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AFL-CIO Umpire Rules Against Unity House Raid on Queen's Unit!

UPW Wins Article XX Complaint

Impartial umpire Howard Kleeb ruled last April 21 that the acts of the local Hotel and Restaurant Employees and Bartenders International Union, Local 5, in assisting the Teamsters raid at Queen's Hospital were "in violation" of Article XX, Section 2 of the AFL-CIO Constitution. That section pledges each affiliate to respect the jurisdictions of other affiliates and to refrain from interfering in another affiliate's collective bargaining relationships.

Our International Union, AFSCME, and the UPW brought the complaint to the AFL-CIO last January when Teamsters Local 427 filed to represent UPW workers at Queen's Medical Center. The Teamsters Local is one of the unions headed by Arthur Rutledge and headquartered at Unity House. Rutledge also heads the local Hotel & Restaurant Employees (H&RE) union, and union staff members shared by this union and the Teamsters led the raid on the Queen's unit. The UPW presented much evidence concerning the involvement of H&RE staff in the Queen's raid and the interlocking directorships and structure of the Unity House unions.

H&RE attorneys argued technicalities and presented no evidence to refute the AFSCME affidavits and evidence. They never denied the involvement of their staff at Queen's, but argued that they were working only for the Teamsters at the time.

UMPIRE'S FINDINGS

The umpire rejected this argument based on the close relationship of H&RE and the Teamsters and the activities of Teamster/H&RE organizer Berna Iosua, who vigorously supported the Teamsters' bid and disparaged the

UPW, "doing all she can to destroy another affiliate's Article XX collective bargaining relationship." Further, the umpire found that Rutledge and other H&RE leaders "condoned Iosua's activities by their silence."

Umpire Kleeb, in finding for the UPW, made it clear that he was not ruling against the relationship of the Teamster Locals to the H&RE, but simply that "representatives of an affiliate having an alliance with a non-affiliate have a responsibility to respect a sister affiliate's Article XX rights over and above any loyalty such representatives may have toward their non-affiliate ally." In other words,

H&RE should respect the UPW's rights over and above any loyalty to the Teamsters.

DELAYS, MORE RAIDS

The H&RE/Teamster raid at Queen's has harmed our members' interests. Bargaining has been held up for months, and may be held up much longer if the Teamsters refuse to withdraw their NLRB appeal against the UPW's representation election victory last January.

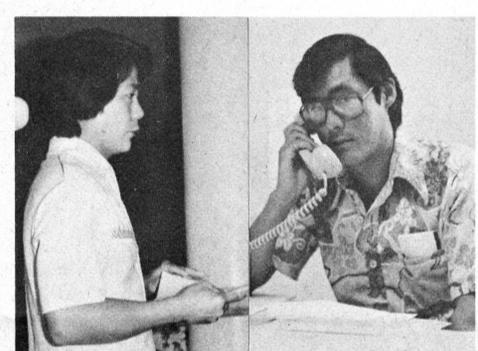
The Teamsters have now filed at St. Francis, and seem intent on continuing their raiding campaign, despite the recent ruling from the AFL-CIO umpire.

Arbitrator Reinstates Adult Corrections Officer

In a recent decision, Arbitrator Stanley Ling determined that Brother Howard Ilae should be reinstated as an Adult Corrections Officer (ACO) at Hawaii State Prison (HSP), effective May 1, 1978.

Brother Ilae was dismissed last September when he fell asleep while working on the midnight shift at the Prison. The Union filed a grievance and represented Brother Ilae in the grievance procedure and at the arbitration hearing.

During the Arbitration hearing, the Employer (represented by the Attorney General's Office), argued that sleeping at a Correctional Facility was a serious offense, and a written notice had even been distributed to inform all ACO's that sleeping would no longer be tolerated. It was for this reason that the Employer asked the Arbitrator not to reverse its decision to dismiss ACO Ilae.



Brother Ron Taketa, UPW Contract Implementation Officer. B.A. Noel Ono

The Union, on the other hand, contended that Brother Ilae was assigned to the Maximum Care Unit when this written notice pertaining to sleeping on duty was distributed. During this time, ACO's assigned to the Maximum Care Unit were isolated from

the rest of the Prison staff and it is understandable that Brother Ilae had not received any such notice.

In addition to this and the fact that this was Brother Ilae's first offense, HSP Administrator Antone Olim admitted that Brother Ilae's work record was good and that he would make an excellent Corrections Officer. Arbitrator Ling also stated in his decision that Brother Ilae's testimony at the hearing was "straight-forward"

Based on the fact that Brother Ilae did not receive the notice about sleeping on duty, and his good work record, the Arbitrator decided to reinstate him. However, because sleeping on duty is a very serious offense, the Arbitrator did not award any back pay in this grievance.

Brother Ron Taketa, Contract Implementation Officer, stated that this was a difficult case and Arbitrator Ling's decision was a very fair one. In giving credit to the union agent and HSP stewards, Brother Taketa said, "Business Agent Noel Ono did a real good job in filing this grievance and representing Brother Ilae. In addition, Stewards Bob Anakalea, Jim Grymes, Bradley Mahelona and Ronald Naumu worked for many weeks in preparing for this Arbitration. Brother Ilae and the rest of our members at HSP are very fortunate to have these stewards backing them up."



Irene and Mahan Vanover, two leaders of the Stearns Miners' strike (Kentucky) visited UPW Hall last April 20, spoke to the UPW Oahu retirees and chatted with State President James Brown. The retirees voted \$25 and the UPW State Board \$100 to aid their struggle. A forum April 21 at UPW Hall brought out over 80 persons and netted over \$300 for the Stearns and Palau Continental Hotel strikes. (See story on p. 3).

Toledo Ruled "Qualified"

BWS Temporary Assignment Grievance Won

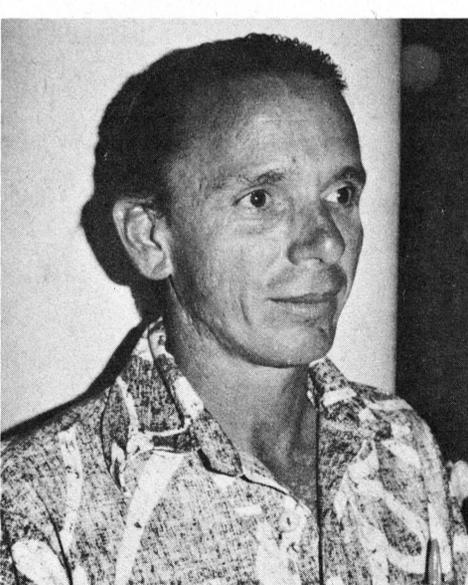
In August, 1977, the Board of Water Supply denied Lead Water Plant Maintenance Mechanic James Toledo a two-week Temporary Assignment because they said he was not qualified to perform work in a higher classification (Water Plant Maintenance Supervisor II).

Business Agent Wilhelm Cordes filed a grievance for Brother Toledo under Section 16, Seniority, of the Unit 1 Contract. During the grievance procedure, the Employer admitted that Brother Toledo was the Senior Man but refused to admit that he was qualified to perform the T.A.

Brother Toledo, who has 15 years of seniority with the BWS, not only meets the Minimum Qualifications of the vacant position, but is ranked fifth on the Civil Service Eligibility List for the same position he was denied T.A. to.

The Union Arbitration Committee (established by the recent UPW Convention) decided to take this grievance to Arbitration not only because it felt that Brother Toledo was qualified to do the job, but because of how important the Seniority Section is to our Union Members.

The City and County (represented by Allen Hoe of the Corporation Counsel's Office) and the Union mutually agreed to select Stuart Cowan as the Arbitrator in this grievance.



Brother James Toledo

After half a day of hearing, Arbitrator Cowan informed the Employer that he felt Brother Toledo was a "qualified" employee under the Unit 1 Contract language. Since it was agreed that he was ranked high on the Eligibility List, the Arbitrator said he could not see how the Employer could deny Brother Toledo a Temporary Assignment when Civil Service has already determined that he is qualified to receive a Permanent Promotion.

With this information, the Employer offered to settle this case rather than continue with the Arbitration hearing.

The Union and Brother Toledo decided to accept the offer of settlement which states that while it is management's right to determine whether an employee is qualified (within limits of the Contract), they acknowledged that the T.A. was "incorrectly" made in this instance and that Brother Toledo was indeed "qualified" to perform the Temporary Assignment.

Brother Toledo, who is the BWS Unit Chairman, an Oahu Division Executive Board Member, and a Member of the Unit 1 Executive Negotiating Committee, stated, "I don't want any back pay. All I wanted all along was recognition that I was qualified to perform the T.A. and to prove that the T.A. Section in our Contract was strong enough to protect the rights of our Senior Members".

Brother Ron Taketa, Contract Implementation Officer, stated that both Union and Employer were impressed with Arbitration Cowan's ability and the manner in which he handled the hearing. Brother Taketa also said that Business Agent Wilhelm Cordes and Unit 1 Negotiating Committee Spokesman Gary Rodrigues should be recognized for the time and effort they put into this grievance.

State of the Union

by Henry Epstein



Raiding Violates Union Principles

When Arthur Rutledge and his syndicate began to raid our unit at the Queen's Medical Center, we analyzed their organizing efforts throughout the State. Our research showed that they lost many more representation elections than they won.

There was one sad statistic which we discovered. In two cases, Rutledge's gang went in to raid a group represented by another union. The end result was that the workers ended up without any union.

That's what's wrong with raiding between unions. That's one of the reasons that the AFL-CIO, after many years of jurisdictional disputes between unions, included Article 20 in the AFL-CIO Constitution.

Article 20 is the provision which prohibits one union from raiding another union whenever the first affiliate has established representation rights. There is a machinery set up for mediation of complaints, a hearing by an impartial umpire, and enforcement by the executive council of the AFL-CIO.

We now have two Article 20 cases pending because of the Rutledge raids at Queen's and St. Francis Hospital. In the Queen's case, AFSCME pointed out that the Teamsters and Hotel-Restaurant are one and the same in Hawaii. The St. Francis Hospital complaint was filed during the week of May 15.

Howard Kleeb, the impartial umpire, issued a ten-page decision in our favor on April 21. He said the Hotel and Restaurant International was in violation of Article 20.

So far, Rutledge and his group have refused to comply with Arbitrator Kleeb's decision. In a meeting with some of the dissidents from Queen's and St. Francis, Rutledge said they have no intention of obeying the ruling.

AFSCME has filed a notice of non-compliance with AFL-CIO President George Meany, and a meeting of the AFL-CIO Executive Council sub-committee will be scheduled as soon as

it can be arranged to review the complaint.

At this point, we don't know whether Arthur Rutledge, a vice-president of the Hotel union, will be able to successfully defy the AFL-CIO.

While the technicalities are being taken care of by AFSCME on our behalf in Washington, it's important to remember the union principles which make inter-union raiding such a low and disreputable form of activity.

ORGANIZE THE UNORGANIZED

Our job is to organize the unorganized. Only about 20% of all working people in the United States belong to unions. Here in Hawaii, we have not yet been able to organize the workers at Straub Hospital and Clinic, Maunalani, or Castle Memorial Hospitals.

These workers need the protection of union representation. Any union which can successfully organize those institutions deserves the praise of the rest of the labor movement.

Instead of organizing the unorganized, raiding attempts to disorganize those workers already in unions. Raiding wastes the time and energy of the unions.

Raiding makes one worker on the job fight another worker. Instead of the energy being used to fight management, it's wasted splitting the employees. During a raid attempt, management can sit back and smile at the weakness shown during the election campaign.

That's why the AFL-CIO has adopted Article 20. That's why the decision of the impartial umpire in the Queen's case should be obeyed by all good union people.

The Rutledge activity at Queen's was called "notorious" by both the attorney for the Hotel union and the impartial umpire.

Good union people would follow union principle, obey the umpire's decision, and turn future efforts into organizing the unorganized.

First Aid for a Big Mac Attack

We've been bombarded with ads, complete with catchy tunes, singing the praises of fast food franchises like McDonald's and Burger King. They don't tell us of the minimal wages paid to the primarily teenage workers at their stores. McDonald's has also been strongly opposed to unions and supportive of anti-labor laws.

Always in a hurry, we often drop in and grab a Big Mac, coke and fries at McDonald's. Yet we don't realize that what we are eating has little nutritional value and may harm us in many ways . . . and not just from allergic reactions to chemicals in the food.

Dr. Jean Mayer, in the book *Big Mac: the Unauthorized Story of McDonald's*,

points out that "the typical McDonald's meal — hamburgers, french fries, and a malted — doesn't give you much nutrition. It's very low in vitamins B and C, but very high in saturated fats. It's typical of the diet that raises the cholesterol count and leads to heart disease." Another publication, *Nutrition Action* (July, 1976), adds another hazard of eating at a fast food place like McDonald's: "the sacrifice of the warmth and intimacy of the family meal on the altar of assembly-line efficiency."

A recent report by the Senate Nutrition Committee points out that Americans favor a diet too high in fat, cholesterol, sugar and salt. Americans are eating far more animal protein and fewer amounts of fruits and vegetables, a diet which leads more frequently to heart disease, overweight, and cancer.

LETTER

Murin on Con-Con

May I ask that you print my views on hearing a report that I was not endorsed by our PAC and COPE for delegate to Con-Con?

I trust that no member will be upset by this news. The non-endorsement should come as no surprise to those who know my work well. I was not surprised because I have been a minority of one at Staff level quite often in the last few years.

Recently when I analyzed this fact, and the fact that my convictions were not of the type that could be changed because of changing leadership and policy, I had to concede to myself that it would be more honest on my part to retire from my position. I did that just about a year ago.

The PAC-COPE Committee meeting at which I was interviewed was low-key and was conducted courteously. There were no arguments but it was clear that the Committee was going one-way and that I "was marching to the beat of a different drummer" and going another way.

For example: the Committee was against HOME-RULE. I spoke in favor because that had been the UPW position for 25 years. I never knew the UPW changed its view.

Again, the Committee was opposed to the principle of INITIATIVE. I defended that concept just as the UPW had done for the 25 years I worked for you. Our Constitution gave the members the right to bring up (INITIATIVE) resolutions for approval or rejection not only at Unit meetings but even at Conventions!

Further, the Committee was opposed to the RECALL of elected officials. I supported the recall of dishonest elected officials just as our UPW Constitution used to. REMEMBER: our Constitution permitted the recall of an officer if as few as 15% of the members in a Unit signed a petition asking for an election!

Finally, PAC and COPE was opposed to UNICAMERALISM. My view was if the reorganization of the structure of our State government did become a serious issue, unions and other groups that opposed a change should have a program to place on the Convention floor, rather than just shop around for delegates who promised to vote "NO."

I told the Committee that my program could be the basis for such an approach: I would support a study by the Legislative Reference Bureau of the several types of government organization to be made over a period of the next two years. The study would then be turned over to the public for thorough discussion for another period, the study to be publicized and conducted at public meetings, at schools, and in all public media. After that, the Legislature would be called to set a date for a referendum . . . A SECRET VOTE . . . ON THE FORM DESIRED BY THE PEOPLE . . .

However, Friends and fellow members, I respect the right of the Committee to reject my ideas and my candidacy for whatever reason. I am and remain a member of the UPW and wish you all the best of the good things your work produces.

Fraternally and sincerely,
Steve Murin

WORKERS HISTORY



Hideo "Major" Okada

(This is continuation of an interview with retired sugar worker and labor organizer Hideo "Major" Okada of Waipahu, who was just named the outstanding Oahu senior citizen of the year.)

The Major Recalls Labor's Past

The "Major" told the Organizer "The union won the key 1946 strike, after 72 days on the lines. We went out together, came back together, and came more solid. That was our real test. We were stronger than the 1947 ILWU-pine strike, which was lost. We didn't have scabs, or let supervisors work our jobs. We lived in close communities, had more union education, and were more united. Pine workers were more scattered, were divided into regulars, seasonals and temporaries (like today), and had less union education. They also had problems with scabs. We had good soup kitchens, all kinds of classes and educational events and morale-boosters during our sugar strike. It was the first strike we weren't evicted from our camps," Major asserts.

"The left-wing guys joined in our strike, brought up morale, taught the strikers, were well-disciplined and told us of struggles and victories in other countries and their lessons. They were our only real friends, and our strongest supporters and leaders. And the rank-and-file were strongly behind them. When attacks on

communists came down, the workers backed up their leaders and supporters, communist or not. We liked the *Honolulu Record* newspaper that Koji Ariyoshi edited. It came out every week, and told our side of things. We needed a paper like that, and still do."

"In the old days, we'd walk off the job at the mill and go out and support Harry Bridges when they were trying to put him in jail in the mainland; the ILWU in the whole state walked off, I think. Some plantations even struck for one day against the Korean war, and the arrests of Jack Hall and others locally as communists. Nowadays, union leaders respect court injunctions too much, and let lawyers run the unions. The bosses always violate the contract. Unions shouldn't be so afraid of breaking it by taking militant action if it's called for. Our labor lawyers are paid to handle troubles if they come, not to keep us from fighting. Let's face it, we've let the government pass too many laws that shackle workers and their unions. We've given too much power to our leaders."

HUNGRY POWER

Recipes for a Worker's Budget

Saute in 1 tbsp. safflower oil and 1 tbsp. butter the following:

- 1 onion, chopped
- 1 green pepper, diced
- 2 stalks broccoli, chopped fine

When tender, add ½ cup bean sprouts, stir for several minutes, then add:

- 5 eggs, beaten
- ½ cup chopped tomatoes

Ono Vegetable Omelette

Season with ½ cup sea salt, 1 tsp. parsley and a dash of black pepper. Add 1 tbsp. tamari sauce.

Cook mixture until desired texture and serve with herb tea and whole wheat rolls. Good for breakfast, lunch, dinner and especially for a midnight snack.

 			
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Case Made for Early Retirement Benefits

Ambulance Workers Cite Hazards

The City's ambulance personnel work in all types of situations, environments, bad weather, and shifts. Unlike other jobs, they cannot postpone their duties for more favorable conditions to stabilize and save the life of a patient.

Some of the unforeseen hazards these men face in the course of their duties include the danger of cars crashing into the ambulance crew on a highway while they are treating traffic accident victims; being at the scene of a fire or a shooting in progress; exposure to smoke, gas, and other poisonous fumes in ship's hold; going down steep slopes, mountain sides, buildings under construction (high-rises); victims trapped in wrecks; danger from electrocution from various situations; and personnel are sometimes attacked and threatened at the scene of an emergency. Also they are exposed to **communicable diseases** such as **meningitis, tuberculosis, etc.**, while unknowingly treating the patient for something else such as a trauma.

The ambulance personnel sometimes have to carry very heavy patients as well as life-saving equipment which are sometimes attached to the patient down steep and sometimes spiral flights of stairs, narrow hallways, high buildings still under construction, etc.

In the course of their work, the ambulance crews are exposed to **unavoidable back injuries**. They cannot use correct carrying procedures in these types of situations. Most of these men have experienced



Ambulance workers perform their emergency duties under heavy stress and strain. It is a young person's job.

some sort of back injury **within 15 years of services.**

Due to their new and greater responsibilities, the men are under stress, mentally as well. The physician miles away in a hospital must depend on the quick thinking, judgment and decisions of these paramedics. They must work rapidly at the scene of an emergency under very stressful conditions, sometimes without any cooperation or information from the victim's family. The paramedic is the "eyes, ears, and nose" of the physician, so to speak. He or she must know what is wrong with the patient before communicating with a physician for further medication orders.

Primarily this is a **young person's occupation**. Older persons will tend to sustain unavoidable back injuries and will be forced to take industrial leaves. Also, more of the personnel are experiencing hypertension or high blood pressure. Recently some of the men had **heart attacks** while on duty (2 men within the last 3 years). Hearing loss probably contributed from the ambulance siren can affect the taking of blood pressure and other tasks at the scene of an emergency. All these affect the patient's care.

STATISTICS MAKE POINT

City & County ambulance workers have compiled statistics which show that **224 injuries** were reported from 1973 through 1977, mainly from lifting, carrying, and various back injuries. This average of **45 injuries per year** was for an average of 118 workers employed — and **24 days per year** was the average individual leave (time loss) for these industrial accidents.

From 1958 to 1976, Oahu's population grew from 600,356 people to 718,400, excluding the dramatic rise in tourist count. Ambulance service calls increased from 8,195 to 24,383 in 1976, almost tripling. But ambulance personnel increased by **only 2½ times** — from 46 to 118. And the responsibilities of ambulance technicians have **vastly increased**, leading to greater strain and workload. In 1976, for instance, ambulance crews handled 2,945 "Code 500" (critical) cases, and 10,020 trauma-type cases, from 13 basic units on Oahu. This was quite an achievement for the **118 employees** with the C&C ambulance service! These employees feel they merit consideration for early retirement benefits by the nature of their work and the great strain and stress involved.

Stearns Miners Keynote Oahu UPW Program

Mahan and Irene Vanover came to Hawaii from Stearns County, Kentucky, where they have been part of a 23-month-long coal miners' struggle for union recognition and safety at the Blue Diamond Co.'s mine.

On **April 21**, they spoke to more than 80 people who attended the **Oahu Division's "Evening with UPW" program**, moderated by Oahu Education chairperson **Jessie Cavaco**. Mahan spoke on the progress of the strike, the miners' class solidarity in aiding other unions to organize, the fierceness of the police attack on the picket lines last October 17, which landed him and other miners in jail for **56 days** of a 6-month sentence. He also described the ongoing armed warfare between the company-hired goon squads, with their submachine guns, and the rifle-toting miners on strike.

His wife **Irene**, head of the **Women's**

Club at Stearns which has raised funds to meet the miners' and their families' needs during the long strike, spoke movingly on the many safety and health violations of the company, and the deaths and injuries caused by the company's greed for profit.

She noted that **26 miners** had been killed in the Blue Diamond Co.'s **Scotia mine** in **March, 1976**. This caused the Stearns miners to seek out the **United Mine Workers (UMW)** and vote in the union. "**We are fighting mainly for safety, and decent pensions, not for the money,**" Irene asserted. "**And if it hadn't been for you good people all over the country we couldn't have stayed out so long.**"

The Vanovers estimate the Stearns miners have raised over **\$200,000** in strike support funds since their strike began, mainly from small contribu-

tions. This recent West Coast tour netted over \$4,000, nearly \$1,000 of it from Hawaii, where our UPW State Board added \$100 to the kitty.

Mahan summed up what he has learned from the strike: "**The big companies are trying to put down the laboring class of people, and the police and government are helping them to do this. It's time for all unions and the laboring class of people to get together and fight these battles together, to get ourselves together and win once and for all.**"

PALAU CONTINENTAL HOTEL STRIKE

Masae Kintaro, a Palauan woman active in Micronesian issues, spoke at the forum on the need to support the **Palau Continental Hotel workers' 5-month-long strike** against a resort hotel owned by **Continental Airlines**.



Sister Jessie Cavaco Mahan and Irene Vanover.

She said the company is paying wages between **60¢ and 80¢ an hour** while prices are higher than in Hawaii. Continental is also refusing to bargain with the workers' representatives. She said a boycott may soon be launched.

The forum ended as a rally, with all joining in singing "Solidarity Forever." More than **\$300** was raised that night alone to support the two strikes.

Threat of Bakke Case, ERA Foes

Affirmative Action, Equal Rights Under Attack

Last March, the **Organizer** ran a story on the **Bakke case** pending before the Supreme Court. If white law school applicant Bakke is upheld, **many affirmative action programs benefiting women, low-income people and non-white minority groups will come under attack.**

The right-wing and its corporate supporters have encouraged divide-and-rule tactics for generations, red-baiting, trying to pit race against race, men against women, employed against unemployed. But working people have fought hard against these lies and divisive tactics. The right-wing, backed by corporate money, is using fundamentalist and traditionalist church groups to try to rally sentiment against equal rights for women, a goal long supported by the labor movement, though not consistently pushed.

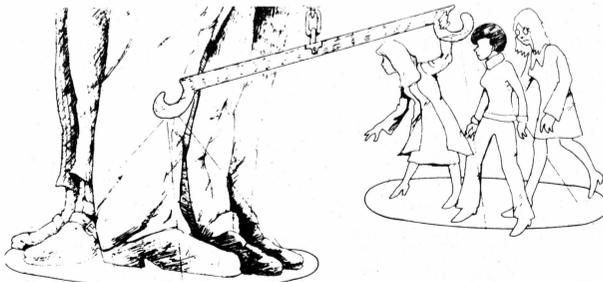
They are spreading the big lie that women and minority groups have unfair advantages and "**more than equal**" rights, and that "**reverse discrimination**" against men and whites is now the rule. This is **pure shibai** — as the facts clearly show.

OPPRESSION OF WOMEN

Third world women, victims of both racism and sexism, are relegated to the lowest position within the workforce. They are paid the least money for the worst jobs of any group of workers. Black women, on the average, earn less than one-half of what white men earn; Spanish speaking women earn only slightly over one-fourth as much as white men. Minority women account for a disproportionately high number of servants, laundry workers, domestic workers, building cleaners, and garment factory workers. The continuing discrimination faced by minority women perhaps best argues for the need to have affirmative action for both minorities and women.

Today 48% of all women hold jobs or are actively seeking employment. Women now make up more than 40% of the entire labor force, a big jump from 33% in 1960. But the conditions of working women have not greatly improved. Sexual discrimination still makes women take lousy jobs and forces them to accept lower pay than men.

An unfair sexual division of labor places women in the status of **second-class workers**, and provides the better jobs to men. Women face a job market segregated by sex in which the "**women's jobs**" are the **low-paying, routine, menial, dead-end jobs**. In 1971, women accounted for only 14% of the workforce in the ten highest-paid job categories but were 83% of the workforce in the ten lowest paid jobs. 64% of working women are clerical, service, or sales workers, or domestic servants. As stated above, **job discrimination faced by minority women — most of whom are servants, domestic workers, and sweatshop workers — is even worse.**



Women continue to receive grossly unequal pay, on the whole earning only 57% of what men earn. This is both because most women hold inferior jobs, but also because they are **paid less for doing the same jobs as men.** Education, generally seen as the key to economic success, has not significantly boosted women's standing in the job market. **A woman with a**



These Samoan Brothers were among the nearly 300 people who demonstrated last April 8 in Honolulu against the Bakke decision.

college education earns about the same yearly income as a man who has only completed the 8th grade.

DO WOMEN REALLY NEED TO WORK?

Some try to justify the degrading jobs and unequal pay forced upon women by arguing that "**women don't really need to work.**" This is a **cruel myth**. Two-thirds of all working women are **single, divorced, widowed, separated, or have husbands who earn less than \$7,000 a year.** The rest work not "because they want a mink coat" but to achieve a moderate level of economic security: **to save money for their children's education or to buy a home.**

Sex discrimination strikes a particularly hard blow at those families that are supported solely by women. Today about **one of eight families** fall into this category, and six times more of these families **live below the poverty line** than do those headed by males. One-third of minority families are headed by women, and an outrageous 50% of these are impoverished.

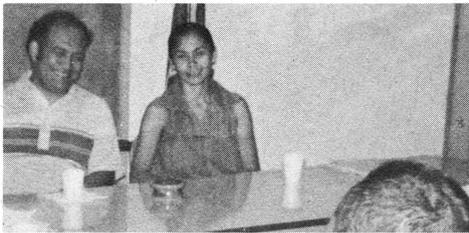
(Next time: Affirmative Action Must Be Defended and Expanded.)

Maui, Lanai and Molokai

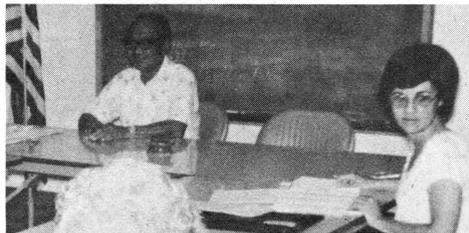
Maui Division Joins with Labor Coalition in Endorsing 6 Candidates for Con-Con

Members of the Maui Division Political Action Committee have been very much involved with the Con-Con during the months of April and May.

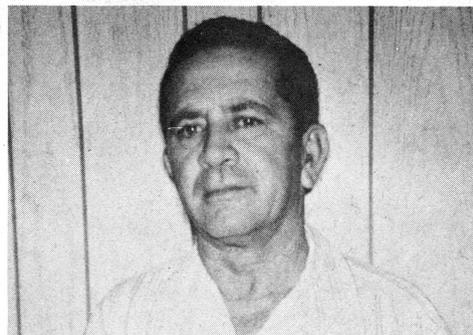
After three separate meetings in the screening of candidates and another three meetings with the Maui Coalition of Labor Unions (consisting of the UPW, HGEA, Carpenters, Masons, Painters, HSTA, Plumbers & Fitters, Electricians, SHOPO, Fire-Fighters, and ILWU), the following candidates were endorsed:



Con-Con candidate Mrs. Dee Christophersen (right) is being screened by members of the Maui Division PAC. She was endorsed by the Maui Committee and she is from District 5-A.



Members of the Maui Division PAC screens Con-Con candidate Brother Richard "Pablo" Caldito from District 6-B. Brother Caldito was endorsed by the Maui Committee.



Brother Walter "Kinky" Correa.

CONGRATULATIONS! Correa, Alo Re-elected

Brother Walter "Kinky" Correa Sr. (Department of Transportation, Retired), was recently re-elected as 1978 President of the Maui County Employees Federal Credit Union Board of Directors.

Also re-elected to another two-year term on the Credit Committee was Brother William C. Alo (Department of Finance, Retired).

Brother Correa was the first elected Maui Division PAC Chairman in 1972 — a position he held until 1973. Although retired, Brother "Kinky" finds time to participate and is active with the Maui Division Retiree Committee which holds regular monthly meetings at the UPW Hall in Wailuku.

DISTRICT 5-A (Kihei, East Maui, Haiku)

- Mark J. Andrews
- Dee Christophersen

DISTRICT 5-B (Kahului-Pukalani-Hamakuapoko)

- Masami Hironaka
- Reynante Tagorda

DISTRICT 6-A (Lanai-Molokai-West Maui)

- Rick Hokama
- (1 seat open)

DISTRICT 6-B (Wailuku)

- Richard "Pablo" Caldito
- (1 seat open)

Two get-togethers to meet the endorsed candidates were scheduled for May 13 in the afternoon at the UPW Hall in Wailuku, and another one in the evening of May 18 at the Eddie Tam Memorial Center in Makawao for the up-country members in Districts 5-A and 5-B. Free pupus, and beer and soda were provided for all!!



More than 300 members turned out for the recent Section 8 meeting held at the Maui Memorial Baseball Stadium in Wailuku. Brother Mel Goto is at the "mike" discussing bills recently passed at the Legislature.



Hana Unit members turned out in full force to hear Division Director Al Carvalho explain Con-Con issues and bills recently passed at the Legislature.



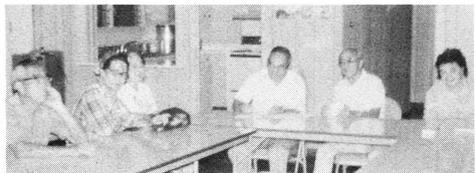
Members of the Lahaina Unit take time out for this photo while attending a Section 8 meeting at the Lahaina County Baseyard. With dark glasses is Brother Jimmy Cabebe, Lahaina Unit Chairperson.

Maui Memorial Hospital Worker Completes March of Dimes "Walkathon"

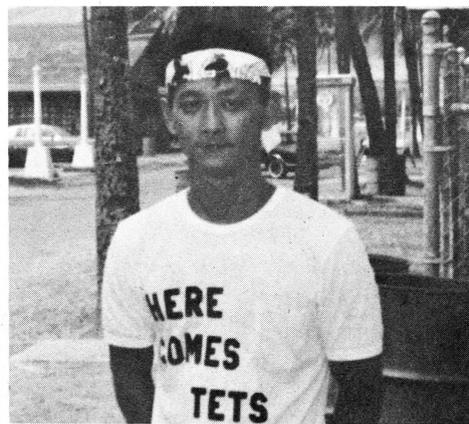
Brother Tetsuo Nakahashi of the Maui Memorial Hospital Unit who works in the Dietary Department, participated in the Maui Walkathon for the March of Dimes last April 15.

Brother Nakahashi completed the 18-mile walkathon in 3 hours and 55 minutes, far ahead of many others who participated with him. He was sponsored by many of the Brothers and Sisters of the Maui Memorial Hospital Unit and others, and through his effort, the sum of \$234.50 was raised for the March of Dimes.

We congratulate Brother Nakahashi for a job well done!! Congratulations in order also to the members of the Maui Memorial Hospital Unit for sponsoring his "walk", and for their contributions to the March of Dimes.



Members of the Maui Division Retiree Committee regularly attends monthly meetings at the UPW Hall in Wailuku.



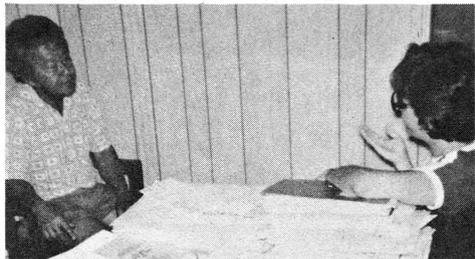
Brother Tetsuo Nakahashi, dietary department worker at Maui Memorial Hospital, walked 18 miles for the March of Dimes last April 5.



On the right is Brother Sam Morton, DAGS Unit Chairperson, who signed up 2 new members in his Unit. On the left is Brother Louis Maghanoy Jr. and on his left, is Brother Benjamin R. Fernandez. Both are Carpenter's.

Hazard Pay for Kalaupapa Crew

According to a report received from the State Department of Personnel Services, an award of 25% temporary hazard pay will be granted seven employees of Kalaupapa Settlement. The award comes for repair work performed on the Kalaupapa Settlement water pipelines in an area where there was a danger of being struck by free-falling rocks and stones.



Sister Geri Ah Sam, Maui Division Education & Welfare Chairperson, discusses plans for Division classes with Division V.P. Brother Yoshi Murakami.

MAUI DIVISION JUNE MEETING SCHEDULE

Division Executive Board	Fri., June 2— 7:30 p.m.	UPW Hall
Molokai Hospital Unit	Tues., June 13— 7:30 p.m.	Hospital Conf. Room
Molokai Unit	Wed., June 14— 3:00 p.m.	County Garage
Kalaupapa Unit	Thurs., June 15—11:30 a.m.	Paschoal Hall
Makawao Unit	Tues., June 20— 3:00 p.m.	Baseyard Office
Kula Unit	Wed., June 21— 7:30 p.m.	Keokea Park Pavilion
Parks Unit	Thurs., June 22— 3:00 p.m.	UPW Hall
Lahaina Unit	Thurs., June 22— 3:00 p.m.	County Garage
M.M. Hospital Unit	Thurs., June 22— 7:30 p.m.	UPW Hall
DAGS Unit	Fri., June 23— 3:00 p.m.	Carpenter Shop
AFSCME Convention	Sun.-Fri., June 25-30	Las Vegas
Custodian Unit	Mon., June 26— 7:30 p.m.	UPW Hall
Hana Unit	Tues., June 27—11:30 a.m.	Baseyard Office
Cafeteria Unit	Wed., June 28— 7:30 p.m.	UPW Hall
Wailuku Unit		On Call by Unit Chairperson
Transportation Unit		On Call by Unit Chairperson
Associate Services Unit		On Call by Unit Chairperson
Retiree Committee		On Call by Committee Chairperson

Enlist in the Mutual Aid Fund

According to a report submitted by the UPW Mutual Aid Fund chairperson to the recent State Executive Board meeting in Hilo, the total net worth of the Mutual Aid Fund as of last March 31 was \$606,804.10, and benefits paid out during the first months of 1978 equalled \$61,804.

49 claims were submitted by Maui Division members for total claim payments of \$5,340 paid to our members. The report also showed that the Maui Division had the highest participation of members in the fund (1004 out of 1193), or 84.1% of Maui Division members.

Any member not presently enrolled in the Mutual Aid Fund should seriously consider getting in now! There is no open enrollment period any more. Any member can enroll any time of the year!!

IN MEMORIAM

YOSHIO NAKAMURA, member, Maui Division, Retired from Kula Sanatorium. Expired: February 25, 1978.

EMIGDIO M. LANGIT, member, Oahu Division, Land and Natural Resources unit. Expired: April 29, 1978.

ELIZABETH HEAVEY, member, Oahu Division, Retired from Parks & Recreation unit. Expired: March 30, 1978.

CLARENCE AH QUIN, spouse of member, Wilda L. Ah Quin, Oahu Division, Education unit. Expired: April 12, 1978.

LEONARD CARREIRA, member, Oahu Division, Expired: April 11, 1978.

ELIZABETH H. YOUNG, spouse of member, Anthony K. Young, member, Oahu Division, Department of Transportation unit, Expired: April 6, 1978.

MARIANO MIGUEL, spouse of member, Juanita V. Cuson, Oahu Division Education unit. Expired: April, 1978.

Brother Hiroyuki Mori Honored

On April 22, 1978, Hawaii Division held its annual Recognition Dinner with over 300 members, guests and dignitaries present. It has been Hawaii's practice over the years to recognize an outstanding member. This year the honor went to **Brother Hiroyuki Mori** for his many years of dedicated service and contribution as a former **Union lobbyist, State Executive Board member and as our top organizer for West Hawaii.**

Brother Mori is West Hawaii's District Supervisor with the County Parks & Recreation Department and has many years of outstanding service with the County. In appreciation of his past contributions, Hawaii Division presented Brother Mori with an inscribed digital clock-radio. Council Chairperson **Stephen Yamashiro** read and presented to Brother Mori a **County Council resolution** commending him on his selection as an Outstanding Member of Hawaii Division.



Brother Mori thanks the members for the clock-radio alarm given to him.

The presence of the members and officers of the **State Executive Board** added greatly in creating a festive air to the occasion. The Hawaii Division would like to express its gratitude to them for joining us. Other dignitaries present were **Governor George Ariyoshi, Mayor Herbert Matayoshi, HGEA Division Chief Herbert and Mrs. Perreira,** and numerous County Councilmen and State House and Senate members.

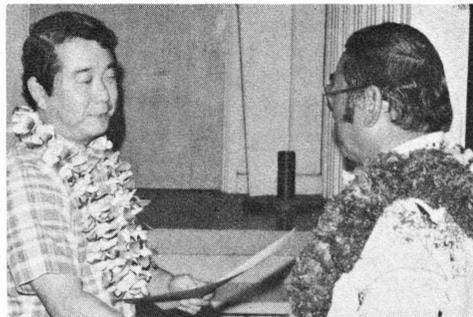
The credit for the success of the party should go to Chairperson **Sister Sarah**



Mr. and Ms. Hiroyuki Mori

Togashi and Brother Chris Ramos and their hard-working committee. They contributed many, many hours of hard work prior to the party in preparing the ingredients for the wide variety of foods. Based on the many good comments that we have received, the party can be considered as **one of the best ever held by Hawaii Division.** The staff of Hawaii Division would like to express its appreciation to all our brothers and sisters who contributed their time toward the success of the party.

HAWAII



County Council Chairman **Stephen Yamashiro** presents Council Resolution of Commendation to Brother Mori.



UPW veteran **Mew-Kong Yap**



Brother **Joe** and **Ms. Brun** and other Kauai Division UPW members at Hilo dinner last April 22.



Ms. Herbert Victorino (left) and family.



Some volunteer bartenders at the Hawaii Division party.



Some of the Big Island members and spouses who joined in the party April 22.



Many couples, including **Chris Ramos** and his wife (right) enjoyed the excellent Puerto Rican and popular dance music the band played that night.

Coalition of Unions Formed

Our union has been meeting regularly with many other private and public sector in order to create unity among all labor unions and to support Con-Con candidates who are receptive to our program.

Our union and others have interviewed candidates and met to compare notes in order to come to an agreement on endorsing, wherever possible, the same candidates. Unions that have actively participated were the **HGEA, Laborers, Trades, UPW, HSTA, HFCT, Plumbers, IBEW, ILWU, HNA and Firefighters.**

It is also interesting to note that this is the first time that **HGEA and UPW** are endorsing the same candidates for every district.

We believe strongly that this coalition is healthy for organized labor. Now more than ever, labor unions need to **unite and help each other whenever and wherever possible.** The strength of labor unions is eroding, and we cannot afford further erosion and the only way to prevent it is to unite and help each other. This coalition in helping elect labor-oriented candidates is a move in the right direction.

UPW Criticizes Disc Jockey's Remarks

Mr. Melvin Medeiros
c/o K-PUA Radio

Dear Mr. Medeiros:

After listening to your program on April 5, 1978, we felt the need to respond to your remarks.

The issue involved is your comments regarding the **Honolulu Advertiser's** article which printed excerpts of UPW State Director **Henry Epstein's** statement from our union newspaper.

Your snide remarks concerning Mr. Epstein's statement were uncalled for! Generally speaking, your program is found to be informative; **however, your attitude toward unions leaves much to be desired.** If you would do some research, you would realize that **it was the unions that were responsible in drastically improving the lifestyle of their members and even those not in unions.**

UPW represents blue collar employees, many of whom are the lowest paid workers within the governmental structure, and for these people to at least have a decent lifestyle, they **need a hefty pay increase.** You may not have a favorable impression of public employees, but let me inform you that the blue-collar employee is the **backbone** of the State and County government. Without these employees who perform tasks that you, yourself, would despise, the various governmental offices would close shop.

It is so easy for you to maintain an attitude of contempt of union officials' statements regarding pay increases for their members because in reality you draw

a very huge salary and live a comfortable life. You are not hurting financially as many of our members are, with their meager income. Mr. Epstein knows as well as we do that based on the continued escalation of the cost of living, our members are having difficulty making ends meet. Your continued condemnation of union officials is not appreciated and we hope that you realize that whenever you do criticize unions, you are criticizing the members because **THE MEMBERS ARE THE UNION! . . .**

Sincerely,
JACK KONNO,
Hawaii Division Director



CHANGE OF NAME

Hawaii Division's Office Clerk **Elaine** was recently married in Las Vegas. Our congratulations to the new **"Mrs. Jerry Takahama"**.



HAWAII DIVISION JUNE MEETING SCHEDULE

Hilo Road & Motor Pool	Mon., June	5— 3:00 p.m.	Green Room
Parks & Recreation	Tues., June	6— 3:00 p.m.	Shop
DAGS (Maintenance Shop)	Tues., June	6— 3:30 p.m.	Shop
Hilo Airport (Custodians)	Wed., June	7—11:00 a.m.	Shop
Hilo Airport (Maintenance Shop)	Thurs., June	8—12 Noon	Shop
Laupahoehoe Unit	Thurs., June	8— 3:00 p.m.	Library
Hilo Day Activity Center	Tues., June	13— 4:30 p.m.	Lounge
Retirees Committee	Wed., June	14— 9:00 a.m.	Laup. Park
Honokaa School	Wed., June	14—11:00 a.m.	Cust. Shop
Honokaa Hospital	Wed., June	14— 1:00 p.m.	Hospital
Hamakua Road	Wed., June	14— 3:00 p.m.	Shop
School Cafeteria Workers	Sat., June	17— 9:00 a.m.	UPW Hall
Hilo Hospital	Mon., June	19— 7:00 p.m.	UPW Hall
Sewers & Sanitation	Tues., June	20—11:30 a.m.	Shop
Kau Road	Tues., June	20— 3:00 p.m.	Shop
Kau Hospital	Wed., June	21— 1:30 p.m.	Lounge
Kohala Unit	Wed., June	21— 7:00 p.m.	Crt. Hse.
Kona Airport	Thurs., June	22—11:30 a.m.	Shop
Kona Road	Thurs., June	22— 3:00 p.m.	Shop
Kona Unit	Thurs., June	22— 7:00 p.m.	Crt. Hse.
Kona Mental Health	Fri., June	23— 9:00 a.m.	Office
Kona Hospital	Fri., June	23—11:00 a.m.	Hospital
N. Kona State Highways	Fri., June	23— 3:30 p.m.	Shop
State Parks	Mon., June	26—11:00 a.m.	Shop
Puna Road	Mon., June	26— 3:00 p.m.	Shop
DAGS (Custodians)	Tues., June	27— 1:00 p.m.	St. Bldg.
BWS	Tues., June	27— 3:30 p.m.	Shop
Waimea State Highways	Tues., June	27— 3:30 p.m.	Shop
Waimea School	Wed., June	28—11:30 a.m.	School
Waimea Road	Wed., June	28— 3:00 p.m.	Shop
Hilo State Highways	Thurs., June	29— 3:30 p.m.	Shop
School Custodians	Thurs., June	29— 7:00 p.m.	UPW Hall

NOTE: The monthly Executive Board Meeting will be subject to call.

PRIVATE SECTOR NEWS



Kuakini workers study their new contract.



Sister Arakaki (right) casts her ballot at the Kuakini ratification meetings.



Steward William Sanford speaks to some of Kuakini's maintenance crew before last April's ratification vote.



Sisters Lani Waiwaiole, Adeline Uhrle and Angelina Kela helped run the Kuakini unit's ratification meetings.

Workers Vote 85% in Favor of Original Package

4-Year Contract Approved at St. Francis

At the urging of Federal mediator Gayle Wineriter, workers at St. Francis Hospital voted again last May 1 and 2 on various options regarding a new contract for the unit. The secret ballot election involved 322 voters, and two options for a contract: the original 4-year contract recommended by most members of the unit's negotiating committee, or arbitration for a 2-year contract.

In the balloting, 249 workers, or 85% voted for the original 4-year contract, and 43 voted for arbitration. There were 30 void ballots. Last April the unit had voted 133 to 124 against ratifying the 4-year agreement.

CLERICAL PAY PLAN CHOSEN

One of the grounds for dissatisfaction was reportedly the unhappiness of clerical workers with the contract's provisions affecting their pay. In the May 1 and 2 balloting, clerical workers were able to opt for one of two plans relating to pay: Plan A which consisted of a \$204-a-month across-the-board increase over 3 years, and a 7% hike in the fourth year; or Plan B, based on job-by-job comparisons with Kaiser Hospital workers and including a reclassification of ward clerks. Plan B was approved by a 2-1 margin by the 45 voters who chose between the two.

Under the new contract, a yardman or janitor at Labor Grade 2A will go from \$651 a month presently to \$931 a month by October, 1981, for an average per monthly wage boost of \$162.62 per month over the 48-month period. St.

Francis workers will be receiving wages higher than or comparable to those received by Kaiser Hospital workers.

OTHER FEATURES

The St. Francis contract contains the same general features of the Kuakini and Kapiolani-Children's 4-year contract reported in our last issue. But it also retains some of the special features and benefits enjoyed by the unit. The Group Life Insurance plan will be continued. Supplementary hospitalization benefits (20% discount of ancillary charges, semi-private bed coverage at no extra charge) will continue. Management will provide a drug discount plan, at cost plus 10%, to all regular employees. When a worker is on leave of absence, the employer will pay the premium for the group medical plan for the first 3 months of leave. Annual physical exams for evening workers will be given on or around 2:30 p.m. Emergency first aid treatment for job injuries and a sick call clinic will be maintained for employees daily.

Management also agreed not to increase employees' workloads unfairly. If any worker is assigned additional duties of greater complexity and greater responsibilities, he or she is entitled to increased pay. The employer will make reasonable efforts to provide relievers when employees are absent or on leave.

The 90-day probationary period at St. Francis now applies to new hires only. A 45-day probationary period shall be in



Victorious St. Francis workers flash the "V-sign" after balloting was completed. From left to right are Barbara Stancil, Dan Du Dablon, unit chairperson Nina Lovan, Rita Quiane and Dora Wise.

effect for transfers and promotions. Management will give all new hires a copy of the union contract, and will deduct money for dues and union-sponsored benefits.

A worker may receive overtime pay for a day's work when he or she works on a holiday and is not given a substitute day off. Vacations may now be taken during any time of the year. Management will post job vacancies and give the union notice of new hires, transfers, promotions and terminations. The employer also agreed to give a 7-day suspension period prior to discharging an employee.

TEAMSTERS TARGET ST. FRANCIS

The Teamsters filed a petition in late

April with the NLRB for a representation election at St. Francis. The UPW, however, contends that a contract was still in effect at the time, since the union and management had agreed to extend the existing contract for 45 days after the proposed contract was voted down in early April. Therefore, the Teamsters' bid for an election should be ruled untimely and invalid — as well as unprincipled.

If the NLRB allows the election, it may mean a long delay in the St. Francis workers getting the gains of the new contract they have ratified. These raiding tactics have already harmed our members at Queen's and do no good at all for labor. They should be strongly rejected by our members.



Queen's workers attended the P.E.O.P.L.E. benefit dance sponsored by the UPW's Private Sector Division.



Our UPW Private Sector Division members seemed to have a roaring good time at the fund-raising party and dance last April 1 for the AFSCME P.E.O.P.L.E. program.



Some of our Private Sector Division officers at the April 22nd party given by the Hawaii Division in Hilo to honor one of their members.

Staff Assignments Changed

Effective last May, the following staff assignments were made in the Private Sector Division, UPW:

EVALANI SUBEE

Division Director in charge of supervision and Division activities

Business Agent for:

- Hale Makua
- Kuakini Hospital & Home
- Leeward Basic & Clerical Units
- Molokai Hospital
- Wahiawa Hospital
- Nuuanu Hale
- Wilcox Hospital
- Waimea Clinic
- Kapiolani Hospital
- Kapiolani LPN's

LEIGHTON SUGANUMA

New Organizing Business Agent for: Convalescent Center, Kahuku Hospital, Kamehameha Schools, Kukui Gardens, Queen's Basic Unit, Beverly Manor, Kuhio Park Terrace, Hale Nani Hospital

EDNA KIHARA

Nursing Education Business Agent for: Children's Hospital, Child & Family Service, Palama Settlement, Pohai Nani, Rehabilitation Hospital, St. Francis, Queen's Nursing

PRIVATE SECTOR DIVISION JUNE MEETING SCHEDULE

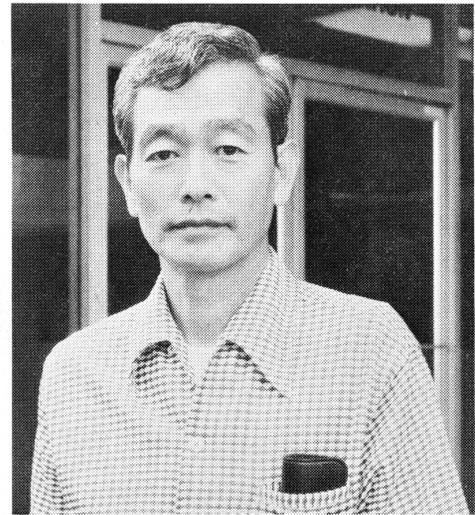
Palama Settlement	Tues., June 6—11:30 a.m.	Palama Settlement
Division Executive Board	Tues., June 6— 7:00 p.m.	UPW Hall
Kahuku	Wed., June 7— 4:30 p.m.	Kahuku Library
Kuakini	Wed., June 7— 4:30 p.m.	Kuakini
Kamehameha Schools	Wed., June 7— 7:00 p.m.	UPW Hall
Wahiawa	Thurs., June 8— 3:30 p.m.	Wahiawa
Hale Nani	Tues., June 13— 4:00 p.m.	UPW Hall
Queen's	Thurs., June 15— 7:00 p.m.	UPW Hall
Pohai Nani	Tues., June 20— 6:30 p.m.	Pohai Nani

Oahu Conference Amends By-Laws

The Oahu Division By-Laws were examined and amended last May 6 at an all-day conference involving some 21 UPW members. By a reported vote of 11-10, those present decided that the Division would make its policy decisions in Executive Board session involving only the elected executive committee members and unit chairperson (or their alternates). A quorum of 23 of the 46 officers would have to be present for decisions to be made. (Watch **The Organizer** for a full report on By-Laws changes in the next issue.)



Division V.P. Benny Rodrigues congratulates sewer worker Ernest Simas on the sewer workers' victory in winning "25 Years and Out" early retirement benefits.



Brother Donald Ijima, 29-year veteran worker at Hawaii State Hospital, was charged with instigating a sickout at the Hospital in early April, and given a 4-day suspension. Nine other workers also were suspended, and a CETA worker, Brother Gary Pak, terminated. Some of these workers spoke at the May Oahu Division meeting. Brother Ijima and the others have filed grievances against the Health Department's disciplinary action, and the UPW is assisting them.

The Division will also try to be as prepared as possible for Units 1 & 10 negotiations, and urges all units to prepare proposals right away.

The Oahu Division meeting on May 11 heard State Hospital workers Donald Ijima and Gary Pak report on the disciplinary action taken against them and 9 others for an alleged sick-out at the Hospital in early April. Retired UWP member Adolf Samuels urged full support for the members of the State Hospital. He also introduced Sister Ella Wright to Division members and urged them to support her bid for a Con-Con seat from Kalihi Valley.

The Division voted to give Brother Adolf Samuels \$170 in addition to the \$250 gift presented him at the Testimonial dinner last January; the \$170 represented the surplus proceeds from the dinner. Brother Ron Taketa gave a detailed report on arbitrations to the Division.



TIME FOR GIVING. Some of the longest-time moms and great-grandmothers received gifts from their daughters at the cafeteria workers' Mother's Day party last May 6. Sister Ruby Cup Choy spoke briefly, praising all of the mothers present, and led the singing.



AFSCME Education Representative instructs DOE stewards in Unit 1 in grievance preparation and contract interpretation at a well-attended session last April.



Some of the Refuse Unit negotiators in the ongoing uku pau talks: back row, left to right, Chairman James Brown, Clem Kamaka, Willy Kapule, and Melvin Kato (not a member of the committee); front row, left to right, B.A. Wilhelm Cordes, James Hayashi (Wahiawa), Benny Rodrigues, and Bob Olmos (Pearl City). Brothers Joe Rodrigues and Albert Cummings were absent from the photo-taking.



The Refuse "D" Mountainball team, the best-loved team in the UPW League and the most fun to play ball with.

Oahu Retirees Busy in May

May was a very active month for the Oahu Retirees Committee. First, George Joy, Oahu Retirees treasurer, was selected by the UPW Executive Board to be acting Statewide Retirees Committee Chairperson.

The Oahu Retiree Executive Board then recommended that Brother Joy be an official observer at the June AFSCME convention.

On May 12 a contingent of approximately 20 UPW retirees attended the Honolulu City and County awards luncheon where the "senior citizen of the year" award was scheduled at the Blaisdell Center.

On Wednesday, May 17, the retirees held their regular membership meeting. A UPW member who was running for the Con-Con, Kiyoshi

Ishikawa, was on the program. Mary Thompson, refreshments chairperson, prepared a delicious chicken luncheon for after the meeting.

The lunches have been established as a regular feature at membership meetings every third Wednesday at the Union Hall. The meetings start at 9:30 a.m. Lunch begins at 11:30 a.m.

For May 31, 22 members signed up to attend the Governor's award ceremony at the Sheraton Waikiki for the outstanding senior citizen statewide.

Another action taken by the officers was voting to send \$25 to the striking Stearns Kentucky, miners who are struggling for union recognition.

OAHU DIVISION NEWS

Employee Insulted, Abused

Promotion Interview Questions Stray Wide of the Mark

Brother Gordon Lewis, a Laborer II with the C&C Department of Transportation Services, was angered last April by the kinds of questions asked him during a promotion interview for a Traffic Sign Driver position. He discussed his beef with UPW B.A. Pat Ah Loo, who investigated his complaint.

Pat discovered that various supervisors at the interview had singled Brother Lewis out for special questions apart from those normally asked. For instance, a foreman interviewer, Tommy Wong, asked him if the rumors

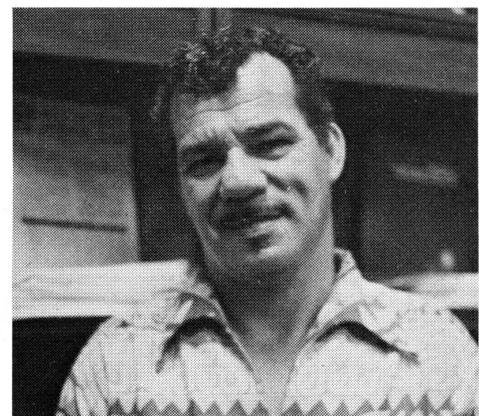
were true that he, Gordon, smoked pakalolo. Supervisor Sammy Yamada called him a "blabbermouth" in the interview, and Foreman Joe Cullin challenged his ability to read blueprints: "You can't read blueprints, can you?!" "These kinds of remarks should not be part of a promotion interview, Management should stick to the basic list of questions and not try to knock an employee down in such a situation," Ah Loo told management at a meeting May 4. Management agreed and promised not to allow that kind of thing to happen again.

Laboy Out for Surgery

Last April 28, Brother Manuel Laboy, refuse truck driver, was incapacitated on his route and had to be taken to Wailupe Fire Station, where City & County ambulance technicians treated him and rushed him to St. Francis Hospital. He was scheduled for surgery in mid-May which his doctors hope will correct a pinched nerve problem they feel is responsible for his black-outs.

Brother Laboy, with 18 years of service, has been hospitalized 9 times for back injuries, black-outs and other work-related problems. He was out for 8 months in 1977 after a collapse on the job in which his truck almost ran into gas pumps at a gas station.

Yet he was forced to return to work in October, 1977, when no heart problem was diagnosed, and supervisor Aiu ordered him back to driving the truck. His wife reports that he has collapsed five times at home. His doctors feel now that he shouldn't return to driving and



Brother Manuel Laboy.

hope the operation might correct some of the problem, though there is no guarantee. The union is assisting Brother Laboy on his options, and in ensuring safe work practices at the Refuse Division.

OAHU DATES TO REMEMBER (All Meetings at UPW Hall)

Oahu Unit 10 Full Negotiating Committee	June 5, Mon., 7 p.m.
Oahu Unit 1 Full Negotiating Committee	June 6, Tues., 7 p.m.
Oahu AFL-CIO Meeting	June 6, Tues., 7 p.m.
Executive Board and Membership Meeting	June 8, Thurs., 7 p.m.
DOE Cafeteria Workers	June 17, Sat., 9 a.m.
Oahu Retirees Committee	June 21, Wed., 9:30 a.m. (lunch at 11:30 a.m.)

NOTE: The June 18th EDU Custodians' meeting has been cancelled due to Father's Day.

UPW All-Stars Win 1st Annual Inter-Union Mountainball Tourney

In late April, the UPW entered an all-star team in the first annual Olympia Inter-union Mountainball Tourney. The team members themselves pitched in the entry fee. Brother Moses Neves, Oahu Division Sports Committee chairperson, picked and coached the team.

In its first contest of the tournament, the UPW team defeated the HGEA team by a score of 18 to 1. Next the Firefighters' team fell to the UPW, by a 22-2 score. The Petroleum Workers' Union fought a pitched battle, but the UPW outlasted them by a 3-to-2 final tally. The rematch with the Petroleum Workers brought about a thrilling final game, which resulted in the UPW's victory and championship, by a score of 10 to 7.



Oahu Sports Chairman Moses Neves, on crutches, presents Brother Tony Rodrigues with check for Refuse B team's 1st place finish.

Labor-Endorsed Candidates Fare Well in Con-Con Races

The May 20 Constitutional Convention delegate elections assured that labor should have a significant say in whatever changes are proposed in our State's Constitution.

Although two UPW members endorsed by our union, ILWU, HGEA and the AFL-CIO lost their bids for Con-Con seats, overall nearly 60% of the candidates endorsed by the UPW were successful. 52 of the 86 candidates endorsed by our union won their races.

Brother Kiyoshi Ishikawa finished 7th out of a field of 11 candidates in the Waianae district. Sister Ella Wright placed 6th out of 15 candidates seeking Con-Con seats from the Kalihi Valley district. Brother Ishikawa felt that "no matter what the outcome, we ran a good, clean race and presented the people with issues. I'm grateful to all my supporters, my family and my friends for their tremendous support."

Sister Ella Wright reported that she "enjoyed" holding her signs on Kalihi St. and getting to know people throughout the campaign. "You know, I think I'll even miss it when it's all over. My mahalo to all who helped me in this first-time effort."

On Oahu, 38 of 66 UPW-endorsed candidates won seats in Con-Con. Only 33% of the registered Oahu voters cast

ballots in the May 20 election. Those UPW-endorsed candidates elected included: Tom Okamura, Wallace Weatherwax, Craig Nakamura, Karen Iwamoto, Les Ihara, John Stone, Jean Goodenow, Jim Shon, Mary Ann Barnard, Milton Hirata, Kekoa Kaapu, Teruo Ihara, Anne Takemoto, Carol Fukunaga, Masako Ledward, John Ishikawa, Calvin Ching, Tony Chang, Peter Lewis, Robert Taira, Dennis Ihara, Akira Sakima, John Waihee, Alice Takehara, Emilio Alcon, Richard Fujimoto, Donald Ching, Clarence Hashimoto, Gerald Hagino, Melvin Nishimoto, Wayne Takahashi, Michael Crozier, Calvin Ontai, Bill Paty, Akiro Hino, Kayo Chung, Richard Sasaki, and John Penebacker.

On Maui, Molokai and Lanai, the UPW saw three of its six endorsed-candidates win: Mark Andrews, Masami Hironaka, and Riki Hokama.

The Big Island UPW, and the Labor Coalition it was part of, succeeded in electing 9 of 10 endorsed-candidates to Con-Con: Floyd Pulham, Gillie Silva, Jr., Helene Hale, Larry Kono, Bruce McCall, Lester Fushikoshi, Marcelliano Villaverde, Yvonne Izu, and Leon Sterling, Jr.

On Kauai, two out of four UPW-endorsed candidates were successful:

Lehua Fernandes Salling, and Frank DeCosta.

Labor's fairly good showing in the balloting (although only 34.6% of Hawaii's voters participated — 119,247 in all), according to Douglas Woo of the Sunday Star-Bulletin-Advertiser (May 21), "indicates that moves to strip Hawaii's state and county unionized

workers of their right to strike will probably not succeed."

Attacks on abortion rights and freedom of choice for women also seem to have little chance of success. The overall prospects for this July's Con-Con show little chance of any major changes, though some moderate reforms may be proposed and win support from a majority of delegates.

State Board Hears Reports

The UPW's State Executive Board met in Hilo last April 22 and 23 and was briefed on current developments within the union. State Director Henry Epstein reported on the situation at St. Francis Hospital and on the Unity House Teamsters' intervention in our bargaining units. He reported that negotiations at Queen's Hospital have been delayed by the Teamsters' appeal to the NLRB of the UPW victory over them in January.

Brother Ron Taketa, Contract Implementation Officer, reported on the 11 arbitration cases settled or in process of being heard or decided. He said that from 1972 to 1977, only 11 grievances had gone to arbitration, while in the 8 months since last September, 12 grievances had been approved by the Review Committee for arbitration, and 7 had been settled.

The AFSCME Convention will take place June 25 to 30 in Las Vegas, and the UPW will send a full complement of delegates (with the union paying their expenses) plus observers (who pay their own way).

UPW President James Brown will chair the delegation. Amendments to be considered deal with automatic hikes in per capita assessments on the locals and councils, and with a reorganization plan for AFSCME retirees which would set up their own nationwide retirees' organization.

AFSCME REACHES MILLION MARK

AFSCME representative Al Hamai announced that AFSCME had just joined with the 220,000-member Civil Service Employees Association of New York (CSEA), bringing AFSCME's total membership to over 1 million strong!

The Board discussed Con-Con endorsements and campaigns, and also set a tentative timetable for Units 1 and 10 negotiations. (See this page, below).

The Board referred proposals to set up a scholarship fund for members and to allow retirees to join the Mutual Aid Fund to the next UPW Convention. The Board defeated a motion by Brother Brun from Kauai to eliminate the 10-month waiting period for Mutual Aid Fund benefits in cases of pregnancy. The new MAF Committee chairperson Lani Waiwaiiole reported that the Fund is doing well, with over \$606,000 in net worth.

On our group life insurance program, State Director Epstein reported that the UPW expects a dividend in excess of \$22,000. He also reported that the union is running at a temporary deficit of nearly \$18,000 a month, a situation which will be improved by an anticipated raise in the service fee paid by non-members.

The next Board meeting was set for July 21 and 22 on Kauai.



Brother Murakami (left) from Maui makes a point as Kaymi Kurashige and Joe Brun from Kauai Division listen.

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"Rice 'n Roses" Schedule

Tune in Channel 11 (Channel 10 on Maui) for these good programs in May.

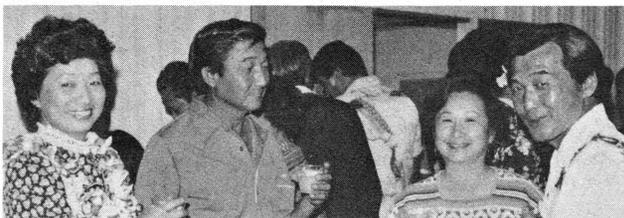
Monday, 5 p.m.	PROGRAM	Repeat Sundays, 7 p.m.
June 5	HOW CAN UNIONS BETTER REPRESENT WOMEN? June 11	Continuation of last week's panel discussion.
June 12	PROFILE OF THE GRAPHIC ARTS INTERNATIONAL UNION June 18	Tommy Sing of the local GAIU takes viewers on location to various print shops.
June 19	WORKERS WHO TRAVELED ABROAD June 25	An interview with Sabu Fujisaki and Benny Quiteves, visitors to the Soviet Union and Venezuela respectively. Hosted by Max Roffman.



Coach Tony Rodrigues shows the check won by his champion Refuse B mountainball team. The UPW's 1978 League ended with this party May 5. (See p. 7 for pictures.)



UPW Mutual Aid Fund Committee members include, left to right: Sisters Eleanor Hada (Kauai), Lani Waiwaiiole (chairperson, Private Sector), Blanche Hew (Maui), and Brothers Joseph Kapahu (Hawaii) and Walter Correa (Oahu).



All seemed to enjoy the Hawaii Division's Recognition Dinner honoring Brother Mori.

Negotiations Time-Table for Units 1 and 10

- Monday, June 5, 7 p.m. Oahu Unit 10 negotiating committee members meet at UPW Hall (bring proposals).
- Tuesday, June 6, 7 p.m. Oahu Unit 1 negotiating committee members meet at UPW Hall (bring proposals).
- Saturday, June 10, 9 a.m. FULL UNIT 1 NEGOTIATING COMMITTEE — review by-laws, pick executive committee, discuss proposals.
- Monday, June 12, 9 a.m. FULL UNIT 10 NEGOTIATING COMMITTEE — review by-laws, select executive committee, discuss proposals, and set guidelines for mutual agreements on work units.
- END OF JUNE All proposals should be turned in to State Director.
- July and August EXECUTIVE NEGOTIATING COMMITTEES MEET, screen and prepare proposals for presentation to management in September.



Sister Sarah Togashi (left) and UPW State Director Henry Epstein (right) welcome Governor Ariyoshi and the Perreiras to the Hawaii Division's Recognition Dinner.



Brother Chris Ramos (right) and most of his hard-working volunteers who made the Big Island Recognition Dinner last April 22 so successful. (See page 5 for story)



Sister Nancy Hayashida (left) and the five generations of her family who were present last May 6 at the Oahu Cafeteria workers' Mother's Day luncheon.