



UPW

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AFSCME LOCAL 646, AFL-CIO



VOLUME X, NUMBER 5

MAY, 1982

Teamsters Zapped, 6-0

UPW Wins Ziegler Steel Election

UPW AFSCME Local 646, AFL-CIO, is the new collective bargaining agent for a small but dedicated group of workers at Ziegler Steel Service Corp. in the airport industrial district.

All six employees cast their ballots for UPW, thus defeating the Teamsters, 6-0. It was a most satisfying victory for the AFSCME local and the second instance in which it has turned back the challenge of its rival union.

Ziegler employees were previously represented by the International Association of Machinists (IAM) and then by

the Teamsters before the May 20 victory by UPW.

The Kuakini Hospital unit successfully resisted attempts by the Teamsters to change unions earlier this year. As a result, UPW State Director Gary Rodrigues recently negotiated a new and vastly improved two-year contract for its Kuakini members.

The new unit marked the victory with a little get-together that afternoon at the UPW Hall where they met their sisters and brothers in both the private and public sectors.

The State Director and mem-

bers of the Refuse unit led by State President and Unit Chairman James Brown and the Private Sector Division under Vice President Liz Han rapped with their new UPW brothers.

The six who cast their unanimous votes for UPW are Alvin Bungat, Gerald Butay, Abraham (Randy) Cachola, Ferdinand Hernandez, Whitney Joseph and Guillermo (Jimmy) Taligatos.

Private Sector Division Director Bok Hoo (Bucky) Lee and Staff Specialist Anson (Slim) Ilae handled the UPW organizing drive.



UPW welcomes four of its six new brothers into Local 646. From left to right are these Ziegler Steel Corp. members: Alvin Bungat, Guillermo (Jimmy) Taligatos, Abraham (Randy) Cachola and Whitney Joseph. Unable to attend a little get-together were Gerald Butay and Ferdinand Hernandez.

Convalescent Center Members Settle for One-Year Contract

UPW members at the Convalescent Center of Honolulu, who struck the mainland-owned private care facility on Apr. 26, unanimously ratified a one-year agreement May 14 at the UPW Hall.

The three-week strike was settled May 13 following a four and one-half hour session with Federal Mediator Gayle Wineriter and management in the conference room of the Federal Mediation and Conciliation Service.

The unit's negotiating committee accepted a wage increase of 6 percent retroactive to Feb. 1, 1982. The new agreement expires Jan. 31, 1983.

Among fringe benefits, the employer will pay 75 percent for the dental family coverage with a \$15 maximum. The benefit was also increased from \$300 to \$900. There was no employer contribution in the old contract.

Funeral leave for out of state deaths of spouse, parents or children has been increased from three to five days.

In the area of union representation, the union needs only to notify the employer instead of obtaining permission as was the case in the old contract. This section relates to entering the premises.

Other highlights of the settlement are:

- An employee will get twice the straight time rate when he or she works over 12 continuous hours. It was formerly 14 hours.

- The medical leave of absence section has also been reduced. An employee will now be eligible for such leave following completion of the probationary period rather than the old requirement of one year.

- Vacancies for nurses' aide leader, housekeeping leader and dietary aide leader are to be posted. Previously, a committee of seven — four from the

employer and three from the union — made selections for promotion to these positions. Of the three union members on the committee, the union had only one selection while the employer had two. In essence, this gave the employer six rather than four committee members while the union had just one.

- There are new sections in the savings clause and credit union deductions.

Other contract changes include language on recognition, union security, coverage, dues deduction, bulletin boards, grievance procedures, resignation notice and the like.

Returning to work following a strike, especially where scabs are involved, is never a smooth operation. It has been no different at CCH.

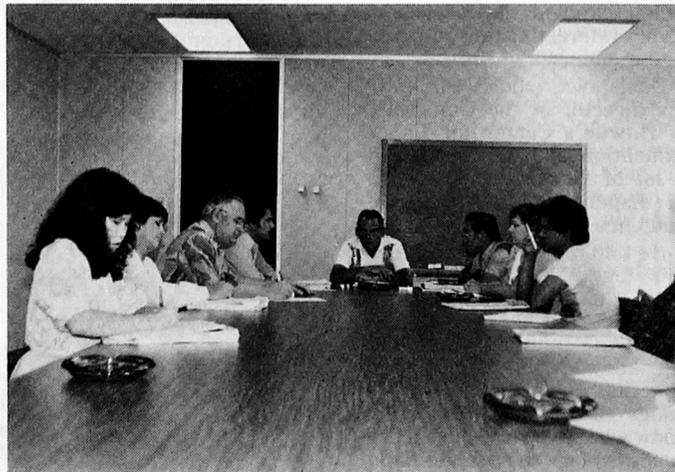
It was agreed by both management and the union at the May 13 meeting that striking workers would return to work on a seniority basis.

The agreement, however, has hit a few snags and Private Sector Division Director Bok Hoo (Bucky) Lee and Business Agent Russell Valparaiso have been busy untangling some of the problems. In some cases, grievances have been filed.

Lee and Valparaiso have also received several letters of resignations from unit members who scabbed during the strike. They all requested cancellation of their union memberships but this is unlikely to take place because of the union and agency shop clauses in the contract.

Striking workers marked the end of the strike with a get-together May 15 at the UPW Hall.

Unit officers who led the negotiating committee and picket activities were LaNora Miler, chairperson; Bernardo Fogata, vice chairman; Alfred Fabro, treasurer; and Maxima Guzman, secretary.



The union at right and management face each other across the table May 13 before Federal Mediator Gayle Wineriter, center. On the management team from left to right are Miri Muruyama, director of personnel; Jean Smullen, supervisor, dietary; Administrator Abe Sakai, and management spokesman Rob Worrall of the Hawaii Employers Council. The UPW team from far end of table are Private Sector Division Director Bok Hoo (Bucky) Lee, Unit Chairperson LaNora Miler and Vice Chairman Bernardo Fogata. Other committee members were also present.

Unit Negotiators

A schedule of meetings for the various Units 1 and 10 negotiating committees has been announced by State Director Gary Rodrigues to all division directors.

The Oahu Division Unit 10 full negotiating committee met May 26 and the Unit 10 full negotiating committee was scheduled to meet June 2.

The Oahu Division Unit 1 full negotiating committee had a June 3 meeting to elect its executive negotiating committee.

Other meetings:

June 5 — Unit 1 full negotiating committee.

June 9-10 — Unit 1 executive negotiating committee.

June 14-15 — Unit 10 executive negotiating committee.

July 7 — Unit 1 executive negotiating committee.

July 8 — Unit 10 executive negotiating committee.

Unless otherwise stated, all meetings begin at 9 a.m. at the UPW Hall in Honolulu.

Contracting Out Poses Big Threat for Union

UPW State Director Gary Rodrigues took strong exceptions to Maui Mayor Hannibal Tavares and the Maui County Council for contracting out the jobs of sewer treatment plant workers as well as those of parks workers to a private company on May 14.

Contracting out appears to be a favorite game being played by the various counties contrary to collective bargaining agreements with the unions.

Because of these flagrant violations of the contracts, some jobs are in jeopardy and the union has vehemently voiced its opposition to the respective counties.

In his report to the UPW State Executive Board May 29 at the Maui Beach Hotel, Rodrigues said that contracting out can be considered a new form of political patronage.

"This is very reminiscent of the old spoils system and we can't let it continue. We'll fight this move all the way," he assured the board.

In other matters, Rodrigues reported that:

- Efforts are being made for a new dental plan enrollment period. Watch for the announcement.

- Preparations for the Units 1 and 10 contracts will be early

this time around. A schedule appears in the above story.

- Amendments to the UPW constitution were approved by AFSCME. Updated copies will be printed.

The board itself gave its approval in support of the P.J. Ciampa Scholarship Fund and the sending of 14 delegates to the AFSCME International Biennial Convention June 21-25 in Atlantic City, N.J.

Bulletin

A tentative agreement on a new contract for the medical records clerks at Kapiolani-Childrens' Hospital was reached between UPW and management as this issue went to press.

Acceptance of the new agreement is contingent upon its ratification by the membership. Details will be announced in the next issue.

Queen's Unit Votes July 15

Nominations and elections for officers and stewards of the Queen's Medical Center unit will be held at 7 p.m., Thursday, July 15, at the UPW Hall.

All interested members and potential candidates are encouraged to attend the meeting.

Mālama Pono



BY GARY RODRIGUES
State Director

During the latter part of this year, there will be two major happenings which will have a profound effect on our union and our membership. We're talking about a new round of negotiations for Units 1 and 10 and the 1982 election campaigns.

While our collective bargaining sessions for the two units will get under way before the elections, there is no doubt the major issues will not be resolved until all the votes have been counted and the successful candidates are known.

In this regard, it is very important for the UPW to make its presence felt during the 1982 campaign. We said it not too long ago and we reiterate that endorsements from this union will no longer be automatic.

'PRIOR COMMITMENTS'

During election years, there is always a tendency for members to stray away from the union's endorsements. The reasons have been varied. Some of them have been because of personal friendships. "Prior commitments" is another term most popularly used as an escape valve.

Whatever excuses are used, it would be well for members to remember that when they do not follow or support the union's program they are in effect kicking themselves right in the behind.

This is a fact of life. When this union takes a position to support or reject a candidate, it will be based on whether or not our endorsement will be of help to our members after he or she is elected.

Therefore, it is very important for members to remain free of commitments so that they can give their full support to the union's programs. Prior to the endorsements, PAC committees will be given very pertinent information needed in order to reach a decision. The membership will also be provided with the same information.

SUPPORT UNION PROGRAM

If a candidate is successful in dividing the membership, it will be a detriment to the entire membership. Following the election, the elected official will not be able to assist the member in his daily problems on the job — only the union can do it!

I remember some years ago when a member related to me as to how he had to help a candidate because this person was instrumental in getting him a job and thereby putting bread on his table.

My reply to him was simply this: "One cannot live on bread alone and it was the union that put 'meat' on your table. You should therefore decide which is more important to you."

We agree that union-endorsed candidates don't always win. However, they are the ones who believe in fair treatment for working people. It would be very easy to support only winners.

By the same token, you must take into consideration that some of the winners could very well be the ones who will lead the membership to slaughter.

Remember! The decision you make will definitely affect you as a worker and as a UPW member. This is a very important matter and everyone should be deeply concerned when the union makes its endorsements.

We care about you and your families. This is what Malama Pono is all about.

Class on Aching Backs Scheduled

A class on aching backs by Thursday, June 24, at the Dr. Scott Ogata will be presented by the Occupational Safety and Health division of the Hawaii State Federation of Labor, AFL-CIO, at 9 a.m., Kalihi-Palama Library. The class is free and will include slides. Reservations are needed. Telephone 537-1574.

IN MEMORIAM

GENEVIEVE CHONG, retired member, Oahu Division, State of Hawaii, Waimano Home unit. Expired: Apr. 17, 1982.

ERNEST KAHANA OI, member, Oahu Division, City and County of Honolulu, Department of Parks and Recreation. Expired: Apr. 25, 1982.

WILLIAM N. KAHAPEA SR., retired member, Oahu Division, City and County of Honolulu Fire Department. Expired: Apr. 23, 1982.

ANNA MARIE MALLOY, retired member, Oahu Division, State of Hawaii, Maluhia Hospital unit. Expired: Apr. 23, 1982.

SATOSHI MURAKAMI, member, Maui Division, Department of Parks and Recreation. Expired: Apr. 8, 1982.

GERTRUDE YAMASAKI, spouse of Yoshito Yamasaki, member, Hawaii Division, State Department of Transportation, Kona Airport Division. Expired: Feb. 8, 1982.

Maui Board Approves Unit Committees

Appointments to the negotiating committees of both Units 1 and 10 were approved at the May 7 meeting of the Maui Division board of directors at the union's hall in Wailuku.

Among those in attendance were Leroy Fernandez, Maui PAC committee chairman; Geri Ah Sam, division secretary-treasurer; Vernon Cordeiro, Maui board member; Maui Division Director Yoshio Murakami; Business Agent Betty De Lima.

Also, Joan Sakamoto, Cafeteria unit; Shigeru Nakamura, Wailuku unit; Alexander Puha, Transportation unit; Verna Uu, Kula Unit 10; Laverne Morton, Associate Services unit; Stanley Saito, Maui Memorial Hospital Unit 1; Albert Nahoopii, Kalaupapa unit; Sherman Napoleon Sr., Molokai school custodians; George Aea Sr., Molokai board member.

Others were Harold Moniz, Sewers unit; Dennis Nakao, DAGS unit; Felix Ballesteros, Lanai unit; Georgina Bellman, Maui Memorial Hospital Unit 10; Chikara Ishii, Parks unit.

Cafeteria Unit Cancels Meeting

The UPW Cafeteria Unit, which regularly meets on the third Saturday of the month, is not meeting June 19 because of the AFSCME International Biennial Convention that same week in Atlantic City, N.J.

The next meeting will be held as scheduled on Aug. 21 at the UPW Hall.

Classes Attract Large Turnout; More Slated

The union's training classes for officers and stewards continue to be popular and well-attended with more than 60 persons coming out Apr. 29 and again on Apr. 30 for two-hour sessions each night on Workers' Compensation.

The class proved so interesting and valuable that those in attendance asked for an extension so they could grasp more information. Their request was granted and additional classes were held May 17 and 18 with another marked increase in attendance.

Robert K. Hasegawa, former director of the Department of Labor and Industrial Relations and a former union official, handled the classes in a very interesting and informative manner.

Hasegawa, who is currently the director of the University of Hawaii's Center for Labor Education and Research, had a lot of valuable information to dispense to his attentive audience.

He told members to consider this fact! Most of the more than 47,000 workers in Hawaii who reported having suffered industrial injury in 1980 did not know what their rights, benefits and remedies were under the law. Nor did they know what to do to secure these benefits for themselves and their families.

This was only one segment of the law where Hasegawa had the undivided attention of his audience. He covered other areas and fully explained them in the allotted times permitted.

Hasegawa's description of

Cafeteria Members Recognize Mothers

The cafeteria unit held its annual Mother's Day luncheon May 1 at Dot's in Wahiawa with nearly 150 members and their guests in attendance.

Highlight of the program was the honoring of mothers in various categories. Mrs. Marie Kaluhiwa, a young 61 who had 16 children, was honored as the grandmother with the most mo'opunas, 28.

Thirteen of Mrs. Kaluhiwa's children are still living. She was the guest of her daughter-in-law, cafeteria member Shirley Kaluhiwa.

Reiko Wake, 76, was the oldest mother in the crowd. She has five children and 16 grandchildren. One of her children is Nancy Ishihara, UPW steward who brought her mother to the luncheon.

Other honorees were:

Hilda Matsui, 74, mother of Jane Hamamoto, seven children and 10 grandchildren.

Eleanor Wilson, seven children and 22 grandchildren.

Sally Kay, seven children, 25 grandchildren and 13 great grandchildren.

Litia Vea, mother with the youngest child, age 3.

Doris Izumoto, longest years of service in a school cafeteria, 30½ years.

Ann Meyer, youngest cafeteria worker in years of service.

Sister Ruby Cup Choy, unit chairperson, kept her fellow sisters and guests in a festive mood with her humor in handling the mistress of ceremonies chores.



Three of the cafeteria unit members whose mothers were honored included, left to right: Jane Hamamoto with mother, Hilda Matsue; Shirley Kaluhiwa with mother-in-law, Marie Kaluhiwa; and Nancy Ishihara with mother, Reiko Wake.

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Johanna Jay, *Secretary-Treasurer*
Gary W. Rodrigues, *State Director*

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Richard's Market Offers Discount

Char siu, roast pork, fresh meat, pork, poultry and other products are now available to UPW members and their families at a 10 percent discount from Richard's Meat Market, Stall 1, in the old Oahu Market Place at N. King and Kekaulike Sts.

Get an orange-colored business card from your respective units, stewards or at the UPW office. It is your identification for the discount.

from the President's desk



BY JAMES BROWN
State President

The three-week old strike by our members at the Convalescent Center of Honolulu ended May 14 when our sisters and brothers at this unit overwhelmingly ratified a one-year contract following a tentative agreement reached the day before between UPW and management.

Highlights of the contract can be found on the front page of this issue.

The end of the strike, however, does not mean everything is hunky dory. Our staff has had its hands full in enforcing the back to work procedures. Management has not fully kept its end of the bargain in this respect.

They agreed at the mediation table to recall workers on the basis of seniority. But this is not happening in many cases and hence the many grievances being filed.

ON BREAKING A UNION

Another story in this issue which everyone should digest is found under the heading "What Happens When You Dump the Union." It details management's game plan on how to break a union — any union.

It lists 10 rules on how to accomplish this purpose. Of the 10, let me make some brief comments on four of them. Rule 1 deals with seniority, a violation that is happening at CCH. Rules 2 and 4 describe grievances and discipline, respectively. These are flagrantly abused by management at the Queen's Medical Center.

Stool pigeon-big mouth employees are covered in Rule 7. This is prevalent at every work place every work day in the year. Not only rank and file members are the guilty ones but you'll also find officers and stewards as well in some areas. Even some staff members fall in this category.

NEW UPW MEMBERS

We welcome six members into our union from our newest unit at the Ziegler Steel Corp. They voted for UPW, 6-0, thus bolting from the Teamsters. They must know something from their previous membership and that's why they chose UPW.

This is only a small unit but its a good start. It should also provide our other brothers and sisters in the union some food for thought. If you think the grass is greener on the other side, think again.

We are certain that from these six new members, our numbers will keep multiplying. We welcome these brothers into our fold.

A number of weeks have gone by and these weeks are adding into months since the Teamsters were certified by the NLRB as the union representative at St. Francis Hospital.

WHAT HAPPENED TO PROMISES?

From what we have observed and from what we have learned, there have been no negotiating meetings with the concerned employees and no meetings with management for that matter. A lot of promises were made during the election, a typical Teamster style.

But where are the goodies they promised? We're sure the concerned workers are curious, too.

Political campaigns will be off and running quite soon and many of you will be asked by your various "friends" to lend your support to selected candidates.

As your State President, I ask you at this time not to commit yourselves to any candidate. Support your union's endorsed slate. We stand together as a union but as individuals we will fall in the legislature.

We've had experience with legislators who passed themselves off as our friends but they were no where to be found when it came time to stand up and be counted.

So let's stand together and work together in support of the candidates endorsed by your union.

Council's Attitude Attacked

BY JACK KONNO
Hawaii Division Director

Contracting jobs out and the allegedly poor work performances of our Department of Parks and Recreation workers appear to be the favorite conversation piece among some present members of the Hawaii County Council.

A case in point is Councilman Frank De Luz and a complaint he said he had received from Papaikou residents about the condition of their ball park.

He was quoted as saying: "We're management, we gotta take a hard position. If the Papaikou park was put out to bid, we'd have 100 offers tomorrow."

By De Luz' own admission, the complaint was received by him three months ago and incredibly it surfaced at this time.

The union questioned him about his complaint and he rambled on about the poor maintenance of the field and the amount of calls he gets about its condition.

The union stopped to check out his concerns at the ball park following an early morning meeting in Honokaa. The park itself was in immaculate condition. We noticed some ruts in the turf which were caused by cars being driven onto the field. Graffiti was also all over the walls in the dugout.

When De Luz was apprised of the park's condition, he then said the complaint was received three months ago. He also complained about Hualani park which was checked out by the union and found to be in excellent shape.

The union cannot understand this continued attack on its members and perpetual talk of contracting out. There is always talk about keeping a ceiling on the number of new positions which will be created.

The legislature appropriates funding for creation of neighborhood parks and turns them over to the County and accepted by the Council. But not one penny is given to the County for the continued maintenance of these parks.

So what happens? Public workers are saddled with maintaining more and more parks with no increase in the work force. Council members are not being realistic. They expect the existing work force to maintain all the additional parks to the level that would pacify their constituents.

This is a ridiculous situation. It is easy to point fingers and place the blame on public employees and expect more production from them.

The Council keeps maintaining it doesn't have the funds to create additional positions and yet keeps on accepting additional parks. The Council screams when workers cannot maintain these parks according to their expectations.

In a meeting with De Luz, Division Vice President Frank Rapoza reminded the councilman he had sought the union's endorsement and support. In other words, he came to the union; the union did not go to him.

The parks maintenance crew has made every effort to maintain all the parks so that criticism would be minimal. But when it comes to priority, some may not be maintained as well as those that are heavily utilized by the public.

The union realizes the high rate of unemployment in

Hawaii County and the state of the economy. Because of this, people on the outside will look for every excuse to condemn public employees through their respective Council members.

Council members accepted the challenges of their position when they won election, including taking the good with the bad.

They had better make an

evaluation of themselves and learn to accept criticism without having to look for a scapegoat. This union will thoroughly evaluate the performance of all candidates when endorsement time rolls around.

As stated earlier by UPW State Director Gary Rodrigues, endorsements by this union will no longer be automatic. The union will need more than promises.

Mother's Day Steak Fry is Big Success

Hawaii Division's first ever fund raising steak fry was supported by more than 1,000 persons on Mother's Day, May 9, as they overflowed the main pavilion at Wailoa State Park.

Net proceeds of the benefit affair, which was open to the public, will be used for a children's Christmas party in December.

Intermittent rain and an overcast sky failed to dampen the spirit of those who supported the fund raiser. They were not disappointed because they had ample pupu, a good steak, quality door prizes and first class entertainment.

The lineup of entertainers looked like this: Gilbert Kauhi (Zoulou), the Kaneloas from Honolulu, Robbie Robbins and his group, The M & M's, Ohana Serenaders and Hawaii's own Brother Oliver Kelly and his group.

Walbert the Fantastic, a magician, also entertained the large gathering with his many tricks and dazzling sleight of hand performances.

Brothers Kelly and Sidney Etrata alternated in serving as masters of ceremonies and they turned in an outstanding job in keeping the audience in a party mood.

Among the many door prizes was a round trip to any island for one person donated by

Hawaiian Airlines. A similar trip, this one for two persons, was a donation from Aloha Airlines.

Division Vice President Frank Rapoza and Roy Haili served as co-chairmen of the affair and they had much appreciated help from such dedicated committee members as Henrietta Carvalho, Christman Ramos, Derrick Ah Sing, Rodney Haili, Edith Esteban, Charlene Sugihara, Betsy Takamine, Kazue Kaide, Kay Endo, Myles Tomiyama, Fusae Nakamura, Kay Ramos and Business Agent Ann Delos Santos.

Officers and members who pushed ticket sales deserve special mahalos for their fantastic selling job. Initial sales were slow but this group, along with Brothers Frank and Roy and their respective committees, made a concerted push to put the event over the top.

Special kudos, too, to Brothers Stanley Nakasone and Roy Mattos for the delicious smoked fish and pork pupus they prepared. Brother Roy took vacation leave so he could properly prepare the fish, pork and other pupu items and have them ready for the event.

It was a job well-coordinated and smoothly run. Hawaii Division extends its sincerest appreciation to all those involved.



This is only a portion of the more than 1,000 persons who dined on pupus, steaks and all the trimmings at the Hawaii Division Mother's Day benefit fund raiser. Continuous entertainment and a magic show also pleased the big turnout at Wailoa State Park.



The Kaneloas, made up of the Alfapada family from Honolulu, was one of the many groups which provided entertainment.

Nuuanu Hale Signing



State Director Gary Rodrigues and members of the Nuuanu Hale unit sign their recently negotiated and ratified contract on May 20. Reading from Rodrigues' left are Unit Chairperson Alice Domingo, Thelma Espinda, Elizabeth Chang and Delia Dumlao. Waiting across the table to sign is Sallie Miyawaki, administrator. A little reception hosted by management was held following the signing. Details of the contract appeared in the March issue of this newspaper.

Things Do Change What Happens When You Dump the Union

(Editor's Note: The following letter is reprinted from an issue of the Potters Herald, the official publication of the AFL-CIO International Brotherhood of Pottery & Allied Workers.)

Dear Former Brother and Sister
Union Members:

I am writing to you to hopefully warn you to avoid what has happened to me and other union members in this plant.

We were once members of an international union with the usual gripes about union dues, slow grievance procedures, seniority disputes, incentives, overtime arguments, etc.

We thought of our stewards and union officers as free-loaders with jobs that commanded no respect and that the company would treat us just as good with or without them, and were in agreement when someone said, "The union is selling us out," never the company.

Well, this was in 1978 and now we no longer have these old problems, for in October, 1978, we voted to decertify and break away from the international union. We are now non-union and no more dues!

We no longer have seniority disputes because we are placed by ability, which means whoever is the bosses' pet. And the same with overtime. Our grievance procedure is no longer slow, it is nonexistent.

We don't have an absentee problem; if you miss one day, you must have a doctor's slip, so most absentee problems were fired long ago with nobody to represent them.

Our incentives now are: Do more work or you will be disciplined for refusal to work.

All this for less money, smaller hospitalization benefits, fewer holidays and seven days without overtime, if it's an emergency — which is almost every week.

Our ex-stewards and union officers are no longer a problem; most of them have been discharged on one technicality or another, or set-up in a discharge situation.

How did this happen? Well, one night at a local tavern a supervisor I know got drunk and was laughing and bragging to a friend of his about how they got rid of the union. This is what I overheard from my booth in the tavern.

The supervisor said the company hired a union busting firm out of Chicago at several hundred dollars an hour to come in and train their supervisors and foremen in the skill of union busting, with the threat that any foreman disclosing this would be fired.

He explained that there are a lot of companies in the business (of union busting) now because they think the time is right with high inflation, plant closings, conservative Republicans and Democrats being elected, and a general fear of a job loss in a lot of plants.

He said they held a lot of management classes and were taught the following 10 rules (he held a piece of paper that he read them from and I tried to jot them down).

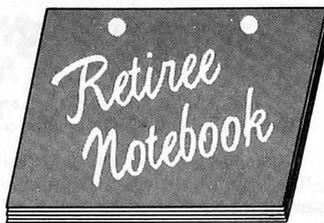
1. Try to confuse the seniority system for layoffs, move-ups and overtime to get employees jealous of one another. Then, when employees complain, send them to the union — thereby shifting the blame, even if you have to use racial or sexual disputes. Most important: create fear and mistrust.
2. Draw out grievances as long as possible.
3. Threaten employees if they file grievances or safety complaints.
4. Increase discipline for even minor offenses, to cause an overload for the union, slowing down their effectiveness on timeliness.
5. Make sure employees get all benefit books or letters on insurance benefits, pensions, etc., saying that the company gives these, not that they are union negotiated.
6. Increase management trainees or substitute foremen.
7. Get your stool pigeon-big mouth employees (every area has them) to criticize union officials and union dues. (You know who these are.)
8. Hold department meetings with employees to convince them that you agree with their problems, but that the union has to do something. (Deliberately scheduling improperly is a very good example to use in this step.)
9. Convince them that you are on their side about a job-class increase or incentives on the job, but that your hands are tied and it's up to the union.
10. Last but not least, the company must become the Big Brother, the good guy, and the union becomes the enemy by distorting the truth about the agreement. By the time the truth is known, they won't trust the union anyway.

When I heard this, I realized they followed the game plan perfectly. All of these things happened to us and they were laughing at us the whole time. So, I felt I had to write this letter to warn you how easily we were led down the road to disaster.

I only hope in some little way this will help you avoid what happened to us. Don't go back 40 years in time like we have. Are any of these things going on in your company? They may be training your management now. Beware!

I cannot sign this letter in fear of my job and family. Hopefully, someday I will be back with you without fear. It's a terrible lesson to learn.

Respectfully, An Ex-Union Brother



Blood bank contributions was a question raised at the last meeting of the sub chapter's executive board.

Monetary contributions are no longer accepted by the Blood Bank of Hawaii — only blood! Since many of our members are age 65 and over, our blood is not accepted.

Does this mean we are not protected if we need a blood transfusion in an emergency?

Brother Aaron Soong, retiree trustee from Oahu, reported that the only way is to get a relative, friend, church member, union member and similar connections to make a blood contribution in your name.

Brother Soong himself has made 100 donations of blood. Anyone who contributes 20 times automatically becomes a lifetime member of the Blood Bank.

It is too late for getting into the program if you are age 65 and over or if you are not in good health.

MEETINGS

Oahu Division retirees meet every third Wednesday of the month at 9:30 a.m. in the UPW Hall, 1426 N. School St. Lunch is served after the meetings. Miriam Leilani is in charge.

Neighbor island retiree divisions who want to list their meeting notices in this column are invited to send the information to Retiree President Max Roffman or you may call him at 396-8107.

MISCELLANEOUS

Only the Big Island, under Vice President Elizabeth Ah Chin, has a bowling league going for retirees. No interest has been shown by the other divisions. Too bad! A state competition would have been fun.

The recent legislative session was not a banner year for senior citizens. A report on what we did and did not get from the legislature is being sent to all executive board members. Retirees can get this report by attending membership meetings.

The sub chapter's executive board will hold its next meeting July 7 in Honolulu. A workshop for active retirees is also being arranged for the next day on July 8. Details have not yet been firmed up.

An "ad hoc" legislative coalition of state and county retirees has been formed. Representatives include those from UPW, HGEA, retired teachers, fire-fighters and police. Its purpose is to gear up for the 1983 legislature. Developments will be reported in this column.

Labor Schedules Unity Breakfast

A joint union Labor Unity Breakfast has been scheduled by the 1982 Labor Day coordinating committee for Friday, Sept. 3, at 9 a.m. in the Diamond Head room of the Hawaiian Regent Hotel.

Invitations have been sent to officers and leaders of unions in Hawaii to break bread together. The committee at its May 19 meeting decided that now is the time for the leaders of local unions to get together informally and start the process of combining resources to seek solutions to mutual problems.

Kula Hospital Units Hold First Elections

Two newly established UPW units at Kula Hospital on Maui recently elected their first slate of officers at separate meetings.

It was the first meetings for the two units. Enthusiasm ran high and attendance was very good at both meetings.

Gloria Hipolito will lead Unit 1 following her election as chairperson. Elected with her were Jose Vince Cruz, vice chairman, and Lorraine Gomes, secretary-treasurer.

Unit 10 elected Verna Uu as chairperson with Ernest Goo as vice chairman and Glenn Kimura, secretary-treasurer. Listed here are photos of the two units.



Kula Unit 1 officers are, left to right: Jose Vince Cruz, vice chairman; Lorraine Gomes, secretary-treasurer; Business Agent Betty De Lima who administered the oath of office; and Gloria Hipolito, chairperson.



Kula Unit 10 Chairperson, Verna Uu, center, informs members about procedures on handling complaints. To Sister Verna's right is Ernest Goo, vice chairman. Glenn Kimura, pictured at Sister Verna's left, is the secretary-treasurer.



Some of the members who attended the first Kula Unit 10 meeting are shown here. From left to right, they are: Jamie Ortiz, steward, second floor; Norman Fukushima, licensed practical nurse; Louise Corpuz, steward, fourth floor; Angela Medeiros, Para Medical Assistant I; Margarete DePonte, PMA III; and Johnnette Uwekoolani, PMA I.



Sisters Carol Jean Franco and Elsie De Lima staff the Kula Hospital linen room. They utilize their talents to make a wide assortment of needed items such as bibs, restraints and similar goods. Sister Elsie is a supervisor and Sister Carol was working for Sister Jeanette Vares who was out on sick leave when this photo was taken.