

Union Opposes Forced Labor Program

Following up on a decision made by the State Executive Board last October, a UPW rank and file committee met with State Department of Social Services and Housing officials last November 8 to advise them of the union's opposition to the "Temporary Labor Program" the Department recently put into effect. The Department failed to consult with the UPW about implementing this program.

The "temporary labor program" was mandated by Act 1 of last summer's special Legislative session and really amounts to a "forced work" program requiring welfare recipients to do public employee work at minimum wage levels. Rather than receive pay checks, the union-scale wages and all the fringe benefits provided for by the Unit 1 contract, the welfare recipients are only allotted "credit" at the rate \$2 an hour toward their welfare checks. If they don't work, they receive no welfare assistance. The State in this way has set up a new class of workers who are forced to take union jobs at sub-standard wage levels and without any of the protections or benefits of a union contract.

"This is a clear violation of our contract," charged UPW staff adviser

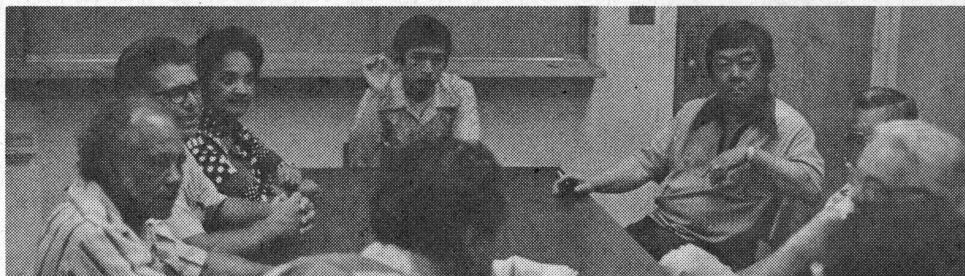
Steve Murin at the meeting with DSSH officials. "Plus it's downright degrading and humiliating to the welfare people involved. Act 1 is not a constructive way of dealing with the problem of enlarged welfare rolls."

TIED TO POSITION FREEZE

The UPW committee members quickly pointed out to DSSH officials Andy Chang, Ben Fong, Bob Shimoto and Eddie Tam that the union's stand against "forced labor" was directly linked to the UPW Convention's resolution against the Governor's position freeze, which does such a disservice to the hard-pressed, understaffed public workers and serves to "destroy pride in a great institution, the public service."

Brother Albert Spencer from DAGS pointed out that his crews are so understaffed and morale is so low that "the men don't even talk to each other any more." Over 40 vacancies exist in his DAGS section alone. Brother Bill Blake, from the City and County Recreation Department, popped the \$64 question to the DSSH officials: "If they (the employers) can get guys cheap through this forced labor program, why should our bosses fill the vacancies that exist?"

UPW Oahu Division Director Paul



UPW Committee of Oahu Executive Board members Adolph Samuels, Bill Blake, Ruby Cup Choy, Albert Spencer and staff members Paul Hong and Steve Murin meet with DSSH Deputy Chief Andy Chang and other DSSH officials to outline the union's opposition to the "Temporary Labor Program" enacted by the Special Session of the State Legislature (Act 1).

Hong agreed with Brother Blake, noting that the welfare people are being hired even if on a temporary basis, to do our bargaining unit work.

The union team suggested that the DSSH open full-time positions in the public service with union-scale wages and benefits, to welfare and other persons. "Let's give them regular jobs, instead of demeaning forced

work at below-poverty-level wages," Brother Murin urged.

The DSSH officials promised to think about that, and to round up some information on how many welfare recipients have been placed.

The union called for continued meetings and re-examination of Act 1, as well as an end to this undermining of our Unit 1 contract.

On UPW Endorsements 85% Success Rate

The UPW endorsed 103 candidates in the general election last November 5. Six were elected without opposition.

Of the remaining 97 endorsed candidates running in contested races, 83 were elected, for a 85.6% batting average!

The 14 losing candidates included Senatorial candidates Vince Yano and Ernest Heen, Jr. and House candidates Pedro Dela Cruz, Charles Kaneshiro, former House Speaker Tadao Beppu, Virginia Teipel, Peter Iha, Charles Toguchi, Richard Wasai, and James Bacon.

Norma Carr was narrowly beaten in a Honolulu City Council race. Marco Meyer lost on Maui in County Council balloting. On Kauai, Democrat Eduardo Malapit stunned in-

cumbent Mayor Francis Ching in a close race; Mayor Ching had been endorsed by the UPW and other major unions. Newspaper Guild member Alf Pratte (R) lost in his bid for a Board of Education seat.

The election of Anson Chong, Jean King, Richard Wong, Neal Abercrombie, Kate Stanley, Carl Takamura, Henry Peters, and other progressives and newcomers to State Senate and House seats should mark a better direction for the Legislature. The pressure will also be on Governor-elect George Ariyoshi and Lt. Governor-elect Nelson Doi to deal with the many problems confronting working people thanks to soaring inflation, speedups, understaffing, and major decisions concerning our economy, our State budget, and land use.

Face To Face With Ariyoshi

By Jack Konno

Recently, your State officers along with our Division Directors met with Acting Governor George Ariyoshi. The purpose of the meeting as mandated by our State PAC was to develop a closer working relationship with the Governor's office.

We voiced our many concerns to the Acting Governor, such as in the area of communication with the various Department heads. We stated that communication between the various departments and our union could stand a lot of improvement. Some of our members are blaming our union because of slow response by some department heads. They think that their Division Director is not doing anything about their question or gripe when in reality it is the fault of the State and some of its officials.

We also told Mr. Ariyoshi that it was a great injustice to employees who retire after many faithful years of service to have to wait many months before receiving their first retirement check. Why the State Retirement System takes so long to process an application is difficult for us to comprehend. We believe that our newly retired members should receive their first check no later than a month after retiring!

END THE JOB FREEZE!

It was also stated by our union that the job freeze is really hurting our members. Our members with much less staffing on their job site, are over-working themselves. Because of their dedication to their work, they are trying to get all of the work done.

Another area of concern was the State's policy of having welfare recipients working alongside our regular employees. We felt that these people should be working at other jobs which can be made available to them. We feel that



Maui Division PAC Chairman Brother "Masa" Okumura, poses with then Lt. Gov. George Ariyoshi.

any job within our bargaining unit should be done by our members and where there are job vacancies, these positions should be filled by regular employees. We are not against welfare recipients becoming regular employees if they are qualified, but there are cases where the welfare recipient, because of the number of dependents that he has, is making much more money than our regular employees. This in itself creates a morale problem within the work force of regular employees.

Acting Governor George Ariyoshi was very attentive listening to our problems, and we hope that he will be able to resolve many of them. He also stated that his is in favor of having a committee from our union that would meet with him periodically to keep him informed of areas that need to be corrected. We feel that idea is worth pursuing and we welcome the idea of a committee.

The meeting with our Acting Governor was a very pleasant one. We would like to extend our appreciation to Mr. Ariyoshi for giving us the opportunity despite his very busy schedule during the last week of the campaign.

We would also like to extend our sincerest congratulations to Governor-elect Ariyoshi and Lt. Governor-elect Doi and wish them well.



These Unit 10 negotiators sit patiently through long talks with management which are scheduled one day each week. The union team gave management 10 pages of demands. Management has responded mainly to the non-cost items and accepted only a few of the union's minor proposals.

Aiu Case to HPERB

Last November 12 the City and County brought to the Hawaii Public Employment Relations Board (HPERB) the Aiu case involving a grievance by a local refuse worker over a promotion decision. The City and County is trying to overturn a major provision of our Unit 1 contract, and all similar provisions in other union contracts. Management is asking HPERB for a declaratory judgment that its "Management Rights" section of the law invalidates our Section 16 (b) regarding promotions by seniority.

The importance of this case—which is a major attack on workers' promotion rights and job security—is underlined by the fact that the HGEA, and the HSTA have entered into the case to help defend the UPW's position.

The City and County took this route on the Aiu case rather than let the matter go to arbitration, after the now defunct Labor-Management Committee failed to decide the issue. The issue arose when a more junior employee was promoted over a few more senior employees in the Refuse Division.

The HPERB faces one of its most important decisions, one which will affect almost all the other public employee contracts.

State of the Union

by Henry Epstein

Looking Ahead to the Legislature

The 1975 session of the Legislature promises to be very interesting — and, we hope, productive.

Considering our 85% endorsement success rate in the November general elections, we're going to have quite a few friends in the House and the Senate.

An additional factor is that there are quite a few **outspoken and promising individuals** among the first-timers who got elected.

The ease with which both houses' Democratic majorities got organized seems to indicate less in-fighting in 1975.

There will still be very difficult problems for the legislators to tackle. My hope is that the combination of new and enthusiastic new-comers with the experienced old-timers will produce the right mixture to produce meaningful solutions.

OUR UPW PROGRAM

We will have a full program of legislation to present to the session. In addition, we will cooperate with the **State Federation of Labor** in their efforts to enact bills of benefit to all working people in Hawaii.

Hopefully, **Unit 10** will have a new agreement ready for **ratification** by the Legislature. If so, this will be our number one priority.

The time has come to discuss amendments to the collective bargaining law for public employees. Regardless of its outcome, the case now before the Hawaii Public Employment Relations Board dramatizes the need to **repeal the management rights section** of the law.

We also would like to see amendments to the **service fee** and **impassé procedures** sections of the act.

Health Fund contributions and **benefits** will have to be discussed. At present, these items are negotiable, but experience has shown that they can't be negotiated by one unit alone. We have been trying to nego-



tiate the rate of employer contributions in joint session, but have not been successful so far. If the negotiations break down, it may make sense to return this matter to the legislative arena.

The freeze of government positions is a continuing problem. It's time to **lift the freeze** and to have an **adequate budget** which really meets the needs of our people. Despite recommendations from the CORE committee and others, this may mean **tax reform** and **tax adjustments**.

We shouldn't be proud of the news that Hawaii is the one State which **reduced** its appropriation for higher education last year. Or that the **buildings and grounds** are **deteriorating** because the maintenance staff has not kept up with expansion.

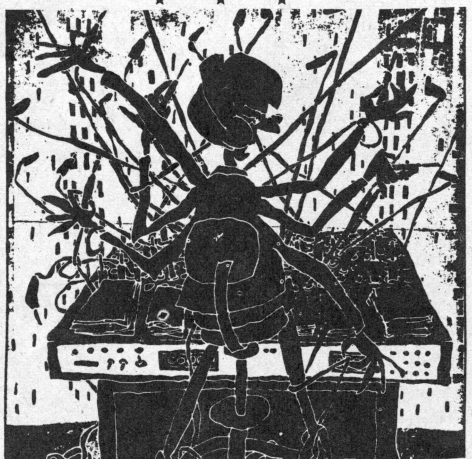
All of us are feeling the pinch of inflation, but this hits retirees more than any other group. An **adequate increase for our retired members** will have to be an important part of our legislative program.

These are some of the priority matters we will be working on at the 1975 session. We have **many other items** in the comprehensive legislative program adopted by our State PAC. In addition, we will be cooperating in the legislative efforts of the State Federation of Labor and other progressive groups.

We will make every effort to keep our members informed of the progress of our measures at the Legislature. At the appropriate time, we will need **rank-and-file lobbyists** and other support from our members and divisions.

The 1955 Legislature was the start of a new and historic era in Hawaii. It looks as if 1975 may be the beginning of another and equally historic era.

Our congratulations to the members of the '75 Legislature. We look forward to working with you in January.

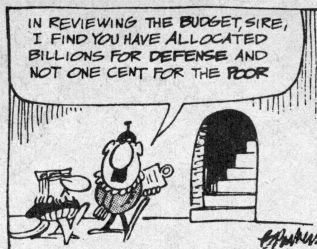


The dramatic savings for long-distance customers would have meant huge losses for AT&T owners. So to preserve its obsolete—but profitable—investment, AT&T closed the door on satellite communications for the U.S. market. (AT&T controls 80% of all U.S. phones!)

AT&T has, in effect, claimed outer space as its private domain, and often goes so far as to suggest that the wonders of satellite communications are entirely the fruits of AT&T's efforts. All of which neatly side-steps the huge cost of developing and launching satellites paid for by taxpayers—as much as \$25 billion.

In short, AT&T is willing to introduce new discoveries if they increase profits. If the discovery threatens to decrease profits, AT&T will do its best to kill the project or distort its uses.

WIZARD OF ID



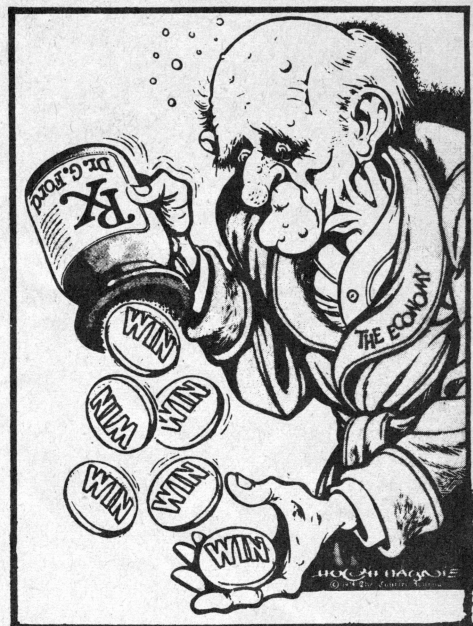
BROTHER CHAIRMAN! Ford's Anti-Inflation Plan!

What gives with WIN and President Ford's program against inflation? Does it have much of a chance of working?

Ford's program of "Whip Inflation Now" (WIN) seems to be **more hot air than substance**. It's mainly based in the false hope that workers will not try to keep their wages up with the rate of inflation and that they can be made to produce more, with no increase in pay. It contains **no program of tax reform or price and profit control**, and only warns menacingly about **possible wage controls** if unions and workers don't limit themselves.

The President's chief economic adviser **Alan Greenspan** a few months ago told an unbelieving public that stock brokers are the hardest hit by inflation—but the figures show it is the **average consumer and wage-earner who is taking the real beating**, while the corporations are piling up record profits. Wholesale prices rose 3.9% in August, the third largest increase in 35 years! An item costing \$100 at wholesale in 1967 would now cost at least \$167.40. Consumer prices have gone up by 11.8% over last year—and 13.9% for food alone.

Ford okayed \$350 million to create 85,000 low-paying public service jobs, but this is a **drop in the bucket**. As AFSCME President **Jerry Wurf** pointed out in his speech to the September 28-29 economic "summit," Ford should **reduce military expenditures**, which are really inflationary, knock off the **oil depletion allowance** for the oil giants, **close tax loopholes for the rich**, **don't cut back but increase and improve programs in education, health, welfare, manpower and other social areas open to the poor**, and create at least **800,000 public service jobs** at union wage rates and conditions, especially in cities hard hit by unemployment. Wurf's program makes more sense than Ford's, and even more than that is needed.



No amount of WIN buttons and pleas to workers to tighten their belts is going to convince the public or lessen unemployment and inflation, when a recession is upon us and the corporations are still cleaning up in profits.

Osha Poster Should Be Up

As of January 1st of next year, each place of employment in Hawaii must display a **Job Safety and Health poster** from the State Department of Labor. The poster tells about employee rights and obligations under the law.

An employer who doesn't post the information can be fined up to \$1,000 for each violation. Call OSHA to make your safety complaints or for more information or posters — 548-7511.



Consumer's Corner

Why don't new inventions and things like satellites cheapen our phone service?

They could if AT&T (American Telephone & Telegraph) would let them. But AT&T has a vested interest in preventing many new ideas in communications from being put into use.

Long distance calls within the U.S. still cost more than 20¢—in fact they usually cost more than \$1.50. Why? Because AT&T managed through its extensive contacts in the FCC, White House and Congress to have the entire satellite communications system (called Comsat) put under its control in 1962. This was quite a victory for AT&T, seeing as taxpayers had put up the initial \$20 billion necessary to develop a satellite system. In addition, though many applied, no other domestic phone companies were given seats on Comsat's board of directors.

With Comsat safely under its thumb, AT&T decided not to extend the benefits of satellite communications to its U.S. customers. The reason is simple: **billions of dollars worth of AT&T equipment would have become obsolete overnight** if satellites were put into use within the U.S.

HUNGRY POWER

Recipes for a Worker's Budget

Hamburger Noodle Bake

Try this delicious way of using hamburger. You'll need these ingredients:

- 1 lb. hamburger
- 1 clove garlic
- 1 tsp. salt
- 6 green onions
- 3 oz. pkg. of cream cheese (8 oz. if you really like the stuff)
- 1 cup sour cream (Imo is fine, and cheaper)
- grated cheddar cheese
- pepper
- 1 tsp. sugar
- 2 cans tomato sauce
- 1 8-oz. pkg. egg noodles (usually too much)

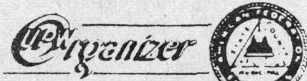
Brown hamburger, crush or chop garlic fine and mix with meat along with salt, pepper, sugar and tomato sauce. Cover, cook slowly 15 minutes.

Cook noodles and drain. Start oven at 350 degrees.

Chop onions, mix with cream cheese and sour cream (let them sit out for a while, and they will be soft and easier to mix).

In a casserole dish put layer of noodles (about 1/3). Follow with layer of onion mix (1/3) and top with 1/3 of meat sauce.

Repeat layers twice. Sprinkle with cheddar cheese. Bake 30 minutes or till bubbly. Serves 4-6.



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One of Our Union's Early Organizers

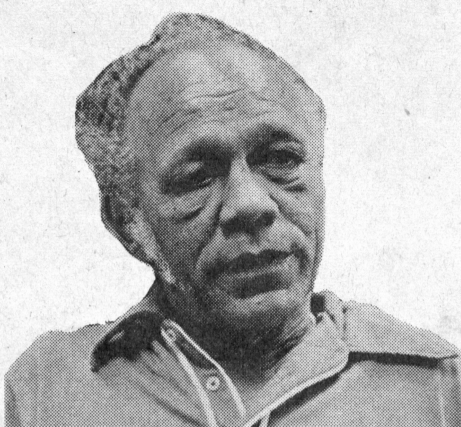
"Fighting" Samuels Named Employee of the Year

Brother Adolph Samuels was stunned last October 30—and not in any bout. He had been selected from among 23 top City and County employees to be the **Employee of the Year**. His name had been called by Mayor Fasi during an Aloha Week program at the HIC, and he had gone forward to accept the honor, which also brought him a \$250 savings bond.

"After so many years of fighting, you sometimes think you don't know anything but work and grumble, and then something like this happens and makes you feel good. I helped my fellow workers, and they helped me. We cried and laughed together, won some and lost some. But we have come a long way!" These were Brother Adolph's thoughts about the honor given him. Twenty years ago he would have thought it all so impossible, as he worked on the early organizing drives of the **United Public Workers** on Oahu.

Brother Samuels is a union man. He is proud he is Puerto Rican and proud of his people's history in Puerto Rico and in Hawaii. From his first years on Ka'u plantation on the Big Island, where he was born in August, 1917 — one of 9 kids — he saw oppression and hated it. His father was a mule-skinner or stableman. The possibility of his father's being drafted into World War I badly worried his mother, who eventually had to be hospitalized because she was losing grips with reality. At age 3 months, Adolph went to live with his grandparents.

As a young teenager, Adolph heard the big plantation boss tell his ailing, 70-year-old grandfather that if he couldn't work, he and his family would have to move out of the plantation housing. 12-year-old Adolph quit school and went to work cutting and hauling cane to keep his grandparents from being evicted. For his 10 hours of work each, Adolph earned \$9 a month. After 2 years of field work, Adolph got a job in Honolulu at the Agricultural Experiment station in Makiki, for a dollar a day, with housing provided. During the depression, his wage was cut back to 85¢ a day. He supported his grandparents on this meager wage, and they had their own cow, goat and garden to supplement their income. In 1933 he started boxing as an amateur and turned professional in 1935. In 1937 he held both the featherweight and bantamweight championships.



ADOLPH SAMUELS, proud to be Puerto Rican, proud of his union.

In 1937, at age 20 Adolph moved to Ewa Plantation where he earned \$3.20 a day as a cane loader operator, getting married to Queenie Santiago of Honolulu in 1938. He and Queenie eventually had four children — their "little empire", as Adolf calls their family: Judith, Antoinette, Calmito, and Adolph, Jr. (Adolph now has 5 grandchildren as well!)

Adolph always stood up to his bosses. In 1941 when his Ewa overseer said he could get no mo' raise because he was "wasting too much time boxing," Adolph threw in the towel and quit his plantation job, landing a crane operator's job at Pearl Harbor. He worked there during the boom of the war years, earning as much as \$110 a week. His boxing career was also soaring during the war; he fought some 48 fights and established his reputation even more. Adolph had some complaints about his military bosses: "They treated all of us like a bunch of spies, as if they were at war with us local guys." Nevertheless his higher earnings enabled him to buy some properties in Kaimuki, and later he was able to sell them and buy a nice home where he lives today in Kalihi Valley.

PUBLIC SERVICE

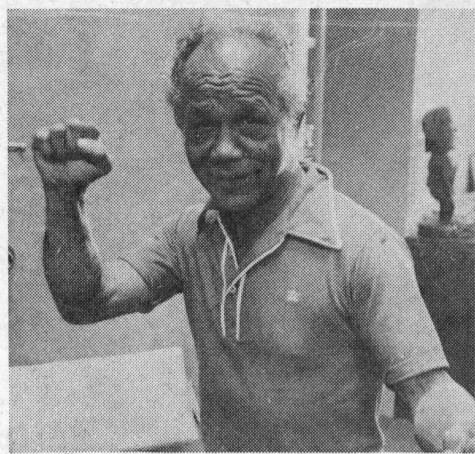
"After the war, the military let us go, put us in a jeep, took us to the main gate and gave us a shove — they didn't need us anymore," Adolph remembers. So in 1949 he began work as a laborer in the Honolulu refuse department for \$276 a month. Refuse boss Sonny Hart was a "tough guy who had to have it his way." For three months Hart had Adolph sweeping roads before promoting him to refuse helper.

Samuels' attraction to the UPW came about in an odd way. He heard Sen. Ben Dillingham say "There are rumblings on Atkinson Drive (ILWU headquarters) about a government workers' union." Adolph decided to go down there to investigate, and walked into a small office where he saw Henry Epstein talking to a few Maluhia Hospital workers. He was impressed how Brother Henry listened to their complaints and offered advice and kokua. This was in 1953 or so, at the height of the red-baiting McCarthyism days. Adolph thought, "if this is communism, it may not be all that bad." He introduced himself to Henry saying "if you think you can use me, give me a ring." Four days later Henry and Oahu organizer Max Roffman visited Adolph at home, and plans were made for organizing the refuse yard.



ADOLPH in his prime—Featherweight and Bantamweight Champion—and plantation worker.

The going was tough at first. The UPW had only 17 members out of 260 refuse workers in the beginning, and many workers would jokingly refer to Adolph as "comrade." But with the help of workers like Joseph Broad, John Mitchell, James Kahele, Pablo Manlapit, Jr., and Jesse Manlapit, the union's membership grew at the yard. The union fought for safer trucks, higher pay, the right to go to one's own doctor when sick, and other grievances involving discipline and dismissals, and soon it had the respect of many workers and of the supervisors and politicians. Sonny Hart at first would glare at Max or Henry if they came to the yard to speak, and tell Adolph, "Why are you listening to these mainland haoles? You don't have any education. They'll just get



STILL FIGHTING after 47 years working and 14 years of boxing.

you in big trouble." But Adolph continued his work and organizing and Sonny Hart mellowed with time.

Adolph also helped his wife Queenie organize the University of Hawaii custodians, and aided in organizing the Kaimuki fire station, the Board of Water Supply, Ala Moana yard and the first two members in the State Court House building.

Brother Samuels was an active participant in the 1970 UPW walk-out and protest at the State Capitol. "We had to show some muscle then if we were to get any pay raise or real collective bargaining." When the refuse workers walked out in May, 1972, Adolph supported it. "We showed we meant business and that we wouldn't sit back and accept extra workloads and be disciplined for sticking up for our rights."

Adolph lost a lot of friends in the early days of struggle; even some of his relatives were down on him. "You can't keep me from saying the truth. I'm thankful for the award from the Mayor, but our problems are not over. We have much still to do with our wages so low and inflation so high. There'll be others like me in the future who will keep up the fight."

After 47 years of working and 14 years of boxing, Brother Adolph, a UPW State Executive Board and Oahu Division Board member, says he's "had it", and aims to retire in June, 1975. His life has added much to our union's growth and success and has been a real boost to all the working people of Hawaii. The City chose well in according Brother Adolph Samuels the honor of being its Employee of the Year.

Indochina: The War Continues

Most people probably think the Vietnam war is over, since the Paris Peace accords were signed over a year ago. But real peace has yet to come to Indochina.

Over 1 million people have been killed, wounded or made homeless in the fighting that continues to rage through Southeast Asia (Senate Subcommittee on Refugees Report, 1/27/74). In both Vietnam and Cambodia, the newspapers report more ground combat, air strikes and rocket attacks, and the cease-fire may totally collapse before too long, since the Saigon government of General Thieu seems determined to violate it.

U.S. military aid continues to be pumped into Saigon and Cambodia to prop up the dictatorships there—to the tune of \$3 billion a year! This is more than 40 times the total amount of money being spent by the government for research into

diabetes, kidney disease, aging, infant death, and other major diseases.

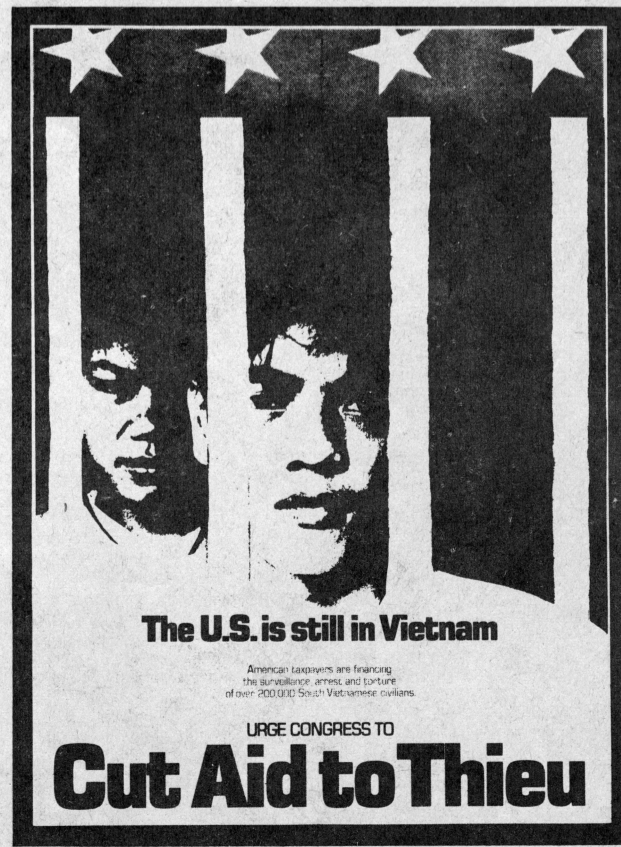
The U.S. aid to Indochina is hardly humanitarian. "Most of the aid through the years has been swallowed up by the generals, the President, and by the top officials and only maybe 1% of the aid reaches the hands of the common people" (New York Times, 8/19/73). Senator Alan Cranston of California has stated: "We are subsidizing systematic killing, torture and imprisonment with money that rightfully belongs to our cities, our poor and our elderly. . . There seems to be no end to our involvement in the grindingly brutal system of oppression perpetuated by President Thieu (South Vietnam's President)" (Congressional Record, 3/19/74).

There have been several news reports of South Vietnamese government troops launching

major drives into territory held by the Provisional Revolutionary Government (PRG), despite the peace accords. Many reporters on the scene have felt these raids and evacuations of government posts by Thieu's forces were designed to get more military assistance from the U.S.

Thieu's violations of the cease fire are matched by his refusal to release the more than 200,000 civilian political prisoners, including countless children, his regime holds in rotten prisons and "tiger cages."

Our tax dollars are financing this police state and help continue the warfare and bombing in Vietnam and Cambodia. Let's let our Senators and Representatives know we want this aid for warfare and prisons in Indochina cut off. Last year public pressure helped to chop \$1 billion off the aid payments to Saigon.



HOSPITAL DIVISION NEWS



State Director Henry Epstein, flanked by our rank-and-file bargainers, lays out the union's demands to management in opening round of negotiations on November 11.

HOSPITAL DIVISION DECEMBER MEETING SCHEDULE					
ST. FRANCIS	Mon., Dec. 2	7:00 p.m.	UPW Hall		
PALAMA SETTLEMENT	Tues., Dec. 3	11:30 a.m.	Palama Settlement		
STEWARDS TRAINING	Tues., Dec. 3	6:00 p.m.	UPW Hall		
DIVISION EXEC. BOARD	Tues., Dec. 3	7:00 p.m.	UPW Hall		
HALE NANI	Tues., Dec. 10	4:00 p.m.	UPW Hall		
KUAKINI	Wed., Dec. 11	4:30 p.m.	Kuakini		
KAHUKU	Wed., Dec. 11	3:30 p.m.	Kahuku		
WAHIAWA	Thurs., Dec. 12	3:30 p.m.	Wahiawa		
POHAI NANI	Tues., Dec. 17	3:30 p.m.	Pohai Nani		
QUEEN'S	Thurs., Dec. 19	7:00 p.m.	UPW Hall		

QUEEN'S TALKS GET UNDERWAY

Our largest hospital unit, Queen's Medical Center workers, opened perhaps their most important contract talks in their history last November 11 in the management conference room at the hospital.

The union team, led by unit chairman Tommy Yontanza and many of the unit's long-time veterans, is going all out to gain a union shop, or some form of union security. Queen's is the only organized hospital at which the union has not been able to gain some form of union security, even though Queen's own Directors often manage companies or corporations outside the hospital which do have union security contracts.

Another big issue in the talks is parking, since recently the workers lost parking spaces owing to the construction of a professional building. The Queen's workers want parking provided free of charge to them once the building is completed.

On wages, the union is seeking a 15% wage hike plus a cost-of-living clause to protect against future increases in the cost-of-living.

Other bargaining goals include: increase in the night shift differential (to \$50), improvement in retirement

plan benefits, vacation leave, holiday pay, funeral leave, sick leave, overtime, and medical and dental plans (fully paid for employees); three additional holidays; and more job protection in discharge and discipline cases. New proposed language would allow employees to refuse to perform work which is dangerous.

The union negotiators also want to gain three 2-hour stop-work meetings a year, on paid time; several reclassifications; paid meals for some employees and when overtime is required; and an increase in the differential for Puuhonua or Kekela wards (to \$20).

State Director Henry Epstein and Hospital Division Director Sister Evalani Subee are also assisting in the talks. Brother Henry is the chief spokesman. The present contract expired on November 30, 1974.



REFUSE TO BUY NON-UNION PRODUCTS

Steward's Corner

By Steve Murin, Unit 1 Contract Implementation

Yonemori Promotion Grievance Arbitration at Wahiawa

The first arbitration case for the members at Wahiawa General Hospital was argued recently and concerned the selection of an employee for promotion. Two workers, both UPW members, applied for the vacancy to the position of KITCHEN HELPER. The selection of the junior employee for the position was taken up as a grievance but was not resolved to the satisfaction of the senior employee, Sister Janet Yonemori, or the Union.


UPW Staff member Brother Steve Murin was assigned the job of handling the arbitration case under the terms of the contract. The parties agreed on veteran arbitrator William B. Cobb and the case was heard in an all-day session attended by officers of the Wahiawa Unit and Janet Yonemori.

THE TWO POSITIONS

The management spokesman, Robert Wilson, Assistant Administrator, said the issue was simple: Management needs a worker to fill a position; management considers the qualifications of all applicants; management decides and management makes the selection based on who it thinks is best. In this case management decided that promotion from within the department takes precedence over seniority in the institution.

The Union's position was that it was not a matter of departmental versus hospital-wide seniority. The issue was that Hospital management had violated the Section 1 obligation to recognize the Union as the sole representative for all covered employees for purposes of contract administration of wages and conditions of work.

The Union spokesman contended that Section 1 compels the Employer to include the Union in the selection process which leads up to the decision of who gets the promotion. Section 1 does not



Steve Murin

mean that there has to be agreement on the actual selection but that there must be participation by the union or there is no compliance with the Section 1 mandate.

Brother Murin continued that if and when the Union is consulted and involved but not satisfied with the selection finally made by management, then the Union has the right to proceed to grievance and arbitration. "But," he said, "the entire section on grievances and arbitration is meaningless where management assumes that all direction of employees, including their positions, wages and conditions of employment, remains exactly what it was before the employees chose to be represented by the Union. He cited an arbitration decision before another arbitrator in which the decision made in a Lihue Plantation-ILWU dispute was in favor of the ILWU because management changed the job content of a contract-covered position without consultation with the ILWU.

UPW VS. MANAGEMENT

Unit Chairperson Loretta Dela Cruz, the grievant Janet Yonemori and Dietary Stewards Violet Kim and Pat Ramos all testified for the Union. Sister Violet Kim cited as evidence of management's attitude the fact that a notice was posted on the bulletin board announcing the fact that the arbitration hearing was between Yonemori and the junior employee. "We resented that because the way we see it, this is not a case of one member against another member. This is a case of UPW vs. Wahiawa General Hospital. We are trying to get the boss to respect the contract; we are not fighting the other sister who got the promotion."

Arbitrator Cobb has the case for study and will give his binding decision in writing to both parties.



UPW Queen's negotiators face management across the table.

Elections Delayed

Representation elections at Child and Family Service and Waimea Clinic (Kauai) have been delayed. Management at Child and Family Service, an Aloha United Way agency, asked for a full hearing on the details of the unit's composition and the election, following which an election date could be set.

Waimea Clinic management, at the last moment, got the election called off on the day of the election, announcing that they felt the Clinic should come under the National Labor Relations Board and not the Hawaii Employment Relations Board, which had originally scheduled the election. Therefore, the NLRB is now deciding whether it has jurisdiction and whether it should conduct the election. These delaying tactics are being used more and more by bosses who don't want their workers to have union representation, but it is doubtful that they will succeed in these two instances which involve the UPW.

convalescent center talks to begin soon

The Convalescent Center's present contract expires next January 29, and unit representatives are engaged now in mapping out their demands for the upcoming talks.

Leeward Hospital office workers, Molokai Hospital, Kapiolani Hospital, and Palama Settlement also will have their entire contracts up for renegotiation soon, so our Hospital Division staff and members will be very busy over the next few months.

Why boycott grapes and head lettuce?



Because in one year 900 farmworkers die from pesticides—while picking the fruits and vegetables you eat.

"END POSITION FREEZE" RESOLUTION PASSED**Sam Hao Wins Oahu PAC Post**

DAGS unit chairman Brother Sam Hao, Sr., won the Oahu Division's Political Action Committee chairmanship in a close election last November 14. Brother Hao is 65 years old and aims to retire next January. After his election, he told Oahu Division members he would give his most to the job and use his many acquaintances among the Legislators to the best benefit of the union. "I'll be down everyday at the Legislature to work for the union's program," Brother Sam told the members.

Brother Hao, nominated by Sister Emily Costales, got 20 out of some 57 votes cast. Refuse worker Benny Rodrigues had 17 votes, Sam Bush of the U.H. Manoa campus took 14 votes; and Brother J.B. Souza, Waimano worker and Unit 10 chairman, received 6 votes in the balloting that took place during the Oahu Division meeting that night.

In other business, much discussion occurred over the question of group life insurance and whether our retirees will have their benefits reduced,

or whether everyone's premiums will have to be raised to help the insurance company to continue to make a profit. The State Executive Board will decide this issue next January. (All comments are welcome.)

The Division officers are also planning happy-hour pre-holiday parties on December 20 and 27, 3 to 6 p.m. at UPW Hall, for division and unit officers. The Division commended Brother Adolf Samuels, Honolulu's employee of the year, and gave him a \$25 check and other mementos.

Division members meeting as the Oahu Political Action Committee voted unanimously to approve a resolution offered by Parks worker Bill Blake for an end to the State's and County's policies of position freezes and understaffing, and a campaign by the union to bring this about. It urged that the union make this issue, together with fully employer-paid dental medical plans its first priority for the 1975 Legislative program. The State PAC has accepted this recommendation.

Halawa Jail Guards Meet on Jobs

Halawa Jail officers (left to right) Brothers Clifford Chastian, Eugene Mariano, and John Wofford meet to discuss their unit's position on the transfer of the Jail to State control, and how this will affect their seniority and other work conditions. Negotiations are now going on with management on these questions. B.A. Wilhelm Cordes is assisting the rank-and-file team, and Brother Norman Kam, a guard, is also on the committee.

Seniority Protected In C&C Ambulance Unit

Last month our Ambulance specialists ratified a change in the Unit 10 contract that added a new paragraph to Section 55.03. This paragraph stated that "Departmental seniority shall mean an employee's continuous length of service within the Health Department of the City and County of Honolulu."

A following paragraph provides for annual selection of work unit and shift assignments according to departmental seniority, and deals with the situation when a whole new work unit is formed. In the Ambulance service, due to training opportunities in the MICT program, a whole new MICT unit will be formed, but only after most Ambulance personnel have completed advanced training.

Six (6) vacancies now exist for MICT supervisory positions. The Department wanted to promote 6 persons who had received the MICT training for these positions. But the union, represented by Ambulance unit leaders and B.A. Bob Chang, argued successfully that the 6 positions be kept open, and filled only by temporary assignment at this time, in order to give everyone an equal opportunity for the positions.

Not everybody had had a chance to complete the advanced training for MICT work, and the first few classes of 9 employees each contained many more junior employees selected only by the Department. The union urged that seniority be based on the date of entry into the Department and not based on an employee's date of entry into the higher class. In this way the senior employees would have a chance at the promotions. State Director Henry Epstein was instrumental in getting the Department to agree.

Beginning last April and through June, the union's rank-and-file team, assisted by B.A. Chang, negotiated an agreement with management on the process of selecting personnel to go the advanced training classes. Seniority in the Department was to form the basis of the decisions as to who went and in what order.

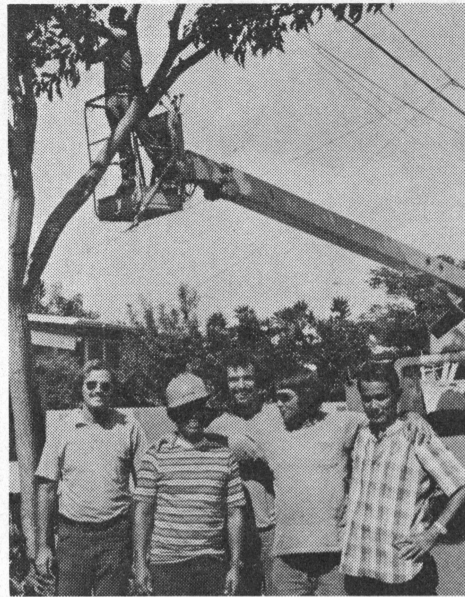
After that, the union succeeded in obtaining a reclassification of Ambulance workers from Ambulance Service Specialists (SR 12 thru 16) to Emergency Medical Technicians I-V (SR 12 thru SR 19). These workers formed the EMT class. Those receiving MICT training will be eligible for the MICT class and eligible for promotions to supervisory positions on the basis of their overall seniority in the Department, rather than the length of service in that particular new class.

The UPW urged even higher classifications for the EMT and MICT workers, with salary ranges from SR 16 thru SR 22, but management rejected this proposal after an administrative appeal hearing on September 16. The union felt the higher classification would provide a good career ladder, enable the Department to attract and hold qualified personnel, and improve the quality of emergency care on Oahu. But management said the proposal was "out of line" and "inconsistent" with other related classes—though, as the union quickly pointed out, there are no other related classes. The union based its request on comparable wage rates for police and firemen, who also do emergency and rescue work.

In these negotiations, Ambulance unit officers George Apela, Russell Henion, and Norberto Magno played leading roles.

OAHU DIVISION NEWS

D.O.T. Airport Groundskeeper Chun Kwan Kim retired last month at age 70. Many years of happy retirement, Brother Kim!



This hard-working Recreation Department tree-trimming crew pauses from a Moanalua assignment to pose for this picture: from left to right, Brothers Bob Chamberlain, Joe Palacat (Foreman), Tim Keen, Albert Gilding, and Tim Reyes. Up in the tree, Brother Lawrence De Soto continues his pruning and cutting. These workers' biggest complaint was that their wages were too low, and they looked ahead to the next contract talks.

IN MEMORIAM

Alfred Ihu (retired)—Maui

10/13/74

Ceceila Camacho (spouse of member Antone Camacho)—

Oahu 11/12/74

Robert Sagawa (retired)—

Oahu 11/6/74

Lawrence De Costa (spouse of member Margaret De Costa)—

Oahu 11/11/74



These D.O.E. Cafeteria Workers get an early start planning their unit's Christmas party, assisted by B.A. Julia Tsugawa (center).

NO ACTION YET FROM STATE HIGHWAYS**DOT Workers Get Temporary Hazard Pay for Haleiwa Harbor Work**

In early January of this year, Oahu was ravaged by a bad rain storm and flooding. Haleiwa Boat Harbor suffered major damage and dislocation of its docks, catwalks and utilities, and our State workers in the Department of Transportation and the Department of State Highways joined in an operation on January 7 to repair boat harbor conditions.

The workers had to make temporary repairs to the floating berthing docks and catwalks under extremely heavy surge conditions. The union requested a hazard pay differential of 25% for the workers involved, but Department of Personnel Services Director James Takushi ruled that the main danger to the workers was from crushed fingers and other similar injuries, since the heaviest wave action had subsided and the breakwater moderated the subsequent wave action. He noted that a lookout had been posted, and that the employees wore no life vests and were not secured by safety lines.

He ruled that a 10% hazard differential would be "more appropriate". The union maintained that the men were still in danger of being thrown off the docks and possibly drowned in the turbulent water.

The five DOT workers who received the 10% hazard pay for their work January 7 are: Brothers Tadashi Haruguchi, Albert Hussey, William Kahuna, Jitsumi Masaki, and Peter Wallace.

STATE HIGHWAYS STALLS

Meanwhile, the State Highways Department has not even processed the union's request for a hazard differential for its workers who were involved in the same work at Haleiwa Harbor. According to union B.A. Bob Chang, this delay indicates either a weakness in the Department's administrative set-up or a lack of responsiveness to workers' needs on the part of the Chief Engineer. The union hopes for speedy action on this matter.

OAHU DATES TO REMEMBER

December 1, Sunday Oahu Christmas Party—9:30 a.m.-11:30 a.m.—Fort Delicatessan (free to all members and their families)

December 4, Wednesday Oahu Stewards Council—7 p.m.—UPW Hall

December 5, Thursday Executive Committee—7 p.m.—UPW Hall

December 19, Thursday Retirees Meeting—9 a.m.—UPW Hall

December 20, Friday Pre-holiday Party—3-6 p.m.—UPW Hall (division and unit officers)

December 27, Friday Pre-holiday Party—3-6 p.m.—UPW Hall (division and unit officers)

NOTE: There will be no Division membership meeting in December. The next Division membership meeting will be on January 9, 7 p.m. Your Division staff and officers, and your front office staff, join in wishing all of you a happy and safe holiday season. MERRY CHRISTMAS AND A HAPPY NEW YEAR!

Maui, Lanai and Molokai UPW-Endorsed Candidates Elected

The Maui Division PAC is extremely happy over the results of the recent elections. 89.47% of the endorsed candidates were elected to office.

We scored 100% in the following endorsements: U.S. Senate, U.S. House, State Senate, State House 5th District, Office of Mayor, and Governor and Lt. Governor.

In the other races, we scored 1 out of 2 in the State House 6th District races; and in the race for County Council we scored 7 out of 8. This comes to 17 endorsed candidates elected out of the total 19 that were endorsed.

All this was done through the help of all of our members and their families and friends. Congratulations to all of the elected candidates!

In Case of Auto Accidents

We again would like to remind our members who are now presently covered under the Union's Mass-Marketing auto insurance program as to what to do in case of an accident.

Maui UPW members are asked to call the Maui Realty Co. at 244-9036 and ask for Mr. Tanaka who represents the insurance company. For UPW members on Lanai, Molokai and Kalaupapa, if you get into an accident, you are asked to call this number in Honolulu—531-4666—and reverse the charge. These are the services provided for you. Make every effort to take advantage of them.

Remember, don't call the UPW Office when you have an accident. We will not be able to help you with your claim. You must contact the proper people who can help you in time of need.

Mahalo to Big Island for Bowling Tourney

By Sister Blanche Hew,
Maui Division V.P.

The Maui Division UPW members who participated in the recent State-wide Bowling Tournament, held in Hilo on October 25 and 26, would like



Brother Charlie Iwata, State PAC Chairman, and Brother "Masa" Okumura, Maui Division PAC Chairman, stand beside billboard with names of all UPW endorsed candidates at the UPW Hall in Wailuku.



Senator Mamoru Yamasaki poses for the cameraman after filling his plate. Other candidates follow in the back of him.



Brother Ray Maldonado and his "Mixed Breeds" provided the entertainment for the "Meet the Candidates" party for the UPW endorsed candidates at the UPW Hall on October 27. More than 100 turned out to meet the candidates.



Mayor Elmer F. Cravalho takes time out to chat with UPW members at "meet the candidates" party held at the UPW Hall in Wailuku.



Brother Noah Leong of the UPW Transportation Unit shakes the hands of Lt. Governor Ariyoshi.



Members help out at party for UPW endorsed candidates held at the UPW Hall on October 27. From left to right are: Sister Gerri Ah Sam who chaired the cooking responsibility; Brother Warren Shimabukuro, who assisted in the serving; and Sister Myrtle Kong, who assisted in cooking preparations.

Christmas Greetings!

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

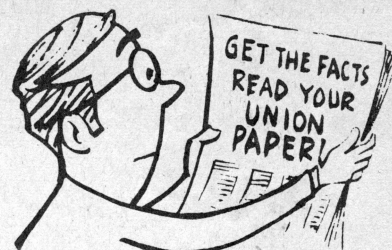
Perhaps we should pause for a moment and thank the Almighty for all the gains that we have made in the past and ask for guidance and hope for a better tomorrow.

No Meetings In December

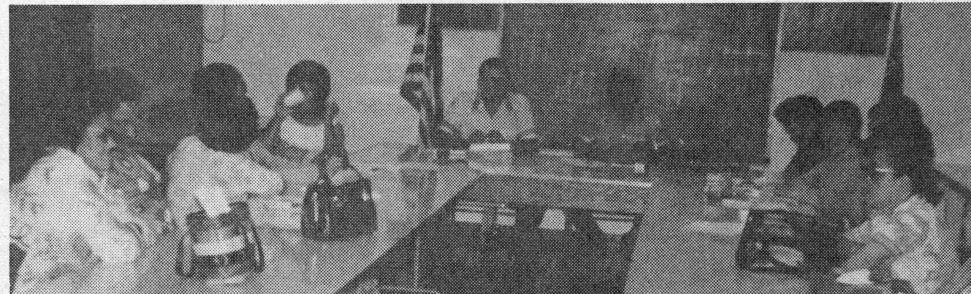
As in the past years, the Maui Division Executive Board has approved the cancellation of all Unit meetings during the month of December. This will give members time to be with their families and do their shopping.



Sister Blanche Hew, Division V.P., presents check for \$25 to Sister Gerri Ah Sam, Chairwoman of the new Associate Services Unit.



UPW members of Maui Memorial Hospital who retired within the past 2 years were feted at a party at the UPW Hall by their fellow workers last October 24. They were each presented with leis and a silver platter. Seated from left to right are: Primitivo Bagasol, PMA III—22 years; Sister Helen Ulep, PMA III—16 years; Sister Sarah Correa, Inst'l Worker—7 years; standing left to right are: Brother Takeo Otsubo, Bldg. & Grounds Supervisor—35 years; Sister Katsumi Aoki, PMA III—17 years; Brother Leon Monios, PMA III—29 years; Sister Sueo Abrew, PMA III—17 years; Sister Olga De Ponte, PMA III—17 years; and Brother Pedro Agudo, PMA III—22 years of service. More than 80 members turned out for the party.



LPNs from Maui Memorial Hospital and Kula San attend a special meeting called by Division Director Al Carvalho, together with Brother Joe Barrozo—our Maui Division Unit 10 member on the State Negotiating Committee, to discuss the progress of a review of Para-Medical Assistant classifications.

HAZARD PAY FOR FIRE FIGHTING

Something must be done to speed up payments on hazard pay differentials whenever employees are involved in fire fighting activities. The extremely long waiting period of one year or more for payments is just too damn long.

A recent letter from the Department of Land & Natural Resources, Forestry Division, expressed regrets

for the "unduly long" delay which they claimed was due to "heavy workload faced by the operating divisions" that process the requests.

Two fires occurred in October, 1973, and another last March, yet our members at this writing still had not received their hazard pay for the time they spent in fire-fighting.

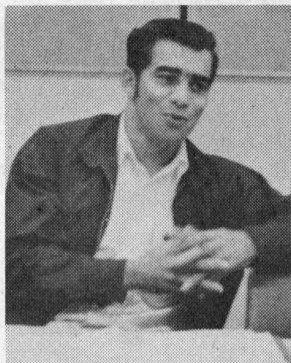
Union Fights Downgrading of Member

KAUAI

By Brother Gary Rodrigues

One sunny day in September, 1971, information that Brother Gerald Naumu was downgraded from Equipment Operator II to General Laborer II reached Kauai and Brother Naumu via the coconut wireless. Naumu immediately called the Union. He was advised to ask his supervisor for a copy of the official action which showed the downgrading. On September 3, 1971, two months after Naumu was downgraded, George Niitani, Naumu's supervisor, sent him a memo with a copy of the letter which the Department of Personnel Services (DPS) had sent to Sunao Kido, Department head of Land & Natural Resources, informing Kido that Naumu was downgraded as requested by the Department of Land & Natural Resources (DLNR).

Upon checking, the Union found out that Niitani had known about Naumu's downgrading for two months, but had withheld the information from Naumu, probably because he thought that if he held it back long enough, the time limit for appealing the downgrading would expire and Naumu would be forced to accept it.



Brother Gary Rodrigues

On September 8, 1971, a letter was sent by the Union to James Takushi, State Personnel Director, asking him to conduct an Administrative Review of Naumu's downgrading. The Administrative Review was requested because the Union felt that the information submitted to the DPS by the DLNR was erroneous and incomplete.

An Administrative Review was conducted, but the DPS decided that the new information submitted by the Union could not be considered in the review. Since the review failed to resolve the downgrading to the satisfaction of the Union, an appeal was filed with the State Civil Service Commission on December 9, 1971. Due to some extenuating circumstances, the Commission did not hold a hearing on the matter until January 26, 1973.

MANAGEMENT'S CASE

The DPS presented its case to the Commission and stated the main reasons for downgrading Naumu were based on:

1. A revised job description submitted by the DLNR for Naumu which showed that Naumu was performing the duties of a General Laborer II.
2. DLNR time sheets for the months of November and December, 1970, which showed that Naumu was performing General Laborer II duties.
3. The DLNR statement said that there was no further need for an Equipment Operator II because the one existing Equipment Operator IV could handle all the equipment needs of the Department.

THE UNION'S FACTS

The UPW presented its case on behalf of Naumu based on the following facts:

1. In March, 1970, Naumu submitted a revised job description which showed that he had been performing the duties of an Equipment Operator III & IV for many years.

2. On June 5, 1970, a meeting was held with Andrew Seki, DLNR Personnel Officer and several other Department officials. The purpose of the meeting was to discuss Naumu's reclassification to Equipment Operator III.

FINAL ARGUMENTS

In its final arguments the Union pointed out that the facts make it clear that the DLNR deliberately planned the downgrading of Naumu from Equipment Operator II to General Laborer II and also used the DPS to downgrade Naumu by supplying erroneous and incomplete information.

The DLNR presented a short statement to the Commission. The statement claimed that the arguments made by the Union were not germane to the issue and to discuss such arguments would only tend to confuse the issue. The Department's representative also stated, without blinking an eye (!), that if the Union feels that Naumu had been treated unfairly, they would be willing to discuss the problem provided the Union would follow the required procedure.

NAUMU AND UNION WIN

In a letter of October 11, 1973, the Chairman of the State Civil Service Commission, Mr. Victor Punua, informed the Union that the Commission had ruled in favor of Naumu and the Union. The decision meant that Naumu would be reinstated to Equipment Operator II retroactive to July 16, 1971. A copy of a letter that was sent to Sunao Kido pointed out that the Commission had made the following determinations:

1. The issue was not whether or not the position was properly classified as a General Laborer II on the basis of its assigned duties and responsibilities. Instead, the issue was one of whether the change in assignment of duties and responsibilities was reasonable and proper.
2. The Equipment Operator services for the State Parks Division, Island of Kauai, cannot be fully met by an existing Equipment Operator IV which the DLNR had claimed was possible.
3. Untrained and unqualified personnel other than Naumu are being assigned to operate motorized equipment.
4. In a letter of May 8, 1973, to the Commission, Sunao Kido, provided some background for the change in duties and responsibilities; however, it did not fully answer the Union's claims at the hearing, which were not rebutted by the DLNR staff at the time.
5. The circumstances relating to the reassignment of Naumu's duties were improper and that Naumu was treated unfairly.

In closing, the letter to Sunao Kido stated that the Commission directs that the work of Naumu be restored to that of an Equipment Operator II and, further, "the Commission hereby rescinds the classification action of the Director of Person-

nel Services taken on Naumu's position and Naumu is therefore restored and retained in the class of Equipment Operator II."

The letter sent to Sunao Kido meant that the Commission had agreed with the Union's presentation of the facts. It also meant a smashing victory for Naumu and the Union.

THE BOSSES NEVER GIVE UP!

A couple of weeks after receiving the Commission's decision, the Union called Andrew Seki of the DLNR to find out when the decision would be complied with. The reply from Seki was that the Department had decided to appeal the decision to the Court. The reply was very interesting because it brought to light what the Union had suspected all the time: since Naumu would not let the Department push him around, they were going to get him.

After doing some checking, the Union also discovered that the Civil Service Commission had informed Sunao Kido in early April, 1973, of their decision, but he refused to accept it at that time, so they tried from April to October of 1973 to convince him that he should accept the decision. After failing to do so, the Commission sent him the decision in writing.

On November 28, 1973, the Union wrote to Governor John A. Burns informing him about Sunao Kido's refusal to comply with the decision rendered by the Civil Service Commission and also asking him to order Kido to comply with the decision. Since Governor Burns was on sick leave at the time, the Union expected the acting Governor to take care of the matter. Since the Union received no answer from the acting Governor, the matter was referred to the Ombudsman. During the period of December 1973 to May 1974 while the Ombudsman was trying to have the DLNR comply with the Commission's decision, the Department met with the Commission to try and have the decision amended or reversed. The Department's efforts failed.

(TO BE CONTINUED ON
NEXT ISSUE)

HAWAII

Big Island Division Commended on Endorsements

By Jack Konno, State President

We would like to commend the Hawaii Division of the UPW for battling 1,000 in successfully getting all of their endorsed candidates elected. I believe that we were the only union on the Big Island that had made an endorsement for every race and ended up with a perfect score. We would like to admit, though, that in many of the races, it was a known fact which candidate would win.

The only close races we felt would be for the 4th Representative District and the one vacant County Council seat. As it turned out, the Mayor's race was much closer than we had anticipated. For the 4th Representative District where we had endorsed former Representative Minoru Inaba, he won by only 167 votes.

We felt that the real action would be over the one vacant County seat and had predicted that race to be very close with former Councilman Jimmy Souza running against our endorsed candidate Andy Levin. Mr.

Souza had received endorsements from the two largest unions here, and many were predicting that he would be the winner in that race. But our endorsed candidate, Andy Levin, deserves a heck of a lot of credit for the very aggressive campaign that he waged. Because of his vigorous efforts, even to the extent of walking around the island, he won by a very large margin of 3,127 votes. We predict a great future for this former Legal Aid attorney, a man who is humble, sincere and dedicated to doing a good job as a Councilman.

We also look forward to working closely with our new Mayor-elect Herbert Matayoshi. He has been called indecisive by one Councilman, but we believe that as Mayor he will be decisive and will govern the affairs of the County in an effective and fair manner.

To all the candidates who won, we wish to extend our heartiest congratulations and look forward to working closely with all of you.

We would also like to extend our Aloha to all those candidates who lost. The calibre of the many candidates this year was of the highest level, and it was a very difficult task evaluating the candidates and deciding whom to endorse. Because of the quality of the many candidates, we believe that the present incumbents should take heed of the closeness of some of the races. This really is the message from all of the constituents that incumbents should give their utmost while in office and not become complacent after being elected continually.

We would also like to extend our appreciation and gratitude to the members of some of the affiliate unions of the Hawaii State Federation of Labor. Although the response was not as great as we had hoped for, those that turned out for canvassing did a good job, and we hope to continue working together with all of you under the banner of the Hawaii State Federation of Labor. Our Mahalo to all of you.



UPW State President Jack Konno.

Due to unforeseen circumstances, no Children's Christmas party will be given this year by the Hawaii Division.

All Big Island Unit meetings in December will be subject to call. Our Division Director and Officers wish each and every one of you a joyous and memorable holiday season.

State Board Acts on Major Issues

Our State Executive Board members worked hard over the weekend of October 19-20, dealing with some of the major issues facing our union. The Big Island Division hosted the meeting in its usually fine, smooth way.

Members of the Labor Task Force of the Legislative Coalition — Gordon, Blanche and Delores — traveled all the way from Honolulu to present their views on the Welfare Department's Temporary Labor Program. Our Board agreed with them that it was an anti-labor "forced labor" program and set up a committee to meet with the DSSH on the issue (see front page story).

SPECIAL CONVENTION

Our union will send delegates to the AFSCME special convention in Washington, D.C., on February 8. The meeting will deal with ways of getting AFSCME out of the hole, since inflation and a growing number of strikes are really taxing its resources. Henry Epstein and Jack Konno will represent our Local.

The Board took a strong stance that our members would not be used as strike-breakers in the event of a strike by the Fire Fighters. We would not assist in any fire-fighting duties, and would support the strike all the way.

UPW now has 9,738 dues-paying members and another 696 persons paying us service fees. Organizing campaigns are continuing, but generally our membership is levelling off just over 10,000. The position freeze has hurt us considerably. Our service fee increase was granted by HPERB last August (to \$7.30). The HGEA will be going before HPERB for a service fee based on its new



Our State Executive Board meeting in Hilo.

percentile dues system; this decision will set a precedent for our union as well.

13TH MONTH PER CAPITA

State AFL-CIO Executive Secretary Van Horn Diamond spoke to our Board about the advances he has seen

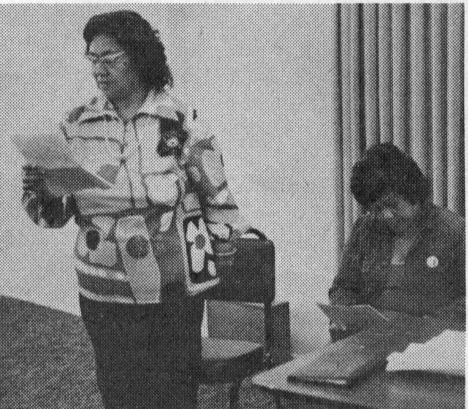
in the State Fed and its need for more funds, in the form of a "13th month" per capita donation from each affiliate. The UPW's share would be around \$1,800. After spirited discussion, our Board voted 20 to 11, with Oahu and Hospital Divisions leading the way, to approve paying the 13th month per capita in four quarterly

payments of about \$486 each. This will allow us to keep tabs on the progress the State Fed is making toward rebuilding a real united labor movement to fight against all the attacks the bosses are aiming at workers.

One painful issue the Board must still decide is on our Group Insurance program. Because membership in the program is older and more deaths are occurring in the 56-60 age group, the insurance company whose returns are decreasing, has proposed changes in our program which would lower the benefits for our older and retired members while keeping the same premiums. The other option, which would reportedly give only temporary relief, would be to raise everybody's premium. The Board will decide this issue next January. The chart of proposed changes in coverage is printed below. The next Board meeting is set for January 18 and 19 on Kauai.

PROPOSED AMENDMENTS IN GROUP LIFE INSURANCE PLAN			
Age	New Schedule Amount of Insurance	Old Schedule Amount of Insurance	
40 and under	\$20,000	\$20,000	
41 thru 45	20,000	19,000	
46	20,000	16,000	
47	19,000	16,000	
48	18,000	16,000	
49	17,000	16,000	
50	16,000	16,000	
51	15,000	12,500	
52	14,000	12,500	
53	13,000	12,500	
54	12,000	12,500	
55	11,000	12,500	
56 thru 60	10,000	11,800	
61 thru 65	7,500	11,200	
66 thru 70	5,000	10,800	
71 and over	2,500	10,000	

All other benefits in the present insurance program of the United Public Workers will remain the same. All rates will remain as per the present contract.



Sisters Delores and Blanche from the Legislative Coalition's Labor Task Force present their group's views in opposition to the DSSH "Forced Labor" program.

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

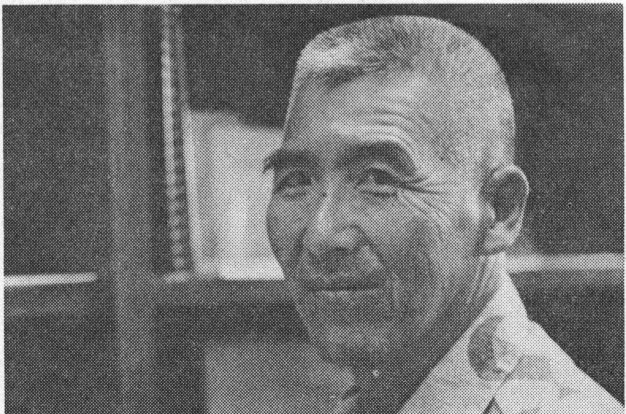
DON'T MISS THE ANNUAL OAHU DIVISION CHRISTMAS PARTY!

Sunday, December 1, 9:30 a.m. to 11:30 a.m. at Fort Delicatessen, 2875 Paa Street. UPW Oahu Division members and their families cordially invited. **FREE!** No Admission charge.

Sister Emily Costales and her committee are planning another rousing and spirited party for celebrating and sharing the Christmas spirit. Hawaiian music and ono food will be featured, and a surprise visit by Santa Claus will delight the keikis. Free Sky Slide tickets will also be given to the keikis.

Don't pass up this festive occasion and once-a-year gathering of our UPW Oahu Division family.

Welcome Aboard!



Brother Chester Hada, 55 years young, is our new Honolulu front office staff member. Born on Oahu, he served 30 years in the Army before working for two years as a UPW member at the Animal Quarantine Station. Chester attended Maui High School.

Education Opportunities

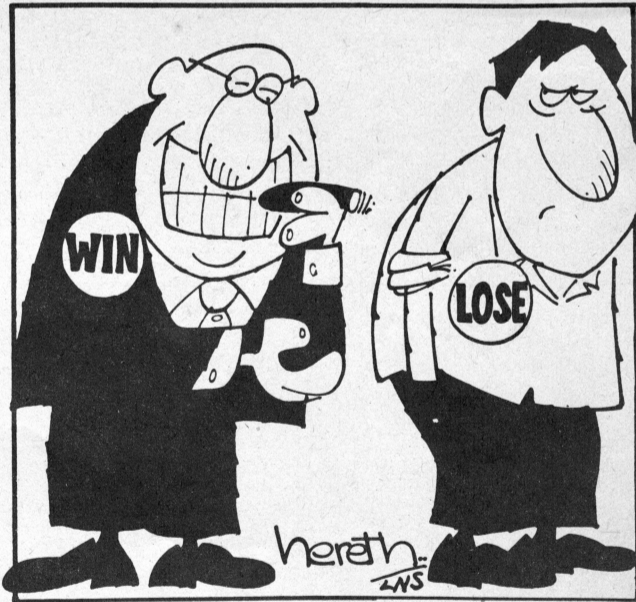
An estimated 4,000 AFSCME members and/or spouses are enrolled in one or more AFSCME-sponsored courses on Oahu and the Neighbor Islands, including DOE Adult Education classes and Community College Courses. The tuition experiment AFSCME tried out will not be done again, since most who enrolled in the community college courses probably would have without the subsidy; most took academic courses and about 90% of them were HGEA members. Some even took as many as four courses at the colleges.

The AFSCME Education office hopes to make three or four one-hour tape and slide show productions on topics such as OSHA, Job Safety and Grievance Handling for use at stop-work meetings. Other suggestions are welcome; call 521-6941.

If 10 or more members wish programs of instruction on paid-time to prepare them for promotions, AFSCME will pay the cost of getting the members the instruction.

Any member or spouse over age 60 can now enroll, tuition-free, and with the costs of books and materials reimbursed as well, in almost any kind of course given by the State, thanks to a recent Federal grant of about \$48,000.

Check into your union's educational benefits and programs. Call the AFSCME education office, 521-6941.



WALT DISNEY'S MAGIC KINGDOM CLUB OPEN TO UPW MEMBERS



UPW Office Manager Bok Lee wishes to inform our UPW members that they may now join the Walt Disney's Magic Kingdom Club. There is no charge for joining, and no dues, and a 2-year membership card (1975-1976) will be issued to you at the UPW office in Honolulu (1426 N. School St.).

Club membership benefits include special value ticket books at Disneyland and Disney World (Florida), special vacation plans, and savings on accommodations when you visit the two places. These special ticket books and arrangements are not available to the general public. The membership card is good year-round and may be used by any member of your family. Why not give it a try?