



# ORGANIZER

UNITED PUBLIC WORKERS ★ AFSCME LOCAL 646 ★ ★

VOLUME IX, NUMBER 5

DECEMBER, 1980

## EPSTEIN TO TRANSFER TO AFSCME

*Still we fought and grew. We suggested many ideas which sounded absurd in those days — equal pay for equal work, social security for public employees, unemployment compensation, and collective bargaining for public employees.*

*All of those ideas have become realities.*

We also emphasized the importance of democratic trade unionism and rank-and-file control of the union.

When collective bargaining for public employees became law in 1970, with our help, we knew we were at a crucial juncture. Faced with coming representation elections, we started shopping for the best possible affiliation for UPW, which was then independent.

We finally ended up as an affiliate of AFSCME in 1971. Everything that has happened since 1971 has confirmed that fact that we made the right move when we affiliated with the liberal and fast-growing international.

I see my new assignment with AFSCME as a chance to work with both UPW and HGEA and to continue the work I did with UPW.

I have always thought that the saying "Lucky come Hawaii" was true of the fortunate set of circumstances which brought me to the islands in 1947.

I have sincerely enjoyed working with the officers and members of UPW and have met and become friends with many, many wonderful people in the course of our numerous activities.

I look forward to continuing to work with the officers and members in UPW.

Though I will be in new headquarters, I will always be available to consult and assist UPW upon request. This will be part of my new assignment, together with the job of working with the HGEA.

(Continued on page 2)

## State of the Union

by Henry Epstein



*By now, most of our members know that the New Year will be new in more ways than one for me.*

*I will be starting the New Year working from a new office on Alakea Street, a few miles from UPW headquarters on School Street. Also, my paychecks will read "AFSCME" instead of "UPW".*

*My transfer to AFSCME is really a continuation of the work that I have done with UPW for the 33 years I've been in Hawaii.*

*I came to Hawaii in 1947 as an International Representative with the United Public Workers of America, CIO. Now I'll be going back on an international payroll — this time with our new parent union.*

*Our union has come a long way since 1947. Thirty three years ago, we were struggling for survival. We were under attack during the McCarthy period of the 50s.*

### UPW Box Scores:

## 76 ELECTED OUT OF 90 FOR A 84% WIN

### Mel Goto Analyzes Election

In the wake of the big Reagan/Republican win, Legislative Aid, Mel Goto of the UPW stated recently that: "Unions will have to recognize the fact that they cannot operate in the same fashion as they have been operating in past elections. We will have to become more sophisticated in our approach to politics."

"We have to be united, and become more conscious of media, mass mailing and public opinion. This means the unions will have to be committed to raising enough money to run our political program."

At the same time, Goto pointed out that locally, the union endorsements did not fare too badly. "76 out of 90 UPW-endorsed candidates were elected for a total win of 84%."

In assessing the Carter loss nationally, Goto said: "One of the points in the presidential defeat is that unlike in 1976 when unions went all out for the Carter-Mondale ticket with posters, bumper stickers, signs, et cetera, the 1980 campaign for President lacked the cohesiveness and enthusiasm of the organizations in support of Carter."

"And without the union movement support in 1976 I don't think Carter would have become President. However, when he **did** become President, many of the proposals that the unions pushed forward were not whole-heartedly supported by Carter; and I think this is one of the reasons that the union felt there was not enough reciprocity."

"Another thing we will have to pay attention to, is that a big chunk of the liberal representation was lopped off in the Congress. The reason for this is that the right-wing groups had a well-planned campaign

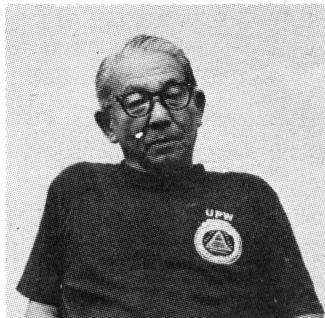
of attack. The reason they were successful is that they were sophisticated in their approach, they had a lot of money behind them, and they were well-organized."

**"In areas of social legislation Republicans are more conservative, so we'll have to watch those areas. Civil rights, ERA, worker safety — all these have been generally Democratic concerns in the past."**

**"Another major area of concern that will bear watching is OSHA (Occupational Safety & Health), which primarily has**

(Continued on page 2)

### In This Issue:



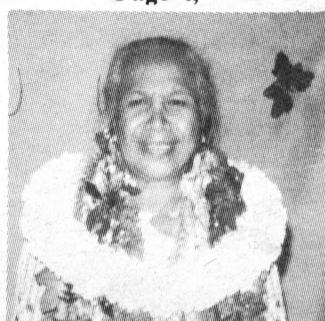
Member of the Month

Page 4



"They worked hard . . ."

Page 4,



"Martha Naeole King Will Be Missed."

Page 7



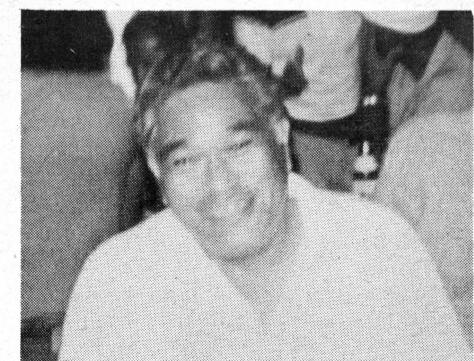
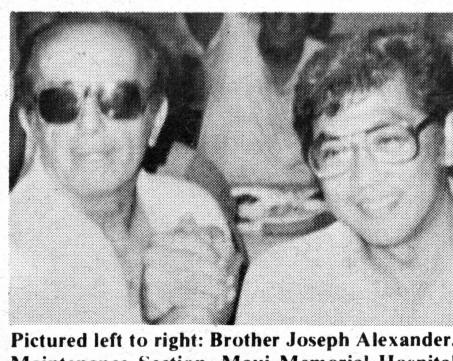
Mel Goto, UPW Legislative Aide.

### MAUI: GET-TOGETHER WITH POLITICAL ENDORSED CANDIDATES

A very successful "Get-Together" with this Division's Political Endorsed Candidates, was held on Tuesday, October 28, 1980, 4:00 p.m.-7:00 p.m., at the UPW Hall in Wailuku.

Brother Leroy Fernandez, Maui Division Political Action Committee Chairperson, was responsible for organizing and coordinating the successful "Get-Together."

## UPW-ENDORSED CANDIDATES IN NOVEMBER 4 ELECTION



Pictured left to right: Allen Barr (R) endorsed candidate for County of Maui Council, East Maui and Ricardo Medina, this Division's endorsed candidate for the County of Maui Council, Central Maui, at "Get-together for Endorsed Candidates", at the UPW Hall.

Gerald K. Machida (D) endorsed Political candidate for the State Senate (2 years), at the Division's "Get-together for Endorsed Candidates."

Abraham Aiona, endorsed Political candidate for the County of Maui Council, for an "At-Large" seat, shown at "Get-together for Endorsed Candidates."

(Continued from page 1)

# State of the Union

by Henry Epstein



## ... Reagan Election Bad News For Labor."

1981 will also be a New Year as we look, with considerable apprehension, on the inauguration of President Ronald Reagan and a general conservative sweep throughout the nation.

For the first time in many years, the Republicans will control the U.S. Senate. Many liberals and pro-labor members of Congress went down to defeat in November.

There's no way of disguising the fact that Reagan's election and the Right-wing victories are bad news for labor in general and public employees in particular.

The conservatives campaigned on a program of weakening the minimum wage, OSHA, Federal aid to education, Federal aid to the states and counties, and giving a freer hand to Big Business.

Since the election, the victorious Republicans have made it clear that they intend to carry out their campaign promises. The transition teams are working on plans to reduce or abolish much of the social legislation passed in the past few decades.

**The danger is real. We face many threats to our gains in the months ahead. These threats will directly affect our jobs, our security, and our working conditions.**

**President Reagan and his conservative advisors won't find it as easy as they think to dismantle OSHA, the minimum wage, CETA, affirmative action, and the other programs which impact on millions of people.**

As the shock of the election wears off, working people will begin to realize that they may be losing many things they've taken for granted all this time.

There's only one way to react to these conservative attacks: fight back!

Union members and all working people must be alert to the coming attacks on their conditions. We must be prepared to fight back to keep from losing many of the benefits we have now. And we must be united.

**This is the time for maximum unity.** Labor and working people will be under attack and we must be united to fight back.

Disappointing as the election results were, we must be prepared to fight every inch of the way to retain our hard-earned gains.

### UPW Box Score: (Continued from page 1)

**protected workers from unsafe working conditions and possible hazards on the job. It has enforced safeguards for workers.**

"If you remember, Reagan ran on a platform in which he discounted the necessity for an agency like OSHA, which he has considered a hindrance to businesses to have to comply with their regulations. He even made the allegation that since OSHA has been in operation there have been MORE accidents. But of course, it has been just the reverse. There have been fewer accidents.

"Reagan has been for the curtailment of that agency. We are concerned about what effect this will have on our workers, who, without this protection and safeguards will probably be exposed to more accidents on the job.

"Locally, the Hawaii State Legislature will have a Democratic majority in both houses."

Candidates elected in the general election who were also endorsed by the UPW:

**U.S. Senate**  
Daniel Inouye

## 76 ELECTED OUT OF 90 FOR A 84% WIN

### BOX SCORE

Statewide Total . . . . .	76 elected out of 90 for a 84%
Oahu Total . . . . .	42 out of 48 for a 87%
Hawaii Total . . . . .	13 out of 17 for a 76%
Maui Total . . . . .	8 out of 9 for a 88%
Kauai Total . . . . .	8 out of 10 for a 80%

# Charges Against Leonora Saulibio Dismissed

By a vote of 23 to 3, the State Executive Board, acting as a trial body, dismissed all the charges filed against Sister Leonora Saulibio by Private Sector Vice President Russell Valparaiso.

The board's decision followed an all-day hearing

held on October 18 at the Ilikai Hotel.

Sister Saulibio, the former Secretary-Treasurer of the Private Sector Division, was found not guilty of the charges that she did not properly fulfill her obligations under the AFSCME and

UPW constitutions.

Represented by attorney Elbridge W. Smith, Saulibio testified in her own defense and presented several witnesses.

Russell Valparaiso presented the case for the charging parties.

## Letter from Attorney Smith States Saulibio Unfairly Labeled

(Reprinted below is a letter from Elbridge W. Smith, the attorney for Ms. Leonora Saulibio.)

Mr. Henry Epstein  
Editor  
"The Organizer"  
United Public Workers  
Local 646  
1426 North School Street  
Honolulu, Hawaii 96817

Dear Mr. Epstein:

This letter is in regard to the articles in your September and October issues of "The Organizer" regarding the recent UPW State Executive Board Trials of Momi Tong and my client, Leonora Saulibio. I believe that both of those articles were journalistically and legally irresponsible in that they incorrectly failed to make clear that the charges against my client, Mrs. Saulibio, were totally and completely different from the charges involving misuse and misappropriation of union funds which were brought (and upheld) against former Vice President Momi Tong.

I note specifically that the September article stated, in pertinent part:

"The Board will hear charges filed against two former Private Sector Division officers involving . . . possible misuse of Division funds."

The articles continues to identify both my client and Momi Tong together relating to those same charges. Clearly your writer knew, or should have known, the differences in the charges.

Likewise, your October issue, after relating the numerous charges upheld against Momi Tong including misuse and misappropriation of Union funds and falsification of records, fails to point out that "the former Division Secretary-Treasurer" was not charged with the same very serious offenses involving Union funds.

The public identification of Sister Leonora Saulibio with the charges of misuse and misappropriation of Union funds, which was totally false, has caused her a great amount of undeserved public shame,

embarrassment and severe mental, emotional and physical trauma. These statements, to the extent that they suggest criminal wrongdoing (in this regard I note particularly that the Union brought this matter to the attention of the U.S. Department of Labor and that a probable criminal investigation by the F.B.I. has ensued) are clearly defamatory on their face, are actionable in a court of law, and as charges under the UPW Constitution.

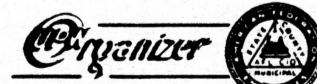
It is unfortunate that your staff writer chose to act in such an irresponsible and apparently deliberate fashion. I can only hope that in reporting upon the results of the trial of Sister Leonora Saulibio held on October 18, 1980 that "The Organizer" will not only responsibly report that all charges against Sister Saulibio were dismissed, but make clear for the record that the charges never involved allegations of misuse and misappropriation of Union funds and the previous inaccuracies in the record will formally be set straight. While I certainly do not wish to depreciate both the propriety and the need for Unions to thoroughly investigate and "prosecute" suspected wrongdoers, such actions must be undertaken in a responsible manner and, even more importantly, care should be taken to protect the privacy and good name of Union members who, should be and are, innocent until proven guilty.

Very truly yours,  
ELBRIDGE W. SMITH



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# OAHU DIVISION

## WAHIAWA HOSPITAL RATIFIES NEW 3-YEAR PACT

By Edna Kihara, Business Agent

The Wahiawa Hospital Unit ratified a new three-year Agreement on 11/21/80 by a vote of 52 to 7. The new Contract calls for \$100.00 per month pay raise the first year, \$69.00 per month in the second and third year of the Agreement. The new salary schedule re-establishes a more favorable relationship with the wages achieved in the major hospitals.

Other major improvements include: 100% HMA single premium paid by the Employer and 80% family premium paid by the Employer in the second year of the Agreement. 100% single premium paid by the Employer for the Dental Plan and 50% premium for part-timers.

Under the Holiday Section of the Agreement the Employees will have the option of taking Christmas Eve and Christmas Day or New Year's Eve and New Year's Day. In the past they could only choose Thanksgiving, Christmas or New Year's Day but only one. Also the Discover's Day Holiday will be added in the second year of the

Agreement, making a grand total of eleven holidays for this agency. The Vacation schedule has been improved to the community standard: 1-4 years of service two weeks vacation, 4-7 years of service three weeks and seven plus years of service four weeks of vacation.

Other benefits include: Group Life Insurance — the employee pays 29¢ per thousand dollars; grandchildren added to the definition of "immediate family"; temporary workers will be covered by this Agreement if they work more than 90 days; the Employer agrees not to practice favoritism or partiality to employees in the administration of this Agreement; paid holiday, paid sick leave, and paid vacation will be counted as time worked for the purpose of computing overtime pay; shift differential of \$55.00 the first year and sixty dollars the second and third year of the Contract.

This negotiating committee also was successful in upgrading three classifications: Surgical technician from Labor grade 5 to Labor grade 6; LPN

Labor grade 6, one who does not pass medications, Labor grade 6A if they are assigned to pass medications by the nursing office the LPN will be paid \$50.00/month increase on a pro-rata bases. Also a new Labor Grade 9 was added, Maintenance Lead Man from Labor Grade 8.

This negotiating committee met for a total of 13 sessions with the Employer including a 15-hour-marathon session on the last night. They should be commended for their team effort to achieve the goals set by the UPW Unit. They prepared themselves well from the beginning by requesting and receiving written proposals from each department. They also attended the AFSCME training sessions on Negotiations. It has been a pleasure working with this team of negotiators as they showed the willingness to serve the Unit with UNITY. We would also like to thank the management team because only through mutual respect and courtesy could this Agreement have been reached.

## PRIVATE SECTOR NEWS

### KNOW YOUR UNION REPRESENTATIVES

(This begins a series of profiles on your union representatives so that you may better become acquainted with those who represent you.)

**Meet Leighton Saganuma** who began his direct Union involvement 13 years ago in San Francisco. A graduate of Kamehameha Schools where he established himself as a football player, company commander and National Honor Society scholar, he went to the mainland and worked for California Blue Shield, a medical insurance organization, while going to school. While working there, he organized the employees at the warehouse operation for the Marine Engineers "which was a long and dirty fight." "After meeting some Teamsters officials, I went to work for various places under their jurisdiction."

He returned to Hawaii after approximately three years and subsequently went to work for the Teamsters as an Organizer

and Business Agent. He put in a short stint with the Inland Boatmen's Union prior to joining the U.P.W. in 1975.

Saganuma is the president of the United Brotherhood of Business Agents which represents the field staff personnel of the U.P.W., "which in itself makes for very interesting Labor-Management relations," he commented. "We believe in Unionism and so we decided to practice what we preach," he added.

Saganuma is involved with Organizing, Contract Enforcement and Negotiations in the private sector of the U.P.W. As a Business Agent himself, Saganuma says that the job is not a bed of roses as some people might think. "The complexities of the job require a Business Agent to be able to address himself to many and

various problems as well as deal with all kinds of people. You must be able to listen to people, thoroughly investigate the problem and be able to make a decision based on your findings. And no matter what you do, there will always be critics."

What are some of the problems an agent faces today?

"The industrial relations field is always changing. Labor laws change. You must be aware of the trends in collective bargaining and its economic impact. Labor must put forth its best efforts in protecting the gains it's made throughout the years, now more than ever. We must remember the principles of Unionism. Many people came before us and fought for the things we take for granted

### HPERB APPROVES SERVICE FEE INCREASE

By Stan Burden

The application the United Public Workers, Local 646, filed with the Hawaii Public Employment Relations Board for a change in the dues structure was approved recently, as follows:

A monthly service fee of 1.5% of an employee's gross salary in effect on July 1, 1980 with an \$8.65 minimum and a \$15.00 maximum for full-time employees and a monthly service fee of \$7.65 for part-time employee's working 20 hours per week shall be deducted through payroll of employee's in Bargaining Units 1 and 10.

Such deductions will take effect for City & County of Honolulu employees including Board of Water Supply on your December 15, 1980 pay period. Retro amounts for the



**Stan Burden**

period of July 1, 1980 through November 30, 1980 will be deducted on January 30, 1981 pay period as a one-time deduction.

State employees in Bargaining Units 1 and 10 will be deducted at the new rate on January 15, 1981 pay period at which time the retro amounts dues for the period of July 1, 1981 through December 31, 1980 will be deducted during the month of January 1981. The amounts to be deducted will not exceed \$15.00 per pay period.

### KUHIO PARK TERRACE RATIFIED

The Kuhio Park Terrace Negotiating Team has announced that a contract settlement has been reached between UPW and Aaron H. Changey, Inc., managers of the apartment complex.

This contract is for one year retroactive to July 1, 1980.

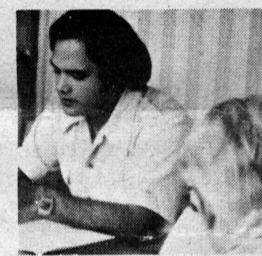
It was ratified unanimously by the employees.

Serving on the negotiating committee were Leighton Saganuma, spokesman; Carol Kekua, Mercy Veatama and Michael Shane.

Brother Saganuma reports that the new contract includes a \$100 a month across-the-board increase for all employees. This is an increase from \$4.18 an hour to \$6.81 an hour for a 16% increase from 9.3%.

today. We must not forget these things, he said, "but we must also be able to change with the times."

"What Unions need today is knowledgeable, militant leadership combined with strong, disciplined membership," He added.



**SAGANUMA**

The employees at KPT called it "a fantastic settlement," according to Saganuma. "It (the settlement) is indicative of the good relationship we have, and have always had with management."

### BUSINESS AGENTS SUPPORT KITV

The United Brotherhood of Business Agents have gone public in their support of the strikers at KITV by walking the picket line, donating two turkeys for their Thanksgiving, and, according to its President, Leighton Saganuma: "We will do whatever we can to help these people."

### IN MEMORIAM

**Yoshio Naito**, member, Kauai Division, retiree from County Kauai Roads unit. Expired: November 2, 1980.  
**Christine Naito**, member, Hawaii Division, Hilo Memorial Hospital unit. Expired: October 20, 1980.  
**Sonny P. Philip**, member, Oahu Division, Accounting & General Services unit. Expired: September 16, 1980.  
**Albert Kahoiwai**, member, Oahu Division, retiree from City & County Refuse unit. Expired: October 15, 1980.  
**Emily Mossman**, spouse of member, Patrick Mossman, Oahu Division, retiree from City & County Fire Dept. Expired November 1, 1980.

### FUN! ★ UPW OAHU DIVISION ★ MUSIC! KEIKI CHRISTMAS PARTY

(for keikis 12 years and under)

- A Magic Show
- Presents for Keikis
- Free Lunch, Cake, Ice Cream
- Santa Claus
- Christmas Carols
- Entertainment!

DATE: SUNDAY, DECEMBER 7, 1980

TIME: 9 a.m. to 1 p.m.

PLACE: UPW Hall, 1426 N. School Street





# HAWAII

*Advocator*

## Campaign '80:

# "WHAT WENT WRONG?"

**Campaign '80 is all over but reflecting back and analyzing the General election results leaves us in a very depressed state of mind. What did we do wrong? Did we give the endorsed candidates enough kokua? What did union endorsement do for the candidates? Why were candidates of Oriental extraction defeated? How much plunking was involved in the various races? These are just a few of the questions that we were trying to analyze in seeking some answers.**

Needless to say, the major contest here was the Senate race where three candidates were vying for two seats. Our union had endorsed Senator Dante Carpenter and Representative Kats Yamada. At our recent Section 8 Educational & Informational meeting, our advice to our members were to have them vote for the two endorsed candidates with no plunking. Every Senate candidate worked very hard and had expanded a terrific amount of money into their campaign. We had predicted that Senator Carpenter would place first and the battle was really between Richard Henderson and Kats Yamada. We had worked hard for Senator Carpenter and equally as hard for Kats Yamada but his loss leaves a void for us here. The information that we had received earlier from our office in Honolulu was that Henderson

was not a difficult politician to work with and not anti-union so there is a little consolation for us.

We also lost an incumbent House member, Minoru Inaba, to Republican Virginia Isbell and we consider that a major loss to labor unions. Kau Council candidate Tommy Toguchi's loss to incumbent Jim Dahlberg was a major disappointment to labor unions because he had received strong labor support. We believed that although it was an uphill battle, against an incumbent, we felt that Toguchi had a very good chance of winning the Kau seat.

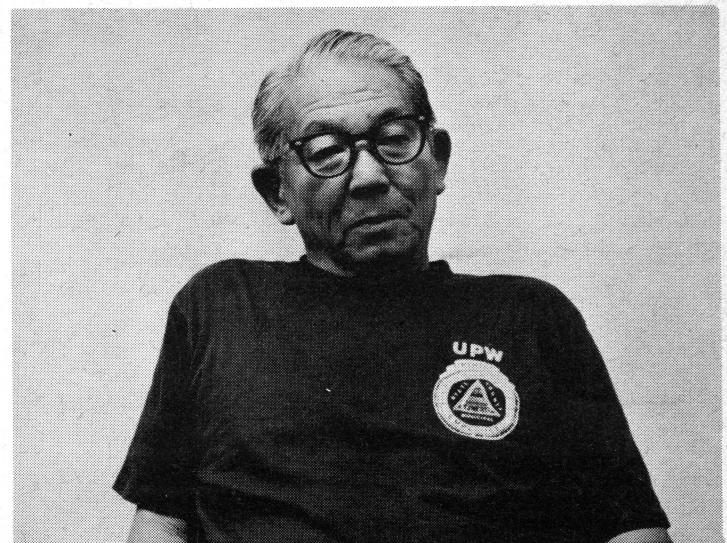
In evaluating our win- and lost-record, you really begin to wonder if there is an anti-union attitude prevalent among the voters. But one thing is quite apparent and that is the impact that the newcomers to our island is having on the election results in districts

where haoles are predominant. With the influx of new arrivals to the islands, the political picture will start to change and conservative Republicans will begin to get elected. With the election of Ronald Reagan, the Democrats strong hold in the islands will slowly erode and if we, as the working class, do not wake up, we will find ourselves in big trouble. The defeat of our three endorsed candidates is an indication that labor will have to unite and work doubly hard for labor endorsed candidates. Though the outlook for the future is quite dismal, with unity within the ranks of labor, we should be able to regain our political clout. To labor endorsed candidates who won, we extend our congratulations.

Hawaii Division would like to express its gratitude to the many members who so graciously contributed their time and effort in helping with sign waving and house to house canvassing. This year your union did a lot for the endorsed candidates but without membership participation we could not have accomplished our goal of conducting an active campaign for union-endorsed candidates. Mahalo to all of you, our sisters and brothers who worked so very hard for our endorsed candidates.

— Jack Konno

## Member of the Month



**Brother Yuki Nishimoto** will be retiring at the end of this year after 15 years of devoted service with the Parks & Recreation Department of the County of Hawaii.

It will be a well-deserved retirement and one which Brother Yuki can look back on with a good deal of satisfaction and pride.

A member of the State Executive Board, Brother Yuki has been very active in Division activities. He has also earned a reputation as a man, who according to his colleagues, "can always be counted upon and is very dependable regardless of what kind of activity the union may be involved in at any one time."

As a long-time Steward at his worksite, he did an excellent job of representing his workers.

Now Brother Yuki will be able to look forward to 'pau hana' and maybe, a little bit of 'holo-holo' at the end of the year.

To Brother Yuki Nishimoto, our Member of the Month, Congratulations!



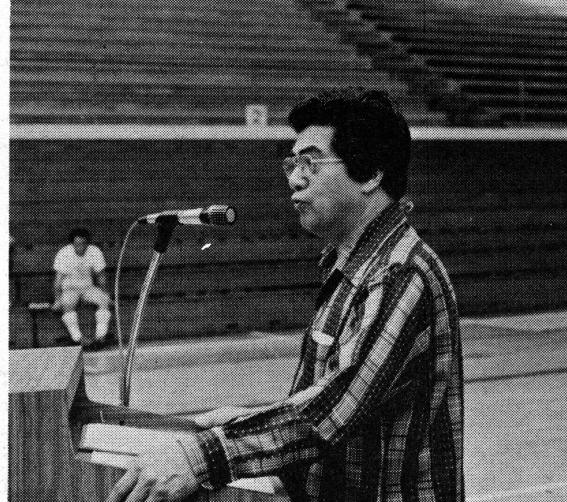
The sisters in the photo were very active prior to the Primary and General election. They were very consistent in showing up in the afternoons to go sign waving for UPW-endorsed candidates. Hawaii Division is very grateful for the countless hours that they contributed in helping the union. Left to Right: Sisters Kazue Kaide, Gladys Johnson, Kazuno Endo, Betsy Takamine and Fusae Nakamura.

## HAWAII DIVISION DECEMBER MEETING SCHEDULE

South Hilo Road .....	Mon., Dec. 1 — 3:00 p.m., Shop
Hilo Day Activity Center .....	Wed., Dec. 3 — 4:00 p.m., Shop
Puna Road .....	Thurs., Dec. 4 — 3:00 p.m., Shop
Laupahoehoe Unit .....	Fri., Dec. 5 — 3:00 p.m., Library
Parks & Recreation .....	Mon., Dec. 8 — 3:00 p.m., Shop
Hilo Hospital .....	Mon., Dec. 8 — 7:00 p.m., UPW Hall
Sewers & Sanitation .....	Tues., Dec. 9 — 11:00 a.m., Shop
Hilo Airport Custodians .....	Wed., Dec. 10 — 11:00 a.m., Shop
DAGS Custodial .....	Wed., Dec. 10 — 1:00 p.m., Shop
Hilo State Highways .....	Thurs., Dec. 11 — 3:30 p.m., Shop
Hilo Airport Maintenance .....	Fri., Dec. 12 — 12 Noon, Shop
DAGS Maintenance .....	Fri., Dec. 12 — 3:30 p.m., Shop
School Cafeteria Unit .....	Sat., Dec. 13 — 9:00 a.m., UPW Hall
School Custodial Unit .....	Sat., Dec. 13 — 10:00 a.m., UPW Hall
State Parks .....	Mon., Dec. 15 — 11:00 a.m., Shop
BWS .....	Mon., Dec. 15 — 3:30 p.m., Shop
Kau Hospital .....	Tues., Dec. 16 — 1:30 p.m., Lounge
Kau Road .....	Tues., Dec. 16 — 3:00 p.m., Shop
Kohala Hospital .....	Wed., Dec. 17 — 2:00 p.m., Hospital
Kohala Unit .....	Wed., Dec. 17 — 7:00 p.m., Court House
Ke-ahole Airport .....	Thurs., Dec. 18 — 11:30 a.m., Shop
Kona Road .....	Thurs., Dec. 18 — 3:00 p.m., Shop
Kona Unit .....	Thurs., Dec. 18 — 7:00 p.m., DSSH Conf. Rm.
North Kona State Highways .....	Fri., Dec. 19 — 6:30 a.m., Shop
Kona Mental Health .....	Fri., Dec. 19 — 8:00 a.m., Office
Kona Hospital .....	Fri., Dec. 19 — 9:30 a.m., Hospital
South Kona State Highways .....	Fri., Dec. 19 — 3:30 p.m., Shop
Honokaa School .....	Mon., Dec. 22 — 11:00 a.m., School
Honokaa Hospital .....	Mon., Dec. 22 — 1:00 p.m., Hospital
Honokaa Vector Control .....	Mon., Dec. 22 — 2:30 p.m., Shop
Hamakua Road .....	Mon., Dec. 22 — 3:00 p.m., Shop
Waimea School .....	Tues., Dec. 23 — 11:30 a.m., School
Waimea Road .....	Tues., Dec. 23 — 3:00 p.m., Shop
Waimea State Highways .....	Tues., Dec. 23 — 3:30 p.m., Shop



Hawaii Division State Safety Committee is a very active committee and they have contributed a lot toward making worksites safe for our workers. Members of the committee, Left to Right (Seated): Brothers Don Abdul, Masatsu Kawamoto, Albert Yasuhara and Thomas Pico. In the back standing, Left to Right: James Lindsey, Howard Suzuki, George Gibo, Kirk Awong and Paul Texeira.



Congressman Dan Akaka recently addressed our Unit 1 and 10 members at an educational and informational meeting held at the Civic Auditorium. Hawaii Division extends its "Mahalo" to Congressman Akaka for giving us his time despite his hectic busy schedule.

# MAUI, LANAI & MOLOKAI

## Brother Burrows Honored For 20 Years' Service

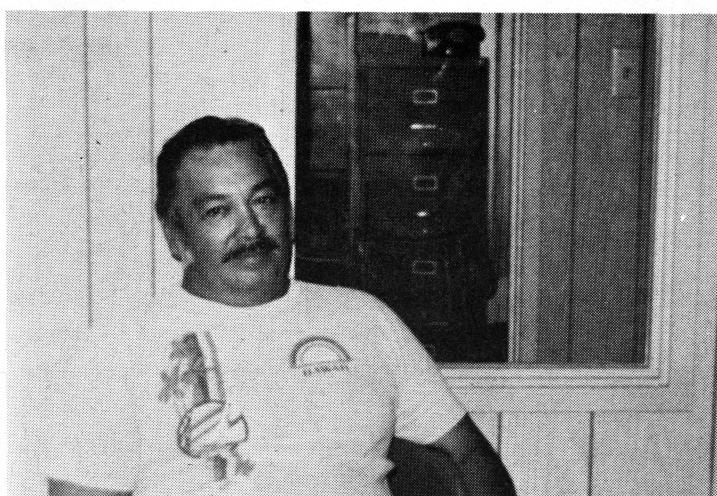
Brother Nathaniel Burrows, Irrigation System Service Worker I, Division of Water & Land Development, Department of Land & Natural Resources, State of Hawaii, Molokai District, was recently honored at an AWARDS CEREMONY, for 20 years of creditable government service.

The Awards ceremony was held on Thursday night, October 23, 1980, at the Maui Palms Hotel, Kahului, Maui, at which time, Mr. Susumu Ono, Chairperson, Department of Land & Natural Resources,

bestowed on Brother Burrows, a Service Pin & Certificate, representing 20 years' of government service.

Brother Burrows 20 years' of service included the following: September 1960 to April 1963, with the Corrections Division, Department of Social Services & Housing; April 1968 to April 1969, with the State Highways Division (Molokai District), Department of Transportation and April 1969 to the present date with the Division of Water and Land Development, Department of

Land & Natural Resources. Brother Burrows is presently serving in the capacity of Unit Chairperson, UPW Molokai



**Brother Nathaniel Burrow, Irrigation System Service Worker I, Division of Water and Land Development, Dept. of Land & Natural Resources, Molokai District, who was recently honored at an AWARDS CEREMONY, for 20 years of Creditable government service.**

Unit. He is married to Annette Burrows and has six (6) children, a son and five (5) daughters.

## MOLOKAI HOSPITAL SETTLEMENT

In October a new three-year agreement was reached between Molokai General Hospital and the United Public Workers. The agreement will expire on January 31, 1983.

The employees received a 6% increase on February 1, 1980. The difference between 6% and \$75.00 on each person's wages will be paid retroactive to August 1, 1980. The increases in 1981 will be \$50 and \$40 starting on February 1 and every 6 months thereafter. They will get an additional holiday in 1981 —

Kamehameha Day and in the final year, they will get an increase of \$45 and \$40.

The contract was unanimously ratified with 23 members attending the meeting.

## TURKEY SWEEPER WINNERS IN BOWLING TOURNEY:

Maui Division Sports Committee Chairperson, Brother NEIL KOCHI, reports the following winners of the recent UPW Bowling "Turkey Sweeper" held at the Aloha Lanes, Wailuku, Maui, on November 8, 1980, where a total of 24 bowlers participated, including 14 men and 10 women:

MEN	SCORE	WOMEN	SCORE
1. Van Tomita	632	1. Justin Wallace	611
2. Neil Kochi	627	2. Betty De Lima	609
3. Pablo Ripani	609	3. Jewelle Kanaha	600
4. Noah Leong	602	4. Leilani Kukaua	592
5. Donald Kalehuawehe	580	5. Mitzi Loio	586
6. Steven Franco	576	6. Blanche Hew	560
7. John Kalehuawehe	563	7. Virginia Ripani	549
8. Francisco Purugganan	554	8. Julia Boteilho	548
9. Jonah Kuaana	547		
10. Albert Hew (Tie)	528		
Anthony Gonsalves (Tie)	528		

Congratulations to the 19 winners listed above and we extend our best wishes and hope they will continue to participate in the UPW sports program in the years to come.

## PROMOTIONS:

Congratulations to our Brothers in the Department of Public Works, County of Maui, who were recently promoted:

Edmund Z. Arakawa, from Equipment Operator III to Equipment Operator IV, effective September 1, 1980 and Brother Jerome L. Fernandez, from Equipment Operator III to Equipment Operator IV, as of September 1, 1980.

Congratulations also to our Brothers in the Department of Water Supply, County of Maui, who recently promoted:

Kenneth Kahalekai from Pipefitter I to Pipefitter II, as of August 1, 1980; Clifford Merriles from Pipefitter I to Pipefitter II, as of September 16, 1980; and George Bartolome from Water Service District Supervisor to Water Service Superintendent, effective as of October 1, 1980.

## CHRISTMAS BOWLING AND GOLF SWEEPERS:

Brother Neil Kochi, Maui Division Sports Committee Chairperson, has come up with a CHRISTMAS BOWLING AND GOLF SWEEPERS for members of the UPW Maui Division.

Bowling Sweeper, Saturday, December 6, 1980, at the Aloha Lanes in Wailuku, starting at 9:30 a.m.

Golf Sweeper, Saturday and Sunday, December 13 and 14, 1980, at the Waiehu Golf Course. There will be two (2) different starting times on both days.

All those who wish to participate in these events should contact Brother Neil Kochi at 877-7096 of the UPW Office at 244-0815 or 242-5089.

## SEASON'S GREETINGS!

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

## GREETINGS!

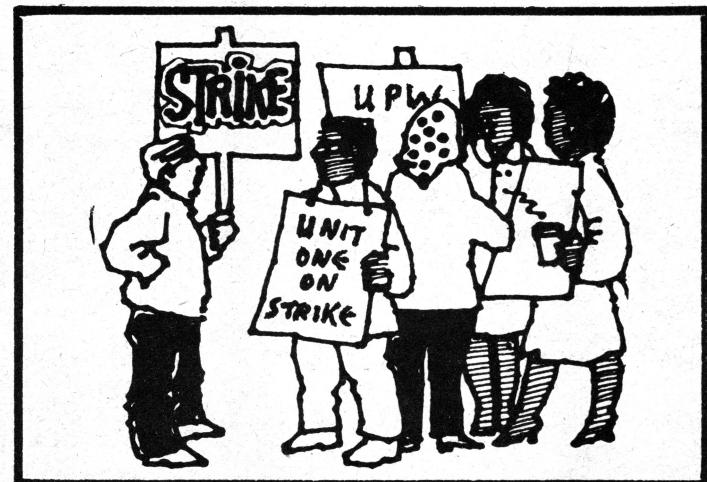
Your State PAC Chairperson, Brother Charles Iwata, and family, wish all of you the Season's Best Wishes for a Merry Christmas and a Happy New Year.



Part of members of the "Get-together for Endorsed Political Candidates" held the night of October 28, 1980, at the UPW Hall.



Another portion of members at the "Get-together of Endorsed Political Candidates".



# Mediation Can Save You Hassle HAVING PROBLEMS WITH YOUR NEIGHBOR?

Your neighbor has a 30 ft. Kukui Nut tree growing near the boundary of your property. Kukui Nuts are constantly falling into your property. You've just planted grass so that your 3-year-old and 5-year-old daughters can play in the yard. However, the nuts are constantly falling, it's dangerous, and messing up your yard. You've been having this problem for a long time. You want your neighbor to trim his tree. You've mentioned this to them once before but nothing has been done. What can you do? TRY MEDIATION.

... Your neighbor's dogs are often barking during the afternoon. Your husband works at night and gets his sleep in the afternoon. Your neighbors work so they are unaware about the barking. Your husband has been irritable because of lack of sleep and is taking it out on you. You, in turn, get angry and impatient with the kids. You don't know how to approach the situation but feel the neighbors should really know what is going on before your husband decides to call the cops or stomp over there and create a hassle. You don't

want to create any problems with your neighbors. After all, you've lived in Kalihi all your life and want to continue living in this area. What can you do? CALL MEDIATION.

... Two nights ago you had an argument with your girl-friend. The other night you saw your girlfriend at the Latin Villa. You were going out for a drink. You saw her dancing with the guy you had never seen before. That got you angry. You went up to her and she said to leave her alone. You got upset and grabbed her arm. She pushed you away and you bumped into the other guy, who punched you in the face. You were thrown out of the Latin Villa for causing a hassle. You filed charges for being assaulted at the Prosecuting Attorney's Office. Actually, all you really want is your girlfriend back, and an apology from the guy. The situation really embarrassed you and that made you angry. What happens? YOU ARE REFERRED TO MEDIATION BY THE PROSECUTING ATTORNEY'S OFFICE.

These are some of the kinds of problems and situations that the Honolulu Neighborhood Mediation Network handles.

The Network attempts to assist residents of Oahu in resolving their problems by involving them in the problem-solving and decision-making process. Volunteer Mediators from the community sit down with the parties at a time and place that is of convenience to them. Mediation is not a court. It is rather, an informal process in which the parties move toward communicating and understanding each other. The outcome is a written agreement which both parties mutually agree to uphold.

The Network officially opened its doors for business on September 15, 1980. It presently has 30 trained volunteer mediators and a bilingual staff of 10 who are also trained as mediators. The Network is now extensively involved in outreach to help make the community more aware about the services it provides. Present referrals are coming from government agencies, community organizations, as well as directly from individuals in the community.

The Honolulu Neighborhood Mediation Network provides free services. For further information call 523-4944.

## DISCOUNTS FOR UPW MEMBERS OFFERED AT POLYNESIAN CULTURAL CENTER

The Polynesian Cultural Center is extending a special invitation to all employees of UPW and their immediate families. Now through December 20th, UPW members can take advantage of a special Family Discount on the Center's village admission and show prices.

Employees and their immediate families (including neighbor island members) will receive 50% off the admission to seven Polynesian villages and three exciting shows — "Music Polynesia" (performed at 12:30 p.m.), the "Pageant of the Long Canoes" (performed at 3:30 p.m.) and their evening spectacular, "Invitation to Paradise."

When you're hungry, their Gateway Restaurant serves a

buffet lunch and dinner, or you may want to try some local foods at the Kau Kau Corner. If that's not enough, the snack bar should be able to satisfy your opu's needs.

In order to receive the discount, UPW members must present their company ID or Local I.D. at the time of purchase.

The Center recommends that members be at the Center by 3:00 p.m. if you plan on attending the village tours, canoe pageant, dinner and evening shows (Orchid Package).

Advance reservations which are required for the evening show may be made by calling: 293-8561 or 923-1861, and please mention company name or UPW.

## DISCOUNTS OFFERED AT SEA LIFE PARK

The UPW, Local 646 members will be afforded discounted rates upon presentation of their UPW, Local 646 membership card at Sea Life Park.

As of January 1, 1981, admission rates will be increasing at Sea Life Park and Waimea Falls Park. Sea Life Park will continue to offer UPW, Local 646 members a special discount admission that will be honored until December 31, 1981.

The following rates and guidelines are effective from January 1, 1981. Please keep in mind that the cardholder must be a resident of Hawaii.

**SEA LIFE PARK**  
Makapuu Point, Waimanalo  
Phone: 259-7933

**ADULTS**  
(regular \$5.00) ..... \$3.50  
**CHILD (7-12 years)**  
(regular \$3.25) ..... \$2.50  
**CHILD (under 7)** — when accompanied by parent FREE!

### WAIMEA FALLS PARK

**ADULTS**  
(regular \$3.95) ..... \$3.00  
**CHILD (7-12 years)**  
(regular \$2.00) ..... \$1.50  
**CHILD (under 7)** — when accompanied by parent FREE!

Discount applies to cardholder, spouse, children and two guests. Identification may be requested.

## MEDICARE REIMBURSEMENTS FOR RETIREES AND SPOUSES

Did you know that as a State or County retiree or pensioner, you may qualify to receive a \$9.60 Medicare reimbursement each month from the State Health Fund? And an additional \$9.60 a month for your spouse?

According to Mr. Cenric S.K. Ho, the Health Fund Administrator, you are eligible for this government-sponsored benefit if you can answer "yes" to both of the following questions:

1. Are you and/or your spouse enrolled in the Federal Social Security Medicare Plan for Part B — Medical Insurance coverage?
2. Are you and/or your spouse also enrolled in the State Health Fund's Medicare Supplemental Plan (medical insurance)?

Contact the following offices immediately for enrollment information and assistance in filing the necessary application forms:

### STATE RETIREES

- **Oahu** —  
Employees' Retirement System  
State of Hawaii  
888 Mililani Street, Suite 502  
Honolulu, HI 96813  
Telephone: 548-4038
- **Maui** —  
County Personnel Office  
County of Maui  
200 South High Street  
Wailuku, HI 96793  
Telephone: 244-7850

- **Hawaii** —  
County Finance Office  
County of Hawaii  
25 Aupuni Street  
Hilo, HI 96720  
Telephone: 961-8241
- **Kauai** —  
County Personnel Office  
County of Kauai  
4396 Rice Street  
Lihue, HI 96766  
Telephone: 245-4791

### COUNTY PENSIONERS

- Your County Finance Office

Under the Health Fund's rules, you will be entitled to receive a reimbursement for your Federal Social Security Part B Medicare premiums each month beginning with the first day of the month in which you file your application forms with your State or County retirement system. The State Health Fund's reimbursement is not automatic just because you are covered by Federal Social Security Medicare insurance. The reimbursement is not retroactive to the date that you first became eligible for Medicare coverage if you did not file your forms at that time.

You and your spouse may become ineligible to receive reimbursements upon divorce, re-marriage or death. You are required to notify your retirement system of any changes.

If you are among the 7,388 retirees and pensioners who are presently receiving this benefit, you are not required to file any forms.

Hurry, file your application forms right away to receive your Medicare reimbursements!

## AFSCME RULES ON WITECK

AFSCME President Jerry Wurf, in a recent decision handed down to State UPW Director, Henry Epstein, declared that: "The State Director shall be empowered to hire and fire personnel necessary to conduct the efficient union business."

Wurf also cited that Union by-laws provide that eligibility for membership in the local is based on "full-time employment." In a letter to Director Henry Epstein, Wurf further pointed out: "Since (John) Witeck is not employed within any of the bargaining units over which UPW has jurisdiction, his only basis for eligibility for membership in the local is his employment by the local. The question then is whether, as a part-time employee, he (Witeck) is eligible for membership in the Union."

Wurf ruled that Witeck is NOT eligible. Referring to Article IV, Section 1(d), Wurf stated: . . . "in our experience, the reason staff members are generally allowed to belong to

a Union is that their full-time employment by the Union gives them a sufficient connection to the Union and its activities that the membership can be reasonably confident that the interests of the staff will be consistent with their own. While we think this is true of full-time staff employees, we would not be nearly so confident of the loyalty to the interests of the Union of a person who works for the Union only part-time. After all, such a person might also be working part-time for interests which are in direct conflict with the goals of the Union."

"Therefore, it is my opinion that the phrase 'staff members' found in Article IV, Section 1(d), of the UPW constitution must be read as being limited to full-time staff members."

On the basis of the facts . . . and pursuant to my authority under Article III, Section 4 of the International Constitution, I rule that John Witeck is not eligible for membership in UPW, Local 646.

*The UPW Officers and Staff send Christmas Greetings to all UPW members and their families on all islands*

# STATE BOARD APPROVES RETIREE PLAN SET-UP

## Also Pledges Support To KITV Strikers

At a busy State Executive Board meeting on Maui on November 21 and 22, final approval was given to all the details necessary to set up a UPW Retirees' Chapter.

In other actions, the board pledged support to the AFTRA strikers at KITV and voted a donation of \$100.00 for the strikers.

Sister Geri Ah Sam, Maui Division Vice-President, was designated coordinator for the Women's Committee to work with our International on special programs of interest to women.

The executive board also adopted a policy on the handling of union funds, which emphasizes the importance of financial reports at all meetings and regular audits of all UPW groups which have funds.

Plans for the Retirees Chapter include guarantees that retiree members will be able to continue their participation in the Mutual Aid Fund and the group life insurance plans.

UPW will continue to make UPW meeting halls available for retirees' meetings on all islands. In Honolulu, office space will be made available as space is available.

UPW will continue to provide administrative services to the Retirees' Chapter and will receive a \$1.30 per month for all services given to the retirees.

Retiree leaders have assured the UPW officers that they plan to send \$1.40 of every dues payment to the retirees' sub-

## MARTHA KING OF MOLOKAI GENERAL RETIRES

### "She Will Be Missed" Say Co-Workers

Martha King Naeole recently retired from Molokai General Hospital after dedicating twenty-six years of full-time service to that institution.

A retirement party was given in her honor on November 13th at Kalanianaole Hall where approximately sixty-five people gathered. Martha Naeole's children, family, former retirees of the union and the staff of Molokai General Hospital all helped to give her a rousing send-off.

Martha Naeole started with Shingle Memorial located in

**Turn to back page for reception pictures.**

## AFSCME to Co-Sponsor Stress Workshop for Business Agents

A Stress Workshop for business agents will be held Dec. 11th at the AFSCME headquarters at 707 Alakea. AFSCME is co-sponsoring the workshop with the Hawaii AFL-CIO OSH Program, and is opening the program to business agents from all unions.

The major speaker will be Dr. John Blaylock. Call Royce Higa's office at 537-1574 to register for this highly beneficial and worthwhile seminar.

chapter on each island for their activities.

With all the details of the relationship between UPW and the Retirees' Chapter worked out, the Retirees' Chapter should be a reality in the near future.

Under the policy on the handling of union funds, there will be audits of all State, division, and unit funds at least once each year. There will be workshops for union officers who handle money to guarantee full conformance with the Financial Standards Code of AFSCME.

During a caucus of the executive committee of the board, it was agreed that a special meeting of the State Executive Board will be held before the end of the year to tackle the matter of filling the vacancy for the position of State Director after January 1.

State Director Henry Epstein informed the board that he will be retiring from UPW on December 31 and joining the AFSCME staff in Honolulu on January 1, 1981.

Epstein assured the board that he will finish up all unfinished business he is working on and help with the transition. As an AFSCME staff member, he will always be available for consultation and assistance, he reported.

One item of business Epstein will still be working on is the scheduled China tour set for August of 1981.

The next regular meeting of the State Executive Board was set for January 23 and 24, 1981.

## KAUAI'S AMY MENDONCA LOVES CHALLENGE OF HER UNION JOB

Amy Mendonca of Kauai hosted a morning program on radio, worked as an accounting clerk for Volks-Wagen, but it is her current job as business agent for the UPW that she thrives on. The reason, says Amy, is the challenging situations that are many and varied, in which she is regularly placed.

"Basically, it's because of the many different situations that I have encountered that makes my job very unique from the usual 8 to 5 job," she said recently.

"Each day promises the unexpected, and each situation offers me a different challenge. In terms of a grievance, for example: putting out the best in interpreting the Unit 1 and Unit 10 Agreements and webbing together the details and personal elements; presenting it properly to

achieve a reasonable and objective end, have given me the most satisfaction.

"Granted, often times, this objective end as I saw it, has turned out contrary to what I thought was, or should have been. And the frustrations often have been heavy. However, in the over-view, this is the balance needed; to learn to have many different perspectives contributes to one's development.

"The universal battle of the sexes has added elements of intrigue and caution to the day-to-day efforts for a woman in my position. Quite naturally, the interactions reveal that emotions and first impressions do take priority over facts and details. The common language spoken, which is often blunt and forward, used to make me blush at first. But not anymore, for as a chameleon, I have learned to blend with my environment, and that perhaps is the only way to learn how to cope with 'the battle of the sexes.'

"I believe that women can



AMY MENDONCA

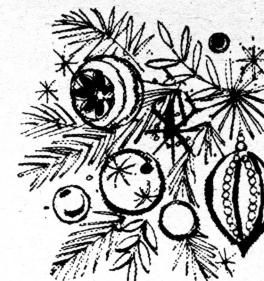
## Next State PAC Meeting: Dec. 13

The next meeting of the State PAC will be held on Saturday, December 13, 1980 at 9 a.m. at the AFSCME office 707 Alakea Street. The agenda will include:

- Analysis of the General Election results and campaign activities.
- Proposals for the 1981 legislative session.
- Plans for the 1981 session.
- Review of the legislative process and lobbying techniques.

See you on the 13th. For neighbor island members, please let me know when you will be arriving in Honolulu.

Mel Goto



## UPW CLASS ON LOBBYING

UPW members are invited to attend this class on lobbying which will be held on Wednesday, December 10, 1980 from 7 p.m. to 9 p.m. at the UPW Headquarters, 1426 N. School Street.

This class will offer an informative orientation in the techniques of lobbying at the legislature. For those interested in serving as union lobbyists at the next legislative session, please make it a point to attend this class.

Oahu and Private Sector members are invited to attend. To register, call Mel Goto at the UPW Headquarters, 847-2631.

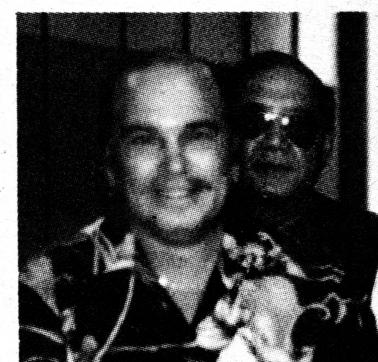
## FESTIVE HOLIDAY PARTY

There will be a combination post-Christmas pre-New Year's party for the officers of the UPW and their invited guests at the UPH Hall Dec. 29, 1980, starting at 5:30 to — "whatever time it ends," according to Benny Rodrigues, Vice President of the Oahu Division.

Sponsors of the party include the private sector members and Local 646. Rodrigues promises lots of good fun, plenty of pupus, good entertainment, and liquid refreshments. A committee consisting of about seven rank and file members are now busily working to put the bash together.

A large turnout is expected to join in the festivities and help make the coming holidays brighter.

A number of prominent guests have been invited, according to Rodrigues.



RODRIGUES

\*\* Holiday Greetings \*\*

\*\*HOLIDAY GREETINGS\*\*

BENNY RODRIGUES wishes the Oahu rank and file members a Merry Christmas and a very Happy New Year! Mele Kalikimaka! ★ ★ ★ ★ Hauoli Makahiki Hou!

# UPW Gain Made in Kulani Correctional Facility

15 to 1 was the vote when adult corrections officers at the Kulani Correctional Facility ratified a new mutual agreement recently.

Because of its isolation, the Kulani workers have operated for many years under a mutual agreement which authorizes a "24 hours on and 48 hours off" schedule.

Under the new mutual agreement, Kulani ACOs will be paid for stand-by duty at the camp. They will also receive a full eight hours of night differential whenever

they work a full watch.

It is estimated that the amendments to the mutual agreement will increase the corrections officers' gross pay by \$110 per month.

The increases went into effect on September 1. December 31, 1981 is the expiration date for the mutual agreement.

If the Department of Social Services is able to get adequate appropriations from the 1981 Legislature to increase the staff at Kulani, the institution may switch to a regular eight-hour

schedule in 1982.

Negotiators for the union were: Thomas Kosky and Sam Keomaka, from Kulani; Brian Tamamoto; Annie Delos Santos; and State Director Henry Epstein.

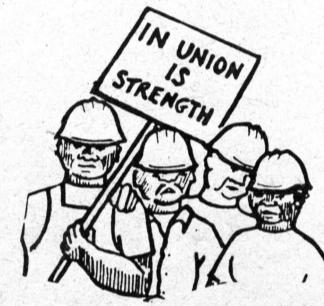
Chief Negotiator Bob Taira and Keith Adachi, of the Office of Collective Bargaining, represented management, together with representatives of the Department of Social Services and the Department of Personnel Services.



Martha Naeole King at the reception honoring her service to Molokai General Hospital.



Some of the 65 guests who gathered to honor Martha at her recent retirement party.



One of many guests who provided impromptu entertainment at Martha's party.



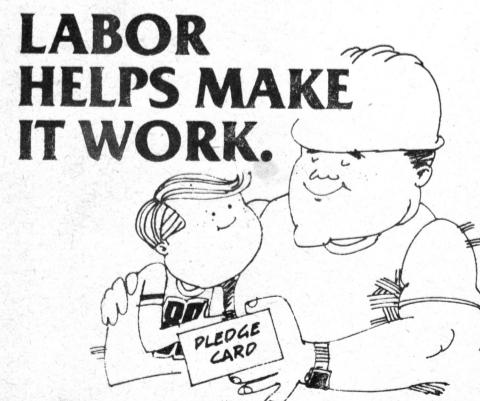
Another impromptu entertainer.



Wayne Smith stands by Martha as she is presented with a gift at party honoring her.



Martha with her daughters arranging mama's many leis.



**MAKE IT WORK.**  
**Aloha United Way.**



Wayne Smith presenting Martha Naeole King.

★ ★ ★ ★ ★

## BOYCOTT GUIDE

to

### J.P. STEVENS PRODUCTS

FREEDOM AND JUSTICE FOR J.P. STEVENS WORKERS

UNION LABEL & SERVICE TRADES DEPT., AFL-CIO

We urge you to join the boycott by not purchasing the following: Linen, Beuti-Blend, Beaticale, Fine Arts, Peanuts, Tastemaster, Utica, Utica & Mohack, Yves St. Laurent, Angelo Donghia, Blankets, Forstmann, Utica, Carpets, Contender, Gulistan, Merryweather, Tastemaker, Table Linen, Simtex, Hosiery, Big Mama, Finesse, Hip-Lets, Spirit, Draperies, J.P. Stevens.

