guidelines were to be completed. Despite letters and calls, the NLRB to this day has not rendered its decision or set an election date for Waimea Dispensary.

Lii Appointed

UPW B.A. Teddi Lii was appointed by Mayor Fasi last May 28 to serve on the Oahu Traffic Safety Council, effective immediately.

In making the appointment, the Mayor extended his appreciation of Teddy's "civic mindedness." "We welcome citizens like you who are concerned about traffic safety and who so willingly give of their time."

Support Sultan Strikers!



Mail-Well workers sometimes joined the Sultan Jewelry Company workers on their picket lines on Kapiolani Blvd. across from the HIC. The Sultan strikers have been out for 9 months, and ask for your support. Don't buy "Sultana" jewelry products.

Safely Speaking

Use the Law

Under federal law, workers have the right to accompany the inspector and point out safety problems. Take advantage of this. Use all the information you found through your plant survey and your research. Be sure the workers selected to accompany the inspector are really informed, and not afraid of management.

To call for an inspection, you simply fill out a written request form available from the nearest OSHA (Occupational Health and Safety Administration) office. Write D.O.S.H., Suite 910, 677 Ala Moana Blvd., Honolulu 96813. You must sign your name, but you can bind OSHA not to reveal your name to the company by checking off a box on the form.

In cases of imminent danger, you can put in a phone call (preserving your anonymity, if you wish). Call 548-7510 in Honolulu. An inspector should come as soon as possible.

Whenever the inspector arrives, he, or she should ask for a union or workers' representative who is supposed to accompany him. Be sure that people are ready. Alert all parts of the plant about an expected inspection.

Workers also have the right to see the inspector's report. If there are any violations, the government can fine the company on the spot (But don't bet on it—it's almost never done.) The inspection results and any fines imposed must be posted publicly in the workplace. They cannot be taken down until the violations are corrected.

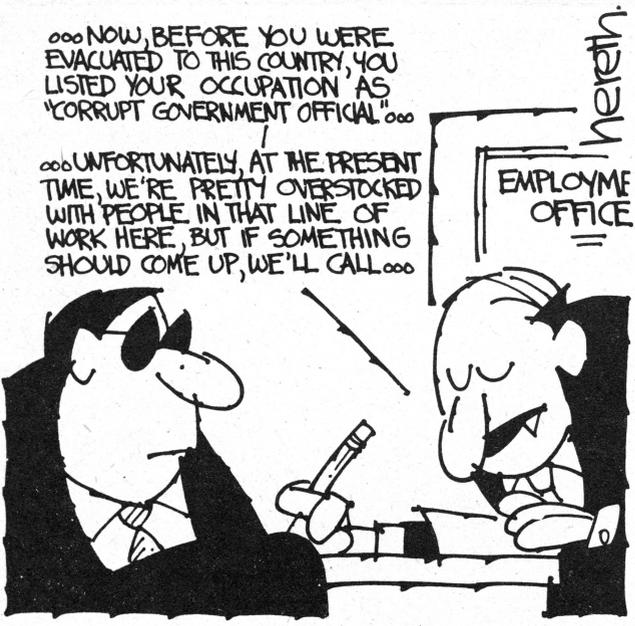


Again, take the initiative. Get a copy of the inspector's report and any fines imposed. Make sure that the results, fines, and hazards cited are posted and that other workers get to read them.

Even if the inspection goes well, and you have a chance to voice your complaints and point out hazards and management neglect, don't rely on the government to take care of the problem. The company can appeal fines and penalties and usually wins long extensions in the time allowed to correct hazards. Fines are almost always chopped down to a token amount on grounds of "good faith" or a good safety record.

So it's still up to you. Think of how you can use the inspection, but don't mistake it for a solution. It can dramatize the problems, and be used to emphasize the need for shop solidarity, rank and file initiative, and union militancy.

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



Unit 1 Blue Collar Pay Schedules

Effective July 1

Non-Supervisory					
WB	Steps				
	1	2	3	4	5
ANN	5964	6192	6480	6756	7068
MON	497	516	540	563	589
8 HRS	22.96	23.84	24.96	26.00	27.20
HRLY	2.87	2.98	3.12	3.25	3.40
ANN	6336	6588	6876	7164	7488
MON	528	549	573	597	624
8 HRS	24.40	25.36	26.48	27.52	28.80
HRLY	3.05	3.17	3.31	3.44	3.60
ANN	6420	6708	6984	7296	7620
MON	535	559	582	608	635
8 HRS	24.72	25.84	26.88	28.08	29.28
HRLY	3.09	3.23	3.36	3.51	3.66
ANN	6828	7116	7428	7752	8088
MON	569	593	619	646	674
8 HRS	26.24	27.36	28.56	29.84	31.12
HRLY	3.28	3.42	3.57	3.73	3.89
ANN	7260	7560	7896	8256	8616
MON	605	630	658	688	718
8 HRS	27.92	29.12	30.40	31.76	33.12
HRLY	3.49	3.64	3.80	3.97	4.14
ANN	7656	8004	8340	8712	9108
MON	638	667	695	726	759
8 HRS	29.44	30.80	32.08	33.52	35.04
HRLY	3.68	3.85	4.01	4.19	4.38
ANN	8088	8448	8820	9216	9636
MON	674	704	735	768	803
8 HRS	31.12	32.48	33.92	35.44	37.04
HRLY	3.89	4.06	4.24	4.43	4.63

WB	Steps				
	1	2	3	4	5
ANN	8496	8880	9264	9684	10128
MON	708	740	772	807	844
8 HRS	32.72	34.16	35.60	37.28	38.96
HRLY	4.09	4.27	4.45	4.66	4.87
ANN	8976	9396	9816	10260	10740
MON	748	783	818	855	895
8 HRS	34.56	36.16	37.76	39.44	41.28
HRLY	4.32	4.52	4.72	4.93	5.16
ANN	9360	9780	10212	10668	11172
MON	780	815	851	889	931
8 HRS	36.00	37.60	39.28	41.04	42.96
HRLY	4.50	4.70	4.91	5.13	5.37
ANN	9756	10200	10656	11148	11676
MON	813	850	888	929	973
8 HRS	37.52	39.20	40.96	42.88	44.88
HRLY	4.69	4.90	5.12	5.36	5.61
ANN	10188	10644	11136	11664	12192
MON	849	887	928	972	1016
8 HRS	39.20	40.96	42.80	44.88	46.88
HRLY	4.90	5.12	5.35	5.61	5.86
ANN	10596	11088	11592	12132	12684
MON	883	924	966	1011	1057
8 HRS	40.72	42.64	44.56	46.64	48.80
HRLY	5.09	5.33	5.57	5.83	6.10
ANN	11028	11532	12060	12612	13188
MON	919	961	1005	1051	1099
8 HRS	42.40	44.32	46.40	48.48	50.72
HRLY	5.30	5.54	5.80	6.06	6.34
ANN	11448	11976	12528	13116	13728
MON	954	998	1044	1093	1144
8 HRS	44.00	46.08	48.16	50.48	52.80
HRLY	5.50	5.76	6.02	6.31	6.60

	WF	Working Foreman				
		1	2	3	4	5
ANN	1	6456	6732	7032	7332	7656
MON		538	561	586	611	638
8 HRS		24.80	25.92	27.04	28.24	29.44
HRLY		3.10	3.24	3.38	3.53	3.68
ANN	2	6876	7176	7488	7812	8136
MON		573	598	624	651	678
8 HRS		26.48	27.60	28.80	30.08	31.28
HRLY		3.31	3.45	3.60	3.76	3.91
ANN	3	6984	7296	7608	7944	8292
MON		582	608	634	662	691
8 HRS		26.88	28.08	29.28	30.56	31.92
HRLY		3.36	3.51	3.66	3.82	3.99
ANN	4	7416	7740	8076	8448	8820
MON		618	645	673	704	735
8 HRS		28.56	29.76	31.04	32.48	33.92
HRLY		3.57	3.72	3.88	4.06	4.24
ANN	5	7884	8232	8604	8988	9396
MON		657	686	717	749	783
8 HRS		30.32	31.68	33.12	34.56	36.16
HRLY		3.79	3.96	4.14	4.32	4.52
ANN	6	8328	8700	9096	9492	9936
MON		694	725	758	791	828
8 HRS		32.00	33.44	34.96	36.48	38.24
HRLY		4.00	4.18	4.37	4.56	4.78
ANN	7	8808	9204	9612	10044	10512
MON		734	767	801	837	876
8 HRS		33.92	35.44	36.96	38.64	40.40
HRLY		4.24	4.43	4.62	4.83	5.05
ANN	8	9252	9672	10116	10572	11052
MON		771	806	843	881	921
8 HRS		35.60	37.20	38.88	40.64	42.48
HRLY		4.45	4.65	4.86	5.08	5.31
ANN	9	9792	10224	10716	11196	11712
MON		816	852	893	933	976
8 HRS		37.68	39.32	41.20	43.04	45.04
HRLY		4.71	4.92	5.15	5.38	5.63
ANN	10	10188	10644	11148	11676	12204
MON		849	887	929	973	1017
8 HRS		39.20	40.96	42.88	44.88	46.96
HRLY		4.90	5.12	5.36	5.61	5.87
ANN	11	10632	11160	11640	12180	12744
MON		886	928	970	1015	1062
8 HRS		40.88	42.80	44.80	46.88	49.04
HRLY		5.11	5.35	5.60	5.86	6.13
ANN	12	11124	11628	12168	12720	13320
MON		927	969	1014	1060	1110
8 HRS		42.80	44.72	46.80	48.96	51.20
HRLY		5.35	5.59	5.85	6.12	6.40
ANN	13	11568	12108	12672	13260	13872
MON		964	1009	1056	1105	1156
8 HRS		44.48	46.56	48.72	51.04	53.36
HRLY		5.56	5.82	6.09	6.38	6.67
ANN	14	12048	12588	13164	13788	14436
MON		1004	1049	1097	1149	1203
8 HRS		46.32	48.40	50.64	53.04	55.52
HRLY		5.79	6.05	6.33	6.63	6.94
ANN	15	12504	13092	13704	14328	15012
MON		1042	1091	1142	1194	1251
8 HRS		48.08	50.32	52.72	55.12	57.76
HRLY		6.01	6.29	6.59	6.89	7.22