



ORGANIZER

*** UNITED PUBLIC WORKERS *** AFSCME LOCAL 646 ***



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DECEMBER, 1977

Unit 10 Reopener Talks Sought

The Full Unit 10 Negotiating Committee met last October 16 and decided to reopen two non-cost sections of the present Unit 10 agreement: Section 16 (Seniority) and Section 36 (Vacation Leave). The union, in a letter by State Director Henry Epstein last October 25, notified the Employer of its intentions, citing Section 63 of the present contract as its authority in reopening two non-cost sections to be effective for the period July 1, 1978 to June 30, 1979. The union had to act during October in order to reopen the agreement.

Additionally, the union asked for the employers' mutual consent to reopen Section 29, Temporary Assignment Pay, explaining: "We propose to amend this section to cover both temporary assignment pay and pay upon promotion and to guarantee every employee given temporary assignment or promotion a minimum increase of five (5) percent."

On Seniority, the Unit 10 negotiating team is seeking to clarify provisions regarding work unit or workplace seniority, define types of seniority more specifically and to strengthen the language on recognition of seniority for shift assignments. The union hopes to allow senior employees the right to select work assignments.

Under Vacation Leave, the union wants to add a new subsection which reads: "Employees of the Department of Education shall be given vacation leave with pay at any time during the calendar year. They shall not be denied vacation leave because the schools are in session."

Unit 10 rank-and-file negotiators include: J.B. Souza (chairman), Josephine Bucaneg (Secretary), Rudy Hart (Honokaa Hospital), Joseph Barrozo (Maui Memorial), Caymi Kurashige (Mahelona Hospital), Gladys Auyong (Mental Health

Clinics), Saturnino Villafuerte (C&C Health Dept.) and Tasi Alo (Juvenile Detention Home). State Director Henry Epstein will serve as chief spokesman for the reopener talks, assisted by B.A. Bob Chang and Ron Taketa, Contract Implementation Director.



Our UPW delegates to the 23rd Convention, October 20-22, 1977, at the Ala Moana Hotel.

SANTOS DECISION PENDING

BWS Grievance in Lee Wise Case Goes to Arbitration

The grievance of Brother Lee Wise, lead pipe fitter at the Board of Water Supply's Kalihi yard, was heard October 28 at UPW Hall by Arbitrator Ted Tsukiyama. Brother Ron Taketa, the UPW Contract Implementation officer, and attorney Herb Takahashi (of Bouslog & Symonds) handled the case for the union.

Brother Wise was accused by Management of not following standard operating procedure by failing to credit

surplus materials back to the storeroom, and, as a result, received a 9-day suspension. The initial suspension was 30 days. After complaints from Union officials, it was reduced to 9 days.

The UPW argued that this procedure was never enforced or even communicated to Wise prior to the suspension, and that the suspension was, therefore unjust. Brother Wise has a good employment record at BWS, with 17 years of service.

Allen Hoe, of the City & County's Corporation Counsel's office, represented the employer. Brother Taketa adds:

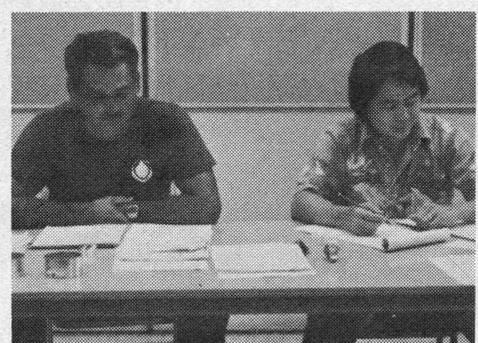
"Much credit should go to B.A. Wilhelm Cordes, Stewards Kenneth Silva, Leonard Gouveia and Unit Chairperson James Toledo not only for representing Wise at the first three steps of the grievance procedure, but also for providing a lot of time, effort and assistance in preparing for the arbitration.

thought was offensive conduct at a driver's training program last March 9, and grieved against this disciplinary action.

UPW Kauai Division Director Gary Rodrigues and steward Ed Carveiro worked hard to help prepare and handle the arbitration. The State was represented by Lawrence Kumabe of the Attorney General's office. The arbitrator's decision is pending. The union argued that the suspension of Santos was unfair, since no supervisor was offended by his actions. Brother Santos has a good work record and has twenty years of service with the State.

Two other grievances are also being scheduled for arbitration. One involves Brother Howard Ilae, an Adult Corrections Officer at Hawaii State Prison, who was terminated for allegedly sleeping while on duty. An arbitrator still has to be selected for this case, which has been handled by B.A. Noel Ono and Steward Ronald Naumu.

The other case involves a promotion grievance filed on behalf of Brother Clarence Higashi, a building maintenance helper with the State Transportation Department on Kauai. Brother Higashi, a union steward, was denied a promotion to Building Maintenance Worker I, despite his baseyard seniority. The position was given to a Unit 3 member who took a voluntary "demotion" to fill the vacancy and received a sizable pay hike as a result. Kauai Division Director Gary Rodrigues represented Brother Higashi in the grievance procedure. The union and the State will meet soon to select an arbitrator.



Brother Lee Wise (left) at arbitration hearing, represented by the UPW's Ron Taketa (right).

A decision is due sometime in late December from Arbitrator Tsukiyama.

SANTOS CASE

The UPW argued another arbitration case September 15, involving the grievance of Brother David Santos, an equipment operator with the State Transportation Dept. of Kauai. Arbitrator Stanley Ling heard the case, with attorney Herb Takahashi arguing the union's aide, assisted by Brother Ron Taketa.

Brother Santos received a 6-day suspension for what the employer

UPW's 1978 Legislative Program

(Adopted by the UPW's 23rd Convention, October, 1977)

- 1) Review and amend the collective bargaining law with emphasis on the following: Management rights, impasse procedures, and number of steps and salary ranges.
- 2) Employer to pay entire health fund premium, with addition of adult dental coverage.
- 3) Keep public employees in the social security program.
- 4) Amend the "25 and Out" early retirement provision which now covers policemen, firemen, and corrections officers to include sewer workers.
- 5) Increase pensions for retirees with a cost-of-living allowance equivalent to the percentage rise in the price index.
- 6) Fill and fund all vacant positions in bargaining units 1 and 10 that were authorized.
- 7) Prohibit the contracting out of unit 1 jobs. Prohibit the erosion of jobs as a result of contracting out. Mutual consent necessary between the union and management before any job can be contracted out.
- 8) Full-time employment with civil service status for the Lapakahi Project employees at Kohala.
- 9) Ordinary disability retirement benefits to increase 25% after 10 years of service and 2% thereafter, instead of 1%.
- 10) Full retirement without penalty for government employees after 30 years of service.
- 11) \$300 funeral benefit to retirees.
- 12) Prohibit the State from making a claim or deduction from pay for any overpayment of stand-by pay to any employee of Kauai Veterans Hospital.
- 13) Support a visitor's tax.
- 14) Compulsory retirement for government employees at age 65.
- 15) Disability Retirement based on Worker's Compensation.
- 16) Grant emergency hires all benefits.

State of the Union

by Henry Epstein



Carter's "Welfare Reform" Threatens Public Workers

Things are tough for public employees and their unions all over the country. They will get worse if President Carter's welfare reform package is passed in its present form.

That's the impression I brought back with me from an AFSCME Leadership Conference in Washington, D.C. that UPW President James Brown and I attended on November 16, 17, and 18.

The conference heard from an impressive group of speakers. They included Vice-President Walter Mondale, AFL-CIO President George Meany, Congressman William D. Ford, Wayne Horwitz of the Federal Mediation and Conciliation Service, and Arnold Weber, former Assistant Secretary of Labor.

Practically all of the speakers discussed the economy, the financial problems of states and cities, and the changing attitude towards public employees in the country.

President Carter's welfare reform program came in for a lot of analysis and discussion at the conference. There was general agreement that reform of the welfare system is needed and the Federal government should assume the entire cost of the welfare program.

It's the jobs portion of the welfare package which contains the dynamite. Under these proposals, the present CETA program would be eliminated. In its place, 1,400,000 jobs would be created, all at the minimum wage!

FORCED LABOR, MINIMUM WAGES

This proposal would create a large group of second-class citizens, forced to work at public and private jobs at minimum wages. It would seriously jeopardize the wages and working conditions of the regular government employees.

Under this suggestion, a regular employee could be laid off and then be forced to go on welfare and take one of these minimum wage jobs, possibly doing the same work he did before he was laid off.

We have had problems with the CETA and SCET programs, and many people at the conference wanted to talk about their difficulties with CETA. If this proposal is passed by Congress, the CETA program will look good in comparison.

Representative Dan Akaka is a member of the special 28-member subcommittee which is working on this welfare program. Our officers and members should talk to Congressman Akaka about the serious implications of these proposed changes.

Discussion of the welfare proposals tied in closely with the coming elections and the PEOPLE program. PEOPLE is willing to run another series of training sessions in Hawaii and to help us with the coming elections.

The big thing is that PEOPLE needs voluntary political contributions. A table distributed at the conference showed that AFSCME's ability to help congressmen with their campaigns is almost at the bottom of the list of unions. Larger per capita contributions are made by the Railway Clerks and many other smaller unions.

GIVE TO PEOPLE

It's not easy collecting voluntary PEOPLE contributions, but we'll have to make a real effort next year. The conference demonstrated the importance of this money.

Social security came in for a serious discussion at the workshop. It's AFSCME's position that social security coverage should be universal and all employees should be under the system. Such an amendment failed recently in Congress.

Integration of public pension systems and social security is a growing trend, according to the panel which spoke at the meetings.

Hawaii's retirement system was praised as one of the best in the nation. A question was raised, though, about the high contributions our members are paying for both social security and retirement system coverage.

It's hard to summarize in one column all the materials and discussion at the three-day conference. We did get a lot of valuable material, which should help Brother Brown and me in the months ahead.

As always after a mainland trip, it's great to get back to Hawaii and to realize that, although we have problems, some of the mainland brothers and sisters have greater problems.

LETTERS TO THE UNION

Mahalo to the UPW for helping me. I began with the City and County as a CETA worker in 1974. No job has ever changed my whole life and everything. I've worked at Kapiolani Nursery, the Rose Garden, the Zoo, and now I'm at Foster Gardens, and the employees and bosses have been helping me, like one big family. I've learned to get along with others and not just do things my

way. I've learned to take criticism. I'm so glad people have helped me.

I want to be permanent. I hope this can happen. I also hope we can get individual dental plans to help us on our big bills. This I hope the union will work for. Again, mahalo to all who have helped me.

—Mary Yamamoto, Parks CETA worker

Dear Miss Uhrle:

Please give my best wishes to the delegates to the 23rd Convention of UPW Local 646, AFSCME.

This is more than a formal expression of greetings. I count a number of leaders and members of UPW as my personal friends. Upon occasion in the past I worked as a volunteer in the old UPW office on Atkinson Drive.

I also had the pleasure of working with a group of UPW members in producing a play, written by a union member, acted by union members, that was put on at a union convention.

In recent years I have observed the conduct of your organization at the Legislature. Your lobbyists have been diligent and effective in working to improve the living standards, the security and the democratic rights of public employees.

I believe that overall your efforts have been in the best interests of the welfare of our Hawaiian community.

May your deliberations be fruitful and your actions be crowned with success!

Cordially,
Jean King
State Senator

One of Four U.S. Workers Exposed to Harmful Chemicals

NEW YORK (LNS) — One out of four American workers is exposed on the job to some substance that could cause death or disease. And only 3.1% of U.S. workplaces have any programs for identifying, preventing or reducing occupational hazards, according to a recent federal survey conducted by the National Institute of Occupational Safety and Health (NIOSH). The study was based on inspections of 4,636 plants between 1972 and 1974 and confirms that government occupational health policies are totally inadequate for dealing with the problem.



One of the most shocking findings is that hundreds of thousands of workers have been exposed to known cancer-causing substances without their knowledge and without any precautionary measures to limit their exposure.

Under the present OSHA law, companies may bring new chemicals into the workplace virtually unexamined and unregulated. NIOSH, the federal agency charged with researching and recommending standards for the use of these chemicals, is so badly understaffed and underfunded that it has come up with only a handful of new standards in seven years of operation. Even the standards it has established have been criticized by occupational health specialists for being higher than the safe exposure limit.

For instance, 83,494 full-time workers were exposed to asbestos during 1972-1974, 90% of them with no protective equipment or engineering controls. Many thousands of other workers were exposed to benzene and cutting oil, most of them with no controls. Any level of contact with asbestos, cutting oil, and benzene may be enough to cause the growth of a cancerous tumor and ultimately cause death. The survey showed that 880,000 workers (or 1% of the workforce) between 1972 and 1974 had been exposed to the 17 cancer-causing substances recognized by the government. This doesn't show the whole problem though, since many scientists today believe there are between 1,500 and 2,000 cancer-causing substances.

In fact, many specialists and activists who have examined the thrust of U.S. government policies in occupational health and safety conclude these policies are slanted toward industry. They note that before any new health regulation is imposed, the government must consider "inflationary impact statements" submitted by industry, which detail the costs the limits would impose. No assessment of the "costs" imposed on the workers' health and safety by new chemicals or various processes is required.

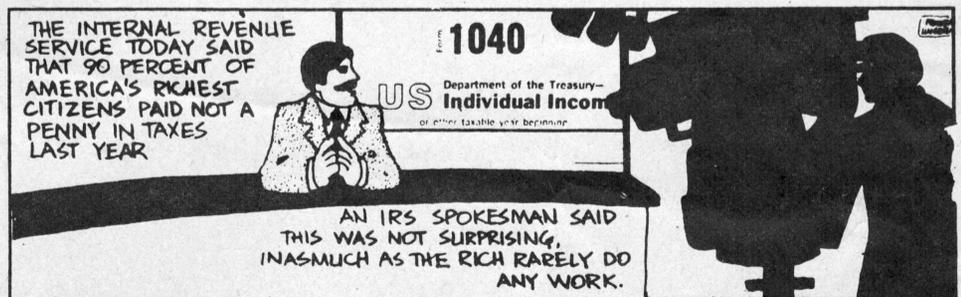
RESOLUTION ON THE ORGANIZER

WHEREAS, our union newspaper could be a valuable tool of information and communication for all our members, and is an essential instrument for free speech and union democracy.

WHEREAS, all members should have access to the paper, and the right to have their letters to the editor printed whether or not these letters agree or disagree with union leadership or established policies, so long as they are not legally libelous or slanderous.

WHEREAS, our union's Bill of Rights clearly provides that "Active discussion of union affairs shall be encouraged and protected within this organization", and that "members shall suffer no impairment of freedom of speech concerning the operations of this union" and "shall have the right to full participation, through discussion and vote, in the decision-making processes of the union, and to pertinent information needed for the exercise of this right."

BE IT RESOLVED, that the 23rd State Convention of UPW orders our union paper be accessible to the members and that their letters and viewpoints be printed in a "Letter to the Editors" section, encouraging members to express opinions.



HUNGRY POWER

Recipes for a Worker's Budget

Papaya Bread

- | | |
|-------------------|----------------------------|
| Ingredients: | nuts |
| 1/2 cup margarine | 2 cups papaya pulp, mashed |
| 1 cup sugar | 2 cups flour |
| 2 eggs | 1 tsp. baking soda |

Directions:

Cream margarine and sugar, add eggs one at a time, beat well. Sift dry ingredients and add alternately with papaya pulp, add nuts. Pour into loaf pan. Bake at 350 degree for about an hour.



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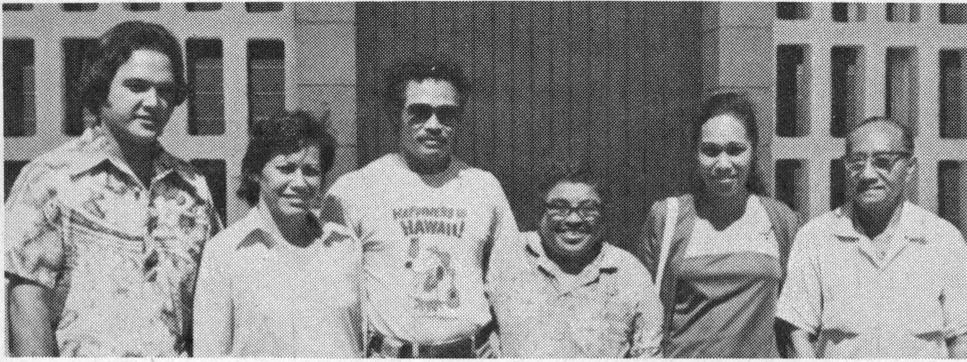
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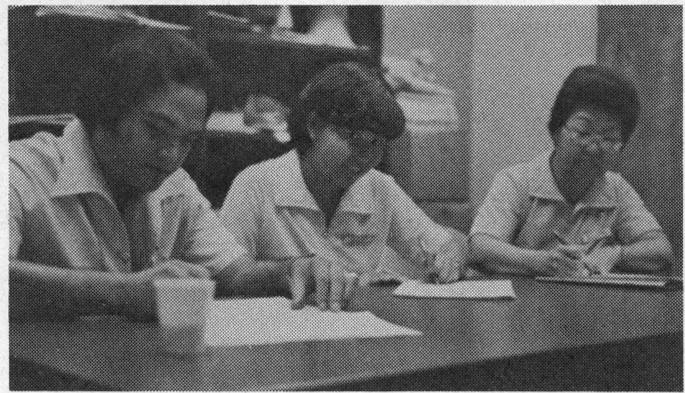
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The Kuhio Park Terrace maintenance workers' negotiating team: from left to right, B.A./organizer Leighton Suganuma, Louise and Sofara Savea, Walter Morales, Carol Kekua (chairperson), and Emma Echiberi. (Sister Agnes Del Rio was absent for this photo, taken just after the signing of the unit's first contract last month).

PRIVATE SECTOR NEWS

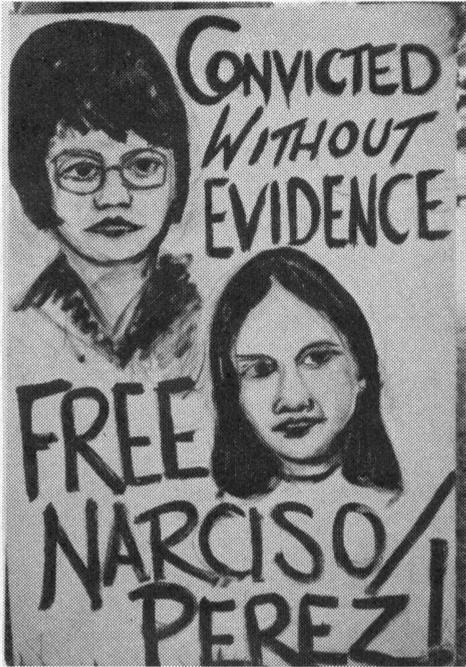


B.A./organizer Leighton Suganuma (left) joins Sisters Trina Choy (center) and Amy Yoshida in signing the first contract for the Kuakini Respiratory Technicians and Aides.

Private Sector Division Backs Narciso-Perez

Last October the Private Sector Division (then the Hospital Division) of the UPW voted to support two Filipina nurses, **Filipina Narciso and Leonora Perez**, convicted last July of poisoning 10 patients in the Veterans' Administration hospital in Ann Arbor, Michigan. The convictions came despite overwhelming evidence of the nurses' innocence and the lack of any motive for murder. Hospital authorities have tried to imply that the nurses' criticism of poor working conditions at the Hospital may have been their motive for killing the patients. The FBI has seemed more intent on convicting the two immigrant nurses as scapegoats than following up on other leads, including the suicide of a nursing supervisor in the Hospital who had confessed to the crime.

Two demonstrations have been held locally to protest their conviction, and more than 600 signatures obtained on petitions urging a new trial. A spirited



This placard drawn by Setsu Okubo, former Roosevelt H.S. teacher, says it all — concerning the two Filipina nurses convicted on circumstantial evidence of poisoning patients at a Veteran's Hospital in Michigan.

fund-raising dinner last November 11 netted several hundred dollars for the nurses' defense fund.

Member's Daughter Wins Honor

Linda Moore, daughter of Sister Isabell Moore, an active UPW member at Kapiolani/Children's Hospital, took first runner-up honors at the recent Miss Black Teenage World Pageant in Roanoke, Virginia. The lovely 15-year-old St. Andrew's Priory sophomore won a new Kodak instant camera and a college scholarship to Livingston College, Salisbury, N.C.

Linda hopes to become a criminal lawyer and is now very active as a student representative and a member of the Forensic Society and Debate League, Hui Hauoli, Competitive Math League, Drill Team, and Companions of St. Andrew's Priory. She also volunteers time with a parks and recreation program, the Girl Scouts, and other non-profit organizations. She is skilled in needlework and enjoys Polynesian dancing, tennis, cake decorating, piano, volleyball, antique collecting, camping and sewing.

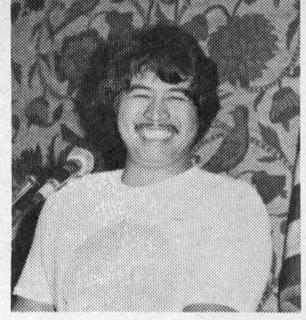
The Moores, who have just moved from Kailua to Nuuanu, are proud of their daughter's accomplishments at such a young age. Congratulations, Linda!



15-year-old Linda Moore, daughter of UPW member Isabelle Moore of Kapiolani Hospital, is presented a new Kodak camera by Kodak executive Charles Wilson, in tribute to her winning first runner-up honors at the Miss Black Teenage World Pageant in Roanoke, Virginia last September. She also won a college scholarship.



Private Sector Division delegates socialize convention gets underway.



Brother Richard Costorio flashes a smile at the podium.



Christmas Wishes!

The officers and staff of the Private Sector Division join in wishing each and every one of you the very best of Christmases and the happiest of new years. Mahalo for your cooperation and support during 1976!

MEETINGS ON CALL
Private Sector Division and Unit meetings will be subject to call in the month of December.

Ballot Counting

The counting of ballots for Division officers and Board members will take place on Tuesday, December 6, 6 p.m., at UPW Hall. Members are welcome to be on hand.

Waimea Dispensary Workers Win First Contract

Waimea Dispensary, a new unit organized by the UPW, includes three branches in three different towns. The unit began its efforts to organize in July, 1974; however, what would seem to be a simple matter in settling an election, turned out to be a long dragged out situation where the Employers Council and their attorneys tried every trick in the book to stop the election.

The first hearing on the petition for an election was held in August, 1974, before the Hawaii Employment Relations Board. The petition was filed on behalf of the LPN's. At the hearing, however, the Employer felt that the clerical, blue collar, and other special classifications should not be left out of the unit. Their reason was that they wanted to deal with only one Union. The Union agreed to organize the other workers. It took just a couple of hours, and the other workers were signed up. The election was set for September 13, 1974.

ELECTION CANCELLED

On the day of the election, the HERB cancelled the election, because the Employer had filed a petition with the National Labor Relations Board for their review of the unit. This was done even though the Employer had agreed to have the election. A hearing on the Employer's petition was held in September, 1974. The decision was that an election be held on **October 3, 1974**. Before the election, the Employer pulled another end run by asking the NLRB to determine whether or not the NLRB had the right to set an election. Another hearing was held in late October, 1974. The NLRB in Washington, D.C., decided on **June 30, 1975**, that an election be held. The Employer tried still another end run by withdrawing their original petition filed in 1974. The request to



Waimea Dispensary's rank-and-file negotiators: Diane Costales, Jean Murakami, Violet Moura, and Tomie Inouye; Kauai UPW Division Director Gary Rodrigues served as chief spokesperson.

withdraw, if granted, meant that the entire procedure would have to begin again.

On **July 31, 1975**, the NLRB in Washington, D.C., denied the Employer's request. The election was set for **August 22, 1975** — over one year after the employees began their organizing efforts. The Union won the election with only one "NO UNION" vote. On September 2, 1975, the UPW was certified as the bargaining agent for the employees. Since 1975, a contract has been negotiated. Although on November 15, 1977, the unit will have received its second pay raise since the contract took effect, a bigger event occurred on November 15th: all the employees, except five part-timers, received a cash bonus of \$500 in addition to their pay raise. The five part-timers received a pro-rated amount.

KAUAI

CONTRACT GAINS
The contract will expire on November 14, 1979. It covers regular full-time employees who work 40 hours per week and regular part-time employees who work 15 hours per week. The jobs covered are LPN's, clerical, laboratory, pharmacy, X-ray, grounds and maintenance. Some of the points of interest are:
*Employees select their work places by seniority.
*Vacation is based on 2 weeks after 1 year, 3 weeks after 2 years, 4 weeks after 10 years, 4 weeks after 9 years in 1978.
*Sick Leave amounts to 18 days per year and sick leave is integrated with TDI benefits.
*HMSA Plan IV with Major Medical Expense Rider is provided for employees at no cost to the employees. When Doctors who work at the Clinics furnish their professional medical services that are not covered by the medical plan, the employees will not be charged for the additional cost and if the dependents are not covered by another medical plan, the additional cost for dependents will not be charged.
*Prescription drugs for employees and their dependents will be provided at cost plus 10%.
*The TDI plan is provided at no cost to employees.
*Funeral leave of 3 days is provided. The employee will designate the days on which the paid leave will be taken.
*A mileage allowance of 15¢ per mile is provided.
*A total of nine holidays is provided plus each employee shall be granted an additional 20 hours time off with pay either before Christmas or New Year.
*The average pay raises are:
1st year 15%
2nd year 9%
3rd year 8%
Red-circle employees received between \$50 to \$70 increases per month. The first pay raises for many employees ranged between \$70 to \$200 increase per month.

Highlights of Resolutions Adopted by the UPW's 23rd Convention, October, 1977

The Convention adopted many resolutions on issues of concern to union members and the general public. Here is a summary of these resolutions:

ON CONSUMER PROTECTION

(Resolution No. 2)

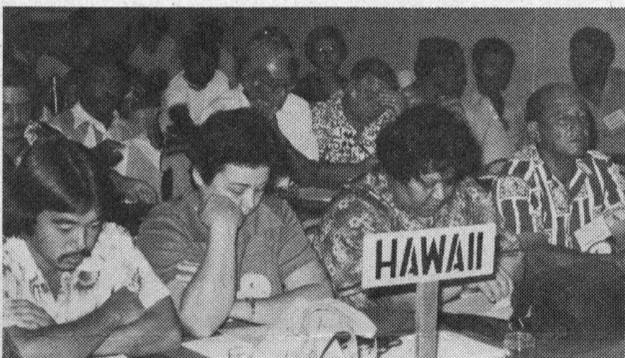
"... The main causes of high prices are monopoly control over production, unrestrained high profits. ... We will favor all measures designed to control monopoly and put restrictions on exorbitant profits. We favor legislation to give the consumer a choice between stamps and a discount. We hail the legislation for truth in packaging and will do all we can to see that it is enforced."

ON FREE EDUCATION (Resolution No. 4)

"Basic education is recognized as a right. ... We believe that higher education must also be a right in the 20th Century. We will therefore give support to all legislation to improve the education system; to provide free education to all who show the aptitude for it regardless of financial standing; to provide stipends for students who find it a hardship to stay in school. ... We recommend that low-cost housing be considered for students from remote areas and from neighbor islands."

ON CRIME CONTROL (Resolution No. 5)

"Any steps to stop crime without working to eliminate the conditions that create crime are futile. ... Many of the measures we recommend for the general welfare of the people would help to reduce crime."



Some of the Hawaii Division delegates at the UPW's recent convention, including former fighter Brother Peter Reyes (right), the "Kalihi Wildman"

ON JOB FREEZES (Resolution No. 6)

"... The position freeze is a disservice to the public employee. It hits hardest at the "blue-collar" areas where the dirty and distasteful jobs are assigned. School toilets are un-cleaned; university floors are un-swept; public grounds are un-weeded. Morale is being systematically destroyed by administrative indifference. Physical health is being endangered because public employees are working in detention centers without relief; overtime in some areas is mounting crazily, ironically in the name of ECONOMY."

"This Convention of the UPW calls on the Governor to end this exercise of futility. The position freeze is a substitute for a program whose continuation will destroy pride in a great institution, public service in the State of Hawaii."



Our Sergeants-at-Arms for the UPW's 23rd Convention.

ON RETIREES' INCOME

(Resolution Nos. 1 & 12)

"... The UPW reaffirms our support for the principal of increasing the retirement allowances of retirees in direct proportion to increases in the cost-of-living."

"We (urge) our Representatives in Congress to support and pass legislation exempting Federal Income Taxes from retirees' pensions of up to \$6,000 a year ..."

ON TAX REFORM (Resolution No. 8)

"... The UPW reaffirms our support of tax reform that will change existing laws and lighten the burden on lower-income workers and their families ... and continue to work for tax reforms which will close existing loopholes which permit the wealthy and large corporations to pay less than their fair share of taxes."



The Kauai Division was represented by these Convention delegates.

ON INTERNAL EDUCATION

(Resolution No. 9)

"... We recommend to all Divisions that they organize classes with sufficient participation to take full advantage of the facilities (of the AFSCME Education Office) ... and strongly recommend career ladder training needs be evaluated and implemented in all working areas."

ON HOUSING (Resolution Nos. 11 & 41)

"... Builders in their greed for profits do not build for the poor. We, therefore, will support all measures which will mean good housing at reasonable rates for the working people of our community."

"... The UPW urges that the State set up a low-interest housing fund in order to start new public construction of low-cost housing on public, non-productive land, employ more workers, and vigorously undertake to meet the housing challenge by building the needed housing itself — with public financing and ownership."

ON EQUAL PAY FOR EQUAL WORK

(Resolution No. 13)

"... We go on record in favor of the principle that any worker who works temporarily at a higher job should receive the same pay as the worker he or she replaces ... (and) that we work to amend our collective bargaining contracts to incorporate this principle, (and) work at the Legislature to get amendments to the compensation laws, if necessary, to recognize this principle. ..."



Active members and retired veterans: The Roffmans, Joys, Murins, Samuels and Herb Gonsalves.

ON RELAXING CIVIL SERVICE QUALIFICATION REQUIREMENTS

(Resolution No. 14)

"The UPW propose(s) and encourage(s) the Department of Personnel Services in all jurisdictions ... to relax the qualification requirements for entrance and advancement to higher or technical positions in the various fields of government service on the basis of training, ability, experience and performance. ..."



Rank-and-file members gladly joined in the dancing and song entertainment at the Convention banquet.

ON POLITICAL ACTION

(Resolution Nos. 18, 19, 20, & 50)

"The UPW encourage(s) its members to support the election and campaign of candidates who are endorsed by the union (for Con-Con) ... (and) play an active role in seeking members to become candidates to this election (and) ... give its full support to these candidates."

"... the UPW (resolves) that the UPW focus on building public support for the rights of public employees to bargain collectively and strike, if necessary, to win better working conditions and living standards, and that our union strongly oppose attempts to put a ceiling on government expenditures or to undermine the gains and protections won by and for employed and unemployed workers and poor people."

"... That the UPW support and encourage its members to participate in forming a strong political action organization. ..."

"... That the Political Action Committee conduct a one-day political action conference, open to all UPW members every summer to consider basic issues affecting working people and to hammer out a basic program to guide the work of the State and Division PACS, and to involve more of our UPW members; that the PAC endorse only those candidates who really support our program; (and) that the PAC be active in political action around city & county councils and, whenever possible, various boards and commissions."

"... Resolved that the UPW strongly support the (AFSCME) PEOPLE program (and) set a goal of at least \$1 per member in voluntary contributions (to PEOPLE) for the year 1978."

ON LABOR LAW REFORMS

(Resolution No. 25)

"... We urge Congress to enact President Carter's labor law reforms, which will make those laws work with the speed, fairness, predictability and balance intended by the long-standing policies of the U.S."



DOE Cafeteria workers enjoy lunch with refuse worker delegate Joe Rodrigues.

ON SUPPORT FOR "RICE & ROSES"

(Resolution No. 32)

"... (We) go strongly on record in support of continued public funding for (Public Television's) "Rice and Roses" and the (U.H.) Labor Education Center ... and will encourage our members to let legislators know the value of these types of programs."

ON SUPPORT FOR TEMPORARY WORKERS

(Resolution No. 34)

"... The UPW goes on record to halt these abuses (in temporary labor programs) by insisting that vacant regular positions be filled."

ON FORCED OVERTIME AND UNDERSTAFFING

(Resolution No. 35)

"... The UPW declares it a union priority to correct these poor conditions and counter these plans for contracting out (in State institutions) by (1) opposing forced overtime ... and actively seeking to upgrade staffing and conditions in these areas ... (2) supporting workers who refuse to work forced overtime ... (3) including demands relating to these objectives in our union contracts, and enforcing Section 1.05 in our two government contracts ... (4) publicizing these conditions so the public can know who is to blame and can bring pressure to bear on the politicians and administrators; (and) (5) opposing contracting out of public health care services and insisting on adequate staff, supplies and facilities to give the public first-rate, low-cost, non-profit comprehensive health care."

ON UFW, J.P. STEVENS, & COORS BEER BOYCOTTS

(Resolution No. 36)

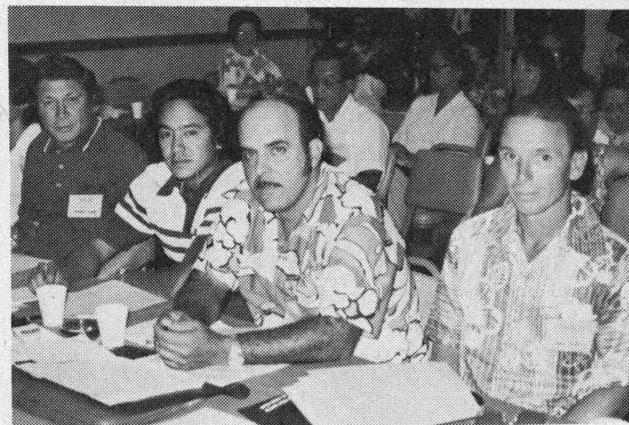
"The UPW reaffirms our support for the United Farm Workers' struggle and the boycott of scab head lettuce, grapes and Gallo wines ... and wholeheartedly endorses the boycotts of J.P. Stevens textile goods and Coors beer (and) will make every effort to publicize these struggles and build support for them in Hawaii."



UPW officers lead singing of "Hawaii Aloha" and "Solidarity Forever" to close the union's 23rd Convention.



The Convention's Elections Committee was chaired by Sister Momi Tong (right).



BWS (Oahu) delegates at the UPW's 23rd Convention, led by chairman James Toledo (right).

ON ORGANIZING THE UNORGANIZED

(Resolution Nos. 28, 29, 37)

"(Resolved) that the private sector division . . . be responsible for continuing to strive to organize all of Hawaii's private hospitals, nursing homes, and private non-profit institutions . . . that in the organizing of new private sector units, a token sum of \$1 per member shall be awarded to the person primarily responsible for the successful organizing campaign . . . (and) that each member signing up a new member after January 1, 1978, shall be given an incentive prize of \$2.50. . . ."

"The UPW will strengthen its organizing program by seeking 100% membership in government and private units represented by our union; booking space, whenever possible, only at unionized hotels for union meetings, and using only unionized printers; organizing for Con-Con, strongly opposing so-called 'right-to-work' legislation that attacks union and agency shops, and firmly resisting attempts to take away public workers' right to strike; . . . fighting cuts in unemployment insurance and coverage . . . and protesting the delays involved in NLRB cases and supporting legislation streamlining representation election procedures and strengthening the rights and protections accorded workers."



Sister Ella Wright (left) and Lucy Miller (dancing) of the Hospital Division.

ON NORMALIZING RELATIONS WITH CHINA

(Resolution No. 38)

" . . . The Kuomintang regime in Taiwan cannot claim to represent the 800 million people on the Chinese mainland and has set up a police state on Taiwan which outlaws unions, suppresses dissent and forbids strikes; . . . and Brother Edwin Richards, a C&C cesspool worker was able to visit the People's Republic of China and brought back a good report of his impressions of the Chinese people and all they have achieved . . . (Be it resolved) that the UPW supports the further study of the aims of full and normal relations being established as soon as possible between the U.S. and the People's Republic of China according to the promises our Government made in the Shanghai Communiqué . . . and that our union will designate representatives to assist local efforts toward this end."

AGAINST THE DEATH PENALTY

(Resolution No. 39)

"Whereas capital punishment usually means "Those without the capital get the punishment"; BE IT THEREFORE RESOLVED . . . that the UPW goes on record as strongly opposed to the restoration of the death penalty in Hawaii."

ON THE ENERGY CRISIS

(Resolution No. 44)

" . . . (The UPW) favors the public development and ownership of solar and geothermal energy (and) public ownership of public utilities like the Electric Company and the Telephone Company and opposes rate hikes for these essential services."

ON MEDICAL, DENTAL, DRUGS, & VISION PLANS

(Resolution No. 46)

"(Resolved that) the UPW go on record in favor of the employer paying the entire premium for medical coverage for employees and their families and improving the existing plans to include adult dental coverage, a good drug plan, and a good optical plan."

ON SHORELINE PROTECTION

(Resolution No. 48)

" . . . The UPW favors stronger shoreline and environmental protection standards, preservation of our recreational and ocean resources, and the development of jobs and industries consistent with saving our environment."

ON HAWAIIAN, HOUSING AND LAND STRUGGLES

(Resolution Nos. 43 & 52)

" . . . the UPW urges President Carter to grant amnesty to Walter Ritte and Richard Sawyer, and other convicted 'trespassers' on Kahoolawe, and urges our Congressional Representatives to appeal to the President to get him to grant such an amnesty."

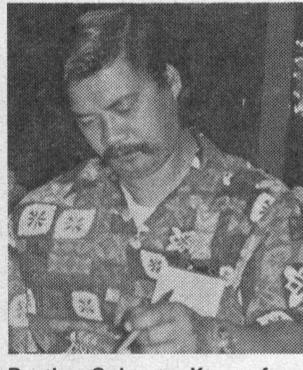
" . . . The UPW (goes) on record in strong support of the Hawaiian people's struggles, especially Kahoolawe and the homesteaders' struggles, and the fight of the peoples of Waiahole-Waikane, Chinatown, Hee'ia-Kea, Niumalu-Nawiliwili, and other threatened communities in Hawaii; . . ."

" . . . The UPW urges the U.S. military to cease its bombing of Kahoolawe and to restore the island to civilian use by the people of Hawaii, and to do similarly with Makua Valley on Oahu and other areas now used for arms testing and storage; . . ."

" . . . That the UPW notify Mayor Fasi of its support for the Chinatown people facing evictions and use his office to provide decent, low-cost housing for the Chinatown residents at rents they can afford, and that similar efforts be made by our union on behalf of other communities facing evictions and development not in the people's interest. . . ."



Maui's Brother Jimmy Cabebe sings a song at the banquet.



Brother Solomon Kupau from Kalaupapa, Molokai, was a member of the Maui Division delegation.

ON DEVELOPING SOCIAL PROGRAMS FOR RETIREES

(Resolution No. 47)

" . . . (The UPW) authorize the establishment of social programs throughout the State for UPW retirees . . . (and) authorize the establishment of a full-time or part-time position to be filled by an active retiree whose job assignment would be to organize activities for retirees, social and political, and be available to assist our retired and active members of non-job-oriented problems and concerns; and that this addition be made to our UPW staff before July, 1978 . . . funded by the State Retirees' Committee as established in the Constitution."



These Private Sector Division delegates — from St. Francis and Leeward Hospitals — seemed to enjoy the meal breaks during the Convention and the opportunity to socialize and meet delegates from other units and Divisions.



Brother James Brown (left) was elected President of the UPW for the next 2 years, while Brother Charles Iwata (right) will serve as State PAC Chairman.



Voting was by secret ballot, using this kind of official state voting booths.

ON UNION PROGRAMS

ALOHA UNITED WAY: "This convention again endorses the goal of the Aloha United Way (and) will urge all UPW members to take part. . . ."

INSURANCE PROGRAMS: "This convention endorses the continuation of UPW's insurance programs (including Mass Marketing Auto Insurance) (and Resolves) that full-union-wide participation in these programs be encouraged."

STATE DIRECTOR'S SALARY: "The salary of the State Director is hereby reaffirmed at \$31,271.73 for fiscal year 1978, and \$32,678.95 for fiscal year 1979."

UNIFORM PER DIEM POLICY: "A \$35 per diem rate was set uniformly when a member is on official union business requiring an overnight stay (effective Jan. 1, 1978)."

HGEA SERVICE FEES: "UPW approves discontinuing the agreement with HGEA which causes loss of service fee payments to UPW."

MUTUAL AID FUND: Parents, grandparents, grandchildren, legally adopted children and children under legal custody solely supported by a member may now be provided Mutual Aid Fund coverage. "No member shall receive assistance for a total of more than 60 days' hospitalization in any year of membership or for more than 60 consecutive days in any case, or for more than 60 days for any one ailment. . . ."

COMMITTEE APPOINTMENTS: The President will now consult Divisions in selecting delegates for committees at Conventions.

CONSULTATION WITH THE UNITS: "(The Convention) agrees and directs that units be fully consulted with on any changes in working conditions or contract provisions or interpretations, and that such changes should only be made with the discussion and consent of the unit(s) and its (their) authorized officers; and, that no grievance should be dropped prior to arbitration without the approval of the member(s) or unit(s) bringing the grievance."

(NEXT TIME: CONSTITUTIONAL AMENDMENTS APPROVED BY THE 1977 UPW CONVENTION)



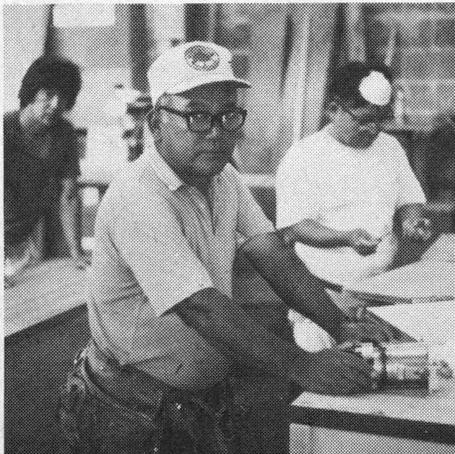
OAHU DIVISION NEWS

City Building Department Cabinet-Makers Do Great Job

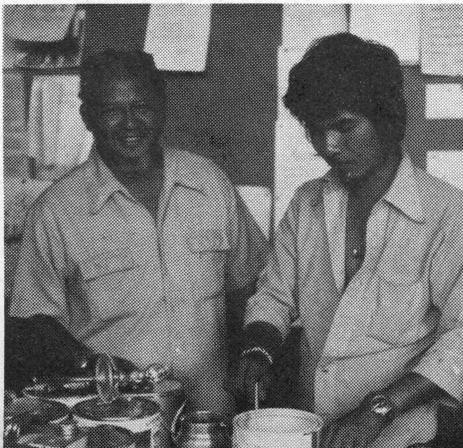
A quick tour of the lower floors of the new City office building will acquaint a visitor with the fine works of art and amazing changes being accomplished by the craftsmen and painters of the City Building Department. Over the past year or two, they have created beautiful meeting tables, shelves, cabinets, work and display tables, and an assortment of useful office furniture. Old file cabinets and desks have been transformed by painters into eye-pleasing office fixtures. Even trash baskets have been attended to — and the result has been a much more conducive workplace. Their supervisor Gilbert Sunahara praises the work of these fine cabinet-makers and painters of the Building Dept.



One of the many fine cabinets produced by the C&C Building Dept. cabinet-makers.



Left to right, Brothers H. Toyama, Lawrence Ishikawa, and Koei Nakamaio (a CETA worker) are the three excellent cabinet-makers and carpenters who are turning out works of art for City Hall and the new City office building. Brother Charles Doike is the Carpenters' working foreman for the Building Department, which is headed by Gilbert Sunahara. Mr. Sunahara has great praise for his cabinet-makers and the work they've done.



Brother Mervin Kahumoku (left), lead painter and sign painter, works with 3-year CETA veteran Brother Leonard Agbayani in the C&C Building Department's paint shop. These two workers have done an excellent job repainting file cabinets, desks and other furniture in the new City office building — and also do the moving and delivery of the items as well.



These work tables and shelves in the City's new municipal office building are the work of the Building Department's small cabinet-making crew.

Kailua STP in Major Overhaul

After several weeks of complaints from local residents, the Kailua Sewage Treatment Plant got its long-overdue overhaul, and more than 50 sewer workers and mechanics saw action on the job. The City leased a huge crane for \$700 a day to help remove tons of

filtering rocks. The digester tank required major efforts by mechanics and laborers to remove solid wastes to other treatment plants in the meantime.

The overhaul will take several months and is often tedious and sometimes quite hazardous work, given the labor tasks and harmful substances involved.



Brothers Robert Lambert and George Igaki worked for over a week replacing rusted fixtures within the digester tank at the Kailua Sewage Treatment Plant.

Worker's Comp Abuse Alleged But Not Upheld The Continuing Saga of Natty Phillips

The incredible story of the Department of Transportation's action against Airport janitor, Sister Natty Phillips, took another twist last October and November when the Department filed a formal complaint against Sister Natty with the Worker's Compensation Board. The Department had been compelled to rescind an earlier dismissal notice against Natty due to lack of any grounds for the action.

The DOT's Departmental Safety and Training Officer Harry Myers brought the complaint against Sister Phillips to the Worker's Compensation Board, and a hearing was held last November 8. B.A. Bob Chang represented Sister Phillips before hearing officer Jim Louis.

MANAGEMENT'S ALLEGATIONS

Myers, formerly a Personnel Director for Dole (1956-1960), asserted: "The employer does not feel it is proper nor within the intent of HRS 386 (the Worker's Compensation Law) that an employee be compensated with worker's compensation payment while performing a regularly scheduled shift for another employer." He wanted the Board to order Sister Phillips to repay some \$316 in back worker's comp payments for those days she worked as a trimmer at Dole cannery while on industrial leave from her heavier custodial duties at the Airport.

Myers alleged that the job of a "trimmer is a considerably harder and more tiring job" than custodial work, based on his management experience at Dole. Sister Natty, however, testified that her trimming job consisted of sitting near the conveyor belt and trimming pineapples. B.A. Chang brought out her job description for her janitor's job (Janitor II) at the airport. It included: "sweeps and scrubs floors, empties receptacles, mops and waxes floors, moves and carries heavy equipment and furniture, cleans toilets, carries buckets," etc. — certainly not light tasks easily performed by a worker with a back injury.

The union also introduced a letter from Natty's physician, Dr. Eugene Lance, who wrote that he had "advised her a temporary cessation of work would be advisable to assist healing and avoid aggravation of her injury." His letter noted that cannery work was of an "entirely different nature", and concluded: "It is not unreasonable that



These Oahu D.O.T. Airport workers attended the recent UPW State Convention.

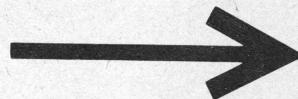
while she was required to give up her janitorial job temporarily, she could still continue working at the cannery without violating the medical understanding between us nor the spirit, at least, of the law regarding dual employment."

The doctor also noted that "Ms. Phillips is driven to hold two jobs by the necessity not only of supporting herself, but of the care of a grandchild for whom she has assumed responsibility. In my opinion, Ms. Phillips is a wonderful and devoted person, whose response to her duties and obligation is indeed praiseworthy, and it would be a great shame indeed if she were to be somehow penalized for the selfsame qualities."

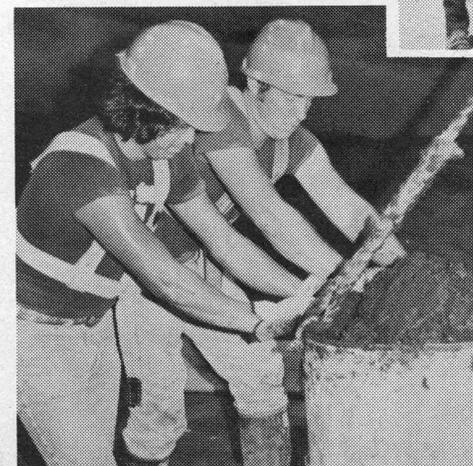
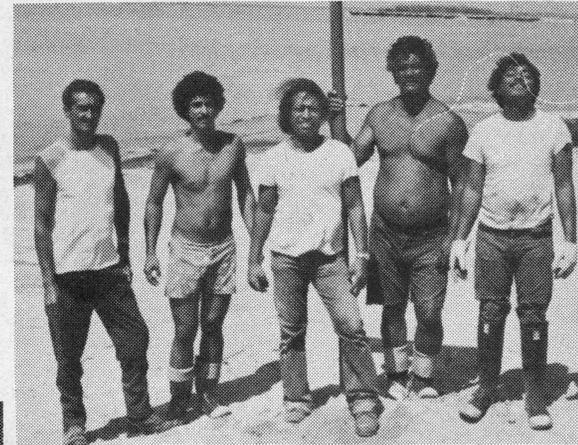
ABUSE OF AUTHORITY CHARGED

The hearing officer agreed with the union's arguments and dismissed the complaint. B.A. Chang commented to The Organizer that it appeared to him that Myers "had abused his office by using his former association with the Dole Company to violate the privacy rights of Sister Phillips by his gathering of confidential personnel information to use against her in these proceedings."

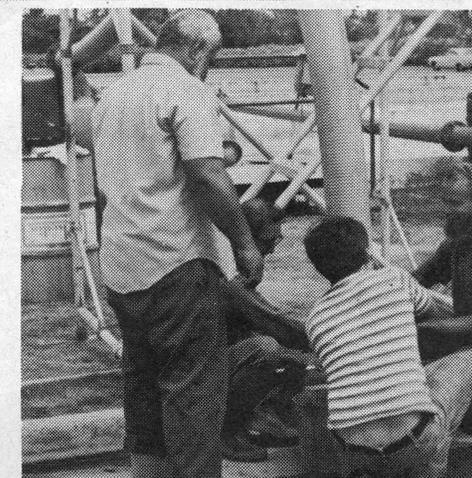
"Instead of trying to make employees feel guilty and attempting to degrade them, Mr. Myers should know the law and its intent, and stop causing employees like Sister Phillips so much personal grief and anxiety. He should stop acting like a private detective and act more like an advocate for the workers' health and safety, and quit embarrassing the Department. I'm glad Sister Natty has finally been accorded justice and hope the Department's persecution of her has finally ended," B.A. Chang concluded.



Kailua Yard's Road crew gets challenging assignments sometimes, like repairing the Lanikai boat ramp. From left to right, Brothers Peter Barrionuebo (Driver), Clint Francisco (Laborer II), Fred Fonoti (Laborer I), James Chun (Laborer II), and Edward Pang Chew (Mason's Helper).



Brothers Andrew Del Rosario and Gerald Carter had the unenviable job of shoveling the solid wastes accumulated at the bottom of the digester tank into 50-gallon drums to be hauled up by crane and loaded into trucks for removal. It took them several days.



This sewer maintenance crew repairs pipes feeding from the digester tank at the Kailua Sewer Treatment Plant.

IN MEMORIAM

HERBERT H. MEYERS, member, Oahu Division, Roads unit. Expired: Oct. 29, 1977.

LAWRENCE A. CHANG, member, Oahu Division, Education unit. Expired: Oct. 20, 1977.

HIRAM DEFRIES, member, Oahu Division. Retired from State Prison. Expired: Oct. 31, 1977.

DAVID N. KAAPANA, member, Oahu Division. Retired from State Highways unit. Expired: Oct. 16, 1977.

MICHAEL DECOSTA, member, Maui Division. Retired from Maui Board of Water unit. Expired: Oct. 19, 1977.

CARL W. SCHUMACHER, member, Kauai Division, CTY unit. Expired: Oct. 12, 1977.

KALANI OLGA AKA, spouse of member, Abraham K. Aka, Kauai Division, Roads unit. Expired: Oct. 2, 1977.

Division Officers Nominated

On October 15, at a regularly scheduled meeting of the Division Executive Board, the following sisters and brothers were nominated for the various offices:

- Division Vice-President
Kiyoshi Nagata
- Division Secretary-Treasurer
Hiroko Kawaoka
Sarah Togashi

- Board Members
Yukio Nishimoto
Ralph Louis
 - Division PAC Chairperson
Franklin Baptiste
- Hawaii Division Vice-President, Brother Kiyoshi Nagata also announced at the meeting that from December 1 thru December 15, all units will elect their unit officers.

Brother Yap on Tour

Recently, we heard from Brother Mew Kong Yap who is touring New Zealand. He tells us that so far, he has visited the Northern and Southern Islands of New Zealand and is enjoying the good food and hotel service.

Some of the attractions that he has seen included the underground river and vast chamber illuminated by thousands of tiny glow-worms and the Geothermal area. He was impressed with the view of hot springs and steam at the Geothermal area remarking, "If we can tap the main vein of steam at Kilauea, or some part in the Puna area like it's done here, we sure would have some cheap energy. Talk about free steam and hot water!!"



Brother Mew Kon Kap (right) reported that as of September 14, 1977 there is a checking account balance of \$28.46 and savings of \$509.67 in the Retirees' Unit Fund.

Brother Yap also writes that in spite of the fun he's having, he is quite anxious to return to "Hilo No Ka Best".

(More stories about Brother Yap's tour upon his return. —Ed.)



V.P. Bro. Kiyoshi Nagata presents Sister Mitsuko Haraguchi with a Steward Certificate for successfully completing the Unit 1 Steward Training class put on by Hawaii Division. Sister Betsy Takamine looks on.

HAWAII

Hawaii Division Meetings On Call

During the month of December, Hawaii Division and unit meetings will be on call.

Season's Greetings!

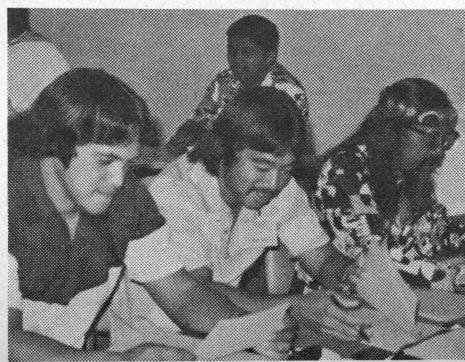
The Hawaii Division staff and officers wish all of our Brothers and Sisters in the Hawaii Division a very Merry Christmas and a very Happy New Year!



Retirees listen as Bro. Konno explains the Council structure and other happenings within the Union. Present were: Mary & Antone Torres, Mew Kong Yap, Dora Costa, Felix Cabamungan, Anne Fujii, Gabriel De Freitas, Sr., Mary Mae Unea, Alice Hauanio, Walter Hauanio, Louis Sampaia, Denji Nakamura, Daniel Belaski, Edwin Castro.



Laupahoehoe Unit workers: Standing L-R: Harumi Koga, Sumiko Sakamoto, John Rios, Motomu Sakado, Ernie Dela Cruz. Kneeling L-R: Tetsuko Yamashita, Akiko Higa, Jeanie Nasis, Sawae Higashi.



Big Island UPW delegates attending to Convention business.



Hawaii Division delegates at the UPW's 23rd Convention.

ANNUAL DINNER

The annual dinner for the Maui Division Executive Board members and their spouses or spices, will be held at the UPW building in the "Lanai" area, on Saturday, December 10, beginning at 6:00 p.m.

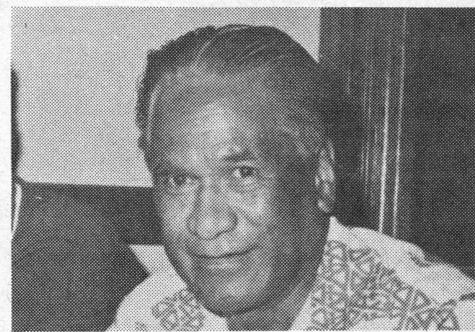
Maui, Lanai and Molokai



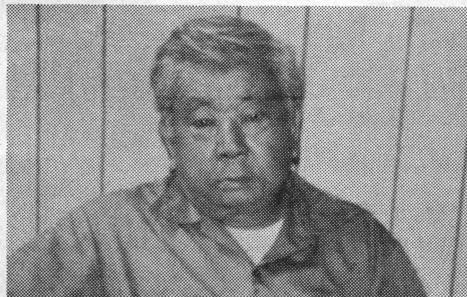
Brother and Sister, yes, in the UPW language, but husband and wife in true life. Brother George Santos and Sister Beatrice Santos, will retire on December 31, 1977, with a combined service of more than 64 years with the government. Brother George began his service on April 1, 1949 as an Ambulance Driver, then on January 22, 1951 he went to work in the Refuse Division until his retirement as a Refuse Crew Leader. Sister Beatrice has been with the DOE since November 1, 1943, and retired as a Cook I at Paia School. She also served as President of the Cafeteria Workers Association during the years 1953 to 1955. She is also very active in politics.



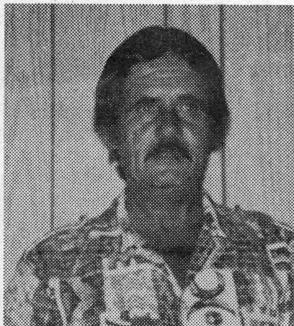
These are UPW members of the Vector Control Division — Department of Health, who participated in the Maui State Employees Litter Control Day activities held on October 7, 1977. From left to right are Brothers John Tavares; Jerry Alpis; Alan Hiyakumoto; Edwin Hirata; and James Amaral (Steward for the Vector Control Division). About 60 employees of the Department of Health participated in the Litter Control Program — and in 45 minutes a total of 3 truckloads of litter was picked up by the group.



Brother Benny Keau, Maui Div. V.P. for the past two years will retire on December 10, 1977, after more than 43 years of faithful and dedicated service, all at Kula Hospital. It was formerly known as Kula San. Brother Keau remembers his starting pay at Kula San was \$25 a month and yet he was able to support his family in those days. Brother Benny has been a member of the UPW since more than 30 years ago and takes pride in being a part of it all these years. We all wish him a very happy retirement.



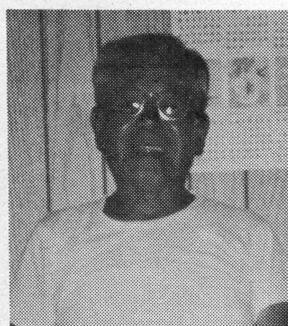
Brother "Masa" Okumura, School Custodian III at Kahului School, received a Certificate of Service signed by Governor Ariyoshi in recognition of thirty (30) years of faithful and loyal service to the people of Hawaii. Brother Okumura is the Maui Division PAC Chairman and has been for a great number of years.



Brother George A. Aveiro, Equipment Operator IV with the Department of Water Supply, is retiring on December 31, 1977, after more than 26 years of creditable service with the Department of Water Supply. Brother George will keep busy during his retirement by helping his children build their homes in the country.



Sister Marion M. Morikawa, Cook I at Maui High School, is retiring on December 31, 1977, after nearly 25 years of creditable government service. We all wish her a very happy retirement.



This is Brother Sadaji Ushiro, Park Caretaker III with the County of Maui where he began his service in the Parks Department on June of 1964. Brother Ushiro is retiring on December 31, 1977, with 14 years and 7 months of creditable service.

No Meetings

As in the past years, the Maui Division Executive Board has approved the cancellation of all Unit meetings during the month of December. This will give members time to be with their families and do their shopping.

Season's Greetings

The Maui Division Officers wish all of our members and their families a very Merry Christmas and a very prosperous and Happy New Year.

Perhaps we should pause for a moment and thank the Almighty for all the gains that we have made in the past and ask for continued guidance and hope for a better tomorrow.



UPW members often got into the act: witness Brothers James Cabebe (left) and Frank Baptiste (right) adding to the Polynesian Revue at the Convention Banquet.



Some of the members of the Constitution Committee wrestling with the major issues discussed and resolved there.



EDU Custodians keep tabs on resolutions and constitutional amendments coming to the floor.

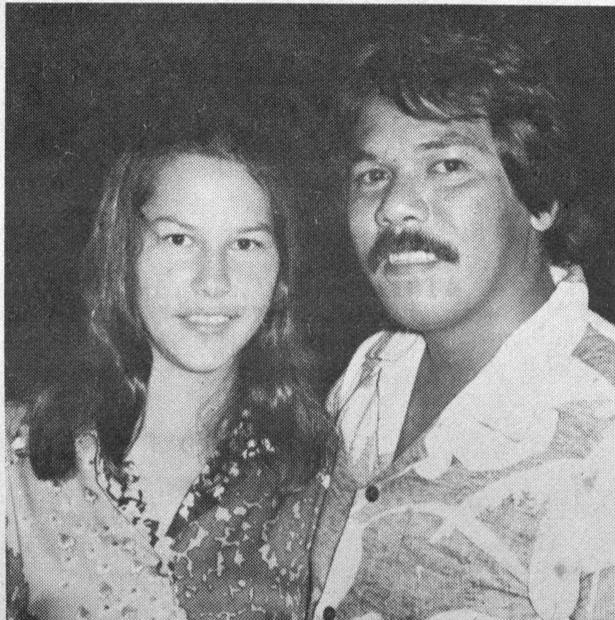
Convention Resolutions Highlighted, Pp. 4 & 5



Sister Eleanor Hada, Credentials Committee Chairperson.



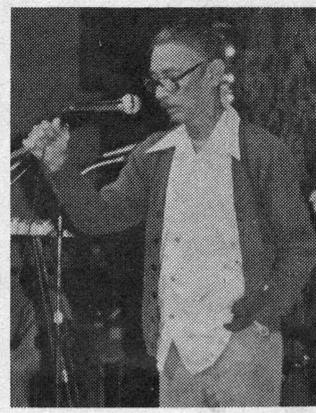
Brother Biart Andrade accepts nomination.



Bev and William Pinao (City & County Road Dept.) at the Convention banquet.



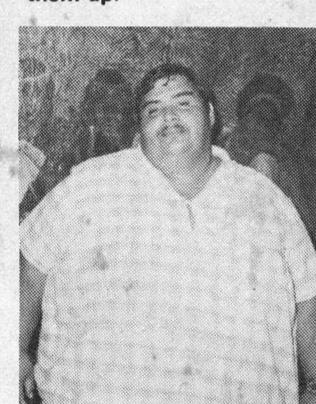
Sister Ellen Lum at the podium.



UPW veteran Jackson Ah Chin addresses the Convention banquet, and cracks them up.



Hawaii's Brother Kenneth Fukuhara, Insurance & MAF Committee Chairman at the Convention.



No Convention is complete without Brother Jerry Ponce from Maui.



DOE Cafeteria workers paid close attention to Convention business.

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



Leave the Driving to Van Go

A pleasant and inexpensive alternative to the problems of parking in the Civic Center area could be traveling to and from work in a van.

Van Go Hawaii is a cooperative effort of the federal government, the State, the City and County of Honolulu, and private enterprise. The initial administration funds are coming from the Federal Highway Administration and the Federal Energy Administration.

Action Resources Hawaii will set up the individual pools of people for each van, select and train qualified drivers, and provide overall management.

Van Go Hawaii provides the van, arranges the insurance, and establishes initial fares based on estimated operating and maintenance costs. The fare structures for each van will be periodically reviewed and adjusted.

When you join a van pool, you will be putting money in your pocket. For example, a 30-mile round trip in a van with 10 paying passengers (the minimum amount) would cost each passenger \$37 a month.

Compare this with the estimated \$131.73 a month it costs the average Honolulu commuter with an intermediate-size auto, and you see how much you can save. And you also save wear and tear on yourself. Van Go drivers still must drive in the traffic, of course, but they travel for free.

If you are interested in being a Van Go driver or passenger, contact the Civil Service Department Personnel Development and Training Division at 523-4233. They are coordinating the signing up of City employees for the program.

Lily Okamoto Endorsed by HGEA Retirement System Election Set

The Board of Trustees of the Employees' Retirement System of the State of Hawaii recently announced that ballots for the upcoming Trustee election will be sent to its members on November 23, 1977. Deadline for submission of the ballots to the Retirement System should be postmarked no later than December 8, 1977.

Candidates for this year's election are Mrs. Lily

Free to UPW Members & Spouses Home Gardening Class Set for December 10

Our AFSCME Education Office announced a half-day mini-course on home-gardening entitled "Indoor Container Planting" has been set for Saturday, December 10, 9 a.m. to 12 noon, at the AFSCME Hall, 2nd floor, 707 Alakea St. Mr. Bob Hirano will be the instructor. Registration is free for HGEA and UPW members and spouses and is limited to the first 50 people to sign up. So register right away by calling 521-6941.

Okamoto, who is presently an Auditor for the City Council of Honolulu and Mr. Robert Souza, who is Head of the Marketing and Consumer Services Division of the Department of Agriculture. The HGEA has endorsed Mrs. Okamoto for the post. Winner of the election will serve on the Board of Trustees for six years commencing January 2, 1978.

The System presently has in excess of 45,000 active employees in both the State and local government, and 10,000 retirees. The System has assets of \$886 million which are invested in stocks, bonds and mortgages.

Please Elect

LILY M. OKAMOTO

Board of Trustees
Hawaii State Employees' Retirement System

- ★ EXPERIENCED
- ★ KNOWLEDGEABLE
- ★ QUALIFIED
- ★ PROVEN ABILITY
- ★ LEADER
- ★ PUBLIC WORKER

LILY M. OKAMOTO X

Mahalo to Donors of Convention Prizes

The following companies donated prizes for the UPW's Convention Banquet last October, and deserve our appreciation:

- ★ Service Printers
- ★ American Savings & Loan
- ★ Honolulu Federal Savings & Loan
- ★ City Bank
- ★ Hawaiian Life Insurance
- ★ Hawaiian Stationery
- ★ Hawaiian Airlines
- ★ Kenny's Coffee House
- ★ Ricki's
- ★ Hawaiian Insurance Consultants
- ★ Central Pacific Bank
- ★ Tongg Publishing Co.