



ORGANIZER



★ ★ ★ UNITED PUBLIC WORKERS ★ AFSCME LOCAL 646 ★ ★ ★

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FEBRUARY, 1979

UPW, HGEA Boards Approve Further Council Study SPECIAL STUDY MEETING SET FOR FEBRUARY 3

A special combined meeting of the UPW and HGEA Executive Boards last January 13 heard the report of the two unions' 13-member joint study committee. (The complete text of this report is printed on page 3 of this issue.)

The study committee had visited AFSCME Councils in Chicago, Boston, New York and Rhode Island during an 8-day period last November, and was favorably impressed by the Council structure in some of these places. The committee unanimously concluded that forming an AFSCME Council, including the present UPW and HGEA Locals, in Hawaii was "desirable" and recommended that the two Locals authorize continued study toward achieving a Council in Hawaii.

RANK-AND-FILE VOICE ASSURED

In his opening remarks, UPW President James Brown stressed that "the final decision on whether or not to have an AFSCME Council will be made by the rank-and-file of our two Locals."

HGEA President Wally Mitsunaga told the Board members and other rank-and-file leaders of the two Locals that he only wished to "sell them on an idea, not the specifics." "Our report is nothing but the facts. How you interpret them is up to you," he continued. "We on the study committee started off very divided but came back very united that the idea of a Council will be good for our rank-and-file people."

HGEA Vice-President Leilani Bush put it very poetically: "If we are looking to the same rainbow, let us join together in our search for that pot of gold." She noted that the Council set-up was a good idea, but that "it would take both parties to make it work."

COUNCIL STUDY ENDORSED

UPW V.P. Sister Momi Tong felt the Council should be supported "for the sake of the younger ones who will benefit from its advantages." V.P. Brother Benny Rodrigues said he especially liked the Councils in New York and Rhode Island that gave the rank-and-file a lot of say.

RETIREES CHART 1979 PROGRAM PAC Sets Legislative Goals

Following meetings in December and January, our State Political Action Committee has set the union's legislative goals for 1979. (See chart on this page.)

UPW State Director Henry Epstein advised the PAC members that the union and this State and nation are heading for a "tough period". "Labor is in for a very hard time," he warned, "and we have to be prepared. Jarvis has been in town blasting the public employee unions and urging budget chops and tax cuts that help the big businesses. The U.S. Congress is even more conservative. Carter's wage controls are on. CETA positions are being chopped, and next September we stand to lose some 1,000 CETA workers who are our union members or service fee payers — not to mention the 100,000 or more who will be laidoff nation-wide.

Epstein continued: "Carter is chopping federal aid to the states, and this is bound to hurt our members and possibly cause more lay-offs, since 25% of Hawaii's revenues come from the Federal government. Carter's also pushing legislation to "control" hospital costs, and measures locally might include lay-offs and close-downs of some of our smaller hospitals. The Right-to-Work Committee is getting actively locally, and we're just going to have to be on our toes."

Our UPW retirees have also charted a program seeking cost-of-living adjustments in retirement pay, eliminating the excise tax on medicines for senior citizens, promoting part-time jobs for senior citizens, setting up a job service in the Labor Dept. to assist senior citizens, allowing pharmacists to use generic names on drugs, and requiring stores to more clearly post prices and perishable dates on products.

PAC members attended opening day ceremonies at the State Capitol January 17 and plan an active year of lobbying for the union's program, while supporting the AFL-CIO, HGEA and retirees' programs.

CITY HAS MUCH BETTER RECORD

DPS ARBITRARY IN REJECTING HAZARD PAY REQUESTS

By John Witeck

The State Department of Personnel Services has rejected all of the union's requests for temporary hazard pay over the past few years.

In doing so, the Department's Director Don Botelho and his Safety and Training Division Chief Ed Nakano have used the absurd argument that if the work "was performed in accordance with OSHA safety requirements", then no temporary hazard was involved.

Oahu Division Director Paul Hong comments, "The Department's position defies all logic. If OSHA requirements are not met, the job should not ever be done. It is not a question of paying the higher temporary hazard pay for unsafe work that shouldn't even be done. The DPS seems to be saying that only when OSHA requirements are not met should the higher rate be paid to the men. This is preposterous and wrong, and could lead to some very

serious, even fatal accidents!"

ALOHA STADIUM CASE

One astounding example of the Department's callousness and illogic is provided by the case of two Aloha Stadium workers, Brothers Larry Ahsing and Hugh Coleman. These two workers were required in September 1976, to labor two days in securing pedestrian bridges while hanging over a stadium wall over 120 ft. off the ground in a basket suspended by two hooks.

Their request for temporary hazard pay was denied by DPS Director Don Botelho on Edward Nakano's advice on August 25, 1978 — nearly two years after the hazardous work was done! Apparently the bureaucracy sat on the request, or passed it around for two years, before acting on it. Their denial was based on management's claim that the work was done in accordance with OSHA guidelines.

(Continued on p. 4)



UPW President James Brown (left) and HGEA President Wallace Mitsunaga presided over the Jan. 13 meeting.



Some of the Joint Study Committee members at Jan. 13 meeting: left to right, Franklin Baptiste (UPW), Alfred Akana (HGEA), William Kapule, Jr. (UPW), Adaline Uhrle (UPW) and Leilani Bush (HGEA).

After a period of questions-and-answers, the two Boards went into separate meetings, where both overwhelmingly approved the study committee's proposal to continue the Council study.

AFSCME V.P. and HGEA Director David Trask appointed all the UPW and HGEA Board members and the study committee members to a new enlarged study committee to review Council Constitutions. He announced the first meeting of the joint committee for Saturday, February 3, at HGEA Hall. In the interim, he said he, UPW Director Henry Epstein, the two union Presidents, and staff advisers Wilhelm Cordes and Russell Okata would prepare materials for the committee to review.

OTHER BUSINESS

In other business, the UPW Board heard reports, set the date of our next convention for October 4-6 at the Ala Moana Hotel, and agreed on a wage-and-benefits proposal for UPW Business Agents. The Board voted to support the J.P. Stevens Boycott and to appoint staff member John Witeck as the UPW's representative in the local coalition. It also voted \$25 to support the Save Hale Mohalu Day program set for January 28. The next Board meeting was set for April 27-28 in Hilo.



Brother Walter Grilho is one of over a thousand CETA workers in UPW units who face a layoff in late September unless the federal law is changed. Congress now permits only 18 months of CETA employment every 5 years and is chopping over 100,000 CETA workers off the rolls in the fall. Grilho has worked nearly 4 years as a CETA park worker for the City & County and reports that there is pressure on the CETA's to apply for jobs every month and to take other jobs if they are offered, whatever the pay rate, or otherwise they will lose their CETA jobs immediately and be denied unemployment pay. (More on CETA in our next issue.)



UPW PAC officers (left to right) State Director Henry Epstein, PAC Chairman Charles Iwata and Secretary-Treasurer Adaline Uhrle at December's PAC meeting.

1979 UPW LEGISLATIVE PROGRAM

1. 100% employer contribution to health fund, for public employees.
2. 100% employee contribution to dental plan, for public employees.
3. Amend the collective bargaining law making the health fund a negotiable item.
4. 30 years and out for all government employees.
5. Include the refuse workers in the heart and lung act. 88-79(b).
6. 25 and out for wastewater treatment plant operators.
7. Increase post retirement to 5%.
8. Disability retirement based on workers' compensation.
9. Increase ordinary disability retirement benefits 25% after 10 years of service and 2% thereafter, instead of 1%.
10. No additional contracting out of units 1 and 10 jobs.
11. Full benefits for all temporary workers.
12. Delete section in 77-10 relating to temporary assignment, etc.
13. Approve collective bargaining agreements.
14. Automatic adjustment of service fee schedules.

Units 1 & 10 Negotiations Continue



Our Unit 1 Negotiators at work. Progress has been slow, despite 10 days of negotiating meetings, the last of which were January 24-26. Unit 10, after 11 days of meetings, has reached agreement with management only on about a dozen minor non-cost items. The unit 10 team last met with management on January 30 and 31.



Aquarists at Wakiki Aquarium face hazards while diving for specimens off Oahu's shores. Above, Kathy, a part-time UH student worker, feeds the seals.

State of the Union

by Henry Epstein



The Right to Strike Is Essential

By the time this column is in print, Hawaii's firefighters may be in arbitration in the first case under the new law calling for "final offer" arbitration in impasses involving the firefighters' unit.

We certainly wish the firefighters well in their arbitration and hope they will be victorious in having the arbitrators accept their position. We also give them credit for being willing to innovate in this field.

The question is already being asked whether "final offer" arbitration will spread to the other units in the public sector.

I recently was asked to speak on this subject to a luncheon meeting and expressed some reservations about "final offer" arbitration as a replacement for the right to strike.

In my talk, I pointed out the high level of participation we have in our negotiations and the importance of ratification by the employees after a settlement is reached. I emphasized the good feelings that can come from a settlement after months of hard work and dialog across the bargaining table.

The catalyst which makes things move is the right to strike. Whether a strike threat is made or not, the possibility of a strike keeps negotiations moving.

Though no union is eager to strike, they must show they are willing to strike if necessary to have management realize they are serious about their demands.

Labor and management have both opposed ordinary compulsory arbitration because they felt it would destroy the collective bargaining process. If you expect the arbitrator to "split the baby" and award an increase halfway between the union and management position, the wise thing to do is to keep a large demand and not to negotiate for a lower figure.

"Final offer" arbitration is a new idea which is designed to meet the objection to ordinary arbitration. Because the arbitrator must take the final position which is the fairest and most reasonable, the theory is that both sides would have an incentive to negotiate in good faith.

My reservations about this new type of arbitration is that it will not meet the needs of the employees and give the

same satisfaction as bargaining across the table with a strike threat. It doesn't allow for the same degree of participation. By its very nature, there can be no membership ratification of an arbitration award.

In my opinion, "final offer" arbitration would put the emphasis on the research staff and attorneys to make dramatic presentations for the union. A lot would depend on keeping files on potential arbitrators and their past performances.

All of these trends would get away from the rank-and-file participation in all phases of the bargaining process.

These are some of the doubts I expressed about trying to apply "final offer" arbitration to other units in the public sector in Hawaii. They are personal opinions and influenced by my years in the labor movement. Over the years, I have heard repeatedly that the right to strike is essential to genuine collective bargaining.

Whatever happens to the firefighters in arbitration will definitely have an effect on our negotiations in Units 1 and 10. It may also cause us to seriously consider and discuss the ramifications of "final offer" arbitration for other units.

An Invitation from the President

This is to urge our members to read our Joint UPW-HGEA Study Committee's report which begins on Page 3 of this issue. Read it thoroughly, and make up your own mind. Also, be advised that further study will continue, with the first session set for February 3, 9 a.m., at the 8th floor meeting room of the HGEA building, 888 Mililani St. All our members are welcome to observe or participate as they can, at this meeting or at future meetings, Mahalo.

—James Brown, UPW President

Important U.H. Unit Meeting Feb. 23

Don't miss the U.H. Unit meeting for UPW Unit 1 workers, Friday, Feb. 23, 7 p.m. at Webster Hall, Rm. 111, U.H. Manoa campus. Issue of AFSCME Council (combining HGEA and UPW) to be discussed.

State, County Jobs Decline

Prices, Mortgages Soar While Wages Fall Behind

A recent Tax Foundation report publicized in the Star-Bulletin and Advertiser showed that between 1976 and 1977 the number of State jobs had dropped from 42,200 to 41,700, a 1.2 percent decrease. City & County jobs had dropped a whopping 7.8% over the same period, from 10,200 to 9,400. Yet the same services are allegedly being offered. This can only mean that a greater workload is being felt by the workers, since the brunt of the attrition has been targeted at the basic work units, blue collar and white collar. All reports have it that the number of top supervisors has increased, not decreased.

Yet another recent report publicized by the media shows that prices have doubled between 1967 and 1978, while workers' wages have fallen considerably behind, except for federal workers. Inflation has become a major national problem, while unemployment levels likewise remain high. Yet employers are always blaming workers and their wages for high prices, instead of facing facts that monopolies and cartels are more and more calling the shots and generating false or actual shortages.

An October 19, 1978 front-page Advertiser article raised eyebrows in reporting in black-and-white what many of us were experiencing on the housing front. Homeowner costs in Honolulu had soared to \$759 a month (\$616 in mortgages), compared to \$400 a month average cost in the mainland.



The average selling price for a home on Oahu in last September was \$132,000! . . . and \$112,000 for the year-to-date, according to the Honolulu Board of Realtors. Since you usually need a salary equal to one-fourth of the price of a home to qualify for a mortgage, you would have to make \$28,000 a year or more to buy one of these average homes — thus disqualifying about 90% of our people from the housing market, and just about all UPW members.

And politicians and businessmen squawk about unions' high wage demands, and the media often treat us as if we were to blame for this situation! Rather than target the rich and powerful, the media, which after all is big business, targets working people for the blame — but their own published statistics are now making such claims more absurd. They provide all the more reason why we must go all out to win as much as possible for our membership in our contract negotiations, whatever the President's so-called "voluntary" anti-inflation policy.

Safety First

WELDING HAZARDS

Arc welding hazards can be controlled by using effective ventilation, by following safe working practices such as heeding safety labels, and by using respirators and personal protective equipment.

Proper application of local mechanical exhaust ventilation or general dilution ventilation will vary with the type of welding being performed. In open-air welding or in large, well-ventilated maintenance shops where welding is not done constantly, the hazards from airborne contaminants may not be significant except for the more toxic fumes such as cadmium, beryllium, lead, and zinc. For heavy or production welding indoors, local or general dilution ventilation must be provided. Specifically designed local exhaust ventilation and/or approved supplied-air respirators will usually be required for welding on or with materials containing fluorides, lead, cadmium, and beryllium, or other highly toxic materials and when welding in confined spaces such as tanks or boilers. Local exhaust ventilation should be located as near to the welding operation as possible.

Welders helmets and goggles with proper filter plates and filter lenses must be worn during arc welding to protect from harmful rays and from flying sparks and debris. All welders and welders helpers should have adequate eyesight to avoid positioning them-

selves too close to the arc—thus increasing exposure to gases and fumes. The helpers or attendants and other workers in the adjacent area should also be provided with proper eye protection. Barrier curtains around the operation can provide protection for workers in adjacent areas during the welding process.

The appropriate protective clothing required for any welding operation varies with the size, nature, and location of work to be performed. Except when engaged in light work, all welders should wear flameproof gauntlet-style gloves. Flameproof aprons made of leather or other suitable material may also be desirable as protection against radiant heat and sparks. Woolen clothing is preferable to cotton because it is less susceptible to deterioration and helps to protect the welder from changes in temperature. Flameproof leather leggings, high boots, or other equivalent protection such as screens in front of the worker's legs should be used. Ear protection so as to prevent sparks from entering the ear should be used. Ear protection, to prevent noise exposure may also be needed for work in confined spaces, in arc gouging, chipping, or plasma torch applications.

DOSH LIBRARY OFFERS TWO NEW FILMS

Two new color films on construction and fire safety are available for screening by the public, the State Division of Occupational Safety and Health (DOSH) has announced.

One, entitled "Safe Operation of the Backhoe and Bulldozer," runs 14 minutes. The other, "Hands at Work," teaches employees to recognize fire hazards, and runs 21 minutes.

Arrangements to borrow these or other films or slide shows can be made from all islands by phoning the DOSH Reference Library on Oahu at 548-7512 or by writing to Library, DOSH, 677 Ala Moana Blvd., Suite 910, Honolulu, 96813.

HUNGRY POWER

Recipes for a Worker's Budget

1/2 cup Sugar
1/4 cup Brown Sugar
2 Tbs. Flour
2 Tbs. Butter or Margarine
1 Egg, beaten
1/4 Cup Milk
1 Unbaked 9" Pie Shell

Combine sugars, flour and spices. Place half the apples in the pie shell, sprinkle with half of the spice mixture. Repeat with remaining apples and spice mixture. Dot with butter. Cut a double circle of aluminum foil to cover filling only. Bake at 375 degrees F for 30 minutes. Remove foil. Cover with topping made of combined remaining ingredients and return to oven for 30 minutes.

Coconut Crunch Apple Pie

1/4 tsp. Cinnamon
1/4 tsp. Nutmeg
4 Cups Sliced Apples
2 Cups Shredded Coconut
1/2 Cup Sugar
1/4 tsp. Salt



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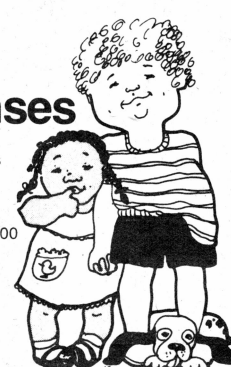
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Internal Revenue Service

AFSCME COUNCIL SET-UP STUDIED

(This is the text of the report given by the Joint Study Committee to a combined meeting of the HGEA and UPW State Executive Boards last January 13. Following the discussion of the report, each Board separately voted to proceed with the study of plans for establishing an AFSCME Council in Hawaii.)

PURPOSE

The purpose of this study tour by the thirteen (13) member HGEA-UPW Joint Study Committee was to further study the AFSCME council structures. The tour was suggested by David K. Trask, Jr., International Vice President of AFSCME, who felt that there was a need for this committee to meet and discuss with rank and file AFSCME leadership on the operations and structure of their councils.

STUDY COMMITTEE

The study committee is composed of five (5) HGEA representatives, Local 152, and eight (8) UPW representatives, Local 646. The committee is headed by local presidents James Brown of UPW and Wallace S. Mitsunaga of HGEA. The other members include: Franklin H. Baptiste, William Kapule, Jr., Benjamin Rodrigues, James B. Toledo, Momi V. H. Tong, Adeline Uhrle and Wilhelm S. Cordes (staff) from UPW and Alfred C. Akana, D. Leilani Bush, Joseph L. Viela, Jr. and Russell K. Okata (staff) from HGEA.

The committee initially met on Thursday, November 2, 1978, with Mr. Trask to discuss and plan the coming study tour. At this meeting, the AFSCME itinerary was finalized and it was also decided that a subcommittee made up of Messers. Brown and Rodrigues of UPW and Mr. Viela of HGEA would study the Rhode Island council structure.

ILLINOIS

A. Illinois Councils 31, 101, 102, 103, 104

1. **Resource People:** Henry Bayer, Executive Director for Council 101; Steve Culen, Executive Director for Council 102; and various local presidents.

2. Findings:

a. Council 31 is an "umbrella council": with four other councils for the state of Illinois with a membership of 21,300 state and county workers.

b. There is no collective bargaining law in Illinois so negotiations are conducted through an executive order of the governor. The situation is similar to that of Hawaii prior to collective bargaining.

c. Council 31 now negotiates statewide contracts for state employees with a 150 member negotiating team and provides support/research services for municipal employees.

d. There were originally 150 plus locals with three councils with overlapping functions and jurisdictions which evolved into the four councils with an "umbrella council" creating a centralized statewide council structure.

e. It was economically wise to segregate into four geographic councils to permit staff to service regions rather than locals.

f. Services of the "umbrella council":

1. Negotiations of contracts
2. Legislative action
3. Political action
4. Legal services to all locals
5. Research
6. Publicity
7. Arbitration
8. Common dues structure/Fiscal services
9. Convention
10. Insurance

g. The council president is elected at convention and is a non-paid rank and file member of the union. The executive director is appointed by the council executive board and is a paid, full time employee of the council. The executive director is responsible for the hiring of all staff. Staff are represented by a staff union which negotiates with the executive director. The council executive board is comprised of 14 members.

h. The council conventions meet every two years. Locals also have conventions for their autonomous activities.

MASSACHUSETTS

B. Massachusetts Council 93

1. **Resource People:** Joseph M. Bonavita, Executive Director for Council 93, Boston, Massachusetts; Herbert A. Ollivierre, President; Francis Maroney, Security/Treasurer; Joseph Lydon, Executive Vice President; Natalie Baker, Recording Secretary; Thomas DeSilva, Sergeant-at-Arms; John Russo, Board Member; John Runkal, Board Member; Mary Bibey, Board Member; John J. Harvey, Communication and Education Officer; Jeanne Ford, Local president; and Frank Sadowski, Business Officer.

2. Findings:

a. The original councils in Massachusetts were Councils 41 and 45 which merged approximately 19 months ago to form the present Council 93. Council 93 comprises 50,000 state and municipal employees.

b. There is a council president and executive board elected by a council convention. The executive board appoints an executive director who administers the affairs of the union and appoints all staff. The staff is represented by a staff union.

c. There were three primary reasons for the merger:

1. Political clout
2. Improved and more effective services
3. Future financial savings

d. Among the new and improved services provided by Council 93 include:

1. Education and training
2. Statewide negotiations
3. Elimination of jurisdiction overlap and competition between councils
4. Statewide political action
5. Increased legislation such a lobbying against "contracting out"
6. Consolidation of administrative costs which permitted the purchase of a nine (9) story building
7. Improved publications such as an union newspaper and officer's report (magazine/brochure)
8. Maintain four (4) regional offices to service members

e. There is a collective bargaining law in Massachusetts with third party arbitration (no right to strike).

NEW YORK

C. New York Community and Social Agencies Union District Council 1707

1. **Resource People:** Dick Morton, Executive Director for Council 1707; Ann Roberts, Assistant Executive Director; Bettye Roberts, President; Sheila Davidson, Local President; Rudolph Prince, Secretary; Alan Jennings, Local President; Thelma Burke, Local President; Michael Melrod, Treasurer; and Philip Blanchard, Editor.

2. Findings:

a. Council 1707 is a local union of non-profit organizations and comprises of Locals 95, 107, 205, 215 and 253. The total membership of the council is 13,000 which makes it the largest union in New York City representing non-profit community service agencies.

b. The council was established in 1972 after much effort and attempts to provide better communications and services to the members. Previously, the membership belonged to an "amalgamated union" which grouped together many different types of workers from different organizations into one local. This amalgamated union created many jurisdiction and service problems. Therefore, the new council structure with five locals was organized according to the employers of the workers and the groupings are: Day Care, Educational organizations, National membership and fund-raising organization, Social services organizations, and Headstart.

c. Among the improved services provided by the new council structure include:

1. Improved negotiations as locals can now negotiate common agreements with the assistance of a centralized council staff. The locals are responsible for all arbitration costs.

2. Staff services increased as assignments can now be made by common locations and/or employers which minimize overlaps and travel costs/time.

3. There are 15 field employees and 11 clerical employees employed by council. The staff is represented by a union.

4. There is an elected executive director in accordance with NLRB and state laws. There is also a full-time president who a rank and file employee on union leave in accordance with the negotiated contracts. The executive director is responsible for appointing all employees including as assistant director.

5. The executive board is composed of five (5) local presidents and nine (9) board members elected by the membership.

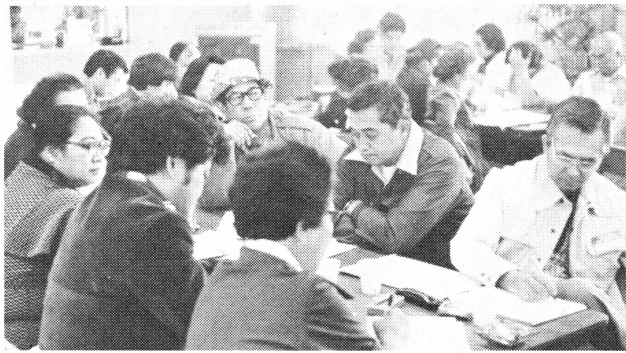
6. There is an increase in publications provided by the council and the council also assists the locals in providing any special publications to their memberships.

7. Training and education functions also increased.

8. There is now a political action program to lobby for funds for the many employers which the membership depend upon for employment.

9. There are much more opportunities for rank and file employees to participate in the union activities.

10. The council administers all health fund benefits on behalf of their members through the negotiated



UPW members listen to the report of the Joint Study Committee last Jan. 13.

contracts.

11. There is a council credit union for the members.

RHODE ISLAND

D. Rhode Island Council 94

1. **Resource People:** Dominic Badolato, International Vice President, AFSCME; Giovanni Folcarelli, Executive Director; Charles Marwell and Richard DeOrsey, Assistant Directors; Milton Bronstein, Council 94 President; James Gillis, Vice President; and Anthony Carcieri, Treasurer.

2. Findings:

a. The original organization consisted of Councils 22 and 70 which represented 14,000 members which merged to form Council 94. There are 55 locals for the 10,000 state and 4,000 county and municipal employees. The two councils took approximately 3½ years to merge into the present Council 94.

b. The primary reasons for merging into one council was that many jurisdictional disputes existed between Councils 22 and 70. Similar problems such as "raiding" of members and jurisdiction fights existed between the HGEA and UPW prior to collective bargaining. A tragedy precipitated the merger as the employees did not respect picket lines of the competing council. A car struck and killed one of the picketeers during the strike which proved to be the catalyst for the merger.

c. There is an executive director appointed by a 14 member executive board which comprises of 4 municipal and 10 state employees elected at convention. The executive director is responsible for all staff appointments and all staff belong to a union.

d. Some of the improved services provided by the council are:

1. Staff services increased as the number of employees increased from 11 to 16.

2. Common negotiations improved working conditions and salaries.

3. Political action activities became more centralized and effective.

4. Jurisdictional disputes were eliminated and the councils had clear jurisdiction and responsibilities.

5. While the new council structure did not eliminate all problems, the new council provides a state conference board and a municipal conference board consisting of all local union presidents. The conference board is responsible for recommending remedies to the council executive board.

6. Despite the past problems with the International Union (which included a trusteeship), relationships with the International Union have increased as a result of the new council structure.

7. The new council structure reorganized the two councils in the state and municipal jurisdictions thereby creating a more efficient organization.

8. There are better results demonstrated because of better communications on all union activities which have increased participation and support of rank and file members.

9. Council 94 now owns its own office building as a result of the merger.

SUMMARY:

The study has provided the members of the committee with a first hand opportunity to meet and confer with rank and file leadership of AFSCME councils and staff of the basic council structures and operations. The members were able to ask detailed questions at the many meetings with the various resource people and to ask various individual questions at individually arranged meetings. The rank and file leadership proved to be knowledgeable individuals with great expertise in the formation of the councils which were studied by the committee.

The committee has learned that in many instances similar problems and barriers were considered by the locals as they structured a centralized council organization. The problems of retention of staff, finances, grievance and arbitration representation, political action, and improved services were found to be no different in these councils than we expect them to be as the HGEA-UPW attempt to develop a council structure in Hawaii.

(Continued on p. 4)

REPORT OF THE HGEA-UPW JOINT STUDY COMMITTEE

(Continued from p. 3)

The report could not conceivably hope to detail all of the findings of the committee. As such, only summarized findings of the study have been presented at this time. The report however, also attaches the constitutions and organization of the various councils as attachments.

Many questions will have to be rediscussed by the committee as the different constitutions and organization structure for the Hawaii District Council are prepared. This report of the committee will provide an opportunity for the membership of both locals to re-discuss and finalize terms collectively and individually of an AFSCME council structure in Hawaii.

RECOMMENDATION

The Joint HGEA-UPW Study Committee unanimously submits this report of its findings of a possible AFSCME council to the rank and file leaderships and executive boards of both local unions. The committee plans to discuss this report with the concerned parties as necessary.

The Committee further agrees that an AFSCME council in Hawaii is desirable and will seek the approval of the rank and file leaderships and the executive boards of both locals to proceed.



UPW-HGEA Study Committee members go through their fact-finding report and recommendations. Left to right, Benny Rodrigues (UPW), Momi Tong (UPW), Joe Viela, Jr., (HGEA), James Toledo (UPW), and Russell Okata (HGEA).

OAHU DIVISION NEWS

WAIPAHU CULTURAL GARDENS PARK WORKERS PETITION FOR IMPROVEMENTS

In late December, nine parks workers at the Waipahu Cultural Gardens park signed a letter requesting City Parks Director Ramon Duran to visit them and see what conditions they worked under.

The letter said that "Our working conditions, equipments and tools are of poor quality, and our supervisor claims that he is doing everything possible." They said their supervisor told them it

was "hopeless" to ask for more supplies and tools since the request would be rejected.

All the workers are either CETA or SCET workers, and many of them have worked for years at the park. The UPW is assisting them in their efforts, and is initiating and supporting legislation for full benefits and protection for all temporary workers at this session of the Legislature.



Brother Alexander Torres, a 1-year CETA worker at the Park.



Foreman Kiyoshi Ishihawa at Waipahu Cultural Gardens gives pointers to CETA workers Marciano Abril and Rainero Lactaen.



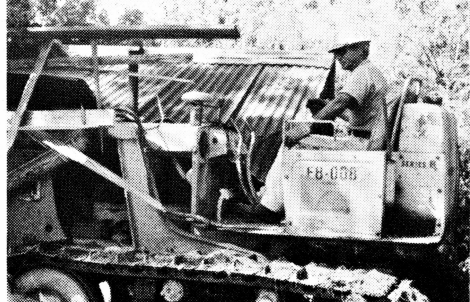
Brother Wendall Hapa, another CETA worker at Waipahu.



Brother Keith Ai, CETA worker at Waipahu.



CETA working foreman Brother James Robello, at the Waipahu Cultural Garden Park.



Brother Frank Wilhelm demolishes old house at Waipahu Cultural Gardens Park. DOSH has ordered that roll-over bars be put on those dozers for this kind of job and work on inclines.

DPS ARBITRARY IN REJECTING REQUESTS

(Continued from p. 1)

But everyone with a little bit of common sense must admit the work still involved hazards! "Maybe some of these downtown bureaucrats in their air-conditioned offices need to be suspended in baskets from their top-story offices, in compliance with OSHA regulations (of course), and see how they feel about it!" one Stadium worker told the Organizer.

FORESTRY WORKERS' BID REJECTED

Several months ago, a group of State Forestry Division workers filed for temporary hazard pay for their trail construction work on the Maunalaha connector trail, which has sharp drop-offs on its route. (See Organizer, Nov., 1978, issue, pp. 1&3). DPS inspected the work in May, 1978, and found "existing safety precautions were effective enough to preclude hazard pay".

But a DOSH courtesy inspection in September, 1978, by DOSH educator Chae Yun concluded: "... there is no question that the trail-clearing operations are hazardous, especially when working on a slope with sharp drop-offs."

The DOSH official recommended safer ways of doing the work but made no recommendation on hazard pay, nor should he have. But DLNR Personnel Officer Andrew Seki termed the DOSH inspection "inconclusive" and ruled against hazard pay last October 17, saying there was no danger of "falling straight down without a chance of stopping in time" and that such work was part of the job description of a Forestry Worker. Seki did concede in his letter that "the definition of a 'hazard' seems to be the problem". That is very true, since DLNR, like DPS, seems to be saying that a hazard exists only when a job is unsafe and does not meet DOSH's safety requirements.

AIRPORT RUNWAY WORK "NOT HAZARDOUS"?

DPS showed similar illogic, ignorance and insensitivity last September in denying the temporary pay request of airport maintenance and ramp personnel for work done on and between airport runways. Director Botelho said that the "potential" of an aircraft landing on the wrong runway and harming or killing a runway crew "is not a factor in hazard pay considerations". In other words, there would have to be an "actual" hazard — an aircraft actually landing on top of our workers — for hazard pay to be awarded!

Botelho said that ear muffs and ear plugs should be enough to handle the noise hazard from jet engine sound, but noted that the workers don't use them. He doesn't seem to realize that workers must also communicate with each other in their work, and ear plugs and earmuffs can be a barrier. He also claimed that blast and debris are "not unusually hazardous conditions" and that safety glasses, goggles and face shields are available to the workers ... some more advice from an office-sheltered top bureaucrat.

If runways and work areas near jet planes weren't hazardous, why are so many precautions taken to keep the general public away from these areas! ? Even with Botelho's prescribed precautions, this work can be very hazardous, and considerable caution must be taken. (DPS thru the State Safety Committee, concedes that work between runways is hazardous, but has only recently commissioned an inspection of such work.)

OTHER HAZARDS UNRECOGNIZED

DPS has still not moved to recognize the temporary hazard involved in Waikiki Aquarium workers' scuba-diving for specimens; instead the State has sought signed waivers



Some of the DOT workers at State Highways and their guests at a recent unit party. These workers have sought temporary hazard pay, only to be rejected.

from the aquarists absolving the State of liability in case of injury or accident. DPS and the State's Safety Committee has recognized that highway work — paving, picking up litter, mowing medial strips, etc. — is hazardous, but has only begun to make preparations for staff to "conduct inspection of different highways activities." The state has promised to develop a training program for flagmen by February, 1979; most road construction projects have no trained flagmen, and many have had no flagmen or policemen at all, making the hazards even greater.

CITY & COUNTY'S RECORD BETTER

Compared to the State's dismal record and illogical attitude on temporary hazard pay, the City & County has been very good indeed.

Police garage mechanic Brother Gus Cobb-Adams received a 25% "most severe" hazard pay award for his work on a stalled police car on a roadway. Liliuokalani Gardens workers received some compensation for work on clearing Nuuanu stream, despite some opposition from Parks Dept. management. A Road Masons crew got a 15% Hazard differential for installing deflector barriers at the Kaneohe-bound entrance of Wilson Tunnel last September. Road carpenters got the 15% rate for work done in repairing a wooden bridge on Kalihi St. last October. Traffic sign workers receive the 15% differential for their work on the road. Altogether, since April, 1977, the City & County has approved over 30 requests for temporary hazard pay while the State has dragged its feet and approved none.

UNFAIR TO STATE WORKERS

This situation is certainly unfair to State workers who are doing work equally as hazardous as some tasks being done by County workers but are not being equally compensated for the work.

It's time that the State acknowledge the hazards involved in many of their blue-collar workers' jobs, and compensate extra for them, while seeking to lessen their exposure. The argument that the work must be unsafe according to DOSH for the pay to be granted is patently absurd. When the work task does not meet DOSH's standards, it should not be done at all! The DOSH rules merely lessen the likelihood of injury or accident to an "acceptable" degree; they do not change or totally eliminate the hazardous nature of the work. These hazard pay requests should be granted — or the bureaucrats sent to do these hazardous jobs!

OAHU DATES TO REMEMBER

- UPW-HGEA Joint Mtg., Sat., Feb. 3 9 a.m. (at HGEA)
- Executive Board Mtg., Thurs., Feb. 8 7 p.m.
- EDU Custodians, Sun., Feb. 11 1 p.m.
- Oahu Retirees, Wed., Feb. 21 9 a.m.
- UH Unit workers, Fri., Feb. 23, Webster 111, UH/Manoa 7 p.m.
- Note: The EDU Custodians' meeting will now be on the second Sunday of each month.

State Hospital's Staff Shortage and Hazards Continue

(The ORGANIZER continues its series on State Hospital, and is grateful for the phone calls and letters workers have sent us on conditions there. We erred in our photo of the old kitchen/cafeteria building which is no longer being used, and in saying that a student psychologist had filed an incident report complaining about understaffing and had been called on the carpet by Kiefer. Actually, Dr. Joseph Bratton was the complaining party who was chewed out by Kiefer.)

As other staff departures are on the horizon, especially from the worst units at the Hospital, the turnover rate will be very high and staff morale even lower. Problems will be aggravated, and hazards will become even greater. The issue of State Hospital demands immediate and serious attention from the officials charged with its operation and the Legislature.

In the past, it is true that fewer workers handled a great many more patients. When Alfred and Ms. Tam worked at the Hospital in the 1950's and 60's, Ms. Tam remembers how she, sometimes alone, handled 100 or more patients on one large ward. But the times changed, and the State and private citizens urged a rapid deinstitutionalization policy of moving patients into community-based care homes and facilities, whether or not the community was ready for them. Ms. Tam, now retired, was charged with easing the transition of patients into them. She was horrified by the conditions at some of these care homes, and strongly feels that this kind of "deinstitutionali-

zation" did little good, and possibly a good deal of harm, to some of the patients shoved out of the hospital.

A good number of the patients have had to return, or have wanted to return, to State Hospital, and its census has slowly gone up again. Staff members today are expected to be more than custodial or guardian employees; they are expected to help treat and provide therapy for the mentally ill, a task they can perform only with enough workers to handle the patients. This is necessary so that a staff member's caseload is not too great and patients can get enough individual attention and treatment. The mental disorders of today may also be more serious. There seems to be more violence-prone patients as well as "criminally insane" or sociopathic penal code admittees, and dealing with them requires more vigilance, more security, more patience, and more effort. It also demands more in-service staff training programs to assist the staff in doing their jobs.

CISU HAZARDS MOUNT

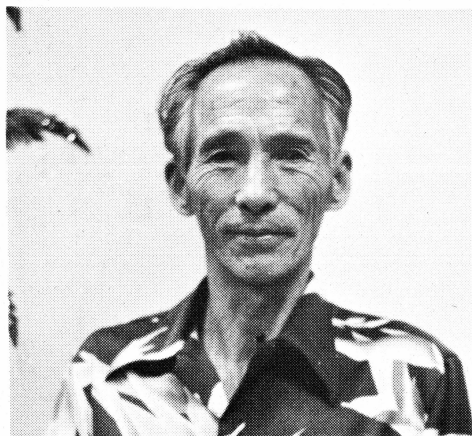
The situation at CISU now, for instance, is even more dangerous for the staff when Drs. Ivan Bird and Robert Sone do not work closely with the staff and seem even to side openly with the patients against them. They seem to feel the two doctors are encouraging patients to rebel and fight the staff, and making their work ever more hazardous.



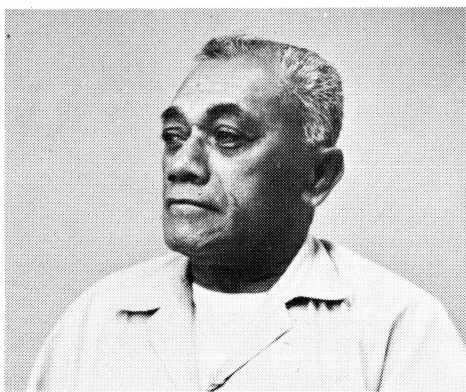
Alfred and Ms. Tam, State Hospital retirees.

The workers at State Hospital and people in the community concerned about mental health and the quality of treatment patients receive in State institutions should join forces to demand good administration, adequate staffing and funds, as well as therapy and staff training programs and better facilities, to properly treat the problems and sickness of the mentally ill. This is no area for cutbacks, squeezes and economizing. The people's health should come first — as well as the safety of the workers employed to deliver these important services.

(To be continued in next issue.)



Happy Retirement Wishes to Brother Milton Tanaka, who retired last Dec. 30 from his custodian's job at Heeia-Kea School.



Brother Kealoha (Harry) Kaolelopono, a pure Hawaiian residing in Makaha, retired January 30 at age 69 after 21 years of service. He last worked at Papakolea. Happy Retirement, Brother!



St. Francis Personnel Director Phil Ice (left) joined the UPW Queens family at UPW's New Year's party.



Beverly Manor sisters get it on at UPW's New Year's party.

1975 Gallo Election Set Aside

An administrative law judge for California's Agriculture Labor Relations Board has ruled that Gallo created a "police state atmosphere" during the August, 1975 union representation election, and that the election should be set aside. The judge ruled that the UFW's allegations about Gallo were true — that Gallo sided with the Teamsters in the election. The ruling is a major victory for the UFW.

The results of the 1975 election were 223 for the Teamsters, 131 for the UFW with 195 votes challenged and, therefore, not counted. Most of the challenges were from Gallo and the Teamsters and concerned ballots cast by workers who had gone on strike in 1973 when Gallo refused to renegotiate its contract with the UFW and signed its sweetheart cocontract with the Teamsters. The ALRB has yet to rule on those challenged ballots, and if they go the UFW, as is likely, the UFW will become the union representing Gallo's farm workers. Otherwise, the ALRB ruling calls for a new election to be held.

VICTORY FOR THE UFW!



The Teamsters, incidentally, are already out of the picture, following the peace agreement last year between the Teamsters and the UFW. At present no union represents Gallo's farm workers.

While the ALRB ruling is a major victory for the UFW, it unfortunately has taken over three years to come about. Cesar Chavez has said he is pleased by the ruling but pointed out that "Gallo's police state tactics have forced the UFW to spend thousands of dollars and the Gallo farm workers have suffered over \$1 million in economic loss due to their inability to have the union represent them."

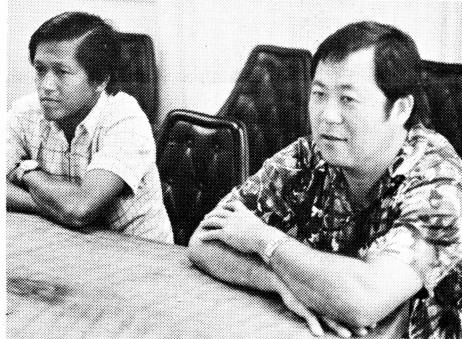
PRIVATE SECTOR NEWS



Left to right, Sisters Frances Delos Santos, Sarah Pacheca, Liz Han (chairperson) and Brothers Roy Sagadraca and Romulo Caballes wait to sign the new Queen's contract.



Brothers Jaime Querido and Russell Valparaíso and Sister Bienrenda Juan add their signatures.



Brothers Sotero Batacan and Roger Yamasaki at the contract-signing.



Brother Richard Lee, and Sisters Marlene McHugh and Harriet Medeiros sign the new Queen's contract.



Sister Lizz Han (right) of the Queen's unit presents fruits and flowers to Business Agents Edna Kihara and Leighton Sukanuma who assisted Queen's negotiations in the unit's recent contract settlement.

Attend Your Unit Meetings

Make sure you attend your unit meetings when they are held so you can stay informed and participate in your union!

PRIVATE SECTOR FEBRUARY MEETING SCHEDULE

Palama Settlement....	Tues., Feb. 6.....	11:30 a.m....	Palama Settlement
Division Board.....	Tues., Feb. 6.....	7:00 p.m....	UPW Hall
Kahuku.....	Wed., Feb. 7.....	4:30 p.m....	Kahuku Library
Kamehameha Schools...	Wed., Feb. 7.....	7:00 p.m....	UPW Hall
Wahiawa.....	Thurs., Feb. 8.....	3:30 p.m....	Wahiawa
St. Francis officers & stewards.	Wed., Feb. 14.....	4:00 p.m....	UPW Hall
Queen's.....	Thurs., Feb. 15.....	7:00 p.m....	UPW Hall
Pohai Nani.....	Tues., Feb. 20.....	7:00 p.m....	Pohai Nani
Rehab Center.....	Tues., Feb. 27.....	7:00 p.m....	UPW Hall

NOTE: Saturday, February 3, Special UPW-HGEA Joint Board meeting to review proposals for an AFSOME Council in Hawaii. Begins at 9:30 a.m. at HGEA Hall, 888 Mililani St.

COUNTY SPONSORS SAFETY PROGRAM

Rank and File Conduct Multi-Media Training

Brothers Joe Kapahu, Frank Sharp and Henry Fukushima recently conducted Standard Multi-Media training in conjunction with the County's safety program.

The intensive two-day, eight-hour sessions were held through-out the Big Island with about ten County employees participating in each class. At least 300 Public Works employees have been trained so far and, according to Brother Kapahu, the participants are eager because there is practical work involved, not only movies and lecture.

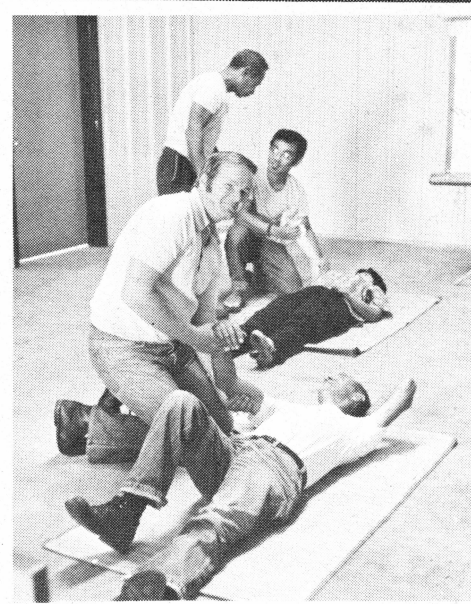
There is no refresher course for multi-media. Upon completion of the course the employee is given a card which is good for three years. At the end of the three years, the employee must go through the entire training again.

Brother Fukushima is an Equipment Operator I at Kona Road; Brother Sharp, a Building Maintenance Repairer at Hamakua; and Brother Kapahu, an Equipment Operator I at South Hilo Road. All three are certified CPR Instructors with Brothers Kapahu and Fukushima holding additional certificates as Multi-Media Instructor.



Brother Fukushima, with Brothers Sharp and Kapahu, helped give media safety training.

HAWAII



Brothers Kapahu and Sharp oversee safety and first aid training.

RESTITUTION FOR DAMAGES LIFTED

Grievance at Kulani Won

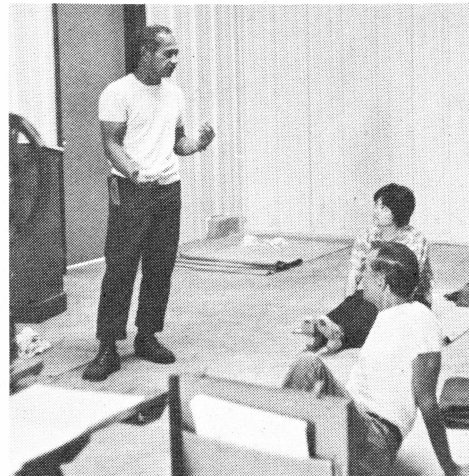
Brother William Valente, ACO at Kulani Correctional Facility, was given a written reprimand for an incident which resulted in damaging State property. It read in part, "By this written reprimand, I am giving you an opportunity to correct your conduct and in the future attend to your job and responsibilities."

Brother Valente reviewed the reprimand dated October 12, 1978. There was no indication that any other additional penalty was to be imposed so he signed it in good faith with the understanding that he would improve his conduct thereafter. Two weeks later, ACO Valente was ordered to pay for the damages.

Represented by Divison Director Jack Konno, Brother Valente pursued the grievance route citing violation of Section 11 of the Unit 10 contract. The grievance also pointed out that the Employer had placed the grievant in double jeopardy by penalizing ACO Valente twice for the same incident.

Kulani Administrator Stephen Peralto wrote in his decision, "I conclude that the letter of reprimand will suffice in this case and I shall forego the restitution for damages."

The outcome of this resulted in savings to the tune of \$95.86 for Brother Valente.



Brother Joe Kapahu makes a point.

Retirees Enjoy Xmas Gathering

On December 13, 1978 the Hawaii Division Retirees Committee had their first Christmas get-together at the Hilo Hukilau Restaurant. Although it was a no-host affair, the turnout was really good, and Sister Liz Ah Chin, the chairperson, in her address to those present, expressed her gratitude for their response and participation. She stated that since the response was good, she would like to make this an annual event and plan for a much better party next Christmas.

She also informed the gathering that eventually a retirees chapter will be formed and all HGEA and UPW Retirees will become members of the chapter as mandated by the resolution which was adopted at the last International Convention in Las Vegas.

Members present expressed their desire in maintaining their autonomy as a separate group and not be forced to join the retirees chapter.

The retirees also enjoyed reminiscing about the old days when our union was still struggling. Brothers Mew Kong Yap and Richard Yokoyama, two of our charter members, also talked about how organizing had to be conducted because of the fears of public employees being labeled pro-union. All of the Retirees Committee officers should be commended for a job well done on their first Christmas get-together.

KAUAI



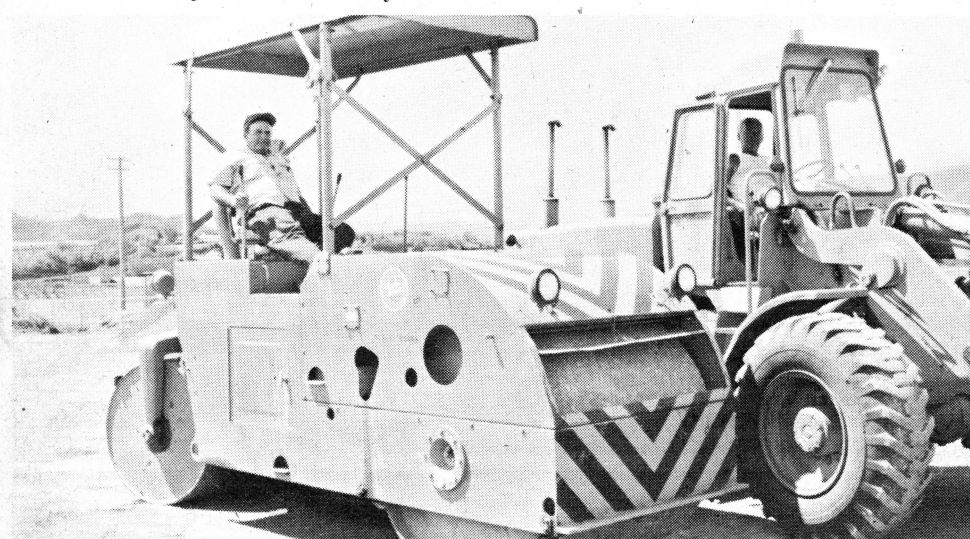
Brother George Fernandez retired at the end of last year after 32 1/2 years of service, many of them as a heavy truck driver.

SECTION 8, EDUCATIONAL & INFORMATIONAL MEETINGS FOR BARGAINING UNITS 1 & 10 HAWAII DIVISION	
FEBRUARY 12, 1979, MONDAY - HILO:	
WAILOA STATE PARK (LARGE PAVILION) - 9:00 to 11:00 A.M.	WAILOA STATE PARK (LARGE PAVILION) - 1:30 to 3:30 P.M.
FEBRUARY 13, 1979, TUESDAY - LAUPAHOEHOE:	
LAUPAHOEHOF LIBRARY - 9:00 to 11:00 A.M.	
FEBRUARY 13, 1979, TUESDAY - HONOKAA:	
HONOKAA SCHOOL AUDITORIUM - 1:00 to 3:00 P.M.	
FEBRUARY 14, 1979, WEDNESDAY - WAIMEA:	
TERRITORIAL SAVINGS & LOAN - 9:00 to 11:00 A.M.	
FEBRUARY 14, 1979, WEDNESDAY - KOHALA:	
NORTH KOHALA COURT HOUSE - 1:00 to 3:00 P.M.	
FEBRUARY 15, 1979, THURSDAY - KONA:	
KONA WAIANA SCHOOL CAFETERIA - 8:00 to 10:00 A.M.	
FEBRUARY 15, 1979, THURSDAY - KAU:	
KAU SCHOOL CAFETERIA - 1:00 to 3:00 P.M.	
FEBRUARY 16, 1979, FRIDAY - HILO HOSPITAL:	
DOCTOR'S CONFERENCE ROOM - 1:30 to 3:30 P.M.	

100 YEARS' EXPERIENCE — ALL GONE

Three old-timers from the Kapaa Baseyard retired on December 30, 1978. They are Louie Machado, Equipment Operator I, Eddie Martins, Equipment Operator I, and George Fernandez, Heavy Truck Driver. The combination of their years of service came very near to a total of 100 years. Louie: 33 years &

6 months; Eddie: 33 years & 10 months; and George: 32 years & 6 months. The retirement of these three members cost the County of Kauai a whole lot of valuable experience. Best wishes to each and every one of these three veteran workers! They will be missed.

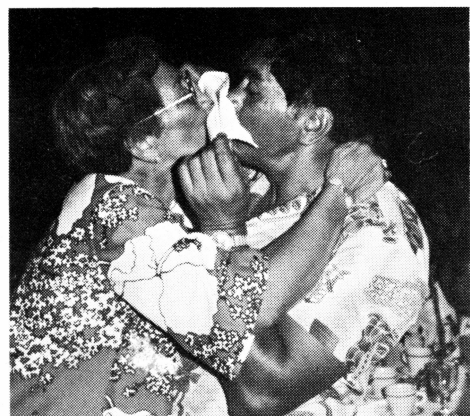


Brothers Edward Martins (left) and Louie Machado (right) retired as Equipment Operators from the Kapaa Baseyard, Kauai, after over 33 years of service each.

Attend Your Union Meetings

HAWAII DIVISION FEBRUARY MEETING SCHEDULE			
Forestry.....	Fri.	Feb. 2	4:30 P.M. Shop
BWS.....	Tues.	Feb. 6	3:30 P.M. Shop
South Hilo Road & Motor Pool.....	Tues.	Feb. 6	3:00 P.M. Green Rm.
DAGS (Custodians).....	Tues.	Feb. 6	1:00 P.M. Shop
Hilo Airport (Cutodians).....	Wed.	Feb. 7	11:00 A.M. Shop
Parks & Recreation.....	Wed.	Feb. 7	3:00 P.M. Shop
Hilo Day Activity Center.....	Wed.	Feb. 7	4:00 P.M. Lounge
DAGS (Maintenance Shop).....	Thurs.	Feb. 8	3:30 P.M. Shop
Hilo State Highways.....	Thurs.	Feb. 8	3:30 P.M. Shop
Hilo Airport (Maintenance Shop)....	Fri.	Feb. 9	12:00 Noon Shop
Laupahoehoe Unit.....	Fri.	Feb. 9	3:00 P.M. Library
Hilo Hospital.....	Mon.	Feb.12	7:00 P.M. UPW Hall
Kohala Unit.....	Wed.	Feb.14	7:00 P.M. Crt. Hse.
Ke-ahole Airport.....	Thurs.	Feb.15	11:30 A.M. Shop
Kona Road.....	Thurs.	Feb.15	3:00 P.M. Shop
Kona Unit.....	Thurs.	Feb.15	7:00 P.M. Crt. Hse.
Kona Mental Health.....	Fri.	Feb.16	9:00 A.M. Office
Kona Hospital.....	Fri.	Feb.16	11:00 A.M. Hospital
North Kona State Highways.....	Fri.	Feb.16	3:30 P.M. Shop
School Cafeteria Workers.....	Sat.	Feb.17	9:00 A.M. UPW Hall
Sewers & Sanitation.....	Tues.	Feb.20	11:30 A.M. Shop
Kau Hospital.....	Tues.	Feb.20	1:00 P.M. Lounge
Kau Road.....	Tues.	Feb.20	3:00 P.M. Shop
Honokaa School.....	Wed.	Feb.21	11:00 A.M. Cust. Shop
Honokaa Hospital.....	Wed.	Feb.21	1:00 P.M. Hospital
Hamakua Road.....	Wed.	Feb.21	3:00 P.M. Shop
State Parks.....	Mon.	Feb.26	11:00 A.M. Shop
Puna Road.....	Mon.	Feb.26	3:00 P.M. Shop
Waimea School.....	Tues.	Feb.27	11:00 A.M. School
Waimea Road.....	Tues.	Feb.27	3:00 P.M. Shop
Waimea State Highways.....	Tues.	Feb.27	3:15 P.M. Shop
Kulani Correctional Facility.....	Wed.	Feb.28	7:00 P.M. UPW Hall

**UPW HEALTH TIP:
How to Stop the
Spread of Russian Flu!**



UH workers Sister Elisa and Brother Hapu exchange germ-free, sanitary Xmas kiss by placing napkin in between.



Brother July Kaina dances with sister Pauline Kaleikini at UH Unit 1 Xmas party.



UH workers danced the night away at their party last Dec.



UH Unit Chairperson Charlotte Kaluna recognizes her unit officers and stewards at the unit's Xmas party last December at the Ala Moana Banquet Hall.

Tax Returns Information for 1978

See p. 6 of this issue for Chart showing you how to compute your union dues and medical plan premiums for purposes of deducting them for 1978 tax returns.

**UPW Fraternal Association
Elects Board and Officers**

The UPW Fraternal Association held its annual membership meeting last January 14 and elected its Board of Directors and re-elected its present officers. 41 members attended the lengthy morning meeting which finally confirmed as Board members the following: James Brown, Adaline Uhrle, (Secretary), Henry Epstein, Momi Tong (President), George Kuraya (Sgt.-at-Arms), Stanley Rodrigues, Violet Acedillo (Treasurer), Glen Correa (Maui), V.P. Chris Ramos (Hawaii), and Antone Silva (Kauai).

The only contested seats were for the Board members from Hawaii and Kauai. The election for these positions

had to be run twice after the first balloting produced two too many votes. In the second balloting, Chris Ramos beat Franklin Baptiste 31 to 10, and Antone Silva edged out Leonora Saulibio by a 22 to 19 tally.

The Association was instructed to prepare an amendment to its by-laws for the next annual meeting which would guarantee each UPW Division representation on the Association's Board. The Association is also considering hiking its fees for non-member use of UPW meeting halls. The Board is seeking estimates on repairs to the Honolulu and Maui buildings and will send them to the UPW.



UPW Fraternal Assn. officers: left to right, Henry Epstein, Momi Tong, Adaline Uhrle, Glen Correa, Violet Acedillo, George Kuraya and Stanley Rodrigues.

"RICE AND ROSES" SCHEDULE

MONDAYS	REPEATS	KHET	KMEB
at 7:00 p.m.	SUNDAYS	Channel 11	Channel 10
February 5	at 5:00 p.m.	Oahu	Maui
	February 11		
February 12	February 18		

HEALTH HAZARD IN THE SHOP
A dramatized account of what happens when workers discover that they are being adversely affected by chemicals used on the job.

SCENES FROM THE WORKPLACE
Three dramatized grievances of a teacher, an office worker, and a truck mechanic. These are followed by videotaped reports of how workers in Hawaii react to these scenes.

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



The UPW family spirit was really in evidence at the union's New Year's party last Dec. 27 — as these Brothers from Hawaii State Prison and Sisters from Beverly Manor got into the spirit(s) together. Left to right, the sisters are Rochelle Kaakau, Mary Medina, One Fuga and Rose Seumanu; the Brothers are Bolo Kahawai, Dale Hardinger and Randy Ashe.



Some of the door prize winners at the UPW's New Year's Party.

HALE MOHALU SLIDE SHOW FEATURED

All Oahu retirees are urged to attend your retirees' meeting on Wednesday, Feb. 21, at 9:30 a.m. An excellent slideshow on the Hale Mohalu patients' struggle will be presented, with a speaker from Hale Mohalu. The retirees last January voted \$25 to kokua the efforts of the patients at Hale Mohalu and Kaluapapa.



The UPW New Year's party last Dec. 27 ended with the singing of "Hawaii Aloha."



Above & below, some of the refuse gang that attended the union's New Year's party.



D.O.E. Cafeteria Workers' Party



Above and below. DOE cafeteria workers enjoy a rousing Xmas party at the Canoe House at the Ilikai.

