



ORGANIZER

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

VOLUME XIII, NUMBER 2

HONOLULU, HAWAII

FEBRUARY, 1978

State PAC Sets Sights Ahead

Our union's Political Action Committee met last January 14 at AFSCME Hall to plan for the extremely crucial political year ahead. Brother Charles Iwata of Maui chaired the meeting, which was attended by representatives from all the UPW's divisions.

The Union must gear up for the second year of the Legislature's two-year term and try to get many of its legislative proposals out of committee and adopted. The sewer workers' 25-years-and-out bill is one of several bills which are still in one or another committee. (A recent study by the Hawaii Division of Occupational Safety and Health mandated by the Legislature details many of the hazards faced by sewer workers, particularly their exposure to dangerous gases.)

The other challenges facing the union this year are the Con-Con elections, and the general elections next November, preceded by primaries. The Governor's race (and possibly the Lt. Governor's race) will be a hot one, and 25 State Senate seats and 51 House seats are also up for election. Two neighbor island mayors face election races, and 25 councilmen on Oahu and the neighbor islands. All 9 Board of Education seats and both Representatives to the U.S. House will be up for election.

CON-CON'S CHALLENGE

The Constitutional Convention will pose possible threats to Hawaii's labor movement, especially public employee unions. In his letter to AFL-CIO affiliates, Executive Secretary Brother A. Van Horn Diamond advises, "The most important election since 1968 and probably for the next 10 years will be held on Saturday, May 20." That's the date set for electing delegates to the State Constitutional Convention.

High bank officials and the business lobby are pushing strongly for tighter fiscal controls on State and local government, which can only mean more cutbacks in health, education and welfare services for the public, and harder times for public employees. Our right to bargain collectively and to strike, when necessary, may be on the line . . . as well as a host of other important gains.

Wins Victory Over Teamsters

UPW Defeats Raid at Queen's

BULLETIN. Last December Teamsters Local 427 filed a petition to decertify our union as the bargaining representative at Queen's and to become the bargaining agent in our place. The petition was eventually signed by the necessary 30% of the workers in the bargaining unit, although apparently some of the workers were misled about what they were signing.

The NLRB ordered an election last January 20 at the hospital to determine the future bargaining agent, if any, at Queen's. The election results, 177 votes for the UPW, 155 for the Teamsters, and 7 for "no union" — assured the UPW's 30 years of involvement at Queen's would continue.

Negotiations can now begin for a new contract at the unit. The contract expires next March 31.

The UPW hired Sister Edna Kihara and the HGEA loaned to our union the good services of Sister Chris Taylor and Brothers Harry Wood and Ray Scanlan to work with B.A. Leighton Sukanuma on the campaign. Sister Jodie Allen was



State PAC Chairman Charles Iwata and Secretary-Treasurer Adaline Uhrle at the PAC's first meeting in 1978.

Because of the Teamsters' raid on our union at Queen's hospital and ongoing conflict between our unions, the political situation may become even stickier, UPW State Director Henry Epstein warned the PAC. "We face many challenges and tough decisions in the weeks and months ahead."

The UPW has decided to strongly urge its members to run for Con-Con seats, or to get behind union-endorsed candidates. It will give monetary aid to union members endorsed by the PAC who become candidates for Con-Con. The union has some \$28,000 statewide to assist the important political action work this year. Compared to what big business and banks might make available to candidates supporting their views, the union funds are not that great. "What we really need and are counting on is the mass involvement of our members, and cooperation among the unions in Hawaii," Brother Mel Goto, UPW legislative aide, told the PAC members.

The PAC also heard an appeal from Alice Beechert and Alice Elliott for our union to support continued funding for abortions for low-income women in Hawaii. They said conservative religious organizations are trying to eliminate this funding and outlaw abortions. The PAC members were favorable to their request for kokua.

The union, while opposing Act 157 of two years ago which made harmful changes in the unemployment law,

hired to assist the clerical work involved in the UPW's campaign.

These organizers worked long hours, developed several letters and flyers for the Queen's workers, visited workers in their homes, and set up daily meetings and social functions at nearby restaurants to discuss the workers' questions and the campaign's progress.

Also assisting the UPW's campaign was a group of volunteers including Private Sector V.P. Momi Tong, UPW Secretary-Treasurer Adaline Uhrle, UPW President James Brown; Staff members Ron Taketa, Noel Ono, Bill Hughes and John Witeck; rank-and-filers Evelyn Kama, J.B. Souza, Josephine Bucaneg, Harriet Kaimana, Charlotte Taniguchi, Ellen Lum, Charlotte Waiwai, and HGEA member Carol Takahashi. Queen's unit officers Elizabeth Han (Chairperson), Russell Valparaiso (V.C.), Carl Greubl (Secretary) and Roy Sagadraca also played an important role in the effort.

The UPW's State Board will discuss what to do in the face of the Teamsters' raid attempt at Queen's. With good

decided not to join with an opening day demonstration at the Legislature on January 18, referring the question of demonstrations to the State Executive Board. The PAC voted to purchase 20 tickets to a U.S.-China Relations Conference on February 4 as a way to study the issue of normalizing relations between the U.S. and People's Republic of China (see p. 3 for Major Okada's interview on China).

The PAC decided to meet again in late January to continue its planning on Con-Con and the current legislative session.

UPW Seeks Repricing Actions

The UPW last December took the cases of several classes of Unit 1 and Unit 10 workers to the Public Employment Compensation Appeals Board (PECAB), arguing for repricing. The City & County Ambulance workers presented a strong case for upward repricing, using an excellent slide show.

Cesspool workers presented statistics on their higher injury and sick leave rate and argued that they, like sewage treatment plant workers (who were upgraded recently), deserved an upgrading, noting also additional tasks they now do. Brother Charles Kealoha spoke for the men, with Ron Taketa speaking for the UPW.



Brother Richard Sakuma (left) appeared before PECAB with UPW Contract Implementation officer Ron Taketa (right). Brother Sakuma is a Radiological Electronics Technician who works with radioactive materials and detection devices. He is seeking a repricing from WB-13 to WB-15 for his important, demanding and hazardous job.



Left to right, Sister Edna Kihara, B.A. Leighton Sukanuma, and Sister Chris Taylor pause for a moment from their Queen's organizing efforts.

service and representation, and a strong rank-and-file, the UPW will hold its own, and grow. Time will tell if the Teamsters fare as well.

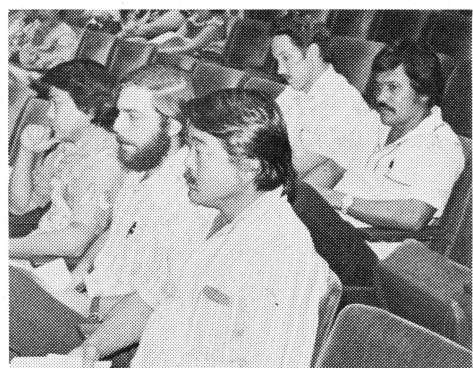
(See also story on p. 7 on AFSCME's Complaint to the AFL-CIO.)



The information booth at Lapakahi State Historical Park.

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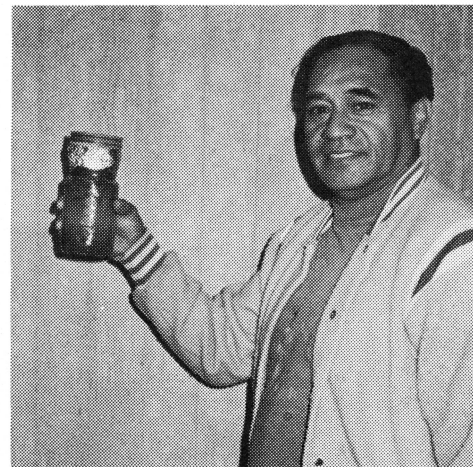


C&C Ambulance workers wait their turn to appear before PECAB for their repricing appeal.

UPW Contract Implementation Officer Taketa also presented the cases for the City & County sign painters and radiological electronics technician Richard Sakuma. These workers also added much to the discussion. PECAB's decision was due at press time, but hadn't come in.



Signpainters wait to appear on repricing request: Supervisor Brother Kenneth Chun (left) and Brother Albert Amper. They ably argued their case and demonstrated their skills to the Appeals Board, seeking repricing from WB-9 to WB-11. These two brothers, plus helper Paul Gemenio, design and paint all the parks, MTL and other City & County signs for the whole island.



Brother Charles Kealoha, cesspool pumping equipment operator, took a cesspool sample to PECAB to impress them with the exposure hazards of cesspool workers, who are seeking a repricing from WB-9 to WB-11.

State of the Union

by Henry Epstein



The Queen's Victory and the Tasks Ahead

The Teamster raid on our bargaining units was dealt a blow by our narrow victory on January 20 at the Queen's Medical Center. Though we only beat the Teamsters by 22 votes, we did win and we can go on now to rebuild a functioning unit at Queen's.

HGEA'S VALUABLE KOKUA

Many people worked very hard on this election campaign and we owe them a debt of gratitude. In addition to the officers, members, and staff of UPW, we had valuable assistance from the three staff people on loan from the HGEA — Sister Chris Taylor, Brother Ray Scanlan, and Brother Harry Wood.

This campaign was a graphic example of what the two AFSCME locals can do when they get together and work together.

The battle is probably not over. We can expect the Teamsters to file objections with the NLRB and drag out the case. In the end, I feel certain the objections will be denied and UPW will again be certified as the collective bargaining representative for the workers at Queen's.

OUR TASKS AHEAD

We have a lot of work to do at Queen's. We must find ways to heal the wounds of the election campaign and get all the workers together again as one solid group.

Negotiations are scheduled to start at Queen's as soon as the election protests are decided. This will require all the effort and skill of the membership at Queen's and our staff.

Our goal in negotiations must be to get the best hospital contract in the islands. To do this, we need all the support and participation of the Queen's membership and the unit officers.

While we have won the first battle, the war with the Teamster raiders is not over. We've got to anticipate more raids and more attempts to disrupt our union all over the state.

THE BEST DEFENSE — GOOD SERVICE

The best defense is to keep our units active and effective. We've got to be sure our members are getting good service and that our communications are functioning well.

While it's natural to have internal politics in our union, we've got to be careful that the level of politicking does not interfere with the operations of the organization. Queen's is a good example of a unit where the bickering became a serious problem.

While we have a lot of work to do locally, AFSCME is doing its share in Washington. The Article 20 case is continuing before the AFL-CIO, and all indications are that a formal hearing will be held before an impartial arbitrator appointed by the AFL-CIO.

When I was in Washington, D.C. a few weeks ago AFSCME President Jerry Wurf spoke to me about taking the Unity House situation up at the AFL-CIO Executive Council. The Teamster-Hotel Workers' alliance here is a clear violation of the AFL-CIO policy adopted when the Teamsters were expelled from the AFL-CIO.

We're happy that we won in the January 20th election, but we recognize that we have a big job to do throughout the State to guarantee that a majority of our members are participating in our activities and are satisfied with our representation. That's the best answer to the continued threat of Teamster raids.

We've got a good union. Let's make sure it's doing a good job everywhere.

MAHALO!

Brothers and Sisters of UPW,

The year 1977 was really a great year for me, being Secretary for the Airports unit, a delegate to the negotiating committee and also a delegate to the 23rd Convention at the Ala Moana Hotel. The greatest experience and a memorable one was being secretary on the Political Action Committee under the chairperson Charles Iwata and adviser Mel Goto—I learned a lot. I have always been for the union and will always support the union.

Although I didn't get on the Executive Board, to all of you who voted for me, I would like to thank you from the bottom of my heart. Mahalo, and may God bless you!

Sister of UPW,
Violet Acedillo, Airports

Aloha and Mahalo for your support in electing me to the Oahu Division and State Executive Board. I look forward to working with all of my Brothers and Sisters in my initial term of office and promise you that I will give you my best effort. And I look forward to your continued support in the future.

Stanley Kimura, DOT Highways



Sister Violet Acedillo

Mahalo for your support to me for an Oahu Division Executive Board post. I will do all I can to better our union. Best wishes for 1978!

Dorothy Asam, Cafeteria worker

"Mahalo" to all brothers and sisters for supporting me in my bid for an Oahu Division Board seat. Although I did not win, I thank you all for your support and confidence given me. Bless you all.

Harue Tanouye,
EDU Custodians' Unit

CONSUMER NEWS

The Misery Behind Hong Kong-Made Toys

(A year ago, Michael Gillard of British television did an expose of the conditions of child labor in Hong Kong's toy factories, which produce many goods for the U.S. and British markets. Here are some of the facts his investigation revealed.)

If your child got a toy made in Hong Kong for Christmas, there's a good chance it was made by another child, under very miserable and unsafe working conditions.

We have heard the toymakers' slogans on TV — "If it's Mattel, it's swell" — but companies like Universal Die, Mattel, Marx and Dunbee have been convicted of breaking laws designed to prevent sweat shop conditions and injuries among Hong Kong's teenage and women workers. More than 85,000 teenagers, most of them girls between the ages of 14 to 17, work in the toy company shops, factories and other factories in Hong Kong. Over 2,500 of these teenage workers were injured on the job in 1975. In that same year over 2,000 employers were prosecuted for breaking protective laws applying to teenage and women workers, and another 300 for employing children (under age 14). (If convicted, they received fairly small fines.) But this is only a fraction of the actual lawbreakers, since many of the workers do not report their employers since there is so much unemployment and poverty in Hong Kong, and they could lose their jobs.

Foreign companies operate in Hong Kong (in Korea and Taiwan) because

of the extremely low wages there, fewer restrictive laws, and higher profit prospects. Conditions in their shops are often terrible, since British authorities who run Hong Kong are lax in enforcing safety and fire codes. In 1975, for instance, there were some 400 factory fires which claimed the lives of 7 persons. Workers injured on the job have a hard time receiving compensation and the amount is very small. It seems that the principle that prevails in Hong Kong is that "any worker is lucky to have a job, and the risk is part of the deal." Unions are weak or non-existent in most shops, and most workers are without protection. Long work days and speed-ups are common. This naturally leads to more accidents and injuries, especially among teenage, child and women workers who suffer some of the worst conditions.

So next time you see those Evel Kneivel and Six Million Dollar Man dolls (made for Ideal Toys and Kenner Co. in Hong Kong by Universal Die Casting Co.) and other toys made in Hong Kong, remember the women and kids who are pushed to the limits or injured in producing them. It's not so swell if it's Mattel, and less than ideal if it's Ideal!

S. 1437 — A Threat to Unions

Senate Bill 1, the Nixon Administration's brainchild legislation which would give the government more police-state powers and take away many democratic rights, is alive and well — only it has a new number: Senate Bill 1437. Senator Edward Kennedy, a "liberal", and conservative Republican Senator John McClellan, have teamed up to introduce the new bill, which keeps many of the worst features of Senate Bill 1. Strong opposition from unions and civil liberties organizations helped kill S-1, but now we face a renewed threat from this new bill, which is backed also by the Carter Administration.

On labor activities, S.1437 defines "extortion" and "blackmail" so broadly that a federal judge could outlaw almost any strike or job action if property damage occurred in the course of the strike. Urging someone to go on strike, or aiding a strike, could also become a crime. The ILWU and the Oil, Chemical and Atomic Workers Union (OCAWU) have passed resolutions strongly opposed to S. 1437. The OCAWU declared that the new law would give the Federal government broad powers to intervene in labor disputes and "contains provisions which threaten the very existence of labor unions."

Dear Brothers & Sisters,

Mahalo to all who voted for me in the recent Division Election. I have enjoyed the years as your Division Secretary and the few months as your Division Vice-President.

Congratulations to the new officers and Board members.

Faternally,

Josephine G. Bucaneg

The new bill, if passed, would add new crimes, including "obstructing a government function by fraud" or "by physical interference". Avoiding surveillance by the FBI or giving the mailman wrong directions could also be considered a crime, as well as picketing a federal building or base, as part of a strike or political demonstration. And the penalties provided are pretty steep, including prison terms and large fines up to \$100,000. The bill also has sections on conspiracy and "aiding and abetting" which would apply to persons even discussing possible pickets or strikes at federal installations or buildings, whether or not any action actually occurred. A union strike at a military base, or an Ohana demonstration, might be deemed "obstruction" by a federal judge, and any persons involved in meetings which discussed these possible actions might face prosecution, as well as those who undertook them. This is a serious attack on freedom of speech and assembly, as well as on the rights of labor.

S. 1437 should be rejected, but if opposition to it is not mounted soon, its chances of passage are excellent. Let your Congressmen know your feelings against this repressive piece of legislation.

APOLOGIES

The Organizer apologizes to Sister Josephine Bucaneg for the misprint of her name ("Joseph") in our last issue, and misidentifying her as "acting" V.P. of the Oahu Division at the time.

TERIAKI SAUCE

for Steaks, Ribs and Chicken

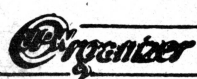
HUNGRY POWER

Recipes for a Worker's Budget

INGREDIENTS:

- 1/2 cup SHOYU (Soy Sauce)
- 1/2 cup WATER
- 2 Tablespoon OIL
- 1/3 cup SUGAR
- 2 teaspoon KOREAN HOT SAUCE

Combine all ingredients and marinate meat for 2-3 hours. (Excellent for cooking over Charcoal.)



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Second class postage paid at Honolulu, Hawaii • Printed by Service Printers

Published monthly by United Public Workers Local 646
American Federation of State, County & Municipal Employees AFL-CIO
1426 North School Street, Honolulu, Hawaii 96817 Telephone 847-2631

Postal Publication No. 653480

A Visit to Lapakahi State Historical Park

In Hawaii, a few County Council members have been very critical of the Kohala Task Force and the various new businesses that were created through Legislative and County funds. Because of these criticisms, we were curious as to how a project not related to the Task Force was progressing. When we were on our regular schedule to Kohala, we made it a point to stop by at Lapakahi State Historical Park. This make-work project was created by legislative action of the State Legislature more than 4 years ago. Representative Yoshito Takamine played a key part in getting legislative funds for the restoration of Lapakahi.

Presently, there are 46 employees, and the majority of them are former employees of Kohala Sugar Company. With the closure of the sugar company, jobs are a very important commodity in Kohala.



Lapakahi Park workers on the job. Left to right, Brothers Eugene Sin, William Ayoso, and Epipaneo Ayoso.

Lapakahi State Historical Park has a very interesting historical background, and much archaeological work was conducted in trying to determine what type of village existed there more than 600 years ago. Briefly, this is what we learned in talking to park personnel and reading a brochure that describes Lapakahi, a thriving community of several hundred people. The lower beach area, where much work has already been accomplished, was inhabited by the fishermen, and the mauka area where the climate was cooler was where the farmers grew their crops.



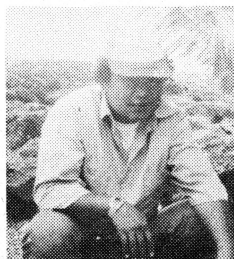
Left to right, kneeling: Brothers Christalino Emeliano, Florentino Acacio, Nemesio Doliente, Kenneth Badua; 2nd row—Steven Maeda, John Tabiolo, Samson Cazimero, Vivencio Naugayan and Clive Luhiau, Jr.; 3rd row—Toshio Kato, Chosei Maekawa and Don Cruz. NOTE: Missing from picture and absent that day was John Fuellas the Unit Chairperson and a very effective officer and steward.

In those days, there was no greed among the Hawaiians, and the fisherman only caught enough fish to sustain his family and to also receive vegetables from the farmers in exchange for fishes. A farmer had use rights to as much land as he could competently handle. The harder a farmer worked, the more land he was given to till. The farmer did not own the land that he tilled, and whatever land was assigned to him was only for him to work on. He only kept enough food to feed his 'ohana (family). The excess was given and shared with others or exchanged with the fishermen for fish. Lapakahi was a thriving community where people really depended upon each other. They had a very simple lifestyle because this was a village of the commoners and not of rulers. Briefly, this was Lapakahi as it was more than 600 years ago.

Today the employees who are working at Lapakahi State Historical Park and trying to restore it to its former status are a group of hard-working individuals. Presently, about 40 to 50 acres of land has been cleared and much im-



Left to right: 1st row, kneeling—Brothers Joseph Carvalho, Fukui Yamamoto, Frank Carvalho and Frank Coito, Jr.; 2nd row—Alfredo C. Salvado, Albert Reyes, Francisco Mangrubang and Joseph Reyes; 3rd row—Thomas Aiona, foreman and Harold Alcoran.



Brothers Sat Carpio (left) and Bruno Villacorte.



Sister Margarita Pasalo

provement is evident, but much more remains to be done. The working conditions are not the most ideal because the climate is different from anywhere else on this island. It is miserably hot and, at times, very windy with hardly any rain. Because of the dryness of

the area, the plants need to be watered or irrigated. It is a place where the employees cannot continue working at a steady pace without a break occasionally. Despite the heat, the employees deserve a lot of credit for the work completed so far. They have transformed the arid land where there was nothing but keawe trees to one where locals and tourists alike enjoy visiting.

The one issue that always keeps the employees on edge is the fact that they don't know when they may be terminated. As long as the State Legislature funds the program, there's no problem, but there is no guarantee that the project will get continued funding from the legislature. We sincerely hope that those legislators who question the importance of continued funding will personally view the project. This is one State Park where you can relive the past and let your imagination place you among those who lived there more than 600 years ago and had a lifestyle which was free from the greed of today's system. We strongly believe in the restoration and retention of historical areas and the need to retain as part of our children's education anything related to Hawaiiana.

We urge and encourage our people to make Lapakahi State Historical Park a must place to visit. Presently, the hours are limited and the gates close at 3:00 p.m., but hopefully the hours will be extended in order to accommodate more people. The employees are all very nice and friendly and it is well worth the time to drive to the park.

unheard of. There are no beggars in China. As production goes up, the workers will get higher wages, and other incentives."

Major Okada stressed that even with all these good things, struggle continues in China, against the "Gang of Four" and bad policies and leadership. But he feels strongly that Mao's ideas and memory as a revolutionary who served the people will continue to have the support of the people.

"Now is the time to normalize relations between the U.S. and the People's Republic of China. We have to let each people decide how they want to run their country, and stop our government from interfering in their affairs. That's what I want to see next, so that many more people can see China for themselves and relations improve between our peoples. I'm pretty sure, too, that some day Hawaii and the U.S. will have to have a system more like China's, if we are to survive and have a healthy, more just society."

NORMALIZATION CONFERENCE FEBRUARY 4

The United Public Workers in Convention supported the idea of further study of the issue of normal relations with China. Our State PAC last January 14 voted to purchase 20 tickets to the U.S.-China Relations Conference next February 4 (Saturday) at Washington Intermediate School, 9 a.m. to 4 p.m. Admission is \$1 per person (plus \$1.50 for an optional box lunch) and the Conference is open to everyone.

The "Major" Goes to China

"When you see the millions of people in China, you can understand why they are socialist. Under capitalism, half of them would starve."

This observation was one of Brother Hideo "Major" Okada's basic feelings about the People's Republic of China when the Organizer interviewed him recently on his tour of China last summer. His tour group of 17 Hawaii residents included some top local corporate executives and government officials, like Chinn Ho and U.H. President Fujio Matsuda.

"Major" Okada learned how oppressed the Chinese people had been under the old feudal order, with constant wars, severe poverty, mass starvation, and invasions by Western armies. He saw how much better conditions are today, the many benefits of the revolution, and how much the people respect their late, great leader, Chairman Mao Tse-tung.

CHINA AND UNIONISM

He also noted how strong China's collective spirit and thinking was, and how this reminded him of unionism in this country: "In the trade unions, we learned that as individuals we're weak and can do little. We join unions so we can collectively get together, work together to improve our wages and conditions. I feel they're doing roughly the same thing in China, and more. It's all a collective thing... One Sunday we passed through a place where there were all these people building a road or bridge, some pushing wheelbarrows, the kids taking rakes."

Since the workers in China control the factories and workplaces, there is little need for unions there — although the workers do have the right to strike, and to constructively criticize the way things are done. There are no supervisors as such in China, Major reports,



Hawaii's own Major Okada with his guide and the Chairwoman of the Revolutionary Waterfront Neighborhood Committee of Shanghai.

only team leaders, and everyone joins in the work. There are all kinds of organizations for people to participate in, from the youngest ages on up — and much involvement of the people in decisions and in political education.

"It is hard to get into the Chinese Communist Party. In this country, we can join any party we want. But in China you must meet certain requirements to be a Communist Party member. They take only the very best people who are really trying to serve the people," Major asserts.

On the women's role in Chinese society, Okada says, "They play a big role, not like over here. In many factories and agricultural communes we visited, women were the leading comrades. They would greet us and inform us on what went on at the place, and then show us around."

There's full employment in China. "With 800 million people and everyone working, the Chinese are wise enough not to make changes in machinery and production which eliminate jobs; they just add new industries and machinery to make jobs easier."

Major notes also that although China is a poor country, it "has immense natural resources which are still mainly untapped, like oil."

"There are many bikes in China, a cleaner, healthier way to get around. Everyone exercises. It hardly looks like a police state. The only cops you see are those controlling traffic at intersections. Agricultural workers are very respected in China, not looked down upon. There's no shame to work in the fields," the Major reports. The last point was obviously important to Brother Okada, a former plantation worker in Waipahu and a veteran ILWU organizer.

"Corruption is severely punished in China — no Watergates there," Major adds, concluding: "All in all, China seems more democratic than we are: 3 square meals a day, adequate housing, jobs and childcare for all; and the workers have much more to say on the job. Crime is rare, and you can leave your doors open in China and nothing will be stolen. Prices for necessities haven't changed for over 20 years, while wages have gone up. Inflation is

Our Hawaii County Council's Reorganization

HAWAII

By Jack Konno

On Dec. 22, 1977, we attended a special meeting of the Hawaii County Council and the purpose of the meeting was the Council's intent to reorganize itself and the leadership positions of the various standing committees of the Council. Council Chairman Harvey Tajiri resigned his position and was replaced by Councilman Stephen Yamashiro and two Council committees, Agriculture and Tourism and Public Services, were abolished. This leaves 3 standing committees: Finance (chairman Harvey Tajiri), Planning (chairman Takashi Domingo), and Public Works (chairman Tomio Fujii). The Council vice-chairman's position was accepted by Councilman Joe Garcia after Councilwoman Merle Lai, who originally was tapped for the position, declined in favor of Garcia.

It seems that the reorganization came about because of the Council's dissatisfaction with the former chairman of the Finance committee, Councilman Bill Kawahara, and that committee's inaction in spelling out viable economic programs for Hawaii County. The former Council chairman Harvey Tajiri stated that there was

no pressure applied from unions and their leadership on his resigning his position and the need to reorganize the structure of the County Council. It was also the position of Councilman Garcia when he accepted the vice chairman's position that he didn't owe union officials any obligations.

It really surprises us to continually hear about unions being the power force behind any shakeup within the County Council. Are we always supposed to be the scapegoat? Are we supposed to be the power brokers as some Councilman charges? Contrary to what some may think, in reality, we have kept a low profile and have not interfered with the present County Council on issues and have not flexed our muscles as we should possibly have done.

We believe that the reorganization is a good change and have great faith in Councilman Stephen Yamashiro, who is one of the most intelligent and knowledgeable among his colleagues. Councilman Harvey Tajiri has to be given a lot of credit also for relinquishing the chairman's position in his effort to have a more unified Council that would make economic development its first priority.

A couple of the Council members are a great disappointment because, aside from being critical of their fellow Council members, they haven't done a darn thing worth talking about. A year has passed since their election, and the public had high hopes because of the dilution of the so-called "union power". Even on the reorganization, those who had testified were very

critical of the reorganization plan. Why is the public being so negative? If those in power cannot deliver, don't the Council members have the right to reorganize themselves? We believe, in giving the new structure a chance to produce and come up with viable programs. The infighting should end, and all Council members should work in harmony and stop being critical of the majority.

We believe that the reorganization will be an asset to Hawaii County because the chairmen selected are qualified in working toward the economic growth of our island. Of course, only time will tell as to their effectiveness. But we wish them well in their new leadership positions.

Cafeteria Workers' Party

By Sarah Togashi

Hawaii Division's Cafeteria Workers unit held their first Christmas party on December 17 at the Hilo Lagoon Hotel. The party was a huge success due mainly to the concerted effort of the planning committee members composed of HGEA and UPW members. It really was a well-planned party where those present, including spouses, really enjoyed the food, the fellowship of being together with workers from other schools, and the grab-bag gifts which included many objects which only women can think of and which created much laughter because of their humorous nature.

Really sweet Hawaiian music was provided by some of our sisters from the Pahoa and Kalapana area. The musicians were Sisters Linda Pacheco, cafeteria worker from Pahoa School, Ms. Maile Makuakane, Ms. Moses Makuakane and Ms. Robert Kelihoomaluu. These sisters also provided the background music for the songfest of Christmas songs that everyone enjoyed singing.

Some retirees of school cafeterias were also present and honored, including Sisters Margaret Correia, Helene Okimoto, and Kayono Koike. The planning committee members who deserve a lot of credit for a job well done were: Co-chairpersons, Sisters Helen Nakahara, Rose Kim, Mitsuko Haraguchi, and members Kazuno Endo and Atsuko Asayama. The Finance Committee included Sisters Betsy Takamine and Alice Kaneko and Sister Sarah Togashi was in charge of the program. Incidentally, Sister Atsuko Asayama is retiring from DOE after more than 22 years of dedicated service.

Because of the success of the party, the members are now planning to make this into an annual affair with the next party planned to be held in Kona. Our Mahalo and Congratulations to all who had a part in the success of the first annual Cafeteria Workers Christmas party.



Members of the hard-working committee which planned the successful Cafeteria Workers' Christmas party. Sitting 1st row, Sisters Rose Kim, Kazuno Endo, Helen Nakahara. Standing, Mitsuko Haraguchi, Sarah Togashi and Betsy Takamine. Missing from photo, Atsuko Asayama and Alice Kaneko.



Cafeteria workers from Kohala High & Elementary School, Sisters Margaret Couttie, Miyoko Kawamoto, Atsuko Hasegawa (Food Services Supervisor) and Wynona Fernandez.

Hawaii Division's 1st 1978 Board Meeting

Hawaii Division held its first Executive board meeting last January 7 and had a very good turnout of unit and Division officers. The meeting was chaired by Brother Kiyoshi Nagata. It was an all-day meeting because of the many important issues that needed to be acted upon. The Board, after much discussion, approved the budget and Division by-laws. It was also decided that we will again plan for our annual kick-off party, holding it in conjunction with the State Executive Board meeting that will be held here. Brother Nagata appointed Brother Chris Ramos and Sister Sarah Togashi as co-chairpersons in charge of planning the kick-off party. The co-chairpersons will select their own committee members for the annual affair. The board also approved the following appointments that were made by the Division Vice President: Sports, Brother Louis Carvalho; Organizing, Sister Sarah Togashi; and Fraternal Association, Brother Chris Ramos.

Brother Carvalho is with the Department of Public Works. Sister Togashi is with DOE, and our new Fraternal Association member Brother Chris Ramos is with DAGS. Brother Ramos has experience in construction and we believe him to be well-qualified to serve on the building committee and eventually to spearhead the planning of the Hawaii Division's new office if it becomes a reality.



Brother Andy Ragasa PMA II, Sisters Matsue Maeda Laundry Worker and Carmelita Palitang Janitor, all from Kohala Hospital.

Important Retirees Meeting

Very important reorganization meeting for UPW Big Island Retirees which involves money. All UPW retirees are requested to attend this meeting on February 8, 9 a.m., at the UPW office.

Apologies

We would like to extend our apologies to Brother Franklin Baptiste whose name was inadvertently omitted from the list of officers who were recently elected. Brother Baptiste was elected Hawaii Division's PAC chairman and, with the Con Con election this year, he has his work cut out for him. Our congratulations to Brother Baptiste on his election!

Mahalo

Dear Sisters & Brothers of Hawaii Division:

My sincere gratitude to the many who voted for me for the position of Secretary-Treasurer. Even though I lost, I feel very fortunate in having acquired a lot of new friends.

I have had the pleasure and honor of serving all of you as Hawaii Division member to the State Executive Board for the years 1976-77. It truly was an informative and educational experience for me, and I feel very fortunate in having been able to serve you the past 2 years. I will continue to be an active member and do whatever I can to help the Hawaii Division. Now that the election is over, may I ask that all of you give your full support and cooperation to Hawaii Division's newly elected Secretary-Treasurer, Sister Hiroko Kawaoka. Thank you very much.

Sincerely and fraternally,
Sarah Togashi

My sincere thank you to all the rank and file members of the Hawaii Division who voted for me in the recent election. I pledge to do my best as your secretary/Treasurer.

Hiroko Kawaoka

SECTION 8, EDUCATIONAL & INFORMATIONAL MEETINGS FOR BARGAINING UNITS 1 & 10

- FEBRUARY 6, 1978, 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 7, 1978 TUESDAY — LAUPAHOEHOE**
Laupahoehoe Library — 9:00 to 11:00 A.M.
- FEBRUARY 7, 1978, TUESDAY — HONOKAA**
Honokaa School Auditorium — 1:00 to 3:00 P.M.
- FEBRUARY 8, 1978, WEDNESDAY — WAIMEA**
Territorial Savings & Loan — 9:00 to 11:00 A.M.
- FEBRUARY 8, 1978, WEDNESDAY — KOHALA**
North Kohala Court House — 1:00 to 3:00 P.M.
- FEBRUARY 9, 1978, THURSDAY — KONA**
Konawaena School Cafeteria — 10:00 to 10:00 A.M.
- FEBRUARY 9, 1978, THURSDAY — KAU**
Kau School Cafeteria — 1:00 to 3:00 P.M.
- FEBRUARY 10, 1978, FRIDAY — HILO**
Hilo Hospital Auditorium — 9:00 to 11:00 A.M.



HAWAII DIVISION FEBRUARY MEETING SCHEDULE

| | | |
|------------------------------------|----------------------------|------------------|
| Hilo Airport (Custodians) | Wed., Feb. 1—11:00 a.m. | Shop |
| Hilo Day Activity Center | Wed., Feb. 1— 3:00 p.m. | Lounge |
| Parks & Recreation | Thurs., Feb. 2— 3:00 p.m. | Shop |
| DAGS (Maintenance Shop) | Thurs., Feb. 2— 3:30 p.m. | Shop |
| Retirees Committee | Wed., Feb. 8— 9:00 a.m. | UPW Hall |
| Honokaa School | Wed., Feb. 8—11:00 a.m. | Cust. Shop |
| Honokaa Hospital | Wed., Feb. 8— 1:00 p.m. | Hospital |
| Hamakua Road | Wed., Feb. 8— 3:00 p.m. | Shop |
| Hilo Airport (Maintenance Shop) | Thurs., Feb. 9—12 noon | Shop |
| Laupahoehoe Unit | Thurs., Feb. 9— 3:00 p.m. | Library |
| State Parks | Mon., Feb. 13—11:00 a.m. | Shop |
| Puna Road | Mon., Feb. 13— 3:00 p.m. | Shop |
| Hilo Hospital | Mon., Feb. 13— 7:00 p.m. | UPW Hall |
| Sewers & Sanitation | Tues., Feb. 14—11:30 a.m. | Shop |
| Kau Road | Tues., Feb. 14— 3:00 p.m. | Shop |
| Kau Hospital | Wed., Feb. 15— 1:30 p.m. | Lounge |
| Kohala Unit | Wed., Feb. 15— 7:00 p.m. | Court House |
| Kona Airport | Thurs., Feb. 16—11:30 a.m. | Shop |
| Kona Road | Thurs., Feb. 16— 3:00 p.m. | Shop |
| Kona Custodians, Cafeteria Workers | | |
| South Kona State Highways | | |
| & DAGS | Thurs., Feb. 16— 7:00 p.m. | Old Kona Airport |
| Kona Mental Health | Fri., Feb. 17— 9:00 a.m. | Office |
| Kona Hospital | Fri., Feb. 17—11:00 a.m. | Hospital |
| North Kona State Highways | Fri., Feb. 17— 3:30 p.m. | Shop |
| Monthly Division Exec. Bd. Meeting | Fri., Feb. 17— 4:00 p.m. | UPW Hall |
| School Cafeteria Workers | Sat., Feb. 18— 9:00 a.m. | UPW Hall |
| DAGS (Custodians) | Tues., Feb. 21— 1:00 p.m. | St. Bldg. |
| BWS | Tues., Feb. 21— 3:30 p.m. | Shop |
| Waimea School | Wed., Feb. 22—11:30 a.m. | School |
| Waimea Road | Wed., Feb. 22— 3:00 p.m. | Shop |
| School Custodians | Thurs., Feb. 23— 7:00 p.m. | UPW Hall |
| Hilo State Highways | Fri., Feb. 24— 3:30 p.m. | Shop |
| Waimea State Highways | Tues., Feb. 28— 3:00 p.m. | Shop |

Maui, Lanai and Molokai

Kula Hospital Loses Five to Retirement

Kula Hospital lost five veteran employees to retirement at year's end. Heading the list is Brother Benjamin Keau, who retired on December 10 after more than 44 years of service. The others are Brother Abel Ventura (39 years), Brother John Kanahuna (29 years), Sister Hilda Keau (29 years), and Brother Maximo Longayan, who retired as a PMA III on October 1, 1977, after more than 35 years of service.

Brother Keau started at Kula Sanatorium and General Hospital as a Janitor in 1934, but for the past 38 years he has been the hospital's utility driver.

He has driven more than a million miles without an accident, often making the 50-mile roundtrip between Kula and Kahului twice a day to pick up and deliver patients, whole blood, lab specimens, laundry, and mail.

His wife, Hilda, began work in the hospital laundry in 1941. She resigned in 1946 to raise a family, then resumed work in the hospital linen and sewing room in 1955 where she remained until her retirement as a Sewing Worker II.

Brother Ventura started with the hospital in 1938 as a yardboy, becoming farm hand, night watchman, and since 1968 maintenance man. He plans to work at taxidermy and enjoy fishing in retirement.



Brother Noah Leong (right), receives a Monkey Pod bowl from T. Hirano, State Division Chief of Land Transportation Facilities, at a Luau held in his honor on the occasion of his retirement as a Painter Supervisor after more than 27 years of service. The party was held at the State Baseyard in Kahului last December 30. Brother Leong's service began in 1951 as a General Laborer II with the Hawaii Housing Authority where he worked for 9 years. In 1960 he transferred to the Dept. of Transportation (Highways Div.) as a Painter and in 1973 he was promoted to Painter Supervisor I until his retirement on December 31, 1977. Brother Leong was the first Unit Chairman of the Transportation Unit when it was formed in November of 1970. Brother Leong was presented many gifts by his co-workers. On the left of the photo, is Brother Gilbert Correa who emceed the program.



The Maui Custodians Unit held their annual Xmas party at the UPW Building on December 17, and at the same time honored Brother Yoshio "Washington" Hashizumi on the occasion of his retirement as a Custodian III with the Wailuku Elementary School after more than 34½ years of service. From left to right are: Brother "Washington's" daughter-in-law and two grandchildren who came from the mainland for the occasion; and on the right is Mrs. Hashizumi. Brother "Washington" recalls being signed up as a UPW member by Brother "Masa" Okumura way back in 1950.



Retirees (from left): Brother Benny Keau, Sister Hilda Keau, Brothers John Kanahuna, and Abel Ventura. Not pictured: Brother Maximo Longayan.

Brother Kanahuna started work with the county road department in 1943, transferred to the hospital dairy farm in 1952 and retired as a Mechanical Equipment Attendant. He plans to raise cattle in retirement.

All the retirees were honored at a party held on December 10 at the Eddie Tam Memorial Center at Makawao where they were presented with checks from the State; a check for \$25 each from the Kula Hospital Association; and each received a monkey pod bowl from the UPW Kula Unit presented by Unit Chairperson, Sister Paulette Tau-a.

MAHALO:

Mahalo to all our brothers and sisters of Maui, Molokai, Kalaupapa, and Lanai for electing us to be your division officers for the next two years.

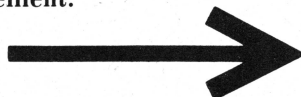
We are very grateful for this opportunity to serve and promise to work for an efficient and responsive division. We also pledge ourselves to represent your wishes and always for the good of the majority.

Thank you and Aloha,
Yoshio Murakami, Vice-President
Barbara Kuakaua, Sec.-Treasurer
George Kekona, Board member (Maui)
George K. Aea Sr., Board member (Molokai)
David Ayers, PAC Chairman



Sister Barbara Kukaua, newly elected Division Secretary-Treasurer, presents a beautiful red carnation lei to Brother Benny Keau on the occasion of his retirement from Kula Hospital after more than 44 years of service and also as past Division Vice-President.

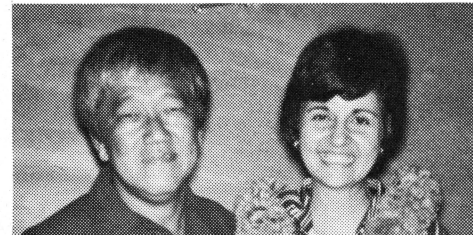
On behalf of the Maui Division Executive Board members, we extend sincere wishes to all of our Brothers and Sisters who have retired for many happy years of good health and long life in their retirement.



Members of the Maui Custodian Unit serenade at the annual Xmas Party. These members participated in the AFSCME "ukulele" educational classes and displayed their talent at the Xmas party for the benefit of all that were present.

Write For Our Newspaper

News items from any UPW members in any of our Units are welcome any-time for newsprint in our Organizer. Send in your information in writing to our UPW office in Wailuku, 66 Wailani St. (Attention: Division Director). We'll be happy to send it in. Your articles must be sent in by the first week of each month.



Sister Geri Ah Sam, past Maui Division Secretary-Treasurer, was presented a beautiful red carnation lei by Brother Yoshio Murakami, newly elected Division Vice-President, in appreciation for her past services as Secretary-Treasurer.



MAUI DIVISION FEBRUARY MEETING SCHEDULE

| | | | |
|---------------------------|------------------|------------|-----------------------------|
| Molokai Hospital Unit | Tues., Feb. 14— | 7:30 p.m. | Hospital Conf. Room |
| Molokai Unit | Wed., Feb. 15— | 3:00 p.m. | County Garage |
| Molokai Caf. & Custodians | Wed., Feb. 15— | 7:00 p.m. | Community Center |
| Kalaupapa Unit | Thurs., Feb. 16— | 11:30 a.m. | Paschoal Hall |
| Makawao Unit | Tues., Feb. 21— | 3:00 p.m. | Baseyard Office |
| Kula Unit | Wed., Feb. 22— | 7:30 p.m. | Keokea Park Pavilion |
| Parks Unit | Thurs., Feb. 23— | 3:00 p.m. | UPW Building |
| Lahaina Unit | Thurs., Feb. 23— | 3:00 p.m. | County Garage |
| M. M. Hospital Unit | Thurs., Feb. 23— | 7:30 p.m. | UPW Building |
| DAGS Unit | Fri., Feb. 24— | 3:00 p.m. | Carpenter Shop |
| Division Executive Board | Fri., Feb. 24— | 7:30 p.m. | UPW Building |
| Retiree Committee | Mon., Feb. 27— | 10:00 a.m. | UPW Building |
| Custodian Unit | Mon., Feb. 27— | 7:30 p.m. | UPW Building |
| Hana Unit | Tues., Feb. 28— | 11:30 a.m. | Baseyard Office |
| Cafeteria Unit | Tues., Feb. 28— | 7:30 p.m. | UPW Building |
| Wailuku Unit | | | On Call by Unit Chairperson |
| Transportation Unit | | | On Call by Unit Chairperson |
| Associate Services Unit | | | On Call by Unit Chairperson |

Ethics Board Rules on Gifts to Refuse Workers

The UPW received a favorable response on our inquiry from the County Board of Ethics on whether the acceptance of gifts at Christmastime by County Refuse Collectors would violate any provision of the code of ethics of the County of Maui.

The following opinion signed by Board members Cable Wirtz, Michael Davis, Daryl Yamamoto and J. Orsini is being printed for the benefit of all concerned:

"This is written in response to your request of December 2, 1977, asking the Board of Ethics whether the acceptance of gifts at Christmas time by the Refuse Collection Division of the Department of Public Works of the County of Maui would violate any provision of the code of ethics of the County of Maui.

"From your letter of December 2, 1977 and our meeting of December 6, 1977, we understand the following to be facts relevant to the subject situation:

1. For more than 20 years the refuse collectors have accepted six-packs of beer, soda and other small gifts from residents of the community during the holiday seasons;
2. The gifts are not necessarily given hand to hand but are usually placed by or on the refuse cans or containers;
3. The gifts are not given to any one individual but are given to the team of refuse collectors, usually three individuals;
4. The gifts are a tradition to some segments of the community, and this tradition is generally recognized throughout all three islands of the County of Maui;
5. No services are given in return for the gifts, nor is there any relationship between the quality of the past services of the refuse collectors and the giving of the gifts;
6. The gifts from any one donor are of nominal value and would total less than four dollars in value to any one refuse collector;
7. Supervisors within the Department of Public Works have informed the refuse workers that any further acceptance of beer and other similar gifts in the future will be cause for immediate dismissal.

"The receipt of gifts by County employees is covered by Article 10, Section 10-3, of the Revised Charter of the County of Maui, to wit:

1. No officer or employees of the county shall:
 - a. Solicit, accept or receive any gift; directly or indirectly, whether in form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form, under circumstances in which it can reasonably be inferred that the gift is intended to influence him in the performance of his official duties or is

intended as a reward for any official action on his part." (Emphasis added.)

Therefore, gifts, in whatever form, are permissible, except whenever received under circumstances in which it can reasonably be inferred that the gift is intended to influence the recipient in the performance of this official duties or intended as a reward for official action. This is the crucial determination to be made in this matter.

"The application of the Charter provision to any one particular situation requires consideration of such matters as (1) the business as well as personal relationship between the donor and the recipient of the gift, (2) the relationship of the gift to the nature of the official functions of the recipient, and (3) the benefits to the donor and recipient of the gift.

"The Board does not read the Charter as being so restrictive as to rule out all gifts to public employees. In a past opinion, the Board noted that there has been a long standing tradition of giving small token gifts of aloha to those persons with whom one deals on a public or private basis. The Board has cautioned that the gifts must be nominal and given in the traditional spirit of aloha. However, once a gift becomes a matter of substance, then a cloud of attempted influence or reward does overshadow any spirit of aloha, and a violation of the code of ethics would be found.

"Under the circumstances presented for our consideration, the Board rules that the receipt of the subject gifts would not violate the code of ethics:

- (1) if the gift is given freely in the traditional spirit of aloha;
- (2) if the employees receiving the gifts take no action to solicit the gifts nor have they taken any action in the past;
- (3) if the gift is of nominal value;
- (4) if there is no other circumstances indicating an apparent intent by the donor to reward the employees for past services or to motivate the employees for better services in the future.

"The information presented by you to the Board has indicated no present knowledge of facts which would be inconsistent with the criteria herein established and consequently no violation of the code can be reasonably inferred from the Board's perspective. However, if the facts upon which we have based our assumptions are incorrect or if facts come to your attention inconsistent with such criteria or if any one employee encounters a questionable situation with regard to the above-mentioned criteria please inform the Board immediately of such so that we can deal with the specific situation.

After all is said and done, such gift-giving in the traditional spirit of aloha is a matter of degree and must be exercised with great caution."

OAHU DIVISION NEWS



Above, the officers and stewards installed by the DOE Cafeteria workers' unit at their memorable party last December at the Pagoda Restaurant.

Advocacy for the Elderly — A course on how to get results for a better life for Senior Citizens taught by Brother Max Roffman.

CLASS BEGINS: Thursday Morning, February 16, 1978 at 9:30 a.m. Each session will last two hours. There'll be one session a week for 8 weeks.

PLACE: Honolulu Community College (874 Dillingham Blvd., diagonally across from Gem store), Building #5, Room 102.

ELIGIBILITY: Anybody is eligible, no minimum education requirements. This is a non-credit course. There will be no written examinations to turn in and no grades. No fees. Sign up at the first class.

METHOD: We will use mostly the group discussion method. We will discuss such subjects as UNDERSTANDING THE LEGISLATURE, HOW TO LOBBY, HOW TO HELP A SENIOR CITIZEN, HOW TO PREPARE FOR A HEARING, ORGANIZING YOUR WORK, ETC.

Oahu Retirees Meet; Install Officers

The Oahu Retirees' Committee met last January 18 and installed its new officers. Chairman Max Roffman announced the standing committees and their chairpersons: Program & Education, Max Roffman and Adolph Samuels; Entertainment & Recreation, Henry Ako and Brutus Hamm; Telephone Committee, Queenie Samuels and Alfred Tam; Political Action, Herb Gonsalves and Sam Hao; Special Publicity and Mailing, Mary Thompson; Liaison with State Executive Board, Herb Gonsalves, Adolph Samuels, and Sam Hao; and Liaison with Oahu Board, Adolph Samuels.

The next meeting will be Wednesday,

February 15, 9 a.m. at UPW Hall, and private sector (including private hospital and care home) retirees are invited to attend. Refreshments will be provided, and a film presented, possibly on Citizens Against Noise.

The Oahu retirees plan to recommend Brother George Joy to the State Executive Board as State Retiree Committee Chairperson (since none was elected at the last Convention) and later to nominate him for the union staff position servicing retirees' concerns. This staff position was mandated by the last Convention and would be filled sometime after next July 1.

Airport Workers Enjoy Festive Party

The Airports Division Maintenance Section employees held its 16th Annual Christmas Party on December 17, 1977. Over 150 employees, wives and children greeted Santa Claus and enjoyed a festive evening including steaks, bingo, singing and lucky numbers.

The UPW Airport Unit Fund is one of the sponsors of this annual year end family gathering.



From left to right, Jack Hashimoto, Hattie Halderbaum, Harriet Chang, Patrick Cullen (as Santa), Lovie Chong, and Asami Yamane.

EDU Unit Plans Sausage Benefit Sale

Each member is requested to sell ten (10) or more sausages to receive benefits. The price per sausage is \$1.25. Deadline to place your orders is March 10, 1978. Sausages will be delivered to your schools on March 16, 1978. Please have the exact amount of money ready. Place your orders with the following:

LEEWARD:
Leatrice Kahalekulu 689-6584 res.
Bessie Osborne 696-9926 res.
WINDWARD:
Harue Tanoue 262-9194 res.
Irene Valdez 262-4766 res.
HONOLULU:
Stanley Rodrigues 841-6835 res.
Josephine Magbanua 941-6096 res.
CENTRAL:
George Kenui Sr. 293-5607 res.
UPW:
Betty Kajiware 847-2632 res.
Leave message, your name and telephone number.

OAHU DATES TO REMEMBER (All Meetings at UPW Hall.)

Feb. 6, Mon. Agenda Mtg. 6:30 pm
Feb. 7, Tues. AFL-CIO Mtg. 7:00 pm
Feb. 9, Thurs. Membership Mtg. & PAC 7:00 pm
Feb. 15, Wed. Retirees Comm. 9 am
Feb. 18, Sat. DOE Cafeteria Unit 9:00 am
Feb. 19, Sun. EDU Custodians Unit 1:00 pm

ATTENTION EDU UNIT: Change in Monthly Meeting Dates:

The monthly meeting dates has been changed to EVERY THIRD SUNDAY of each month effective February 19, 1978. Meeting starts at 1:00 p.m. at UPW HALL. Let's start the year right by attending the unit meetings.

Pule, Bingo, Alo Honored for Service

Detention Home Workers Receive Awards

The Judiciary Department of the State Government initiated service awards last January 10 for its employees with 10, 20 and 30 years of service. Sisters Maydell Bingo (Juvenile Detention Worker III) and Lana Pule (Cook) and Brother Tasi Alo (JDW IV, Supervisor), all employed at the Juvenile Detention Home in Honolulu, received awards. Sisters Pule and Bingo were given certificates recognizing their 10 years of service from Mr. Pat Murata on behalf of Family Court head Ms. Vitousek; Brother Alo's certificate honored his 20 years of service. Assistant Superintendant Roland Watson received a certificate for his 30 years of service. The afternoon awards ceremony in the Supreme Court chambers was the first of its kind in the department, and will become an annual affair.



Left to right, Maydell Bingo, Brother Tasi Alo, and Sister Lana Pule after receiving certificates honoring their long service at the Detention Home.

Moanalua High School's Cafeteria Workers



Sister Toshiko Sato, Baker's Helper at Moanalua.



Sister Louise Valencia, 7-year DOE veteran, has worked as Cook at Moanalua for 4 years.



Sister Veronica Kuoha is in her third year as a fulltime helper at Moanalua. Above, she operates the slicing machine.



Helper Patricia Mar has worked for the DOE for 8 years.



Sister Dorothy Alvarado removes rolls from the pan. She has been a baker for 4 years.



Sisters Alice Ng (left) and Alice Horii (right) work as helpers, part-time. Sister Horii retired once from cafeteria work, but her pension was so small she returned to work.



Moanalua High School's hard-working cafeteria crew, with their manager, Ms. Sato (right). They prepare 1,200 lunches a day.



Sister Doris Semura, a house parent at the Hawaii School for the Deaf and the Blind, recently retired after 20 years of service and was honored.

Report All Discrimination!

Notice to all Officers, Stewards and Brothers and Sisters: Take note of the 1964 Civil Rights Act on Discrimination. There are some supervisors who have no regards for the law. Business Agent Patrick Ah Loo and I, at the present time, are processing a few cases. I am convinced that there are a lot more violations floating around. So Brothers and Sisters, please keep us informed, and help stop practices of harassment and discrimination.

Mahalo,
Kiyoshi Ishikawa
Vice Chairperson, Parks (Oahu)

AFSCME Files Complaint on Teamsters' Raid at Queen's

At the request of UPW State Director Henry Epstein, our International Union, AFSCME, filed a complaint to the AFL-CIO charging Unity House union leader Art Rutledge with violating Article 20 of the AFL-CIO Constitution. This article forbids unions affiliated with the AFL-CIO from raiding other AFL-CIO unions, and sets up a hearing procedure for complaints on violations.

Hawaii Teamster President Art Rutledge is also the head of Local 5, Hotel & Restaurant Workers, AFL-CIO. AFSCME charges that Rutledge and Local 5 violated the no-raiding provision by collaborating in the Teamsters' raid at Queen's against the UPW, also an AFL-CIO affiliate. The Teamsters and Local 5 share many of the same staff members. At press time, the AFSCME complaint had not been heard.

The UPW represents more than 3,300 hospital workers at 35 health care facilities in Hawaii. Our International Union (AFSCME) represents more than 200,000 hospital workers in the U.S.

The Teamsters Local 427 does not represent any hospital workers locally, although Local 5 (Hotel & Restaurant Workers, AFL-CIO) does represent one unit of hospital workers at Kaiser. Art Rutledge controls both of these Locals from his headquarters at Unity House. Rutledge's leadership has recently been termed "a one-man dictatorship" by Dick Tam, a top staff member campaigning against him for the presidency of Local 5. (This staff member, by the way, was fired primarily for daring to challenge Rutledge). Rutledge is also being investigated for possible criminal or fraudulent activities in running the Unity House unions. Some Teamster members have charged that Rutledge negotiates some contracts single-handedly, with little or no rank and file participation. It has also been charged that few union members have copies of their contracts or of their union constitution.

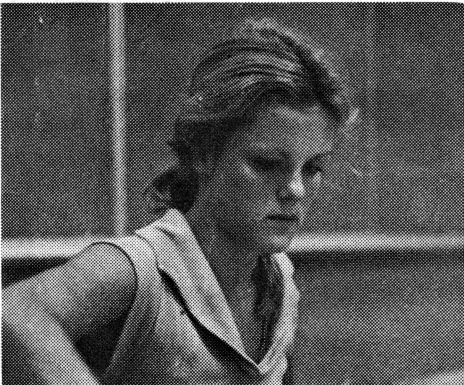


Narciso-Perez Win Victory!

Last Dec. 19, two Filipina nurses convicted of poisoning patients at a V.A. hospital in Michigan — Filipina Narciso and Leonora Perez — won their appeal for a new trial, because of the misconduct and lies of the prosecutors. The local support committee credits the local and nationwide campaign for the two nurses in forcing this turn of events. The committee is especially grateful for the support of the UPW's Private Sector Division. Support and defense funds are still needed. The government may try to continue its prosecution of the two nurses. Contact or contribute funds to the Hawaii Narciso-Perez Support Committee, (Lee Tamoria, coordinator), 905 Umi St., Hon. 96819 (Tel. 538-1828 eve.).

PRIVATE SECTOR MEETING SCHEDULE

| | | | |
|---------------------------|--------------|--------------|-------------------|
| Palama Settlement | Tues., Feb. | 7-11:30 a.m. | Palama Settlement |
| Div. Executive Board | Tues., Feb. | 7-7:00 p.m. | UPW Hall |
| Kahuku | Wed., Feb. | 8-4:30 p.m. | Kahuku Library |
| Kuakini | Wed., Feb. | 8-4:30 p.m. | Kuakini |
| St. Francis | Wed., Feb. | 8-6:30 p.m. | UPW Hall |
| Kamehameha Schools | Wed., Feb. | 8-7:00 p.m. | UPW Hall |
| Wahiawa | Thurs., Feb. | 9-3:30 p.m. | Wahiawa |
| Kapiolani/Children's LPNs | Thurs., Feb. | 9-7:00 p.m. | UPW Hall |
| Hale Nani | Tues., Feb. | 14-4:00 p.m. | UPW Hall |
| Queen's | Thurs., Feb. | 16-7:00 p.m. | UPW Hall |
| Pohai Nani | Tues., Feb. | 21-6:30 p.m. | Pohai Nani |



Sister Jodie Allen was hired as a temporary clerical worker to assist the UPW campaign at Queen's. She hopes to be a nurse one day.

The Teamsters are notorious for this kind of poor service and conduct. They recently lost a key strike at the Certified Corporation and let down the Sultan Co. strikers a few years ago — and are being sued by some of the Sultan strikers. Many will also remember the Teamsters' infamous raid against the United Farm Workers Union in California at the height of their struggle. These tactics only helped the bosses and were rejected by the farmworkers, who rallied behind the UFW, rejecting the Teamsters' sweetheart deals.

IN MEMORIAM

ABBIE M. McCARL, member, Oahu Division, Retiree from State Hospital unit. Expired: December 8, 1977.

NATHANIEL K. MAHELONA, member, Oahu Division, Social Services Unit, Expired: December 24, 1977.

FRANCIS Y. GOO, member, Oahu Division retiree from Board of Water Supply unit. Expired: December 13, 1977.

ELIZA A. HERNANDO, spouse of member, Zacarius Hernando, Oahu Division, retiree from State Housing unit. Expired: January 5, 1978.

ANTONIO SANCHES, member, Hawaii Division retiree. Expired: December 9, 1977.

EDWIN KAUIKO, member, Kauai Division, retiree from Public Works. Expired: December, 1977.

SOLOMON KUPIHEA, member, Kauai Division, retiree from Parks and Recreation unit. Expired: December 18, 1977.

LOUIS SMITH, member, Maui Division, retiree from County Maui Roads unit. Expired: November 30, 1977.

BENJAMIN NAKI, member, Maui Division, retiree from Roads unit, Molokai. Expired: January 4, 1978.

PETE SANTIAGO, brother-in-law of member Joseph Santiago (Pete was featured in the Organizer several months ago as one of the early Puerto Rican pioneers in Hawaii. He died in January.)

RAMONA MALETTA, daughter of Joseph Santiago. Expired January 13, 1978.

Abortion Rights Action League

The Hawaii chapter of the National Abortion Rights Action League is seeking new membership to help them in the fight against reactionary moves to take away gains won by women over the past decade. Contact Jeanne Fertel, State coordinator, at 1560 Kanunu St., No. 815, Honolulu 96814 (Phone: 955-5108).

PRIVATE SECTOR NEWS

Happenings at Wahiawa General



Former Wahiawa General Hospital Unit Chairperson Sister Pat Ramos (center) presents envelope and lei to Sister Gloria Rose Alameida (left) for her 19 years of service at the Hospital, as Hospital Administrator Phillip Balth looks on.



Left to right, veteran LPN Ms. Nakatsu (19 years of service), Ms. Grace Primaino (Director of Nursing), and Ms. Mary Lorenzo (with 27 years of service as an LPN). The Wahiawa unit recently honored its retirees.



Wahiawa Hospital's newly installed top unit officers for 1977-1978: left to right, Sisters Diane Lagmay (vice-chairperson), Ida Poopaa (chairperson), Josephine Peralta (treasurer) and Rita Enjada (secretary). They were sworn in at a rousing dinner party last January 6 at Haleiwa Sands restaurant.



UPW Steward Rita Enjada (right) stands with Sister Gloria (Rose) Alameida, who retired after 19 years of service at Wahiawa General.



Above and below, Wahiawa General Hospital unit members take the mike to sing with the excellent band, and also warmed up the dance floor at the Haleiwa Sands, after a very good dinner and installation ceremony.



Sister Pat Ramos and her husband (left) at the Wahiawa unit's Jan. 6 installation dinner. Sister Pat, the outgoing Chairperson, organized the party with help from others. Unit members and their guests (right) really got into the swing of things.

LPN Education Committee Formed

On January 5, 1978, an LPN Education Committee was formed following an evening meeting at the UPW Hall. This committee will assist in setting up workshops which can qualify for Continuing Education credits in the following areas of interests: communications; interpersonal relationships; and legal concerns of LPNs. These interest areas were identified after much discussion.

The committee members include: Majorie Toma, St. Francis; Devera Rita Chun, Leahi; Phyllis Enomoto, Kapiolani; Evelyn Kama, and Ellen Lum, State Hospital; Adaline Uhrle, Kuakini; Veronica Coyaso, Maluhia; and Momi Tong, Vice President of the UPW Private Sector Division. Providing staff assistance to this committee

are Henry Epstein, Executive Director; Evalani Subee, Private Sector Division Director; and Al Hamai, AFSCME Hawaii Coordinator.

In addressing the meeting Hamai said "AFSCME today represents 200,000 hospital workers, and that is more than any other union. We have expertise in planning workshops and we are looking forward to working with our LPNs in helping them develop a good education program."

Other active participants at the meeting were Josephine Bucaneg, Leahi; Charlotte Taniguchi, Barbara DeCembra and Orchid Jaimes of Kapiolani.

The committee also met last January 26 at UPW Hall.

State Hospital Effort Underway

Last November, 46 State Hospital workers signed a letter to UPW State Director Henry Epstein calling his attention to the unsafe working conditions at the State Hospital. They cited understaffing as the most serious, chronic problem at the institution, pointing also to the number of workers hurt on the job. The letter said:

"One of the biggest problems we are concerned with is the admission of jail patients needing psychiatric care to the adult wards. These patients are admitted directly . . . from the various jails for observation and treatment. This is an unsafe working condition due to the fact that we do not have the security of the building and we are expected to work with minimum staffing. Along with these jail patients comes potential dangers. Yet, we are not compensated to work under these hazardous situations."

The workers said their September 26th letter to Hospital administrator Frank Keifer, and direct appeals to Governor Ariyoshi and State Health Director George Yuen brought no results.

A meeting was held last December 1 at UPW Hall with about 15 of the workers and the union officials concerned. The workers reported that



Some of the interested State Hospital male workers who attended the December 1 meeting at UPW Hall.

although the CISU unit only held 18 penal patients, some 51 penal patients were then at the hospital. The staffing situation is so bad there that one worker said he worked 5 straight shifts without relief. Attacks on workers by patients have increased. They estimated they needed at least 20 more staff workers, especially with the added hazard of the penal patients, many of them dangerous and unpredictable.

Oahu Division Director Paul Hong felt D.S.S.H. was at fault in not providing for the penal patients. B.A. Bob Chang also pointed to the inconsistency and lack of concern shown by top Health Department officials.

State Director Epstein promised the workers that "the union would do something, but we need more ammunition." The workers agreed to research the situation, get the facts on vacant positions, patient census, incident reports and O.T., and meet again to work out a plan with the union.



These are some of the State Hospital workers getting the facts on conditions at their institution and seeking some action to correct the bad and hazardous working conditions there.

Information for your 1977 Tax Returns

(Brother Al Carvalho of Maui has done it again, by providing us with this very useful information for government workers and retirees. Mahalo, Brother Al!)

1. UPW DUES:

NON-SUPERVISORS

- (a). 1/1/77 to 12/31/77 1.5% of monthly base gross pay as of 1/1/76 (multiplied X 12) with minimum of \$8.65 and maximum of \$15.00.
New employees - 1.5% of starting monthly base gross pay.

SUPERVISORS, EXEMPT & PART-TIME

- (a). 1/1/77 to 12/31/77 \$ 7.65 X 12 \$ 91.80

RETIREES

- (a). 1/1/77 to 12/31/77 \$ 3.50 X 12 \$ 42.00

2. MEDICAL PLAN:

(KAISER - REGULAR PLAN)

- (a) SINGLE - 1/1/77 to 6/30/77 \$11.32 X 6 \$ 67.92
7/1/77 to 12/31/77 14.32 X 6 85.92 \$153.84
(b) FAMILY - 1/1/77 to 6/30/77 \$29.32 X 6 \$175.92
7/1/77 to 12/31/77 37.60 X 6 225.50 \$401.52

(KAISER - MEDICARE) (Members 65 and over and presently employed)

- (a) SINGLE - 1/1/77 to 6/30/77 NONE N I L
7/1/77 to 12/31/77 \$.52 X 6 \$ 3.12 \$ 3.12
(b) FAMILY - 1/1/77 to 6/30/77 \$ 1.64 X 6 \$ 9.84
7/1/77 to 12/31/77 6.78 X 6 40.68 \$ 50.52

(HMSA - REGULAR PLAN)

- (a) SINGLE - 1/1/77 to 12/31/77 \$ 9.88 X 12 \$118.56
(b) FAMILY - 1/1/77 to 12/31/77 \$33.42 X 12 \$401.04

(HMSA - MEDICARE) (Members 65 and over and presently employed)

- (a) SINGLE - 1/1/77 to 12/31/77 \$ 2.68 X 12 \$ 32.16
(b) FAMILY - 1/1/77 to 12/31/77 \$19.02 X 12 228.24

(HMSA - CHP PLAN)

- (a) SINGLE - 1/1/77 to 6/30/77 \$14.84 X 6 \$ 89.04
7/1/77 to 12/31/77 16.98 X 6 101.88 \$190.92
(b) FAMILY - 1/1/77 to 6/30/77 \$42.00 X 6 \$252.00
7/1/77 to 12/31/77 48.22 X 6 289.32 \$541.32

(HMSA - CHP - MEDICARE) (Members 65 and over and presently employed)

- (a) SINGLE - 1/1/77 to 6/30/77 \$ 7.64 X 6 \$ 45.84
7/1/77 to 12/31/77 9.78 X 6 58.68 \$104.52
(b) FAMILY - 1/1/77 to 6/30/77 \$27.60 X 6 \$165.60
7/1/77 to 12/31/77 33.82 X 6 202.92 \$368.52

(Please note that Mutual Aid Fund Payments are also tax deductible as an expense, as well as any Unit dues that you pay.)

Hale Mohalu Close-Down Criticized

Last January 24 the State intended to relocate some 20 patients at Hale Mohalu, a Hansen's disease residential care center in Pearl City, to a new wing of Leahi Hospital.

The only hitch was that the patients were opposed to the move. They favored the freedom of movement and privacy the

present facilities give them. The Hale Mohalu staff workers support the patients; 12 of them signed a petition against the shut-downs and relocation. Transfers of UPW workers would occur as a result of any move. UPW B.A. Bob Chang criticized the State's callousness and lack of coordination in the move. "They should have

given us more notice, and had a committee with patients, the union and management represented to work out all problems before any move." At press time, the patients were holding firm, with the support of the Hale Mohalu UPW members. (More details and update next issue.)

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Wahiawa General Hospital's new unit officers and stewards were sworn in at a great dinner party last January 6 at the Haleiwa Sands restaurant. Private Sector Division V.P. Momi Tong (right) did the swearing. From left to right, Phillip Jimenez, Rose Fontanilla, Irene Kobayashi, Eleanor Lentz, Josephine Peralto, Juanita Natividad, Rita Enjada, Diane Lagmay and Ida Poopaa. (See p. 7 for more pictures of this memorable event.)

Departments Begin "Project C.A.R.E."

The State has begun a pilot counseling and referral project for employees experiencing personal problems that may be impairing their work performance.

The two-year demonstration project entitled C.A.R.E. (Counseling and Referral for Employees) is being co-sponsored by the Departments of Health and Personnel Services. The initial phase of the project is limited to servicing Oahu employees of the Department of Health, Accounting and General Services, and the Honolulu District of the Department of Education.

Project C.A.R.E. is designed to help "troubled employees" and members of their immediate families. Assistance is offered for problems of physical, mental or emotional illness; financial, marital or legal difficulties; and alcoholism and drug abuse. An employee with a serious personal problem may be recommended to the services of the project by a concerned family member, work supervisor or union representative, as well as self-referral. Participation is strictly voluntary and guaranteed to be confidential. A professional staff will be available to provide assistance.

Several unions have already expressed support for the project. Union representatives met last De-

cember 16 with staff members from the various Departments involved to offer suggestions and recommendations. Present were Paul Hong of the UPW, John Akana of the HGEA, Sam Moore of the HSTA and Terry Caldwell of the HNA.

The staff of Project C.A.R.E. may be contacted at 737-7822.

AFSCME Workshops in February

(Open to all UPW members and spouses. Call 521-6941 to enroll.)

FEBRUARY 8, WEDNESDAY, AFSCME HALL, 7-9 P.M.

YOU CAN DO IT: A workshop for working women who are interested in enrolling in college classes on a parttime or fulltime basis. Discussion on topics such as: advantages and problems relating to taking college courses; enrollment procedures; financial aids; and personal growth opportunities. Enrollment limit: 50.

LEADER: Florence Lau, Program Specialist, Continuing Education for Women, University of Hawaii.

FEBRUARY 11, SATURDAY, ROOSEVELT HIGH AUDITORIUM, 9 A.M. TO 12 NOON

PREPARING YOUR 1977 TAX RETURNS: Explanation of the many changes to the Federal and State forms and regulations. Suggestions on tax preparation, followed by a question and answer period. Enrollment limit: 300.

LEADER: Gene Oson, City Manager, H & R Block, Honolulu Area #2.

FEBRUARY 22, WEDNESDAY, AFSCME HALL, 7-9 P.M.

EMPLOYEE ASSISTANCE PROGRAM: Understanding the AFL-CIO program for helping workers with personal problems, affecting their job performance, such as - alcohol, drugs, marital, financial or family. Find out where to go for help for yourself, co-workers and family.

LEADER: David M. Thorndike, Occupational Program Consultant, Hawaii State Federation of Labor, AFL-CIO.



AFSCME
the union that cares



Tune in Channel 11 (Channel 10 on Maui) on Mondays at 7 p.m. (Repeated following Sunday at 5 p.m.) for these fine labor shows in February and March.

Feb. 6—ON THE LINE (Part I)

A documentary about strikes.

Feb. 13—ON THE LINE (Part II)

Feb. 20—THE TRUTH ABOUT RIGHT-TO-WORK LAWS

A panel discussion with Walter Kupau, Henry Epstein, and Bill Ogoshi.

Feb. 27—NINE TO FIVE

A short film about the problems of women white collar workers followed by a panel discussion with Elva Coffin, Judy Sobin, and Nilda Chock.

Mar. 6—HOW CAN UNIONS BETTER REPRESENT WOMEN?

Continuation of last week's panel discussion.