



ORGANIZER

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



VOLUME XIII, NUMBER 11

HONOLULU, HAWAII

NOVEMBER, 1978

LABOR-BACKED CANDIDATES FARE WELL IN PRIMARY Ariyoshi, King Endorsed for Top Posts

The UPW State Political Action Committee has endorsed Gov. George Ariyoshi and Jean King for the top two posts in our State government. Ariyoshi's victory in the October 7th primary was the key goal of our PAC statewide for the past few months.

86 of the 101 candidates endorsed by the union were successful in the primary election and are on the November ballot. A special endorsement issue of *The Organizer* was mailed to members in late October listing all the union-endorsed candidates.

The mailing also urges Maui voters to vote "YES" for two charter amendments on that island, and gives advice on the Constitutional Convention proposed amendments.

CON-CON PROPOSALS

The UPW is urging that members vote PART B of the Con-Con ballot. In this way, you can vote "YES" on all the proposed amendments except for the few that the UPW sees as potentially harmful to public workers and UPW members.

The UPW is recommending a "NO" vote on:

• **Proposal #4. Open Primary Election.** (This would undermine the two-party system and allow Republican voters, for instance, to cross over and defeat a progressive or pro-labor candidate on the Democratic ticket. It would also increase the expense of election campaigns for candidates, and probably put a greater burden on union resources while actually adding little to the "openness" of the primary election process.)

• **Proposal #11. State Spending Limit; Tax Refund.** (This amendment would limit increases in State spending to the growth rate of the state economy. In slow or bad years of the economy, when social spending may be needed more than ever to help relieve the hardships of unemployed and poor people, the State's hands would be tied, and even more lay-offs and cutbacks in needed services could occur. This could really hurt the ability of our blue-collar public workers to make needed wage gains to stay abreast of inflation. The

tax refund proposal included is more designed to win votes than to actually benefit taxpayers.)

• **Proposal #16. County Power to Tax Real Property.** (This so-called "Home-Rule" proposal could lead to even higher property taxes in the counties or to impractical tax cuts benefiting the large landowners and private interests who may have greater influence over County decisions at this time. It would reduce grants-in-aid from the State to county governments, and might lead to cut-backs and growing discontent with property taxes. It promises little real relief to taxpayers.)

The union has no major objections to the other Con-Con proposals and views most of them as beneficial to the public interest. So we recommend that you vote Part B of the ballot — against the open primary and state spending limitations.

Turn out and vote Tuesday, November 7, in the general election and support your union-endorsed candidates as one way of protecting your own interests.

**Don't Miss the UPW's
Evening with the Candidates
Friday, November 3, 6-9 p.m.
at UPW Hall, 1426 N. School St.**

All UPW Oahu and Private Sector Division members, families and friends are invited to attend this informal party to meet the candidates endorsed by the union for the Nov. 7 general election.

Pupus and refreshments will be served — and entertainment is planned. Join in this UPW family affair and meet the candidates personally and talk with them.

VICTORY!



State PAC Chairman Charlie Iwata rejoices over Ariyoshi campaign and victory after being presented a framed Ariyoshi ad by the Maui's women bowling team, the Alohalani's.

NLRB Decides for UPW at Queen's

BULLETIN. The UPW received word October 19 that the NLRB had just ruled in the UPW's favor in the Queen's representation election. The Teamsters' appeal was rejected. (More details in next issue.)



Brothers Charlie Hanawahine and Kenneth Irvine, C&C sewer workers, on the line for Ariyoshi.



Brothers Albert Cummings and Alike — refuse workers — hold banner for Ariyoshi.

State Forestry Workers Seek Hazard Pay

By John Witeck

Who are the men who maintain and sometimes construct the more than 70 miles of hiking trails on Oahu . . . who are called in to fight forest fires even on the neighbor islands . . . and who must stay in top shape and work in often hazardous conditions?

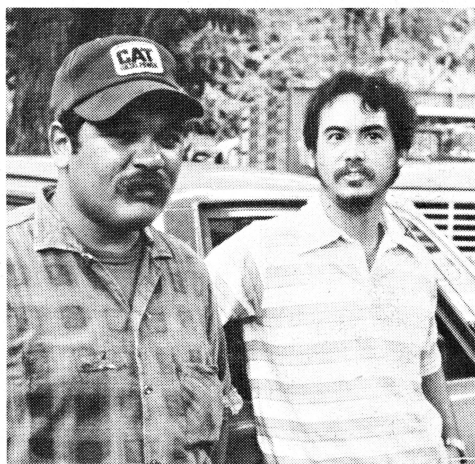
The *Organizer* recently visited some of the unpublicized heroes of the Oahu Division of Forestry at their upper Makiki baseyard.

UPW steward Brother Cyrus Field and unit chairman Tim Brown told this writer some of the problems the forestry workers face.

"One thing is that we are short-staffed. We're supposed to have 7 workers, and now we're down to only 5, for the whole island. There's not much of a promotional ladder. We get only two categories, Forestry Worker I and Forestry Worker II, below the supervisor's spot," Brother Cyrus pointed out.

"The work is hard and often dangerous. You gotta really know the trails and the hazards. We get a lot of cuts and sprains, especially ankle twists. It's hard to work beyond age 55. Very few, if any, of the forestry workers stay on the job till that age. Early retirement benefits are really needed for this kind of job," he added.

Brother Field told how several forestry workers were called from various islands to the Big Island last December, February, and summer to fight fires. "Riding in that Hilo helicopter and landing in the bush is something else. I wouldn't recommend



Brothers Cyrus Field (left) and Tim Brown, active UPW State Forestry workers.

it to anyone. Most accidents happen on take-off or landing — and that helicopter burns oil like crazy. The cockpit windshield is cracked, and once off the ground, you can't be sure there'll be a happy landing," Cyrus asserted.

"And our pay hardly comes near to what fire fighters receive — but we're risking our lives all the same," he noted.

Both Cyrus and Unit chairman Tim Brown stressed the broad skills required of forestry workers. "We maintain and even construct buildings, we alter and repair vehicles, we run lawn mowers, we hike and climb, and train and keep in good physical shape. We do some construction of trails, and operate power saws, weed eaters and the like, sometimes while hanging onto each other on safety rope lines on steep slopes," Brother Brown commented.

"Not long ago we had all kinds of troubles and little or no union representation. We knew things were wrong but didn't know how to change them. We were being taken advantage of. So we got ourselves organized, and called in Betty Kajiware, our UPW Business Agent. We had her here almost every other day. She didn't believe at first we faced so many problems. A lot of places it's 'give-and-take', but here it was 'all take'; we weren't getting our rights. The old-timers said that was how it had always been, but we felt we had our rights and a union contract, and they should be enforced," Brown said.

"With Betty's help, we won meals for overtime work, and we have filed for hazard pay for some dangerous trail construction we were doing up on Tantalus. Work was halted at a spot where there was a free fall of over 20 or 30 feet, pending management's decision on our hazard pay request. Management was saying that if we used life lines and took precautions, there'd be no hazard to us and they shouldn't have to pay us the little bit extra. We felt that life lines or not, the work is still hazardous — that's why life lines are required. The OSHA guy — Chad Yun — was called in with our union people to check out the spot in question," Cyrus reported. The union is now waiting for management's decision.

This writer and B.A. Kajiware hiked to the hazardous free fall spot on the new trail. We were told by District Forester Herbert Kikukawa that trail construction costs about \$9,000 per mile, and he'd prefer to contract it out, since it is enough for his men to try to maintain the present trail system. He

(continued on p. 3)



Brothers Pacheco, Okazaki and Field, State Forestry workers who have a wide range of skills for their relatively low-paying jobs.



Sister Betty Kajiware, UPW B.A., followed Oahu District Forester Herb Kikukawa down slippery slope to the new trail being constructed.



Walking on the new trail was often a tricky venture.

State of the Union

by Henry Epstein

Carter's "Voluntary" Wage Guidelines

This column is being written just before President Carter is scheduled to go on national TV to announce a program of "voluntary" guidelines for wages and practices.

7% Ceiling Much Too Low
According to newspaper reports, Carter's program will use a guideline of 7% for wage increases and 5.75% or 6% for price increases.

When the program is announced and becomes official, we will have to study it carefully to evaluate its effect on the various negotiations now going on. A 7% ceiling seems much too low considering the rate of inflation and the rapid increases in prices.

THE NIXON EXPERIENCE
We have had experience with wage and price controls under President Nixon. In our early public sector negotiations, there was a 5.5% ceiling. However, there were provisions for low-wage employees, for "catch-up" and for "tandem" increases.

Our first raise in Unit 1 was 7%—5.5% under the formula and 1.5% for "catch-up". Some of our private agreements were based on "tandem" increases. In the "tandem" cases, we had to show that two hospitals had historically had their wages tied together.

We found the period of the Nixon wage freeze very frustrating, with complicated forms to fill in and long delays while our members had to wait for approval of their raises from Washington, D.C.

As I look back on the bad experiences of the Nixon period, it is with hopes that the Carter program will be more flexible and realistic.

Mainly, I hope there will be ways to go above the 7% guidelines when workers are grossly underpaid, as many of our members are.

We will be studying the Carter program carefully and will keep our officers and stewards informed about its details and implications.

Job-Sharing Possibilities Discussed

Meetings have been held in some departments to discuss the possibilities of "job sharing" and some of our members have asked for more information on the idea.

Possible "job sharing" has been discussed at several sessions of the Legislature. It has been argued that some employees might like to voluntarily share their job with another worker. An employee might like to work half-time, for example, instead of retiring or for a few years before retirement.

PROBLEMS ARISE
There are many problems about implementing a job-sharing program and the Legislature has made several studies. Most of the emphasis has been on a pilot project to test the idea and see how it works.

The State Department of Personnel



Rank-and-File Voices

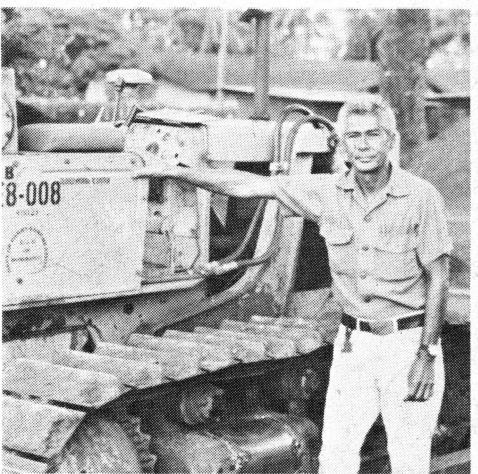
Buddy System Urged for Safety

Parks steward Brother Frank Wilhelm often works alone on his bulldozer. He spent some 10½ months at Waipahu Cultural Gardens, the first 4 months of Phase I in clearing the land.

He is a strong advocate of the "buddy system", and has had some close calls during his 15 years with the Parks Department as an equipment operator after beginning work as a grounds-keeper.

"I don't mind doing the big projects, but we need newer, larger equipment. Our bulldozers are like toys. And we need roll-over bars and protection over our heads when we operate our equipment. I had a close call at Hanauma Bay when I got pinned on the seat while clearing keawe trees. Another time, at Kuuloa Park, a koa tree fell on my face. This wouldn't happen if we had overhead protection. Also, we gotta have a buddy system. If I get pinned, or trapped, or knocked unconscious, or lose a lot of blood, and no one's around, it could be hours before help comes. The County or State should never send one worker alone to do possibly hazardous work in an isolated area. We should work in teams.

"They used to send us into the offshore water, like at Keehi Lagoon, to remove logs from the water. But it's dangerous working with 40 ft. logs — equipment operators shouldn't be swimming around in the water trying to handle those things. It's the State's responsibility anyway to handle below the high water mark. They should get enough workers to do the job. A lady at Ewa beach got injured recently by a log,



Brother Frank Wilhelm stands with his dozer, which lacks roll-over bars for safety. He feels strongly that a buddy system is needed, and equipment operators should not work alone.

and in 1975, I believe, a little girl at Waimanalo got killed by a log in the water."

Brother Wilhelm, as our UPW steward at the Kapahulu Parks baseyard, is trying to get the workers to stand up for their rights to a safe working environment and better, safer equipment. Their labors, like at Swanzey Park, where they repaired the beach wall, saved the public \$25 to \$40 thousand. This is better than contracting out work, Brother Wilhelm feels, since it can be done on a non-profit basis, and prevents loss of public workers' jobs.

There is much to be done in the City & County to make safety a reality rather than a slogan — and workers like Frank Wilhelm are showing the way.

Summary Annual Report on UPW Group Life Insurance

The information provided on this page is in compliance with the annual report requirements of the Employee Retirement Income Security Act (ERISA).

Name of Plan:
United Public Workers Local 646 Life Plan GR-120
Sponsor:
United Public Workers
1426 North School Street
Honolulu, Hawaii 96817
Plan Administrator:
Same as Sponsor.
Plan Year for which this Summary Annual Report is being distributed
1 April 1977 to 31 March 1978.

Plan participants and beneficiaries may obtain copies of the following more detailed annual report information or inspect it without charge: The latest full annual report, or any of parts of the report including a list of any assets held for investment; and a list of transactions involving more than 3 percent of plan assets. To obtain a copy of any document listed, write to the Administrator asking for what you want. The Administrator will state the charge for specific documents on request, so that you can find out the cost before ordering. All the documents listed can be examined at the Office of the United Public Workers, 1426 North School St., Honolulu, 96817.

9 Experience rated contracts:			
(a) Premiums:			
(i) Amount received		554,308.34	
(ii) Increase (decrease) in amount due but unpaid		184,824.55	
(iii) Increase (decrease) in unearned premium reserve			
(iv) Premiums earned, (i) plus (ii), minus (iii)			739,132.89
(b) Benefit charges:			
(i) Claims paid		439,495.60	
(ii) Increase (decrease) in claim reserves		164,069.40	
(iii) Incurred claims (i) plus (ii)			653,475.00
(iv) Claims charged			
(c) Remainder of premium:			
(i) Retention charges (on an accrual basis)—			
(A) Commissions		8,470.35	
(B) Administrative service or other fees		24,334.11	
(C) Other specific acquisition costs			
(D) Other expenses			
(E) Taxes	(1.75% x 739,132.89)	12,971.73	
(F) Charges for risks or contingencies			
(G) Other retention charges			
(H) Total retention			45,826.24
(ii) Dividends or retroactive rate refunds. (Such amounts were <input type="checkbox"/> paid in cash or <input type="checkbox"/> credited.)			- 0 -
(d) Status of policyholder reserves at end of year:			
(i) Amount held to provide benefits after retirement			- 0 -
(ii) Claim reserves			581,450.00
(iii) Other reserves			- 0 -
(e) Dividends or retroactive rate refunds due (do not include amount entered in (c)(ii))			

HUNGRY POWER

Recipes for a Worker's Budget

- 1/2 cup margarine
 - 1 cup sugar
 - 2 eggs
 - nuts

Cream margarine and sugar, add eggs one at a time, beat well. Sift dry ingredients and add alternately with papaya pulp, add nuts. Pour into loaf pan. Bake at 350 degrees for about an hour.
- 2 cups papaya pulp, mashed
 - 2 cups flour
 - 1 tsp. baking soda

PAPAYA BREAD

Engender

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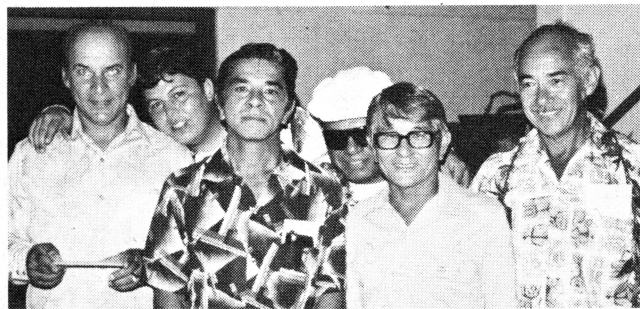
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Sister Gerri Smith (left) presents perpetual trophy to the Lokelani's Oahu Women Champs, (l-r), Sisters Margaret Kihei, Eloise Basque, Rose Doo, Mary Kahapea, and Rose Dikilato.



Sisters Alma Kealoha and Bea Kalai receive check from Brother Ed Duvanchelle for their performance at the UPW's State Bowling Tournament.



Jake's 5 team receives cash awards for second place finish: left to right, Brothers Ray Gomes, Tom Nakamura, Dick Kuba and Jake Lee (with Moses and Duva in back). Brother David Daos was not present for the luau awards ceremony.



Third place women's team, the Sisters, receive awards: left to right, Myrtle Kamoku, Epi Morales, Nyma Maggay, and Captain Ann Neves.



All events women's high bowler Epi Morales receives check and trophy (and later a smooch) from Brother Duvanchelle, who was in a kissing mood that night.



Brother C.K. Smith (left) leads clapping to Sister Gerry Harman's music at Friday night's beer bash following 1st night of bowling.



Brother Ray and Ms. Gomes enjoy pupus and beer at Friday night bowling bash.



Brothers George Kahapea (left), refuse collector for bulky items, and Alan Doo enjoy ono luau following UPW bowling tournament.

UPW Bowling Scores

MEN'S DIVISION:

Teams 1st Place — THE BIG FIVE'S — Total Score 2924

Frank Makaiwa
Bill Kalai (Captain)
Tom Mariani
Paul Kealoha
Joe Kaopuiki

2nd Place — JAKE FIVE'S — Total Score 2913

Ray Gomes
Jake Lee (Captain Motor Pool, Retired)
Dick Kuba
David Daos
Tom Nakamura

3rd Place — BRADDA — Total Score 2912

Howard Kamoku
Lenny Garcia
Winston Nahoopii
Moses Neves (Captain — UPW Sports Committee Refuse Dept.)
Paul Kahapea

Singles High — Clifford Chun — Total Score 710

Doubles High — Paul Kealoha and Pablo Manlapit — Total Score 1225

WOMEN'S DIVISION:

Teams 1st Place — LOKELANI'S — Total Score 2958

Mary Kahapea
Eloise Basque
Margaret Kihei
Rose Doo (Captain — From Kamehameha School)
Rose Dikilato

2nd Place — FOSTER'S — Total Score 2845

Mabel Foster (Captain)
Pat Zane
Elaine Gomes
Toki Nakamura
Josephine Kahiapo

3rd Place — E HUI HOU — Total Score 2802

Harriet Mariani
Alma Kealoha
Gerry Smith
Liz Monios
Bea Kalai (Captain — Waimano Training School and Hospital)

Singles High — Mabel Foster — Total Score 634

Doubles High — Nyma Maggay and Barbara Chun — Total score 1288
Barbara Chun

All Events Men—Clifford Chun—Total Score 1921

All Events Women—Epi Morales—Total Score 1825

Something new was added to the Place Events this year. Awards were also given to bowlers holding titles for Low Scores. (see right-hand column above)

Teams Low — DUVA'S — Total Score 2540

Isaac Takahashi
Wade Mansfield
Chester Ogata
C. K. Smith
Ed Duvachelle (Captain — Supervisor Refuse)

Singles Low — Duane Koji — Total Score 458

Doubles Low — Isaac Takahashi — Total Score 966
Wade Mansfield

WOMEN'S DIVISION

Teams Low — SISTERS — Total Score 2681

Ann Neves (Captain)
Barbara Chun
Nyma Maggay
Epi Morales
Myrtle Kamoku

Singles Low — Blanche Hew — Total Score 487

Doubles Low — Rose Dikilato — Total Score 1076
Eloise Basque

All Events Low:

Men — Isaac Takahashi — Total Score 1395

Women — Gerry Harmon — Total Score 1526



Third place men's team members receive checks: left to right, Brothers Moses Neves, Lenny Garcia, Weston Nahoopii, and Howard Kamoku (Paul Kahapea was absent).



Sister Leilani Kukaua presents 1st place men's doubles trophies to Paul Kealoha and Pablo Manlapit.



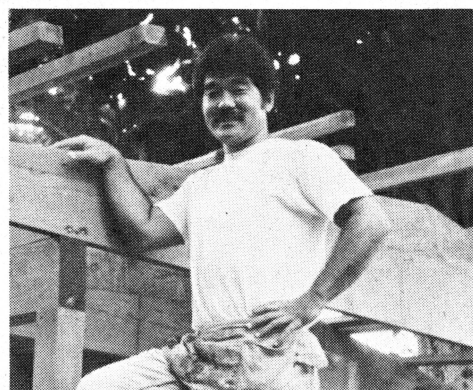
Left to right, Sisters Betty De Lima, Gerry Harmon, Leilani Kukaua, Virginia Ripani, and Blanche Hew — all members of Maui's Alohalanis.

State Forestry Workers Seek Hazard Pay

(continued from p. 1)

said it was not uncommon for the workers to labor in the rain; in fact, that was the best time for planting young trees.

Just to reach the area of new construction was a slippery, hazardous operation, especially if the workers were also carrying heavy saws, packs, ropes, sickles, cane knives, shovels, medical supplies, food, water and other standard equipment. When we reached the area of free fall, it took little convincing for us to see that building a trail around it would be an extremely



Brother Norman Arakaki, 1½-year veteran, assists on building of new shed for the forestry workers.

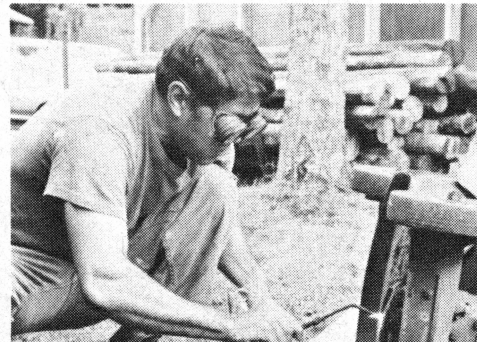
hazardous and difficult task, even with a good life line rigging.

The workers had complaints about equipment. "The Oahu Division of Forestry is the oldest in the U.S., but it's way behind in equipment. All we used to have was cane knives, sickles, shovels and saws. We pushed for weed eaters, and finally got them. This seems to be another case of the State trying to get as much as they can out of workers with as little money as possible," one worker commented.

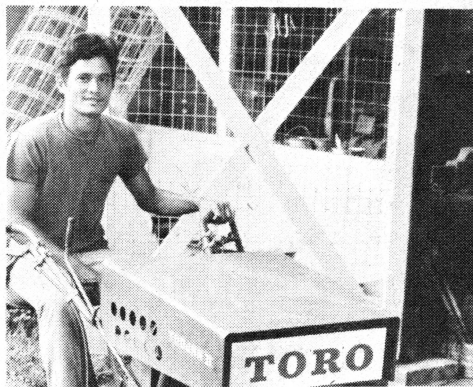
But there has been some progress. Contract provisions are now being respected. A new lunch shed for the workers is being built at the baseyard. And morale seems somewhat higher than it was a few years ago. Things are beginning to look up for these forestry workers, and hopefully the public will begin to know more about their job and working conditions, and better appreciate the important service they perform in maintaining a truly remarkable and beautiful hiking trail system on our island.



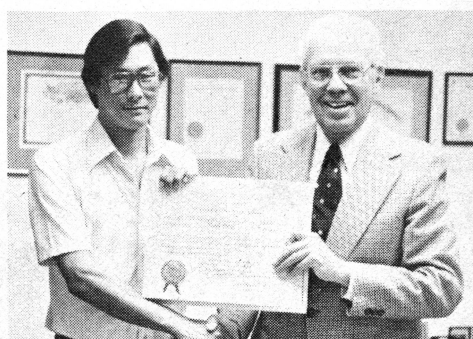
Brother Cyrus Field finds a perch right above 30-ft. free fall area on new trail.



10-year veteran Wilfred Okazaki repairs lawn mowing equipment with welding arc.



Brother Rodney Pacheco, 7-year veteran — Forestry Worker II, operates lawn mower.



Oahu UPW B.A. Noel Ono receives certificate of appointment to the Emergency Medical Services Advisory Council from C&C Managing Director Richard Sharpless last Sept. 22.

OAHU DIVISION NEWS

U.H. Complaint on T.A. Settled

Sister Charlotte Kaluna, U.H. Unit 1 chairperson, recently settled a problem involving Temporary Assignment on the Manoa campus. Two years ago, the U.H. workers had made an agreement with management that a junior worker taking T.A. in the absence of a more senior employee would be guaranteed at least 3 days in the higher position. The more senior employee would get the T.A. on the 4th day, if he or she had returned to work in the meantime.

But when Sister Puamana Akiona was sick for one day last September 5, a more junior employee was given the T.A., and management told Sister Puamana that she could not have it back until the 4th day after she had returned to work. She felt she should get the T.A. working foreman's position on that Friday, September 8, but management said she'd have to wait until Monday.

Sister Puamana contacted Unit chairperson Charlotte Kaluna who took the issue up with Mr. Raymond Higashi

and Mr. Phil Kohler. They refused to see the union's point, but after two days of hassling and then contacting DPS head Don Botelho, Mr. Kohler called Charlotte in the evening and apologized to Sister Charlotte for misinterpreting the agreement. He said Sister Akiona would get the position the next day, Friday.

But when Friday morning came, the supervisors in the field and Mr. Higashi had not understood or heard of Kohler's decision and refused Sister Akiona the position. Two hours later, it was straightened out, but Charlotte insisted that both Puamana and the junior employee receive the higher pay for the first two hours of that day. Management agreed, and the dispute was settled.

"If the supervisors and management were more educated about the contract, this never would have happened. As it was, we are glad we could work it out to everyone's satisfaction," Sister Charlotte commented.

Parks Rejects UPW Proposals

On June 7, 1978, William Mutch and B.A. Bob Chang met Mr. Milner Lum, Parks Department District II, and other foremen and superintendents to discuss the UPW proposals for a 5-day workweek. Lum agreed to conduct a Time-and-Motion study on the practicality of a 5-day work week instead of the present schedule of a 4 work days and half day Saturday and Sunday.

On July 19, 1978, a follow-up meeting was held to get Parks Department reaction to the union's proposals. Mr. Lum said they were "impractical and unacceptable."

Lum seems to have reached this conclusion on his own without checking with his supervisors or investigating the merits of the union's proposals.

morale and production of the workers; it would give them more time with their families and two days off — rather than a busted-up weekend. It would mean more effective utilization of manpower and would cut down extra transportation costs for workers. The net result would be a more efficient overall operation for the City & County Parks Department.

The union based this conclusion on the experience in the Kailua area where the Parks Department has effectively converted to a 5-day work week, with positive results for the morale and efficiency of the parks. Lum's refusal to recognize the proven practicality of the UPW's proposal creates hardship on blue-collar workers and leads to inefficiency, low morale, and consequent additional costs to the taxpayers.

B.A. Chang went out to Lum's area and found out that Lum had never gone to all of the parks, including Halawa, Momilani, Ewa Beach, and Waianae areas. All the workers there overwhelmingly supported the UPW position.

The UPW accepted the position that beach parks needed some additional weekend coverage, but Mr. Lum would not listen to the UPW's proposal about how this coverage could be provided.

The UPW plan would increase the

CITY'S RED TAPE SLOWS INDUSTRIAL INJURY PAY

Brother John Santos, Nursery Worker II at Foster Gardens, was injured on the job recently.

His claim for workers' comp went to Foster Gardens, who submitted the accident report, but were very slow in processing the claim.

Before he can get paid, the claim has to be approved by Civil Service. Civil Service reviews the doctor's report — which must come in every 21 days — and makes a determination. But if the report comes in late, or even on time, the industrial pay is held up.

The Foster Gardens accident report is submitted with the payroll report to the Finance Department. Finance must wait for Civil Service's approval.

The net result of this internal bureaucracy and red tape is a long delay in receiving industrial injury pay, which works a severe hardship especially on blue collar workers. The union realizes that it's the City, and not the Worker's

Comp Board, that is the stumbling block.

This is only one case, but if it applies to all Civil Service workers in the City, it is indeed a serious problem. Perhaps the City can review and modify its worker's comp claim procedures and shorten the time taken to review the claims. This would aid the injured employee considerably and halt the severe hardship caused to the employee and his or her family.

OAHU DATES TO REMEMBER
(All Meetings at UPW Hall)

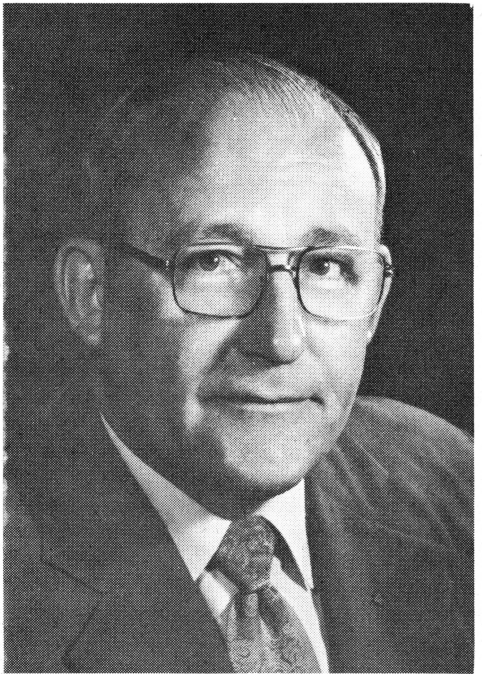
Div. Exec. Bd. Thurs., Nov. 2, 7 p.m.
"MEET THE CANDIDATES"
Night Fri., Nov. 3, 7-9 p.m.
GENERAL ELECTION —
Be sure to Vote Tues., Nov. 7
Retirees' Mtg. and
XMAS PARTY Thurs., Nov. 15, 9:30 a.m.
Oahu Div.
Xmas Party Sun., Dec. 3, 9 a.m.-2 p.m.
(Lanakila School Cafetorium,
717 N. Kuakini St.)

National Labor Leader to Speak Unique Conference on Jobs and the Environment Planned

The Hawaii Conference on Jobs and the Environment is set for November 16-18 and hopes to bring together environmentalists trade union members, business and government representatives to discuss issues of vital concern.

The Conference, sponsored by the Life of the Land Foundation, will take place from Thursday evening, November 16th, through Saturday noon, November 18th, at the Old Federal Building. There is no registration fee.

Labor organizations endorsing the Conference are: the International Association of Machinists (IAM); the Office and Professional Employees' International Union (OPEIU); and the Hawaii State Teachers Association (HSTA). Nearly 20 business, government and community groups have also expressed support for the Conference.



William Winpisinger, President of the International Association of Machinists, is set to keynote the "Jobs and Environment" Conference Friday, November 17, 7 p.m. at the old Federal Building on King St. The Conference runs from Thursday night through Saturday noon, and there is no registration fee.

NATIONAL LABOR LEADER TO KEYNOTE

The featured keynote speaker Friday night, November 17, will be William Winpisinger, the dynamic, outspoken national president of the International Association of Machinists. He is also President of the Citizen/Labor Energy Coalition, an innovative and effective grouping of 60 labor, consumer and environmental organizations that have banded together to fight for more funds for solar energy and energy-conservation programs throughout the U.S.

Winpisinger is a strong critic of President Carter's National Energy Plan, which he brands as a give-away to the huge oil companies, forcing reliance on their products and their technology, and slowing the development of solar energy processes which could provide many more jobs over the next ten years.

INTERESTING WORKSHOPS PLANNED

A series of interesting workshops involving local labor, business, govern-

ment and environmental representatives are slated for all-day Friday, November 17th. The topics include: Hawaii's Building Codes; What Kind of Housing and For Whom?; Will Saving Agricultural Lands Mean More Jobs?; Mass Transportation Issues — TH-3 and HART; Tourism — How Far Can It Grow? Manganese Nodule Processing; Recyclable Containers and the Bottle Bill; and OSHA Issues in Hawaii — Dealing with Environmental Health Hazards on the Job.

Conference enrollment will be limited, so those interested in attending this unique event should call 521-1300 and get signed up, or ask for more information.

Acted Quickly to Help Save Life of Fellow Worker HHA WORKERS HIRATA AND NUMAZU COMMENDED

Last August 30, Brother Benjamin Segara, an HHA worker at Mayor Wright Homes, suffered a stroke on the job. Acting Supervisor Edward Hirata and co-worker Brother Wesley Numazu took action quickly to apply cardio-pulmonary resuscitation at the scene

and in the ambulance on the way to St. Francis Hospital until the medical team took over.

Hawaii Housing Authority manager Irene Fujiwara witnessed the two workers' efforts and later wrote a letter of commendation to both of them on behalf of the Department. She noted that Dr. Osterman of St. Francis Hospital credited their efforts as

"really superb," and commended Brother Hirata for taking inventory of Brother Segara's belongings in his locker and remaining at the hospital until police reports were completed and his next of kin arrived. She said these efforts were "invaluable" and that all the HHA Area III staff were proud to have these two workers as their fellow employees.

Oahu Retirees Will Hold Christmas Party in November

The Oahu Division Retirees Committee has decided to hold the annual "alumni" get-together on Wednesday, November 15 immediately after the regular membership meeting. The Executive Board of the Retirees decided to call it an "Alumni Christmas Party" because all members are "graduates" of work in the State or County.

Under the guidance of Mary Thompson, an elaborate spread of food and refreshment will be included. All retirees will be admitted free. However, there will be a \$4.00 fee for guests to cover costs.

Members wishing to attend should call any of the following: Alfred Tam 247-3256, Mary Thompson 262-4746, Adolf or Queenie Samuels 845-7037, Sam Hao 521-6393, Henry or Elfrieda Ako 247-3256.

The meeting will start at 9:30 a.m. at the UPW Hall, 1426 North School Street. The Executive Board promises it will be short and sweet. The party will start immediately afterward.

A main feature at the meeting will be a report by Max Roffman and George Joy on the results of the meeting of the Statewide Retirees Committee held on Maui in late October.

Other recent actions of the Retirees included: *Selection of ten delegates to attend the Legislative Conference of the Kokua Council for Senior Citizens scheduled for November 17, 18 at McCoy Pavilion; *A luncheon at the Hale Kulani Hotel which was arranged by Entertainment Committee Chairperson Henry Ako; *The showing of the film "TESTIMONY" at the October meeting, about the J.P. Stevens anti-labor record.

LUNALILO HOME ELECTION WON

New Unit Joins UPW

On October 3, 1978, the UPW Private Sector Division won a representation election for a unit of 28 workers at Lunalilo Home, a care home in Hawaii Kai. The vote was 19 to 9 in favor of the UPW.

The victory climaxed a 2-month organizing drive initiated by IBEW steward and phone company worker, Brother David Rangasan. UPW Organizer B.S. Leighton Suganuma spearheaded the drive, and Sister Pearl Kamaunu, a laundry worker, observed the election for the UPW.

The main issues of the organizing campaign focused on the low wages and lack of job security and a grievance procedure.

Negotiations will begin after certification of the UPW as bargaining agent by the NLRB and preparation of negotiating proposals by the unit.

Following the election victory, the Private Sector Division Board members welcomed the new unit into the UPW family with a party following the regular monthly Division meeting.



Sister Momi Tong, V.P. of the Private Sector Division, played an active role in political action this fall. Brothers J.B. Souza and Benny Rodrigues of the Oahu Division were also very much involved with arranging the Saturday morning sign-holding activities for candidates.



Brother Antone and wife Mildred Cataluna posed for this photo at union hall. Antone is a bulldozer operator II at the U.H. Wahalee Experimental Farm and was injured on the job after 32 years of employment. Mildred retired from her job to help take care of her injured husband. B.A. Bob Chang is assisting Antone on his case.

Blood Needed

Sister Eleanor Hanakeawe of the DOT Airport unit recently required blood transfusions. Donations of blood to her account with the Blood Bank are urgently needed. She was hospitalized in Kaiser Hospital for a week in early October. Please kokuia this union sister by giving blood in her name. Do not take aspirin or medications for a week before you give blood. Mahalo.

Tools Finally Restored

The UPW received notice in October that the personal tools of C&C Parks mechanics Earl Kaopuiki and Jack Kaneshiro have been replaced. They were stolen early in the year, causing the Department to delay plans to shift the mechanics to night shift. However,

B.A. Suganuma expressed gratitude to Brother Rangasan for contacting the UPW and initiating the drive and congratulated all those who worked on the campaign. "If all units worked together as well as the Lunalilo Home workers did on this election drive, our union would be in top-notch shape and more members would be involved. I really enjoyed working with the Lunalilo Home workers and they should be commended for this victory," Suganuma told The Organizer.

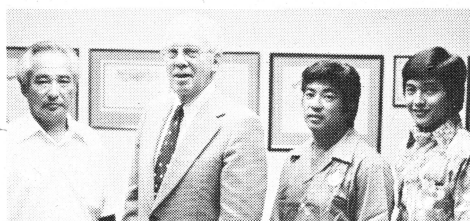
Edna Kihara Appointed to EMS Council



Sister Edna Kihara, UPW Private Sector Division Business Agent, was appointed by Mayor Fasi to the Emergency Medical Services Advisory Council and sworn in by the Managing Director Richard Sharpless last Sept. 22.

DOE Custodians Xmas Party

Don't forget to make your reservations to attend the DOE Custodians' 1978 Christmas party before November 17. The party is set for Friday, Dec. 1, at Lau Yee Chai restaurant in the Waikiki Plaza — 6:30 p.m. dinner. The price is \$5.50 for members, \$11 for a spouse or guest (plus 50¢ parking charge at the Plaza). Make reservations with: Leatrice Kahalekulu (689-6584), Josephine Magbanua (941-6096), Harue Tanoue (262-9194), Stanley Rodrigues (841-6835), Irene Valdez (262-4766) or Betty Kajiwarra (847-2631), leave message).



Brothers Noboru Kawaguchi (DTS), Edwin Miyashiro and Daniel Wong received certificates of merit for their services and apprenticeship training from C&C Managing Director Richard Sharpless last October.

the Department has now decided to keep the men on day shift. B.A. Pat Ah Loo assisted the men in getting their tools replaced and also with their concerns over the change in shift assignment.

drop off and pick up their children. They may even eat lunch at the center if they wish.

O.P.E.I.U. would like interested parents to complete a short questionnaire covering such matters as tuition, hours, etc. This will help them to design the type of program and center most wanted and needed by those who will actually be using it.

If you would like to get your ideas in, or just want more information, please call the O.P.E.I.U. office at 531-2220.

PRIVATE SECTOR NEWS

PRIVATE SECTOR NOVEMBER MEETING SCHEDULE

ELECTION DAY	Tues., Nov. 7	BE SURE TO VOTE!
Div. Officers Meeting	Wed., Nov. 8— 6:30 p.m.	UPW Hall
Kuakini	Wed., Nov. 8— 4:30 p.m.	Kuakini
St. Francis	Wed., Nov. 8— 6:30 p.m.	UPW Hall
Wahiawa	Thurs., Nov. 9— 3:30 p.m.	Wahiawa
Kapiolani/Children's	Thurs., Nov. 9— 7:00 p.m.	UPW Hall
Hale Nani	Tues., Nov. 14— 4:00 p.m.	UPW Hall
Queen's	Thurs., Nov. 16— 7:00 p.m.	UPW Hall
Pohai Nani	Tues., Nov. 21— 7:30 p.m.	Pohai Nani

NOTE: The monthly Division Board meeting has been cancelled due to the General Election falling on the same day.

UPW Attorney Opposes Teamsters' Bid To NLRB on St. Francis Election

UPW Attorney James King filed an excellent brief with the National Labor Relations Board in late September urging the Board to **summarily dismiss** the Teamsters' request for review of the St. Francis representation election won by the UPW last July.

Attorney King argued that the Teamsters had failed to give copies of its appeal to either the UPW or the employer within the time required, and that they failed to make a timely appeal to the NLRB for review. The deadline for their appeal from the Western Regional NLRB Director's decision was September 12, but the appeal was not received until September 14. Yet the NLRB apparently accepted it. Once again the Teamsters failed to notify the UPW and the employer within the 12 days' required of their request for review, dated September 8.

APPEAL LACKS SUBSTANCE

King termed their request "utterly deficient" since it failed to contain any documentation that the Teamsters had,

in fact, served such notice to the affected parties. The Teamsters merely claimed in their letter that "these objections were in fact served on all parties, and there has been no adequate showing to the contrary." King charged that the Teamsters' request for a NLRB review is "merely for the purpose of delay and . . . has no substance whatsoever and should be summarily dismissed."

He also asserted that the Teamsters have "shown a pattern of disregard and cavalier contempt for the Board's rules regarding service, notice and due process and has prejudiced (the UPW's) rights in this regard." The Teamsters' appeal have delayed contract gains won by St. Francis workers from being implemented for more than five months now, and if the NLRB agrees to review this case many more months may pass before the workers' and UPW's rights are upheld and the Teamsters' shallow appeal rejected.



Our Queen's unit met in September and approved the idea of Queen's workers petitioning the NLRB to certify the UPW as soon as possible.

Queen's Workers Initiate Petition Campaign for Speedy NLRB Action

The Queen's UPW unit met last September 21 and approved the idea for a petition campaign urging the NLRB to certify the UPW as soon as possible as the bargaining agent for Queen's Medical Center Workers. The UPW won the representation election last January, narrowly defeating a Teamsters' raid. But since then the Teamsters have delayed collective bargaining for a new contract by using a long process of groundless appeals to the NLRB. The National Board has had the case before it for over 5 months, causing growing frustration and hardships to the Queen's workers. Their petition, suggested by Brother Russell Valparaiso and drafted by B.A. Leighton Suganuma, reads:

"We, the undersigned employees of the Queen's Medical Center do hereby urge the National Labor Relations Board to certify the United Public

Workers, Local 646, AFSCME, AFL-CIO as our collective bargaining agent and protest the underhanded and stalling tactics of the Teamsters' Union in this matter based upon the following:

1. The Teamsters, Local 427 lost a representation election on January 20, 1978 for our unit which has been represented by the UPW for more than 30 years.

2. The Teamsters filed objections to the election of January 24, 1978 which were investigated by the sub-regional office and dismissed by the regional director of the NLRB on June 8, 1978.

3. The Teamsters appealed this decision on June 19, 1978, based upon false and fabricated evidence and untrue allegations against both the UPW and the NLRB.

4. The employees of the Queen's Medical Center have suffered over eight months of instability by not being able to re-negotiate our contract which expired on March 31, 1978 resulting in no increase in wages and benefits while the cost of living has risen. Other major hospitals have negotiated their contracts and received an increase on April 1, 1978, and will get another increase on October 1, 1978.

5. The detrimental effect on us and our families is already irreparable and any further delays represents more economic hardship and decline of our morale."

Boycott Film Featured

See **TESTIMONY**, a moving film featuring J.P. Stevens Co. workers and supporters of the nationwide boycott against J.P. Stevens products.

Wed., Nov. 8, 7:30 p.m. at Machinists' Union Hall, 1449 S. Beretania St. Sponsored by the Amalgamated Garment Workers' Union, AFL-CIO. All unionists and friends are urged to attend.

Maui, Lanai and Molokai

Hawaiian Home Lands Grievance Won

On his monthly trip to Molokai in August, B.A. Adrian E. Hussey was notified that Brother Harry H. Hanakahi, Jr., General Laborer I, was suspended for 1 day, on August 11, 1978, for refusing to carry out a direct order by his supervisor.

A grievance was filed at the second



Maui Community College members who gathered on September 11 to discuss Management's proposal to change the work stations of the Janitors. Front row (L to R) Lillian Sugimoto, Masako Kuvae and Toshie Okumura; 2nd row (L to R) Frances Sevilla and Cleora Santos; Back row (L to R) Louis Rosado, Howard Tavares and Emiliano Milano.



On the right is Brother Roy Mukai of the Transportation Unit taking part in the "One and Two Rescuer CPR" class held at the UPW Hall in Wailuku on September 30; and on his left is Instructor Helen Tanaka, PRN, and Assistant Director of Nurses', Maui Memorial Hospital.

IN MEMORIAM

EDWARD A. SMITH, member, Maui Division. Retired from County Maui Roads unit. Expired: September 30, 1978

ASAYO WAKASHIGE, member, Maui Division, Maui Memorial Hospital unit. Expired: September 9, 1978

WILLIAM BREDE, member, Kauai Division. Retired from State Highways unit. Expired: August 27, 1978

HAROLD MAEDA, member, Oahu Division. Retired from Board of Water Supply unit. Expired: September 8, 1978

OSWALD KEOLA JR., member, Oahu Division, County Ambulance unit. Expired: September 24, 1978

OLIVE B. CAMARA, member, Oahu Division. Retired from Hale Mohalu unit. Expired: September 25, 1978

HILARION B. QUISANO, member, Oahu Division. Retired from Accounting and General Services unit. Expired: September 19, 1978

BOYCOTT J.P. STEVENS' PRODUCTS

DON'T BUY FROM A CORPORATE LAWBREAKER!

Boycott J.P. Stevens' Products — You'll find them hiding under these brand names:

SHEETS, BLANKETS, TOWELS — Tastemaker, Utica & designs by Suzanne Pleshette and Dinah Shore.

CARPETING — Gulistan.

Use caution when purchasing sheets and towels at SEARS and J.C. PENNEY'S. J.P. Stevens' products are hiding there behind the store label. Demand the name of the manufacturer before purchasing white goods at these stores.

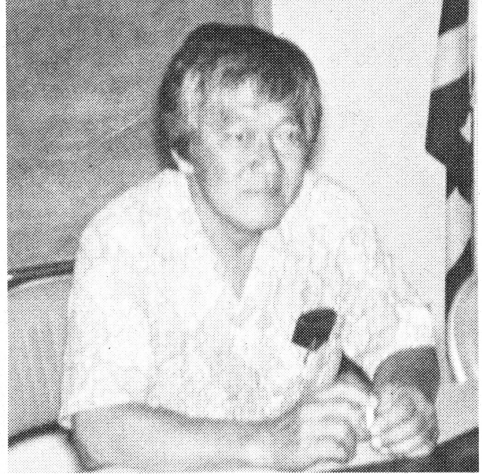
1,200 CONVICTIONS!

Stevens has been found guilty of 1,200 separate violations of provisions of Federal Labor Laws. The company, for the first time, faces stiff fines of \$100,000 for each future violation and \$5,000 per day for violations of a continuing nature.

Still pending are unfair practices in 19 communities in seven states affecting employees in 28 Stevens plants. Unresolved are 36 outstanding cases

step by the union on behalf of Brother Hanakahi with Brother Ron Taketa representing the union at the meeting with the Interim Department Head or his designee in an attempt to settle the grievance.

The meeting resulted in the department rescinding the one-day



Brother Yoshio Murakami

suspension with issuance of a written reprimand in its stead, due to the fact that the department failed to furnish the employee concerned and the Union the reason(s) for the discipline in writing within 48 hours after such disciplinary action was taken. Also it appeared that the order involved the care of personal rather than departmental property.

Gerri Ah Sam Becomes New V.P. Murakami Appointed as Maui B.A.

Brother Yoshio Murakami is the new Maui Division B.A. filling the vacancy left by B.A. Adrian Hussey, who was promoted on September 1, 1978 to Division Director, following Brother Al Carvalho's retirement.

Brother Murakami has served as Division Board member from January 1976 to December 1977; elected and served as Maui Division Vice-President since January 1, 1978; served as a member of the Full and Executive Negotiating Committee for Unit 1.

Brother Murakami has taken a one-year leave of absence from his job as a Welder in the Automotive and Equipment Services Division, Dept. of Public Works, County of Maui. Congratulations to Brother Murakami on his appointment as B.A., Maui Division and all the success in his new venture.

In a related development, Sister Gerri Ah Sam became the new Division Vice-President. Congratulations also to Sister Gerri.

Maui Council Congratulates Brother Carvalho

The Maui County Council recently passed a resolution "congratulating Albert S. Carvalho on his retirement as Maui Division Director of the United Public Workers." Text follows:

WHEREAS, Albert S. Carvalho was born in Wailuku, Maui, on July 1, 1921, one of seven children; and

WHEREAS, he attended Saint Anthony School and graduated in June, 1938; and

WHEREAS, he started his career as an employee at H.S. Kress & Company, for a period of two years; and

WHEREAS, he entered the military service in October, 1940, serving for six years in the South Pacific, 298th and 299th Infantry, Regular United States Army, attaining the rank of Staff Sergeant; and

WHEREAS, during his military career, he spent a year at Tripler General Hospital for injuries received on duty; and

WHEREAS, upon his discharge, he was employed by Maui Dry Goods & Grocery Company, Building Material Department, for fourteen years; and



State and County workers of Unit 1 at Section 8 meeting on training session on the subject of on-the-job safety and health hazards, held at the Eddie Tam Memorial Center, Makawao, September 18. Bill Lum, Consultant with the Division of Occupational Safety and Health, Dept. of Labor and Industrial Relations, State of Hawaii, conducted the training session.

WHEREAS, Albert S. Carvalho has served as the Commander, Veterans of Foreign Wars from 1953 to 1955; Maui Memorial Hospital, Managing Committee from 1950 to 1952; Trustee, Hawaii Public Employees Health Fund, 1965 to 1966; and

WHEREAS, Albert S. Carvalho was appointed Business Agent, on August 8, 1962, and later Senior Business Agent of the Maui Division of the United Public Workers, AFSCME, Local 646; and

WHEREAS, in 1971, Albert S. Carvalho was appointed Maui Division Director of the United Public Workers, AFSCME, Local 646, serving until his retirement on September 1, 1978; and

WHEREAS, during his tenure with the United Public Workers, Albert S. Carvalho has seen the membership of the United Public Workers increase from 700 in 1962, to its present membership of 1,300, and has served nine (9) units throughout Maui County, including Makawao, Wailuku, Lahaina, Molokai, Kalaupapa, Hana, Hale Makua, Kula Sanitarium, Maui Memorial Hospital; and

WHEREAS, Albert S. Carvalho is married to Hilda Tokiko Ito, and has raised two sons; Dennis, a Senior Labor Representative for McDonnell Douglas Aircraft Company, Long Beach, California, and James, an employee of Longs Drugs; and a daughter, Geraldine, a Claims Examiner, Unemployment Division, State of Hawaii, Maui Branch; now, therefore,

BE IT RESOLVED by the Council of the County of Maui that it does hereby express its heartiest congratulations to Albert S. Carvalho upon his retirement as Maui Division Director, United Public Workers, AFSCME, Local 646 . . .

(Introduced by Rick Medina and passed unanimously.)

Bowling and Golf Events Maui Division Sports Program

Brother Neil Kochi, Maui Division Sports Committee Chairperson, would like to remind our members of the sports programs scheduled for the month of November:

Bowling "Turkey" Tournament — Saturday, November 11, at the Aloha Lanes in Wailuku, starting at 9:00 a.m.

Golf "Turkey" Tournament — Saturday, November 18, at the Waiehu Golf Course, starting at 9:00 a.m.

All those who wish to participate in

these events should contact Brother Neil Kochi at 877-7096, or the UPW office at 244-0815.

Correction, Please!

Excuse the ORGANIZER for misidentifying two pictures in the last issue of the paper relating to two different events involving retirees and officers. The captions got switched accidentally, and the proofreader's tired eyes failed to spot the error.

BOYCOTT J.P. STEVENS PRODUCTS

DON'T BUY THESE LABELS

- Fine Arts, Tastemaker, Utica and Meadowbrook sheets and towels
- Gulistan carpets
- Forstmann and Utica blankets

MAUI DIVISION NOVEMBER MEETING SCHEDULE			
MOLOKAI UNIT	Tues., Nov. 14—	3:00 p.m.	County Baseyard
KALAUPAPA UNIT	Wed., Nov. 15—	11:30 a.m.	Paschoal Hall
LAHAINA UNIT	Thurs., Nov. 16—	3:00 p.m.	County Baseyard
PARKS UNIT	Thurs., Nov. 16—	3:00 p.m.	UPW Hall
M.M. HOSPITAL UNIT	Thurs., Nov. 16—	7:00 p.m.	UPW Hall
DAGS UNIT	Fri., Nov. 17—	3:00 p.m.	Carpenter Shop
MAKAWAO UNIT	Tues., Nov. 21—	3:00 p.m.	Baseyard Office
KULA UNIT	Wed., Nov. 22—	7:30 p.m.	Keokea Park Pavilion
RETIREES COMMITTEE	Mon., Nov. 27—	10:00 a.m.	UPW Hall
CUSTODIAN UNIT	Tues., Nov. 28—	7:00 p.m.	UPW Hall
HANA UNIT	Tues., Nov. 28—	11:30 a.m.	Baseyard Office
CAFETERIA UNIT	Thurs., Nov. 30—	7:00 p.m.	UPW Hall
ASSOCIATE SERVICES UNIT	ON CALL BY UNIT CHAIRPERSON		
SEWERS UNIT	ON CALL BY UNIT CHAIRPERSON		
TRANSPORTATION UNIT	ON CALL BY UNIT CHAIRPERSON		
WAILUKU UNIT	ON CALL BY UNIT CHAIRPERSON		

More Rank-and-File Involvement Needed

Congratulations to George Ariyoshi and Jean King

The Hawaii Division UPW would like to extend its **CONGRATULATIONS** to Governor George Ariyoshi and Senator Jean King on their nomination for the November 7th General Election. We would also like to commend their campaign committee on the Big Island for a job well done.

In reviewing and reassessing our own involvement, we find that there's so much room for improvement and a great need for much more participation from our own officers and rank and file. This is the first time, as I recall, that we have expanded so much effort and utilized Division PAC funds to such a great degree on one candidate. We are quite certain that no one would disagree that our number one priority this year was to exert all of our effort in the Governor's race. The only other Primary contest here was in the 4th Representative District between incumbent Rep. Inaba and new-comer Russ Williams. However, based on Rep. Inaba's performance as a Legislator, we were quite confident of his winning reelection.

RANK-AND-FILE INVOLVEMENT

For too long now, we find that many of our rank and file are committing themselves to their favorite candidate and they are not working through the Division PAC as we would like them to do. Because of this, we have no knowledge of the numbers actively involved in any one candidate's camp. In the Governor's race, where we needed much more participation, we didn't have enough bodies. We attended many Saturday and Sunday meetings with the leadership of the Governor's campaign committee where strategy was discussed. In order for strategy to be successful, it has to be discussed and implemented among our own membership and this is where our union needs improvement. What we truly lack is our own campaign committee that would meet regularly during election years and be kept fully informed of how the campaign of any one candidate is progressing. A better system of communication is vitally needed.



Members taking a break during the preparation of Gov. Ariyoshi's function; clockwise—Sisters Mitsuko Haraguchi, Betsy Takamine, Kazue Kaide, Sarah Togashi, Dorothy Lagasca, Brother Mel Matsumoto and staff member Ann Delos Santos.



Sisters Mitsuko Haraguchi, Sarah Togashi and Kazue Kaide hard at work preparing for the public employees' function for Gov. Ariyoshi.

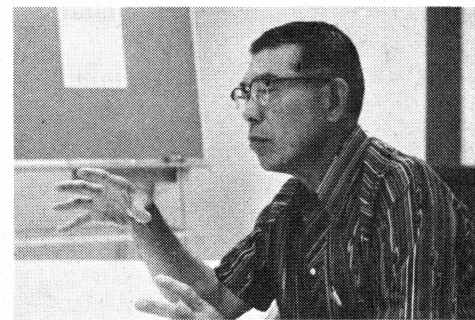
To rely on one officer, such as the Division PAC Chairperson, to be the sole coordinator in recruiting manpower is too great a task. He needs much more help than he received prior to the Primary Election.

In line with the PAC program, we also participated in house-to-house canvassing and street sign-waving. To all of those who so generously gave of their time and effort, we extend our gratitude. Though we had quite a number participating, we would like to give special recognition to the following retirees who participated regularly every Wednesday morning. Our special thanks to retirees Brother Mew Kong Yap, Sister Liz Ah Chin and Brother Kaoru Kodera. We would also like to recognize all of the University of Hawaii at Hilo students who so generously helped us. Our MAHALO to all.

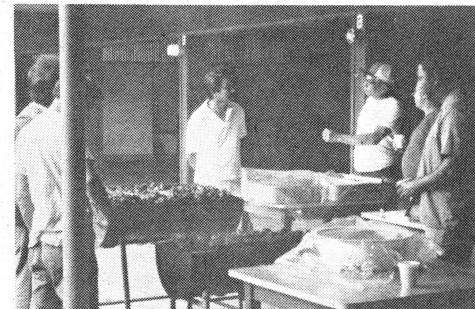


Sisters Betsy Takamine, Dorothy Lagasca and Brother Mel Matsumoto preparing the ingredients for Gov. Ariyoshi's function.

HAWAII



Mr. Yoshito Tanaka, former Hawaii County attorney, speaking at a UPW section 8 meeting on Wills and Trusts.



Our brothers hard at work around the grill cooking barbecued meat for the Governor's function.

UPW Retirees' Christmas Dinner

Retirees' Committee President Lizz Ah Chin announces a Hawaii Division retirees' Christmas Party:

DATE: December 13, 1978

PLACE: Hukilau Restaurant

COST: Will be according to Menu.

Tax is not included.

We urge all retirees to attend!

Please call the Hilo UPW office to make reservations.

Sarah Togashi Elected to Board

At a special Division Executive Board meeting held on September 14, Sister Sarah Togashi was elected to the Board seat recently vacated by Brother Ralph Louis who accepted employment in the Federal sector.

Sister Sarah Togashi is a very active member and can always be counted on to take on any major undertaking. When she chairs any function, the staff members can relax with the knowledge that it would be a success. She has a nucleus of members that appreciates her leadership abilities and so willingly contributes their time.

Sister Sarah is presently Division Organizing Chairperson and in her new role as State Executive Board member,



Sister Sarah Togashi takes the oath of office from UPW State Director Henry Epstein.

we know that she will be a great asset to our Division and to the State Board. Our sincere **CONGRATULATIONS** to Sister Sarah Togashi.

LUCY HENRIQUES MEDICAL CENTER

We hope to begin negotiations soon at Lucy Henriques Medical Center. Our sisters and brothers at Lucy Henriques Medical Center met with Sister Evalani Subee, Division Director for the Private Sector, and approved all of the proposals to be submitted to management.



Sister Blanche Hew poses with Hawaii Division bowling team, including Brothers Franklin Baptiste, Tyrus Takimoto, Bob Wright, Rodney Miyazono, Dwayne Koji and Gordon Sakuda at the recent UPW State Bowling Tournament on Oahu.

The members have agreed that Sisters Mary Kaniho and Carolyn Akiona will be on the union's negotiating team along with Sister Subee as chief spokesperson. Though small in terms of numbers, they are a very united group of members and we are quite confident that the end result of negotiations will be a good contract.



Brother Y. Fuse, the State Forestry Division's only carpenter, came in from Hilo to build the new shed for the Oahu Division of Forestry.

HAWAII DIVISION NOVEMBER MEETING SCHEDULE

Hilo Airport (Custodians)	Wed., Nov.	1—11:00 a.m.	Shop
Parks & Recreation	Wed., Nov.	1—3:00 p.m.	Shop
Hilo Day Activity Center	Wed., Nov.	1—4:00 p.m.	Lounge
DAGS (Maintenance Shop)	Thurs., Nov.	2—3:30 p.m.	Shop
Hilo Airport (Maintenance Shop)	Fri., Nov.	3—12 Noon	Shop
Laupahoehoe Units	Fri., Nov.	3—3:00 p.m.	Library
Hilo Road & Motor Pool	Mon., Nov.	6—3:00 p.m.	Shop
Honokaa School	Wed., Nov.	8—11:00 a.m.	Cust. Shop
Honokaa Hospital	Wed., Nov.	8—1:00 p.m.	Hospital
Hamakua Road	Wed., Nov.	8—3:00 p.m.	Shop
Hilo Hospital	Mon., Nov.	13—7:00 p.m.	UPW Hall
Sewers & Sanitation	Tues., Nov.	14—11:30 a.m.	Shop
Kau Road	Tues., Nov.	14—3:00 p.m.	Shop
Kau Hospital	Wed., Nov.	15—1:00 p.m.	Lounge
Kohala Units	Wed., Nov.	15—7:00 p.m.	Crt. Hse.
Kona Airport	Thurs., Nov.	16—11:30 a.m.	Shop
Kona Road	Thurs., Nov.	16—3:00 p.m.	Shop
Kona Units	Thurs., Nov.	16—7:00 p.m.	Crt. Hse.
Kona Mental Health	Fri., Nov.	17—9:00 a.m.	Office
Kona Hospital	Fri., Nov.	17—11:00 a.m.	Hospital
North Kona State Highways	Fri., Nov.	17—3:30 p.m.	Shop
School Cafeteria Workers	Sat., Nov.	18—9:00 a.m.	UPW Hall
State Parks	Mon., Nov.	20—11:00 a.m.	Shop
Puna Road	Mon., Nov.	20—3:00 p.m.	Shop
DAGS (Custodians)	Tues., Nov.	21—1:00 p.m.	St. Bldg.
BWS	Tues., Nov.	21—3:30 p.m.	Shop
Waimea School	Wed., Nov.	22—11:30 a.m.	School
Waimea Road	Wed., Nov.	22—3:00 p.m.	Shop
Waimea State Highways	Tues., Nov.	28—3:00 p.m.	Shop
Hilo State Highways	Thurs., Nov.	30—3:30 p.m.	Shop

1978 Fall Season of "Rice & Roses"

MONDAYS at 7 p.m. **REPEATS SUNDAYS** at 5 p.m. **KHET (CHANNEL 11 Oahu) • KMEB (CHANNEL 10 Maui)**

Nov. 6 **Nov. 12** **WORKING IT OUT**
A brief but beautiful film made in Minnesota tells how the C.E.T.A. program has helped three people get jobs.

Nov. 13 **Nov. 19** **AN INTERVIEW WITH ED SADLOWSKI.** A progressive trade unionist active in the United Steelworkers' Union.

Nov. 20 **Nov. 26** **COUNSELING ACTIVITIES OF UNIONS**
Sometimes unions become involved in helping members with personal problems that go far beyond assistance on job matters. Some surprising incidents are discussed by Teddy Lii, UPW; Ah Quon McElrath, ILWU; and John Penebacker, HGEA.

Nov. 27 **Dec. 3** **IF YOU DON'T COME IN ON SUNDAY (Part I)**
This mainland-made film on labor history traces the development of labor-management relations from colonial times up to the present day.

UPW State Bowling Tourney a Huge Success!

The 13th Annual UPW Bowling Tournament was held on the 6th and 7th of October at Mak Bowl. Team events were held on Friday, with singles and doubles played on Saturday. It was a very trying task but quite enjoyable. Members from Maui, Hilo and Honolulu competed against one another. Winners of the trophies (High and Low) are listed on P. 3 of this issue, along with more photos.

One individual had a score of 267 scratch which was the highest game bowled for the tournament. This notable achievement was accomplished by none other than Ed Duvauchelle — Shaka! Duva!

Following the opening night team events, a beer bust at the UPW Hall allowed both men and women to become friendly competitors for Saturday's events. The entire occasion was climaxed by a Luau Awards Banquet held at Saint Anthony's School Cafeteria.

Tournament coordinators Gerri Smith and Moses Neves commented, "We would like to give mention to the gang from Maui, Charlie Iwata's team and especially Charlie, whose support was geared to Ariyoshi and election results. As for the Alohalani's — better luck

next time, gang, and Geev 'Um! Next Year! Also, the Hilo Rookies and Franklin Baptist — Mahalo for your participation! A Special Thanks to Blackie Masumoto for the Maile leis used at the Luau Awards presentation. Aloha to one and all for taking part in this annual event. We hope that next year's gathering in Hilo or Maui will bring a host of new union friends to join in competition."

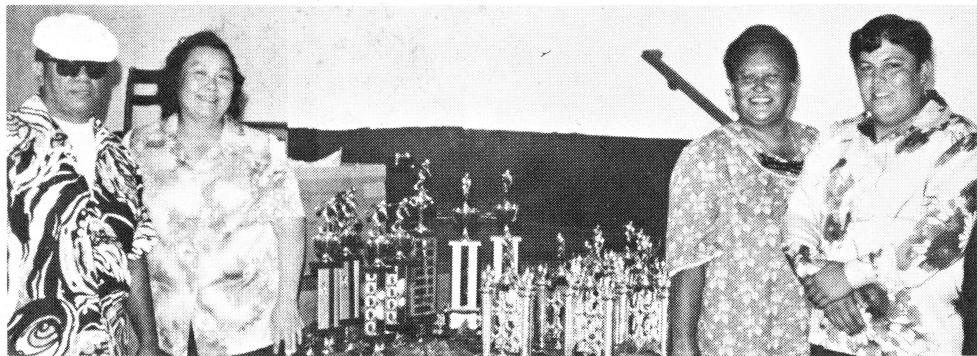
"We should all recognize Sister Gerri Smith and her workers, who did a fantastic job in organizing the tournament in one month's time, and coordinating the tournament," Brother Neves added.



UNITED IN BROTHERHOOD? Turn to p. 3 for the results of the union's statewide bowling tournament and more photos of what happened there!! Brother Ed Duvauchelle, above, presents Charlie Iwata with a gift from the Maui Alohalani's bowling team. (See p. 1 to find out what was inside.)



Second place women's team included Sisters Mabel Foster, Elaine Gomes, and Pat Zane (Sisters Toki Nakamura and Josephine Kahiaho were not present at the banquet).



Brother Ed and Sister Nancy Duvauchelle with Sister Gerri Smith and Brother Moses Neves pose with the \$300 in trophies awarded at the banquet. \$480 in cash awards were also given out to high and low bowlers alike.



The Lokelani's 1st place women's team: (left to right) Sisters Rose Doo, Rose Dikilato, Margaret Kihei, Eloise Basque, and Mary Kahapea.



Men's team champs, the Big 5's: left to right, Brother Tom Mariani, (Leilani Kukaua and Ed Duvauchelle, presenting the trophies), Joe Kaopuiki, Bill Kalai, and Paul Kealoha. (Brother Frank Makaiwa was not present for the photo.)

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

Support Servco Workers On Strike



These are some of the Servco workers on strike in Waipahu. They have held firm for over 3 months on the line and reportedly cut back Servco's sale of Toyotas by 60-70%. Stop by their picketlines and kokua all you can — with refreshments, food or cash contributions. An injury to one is an injury to all! Servco management forced the strike by trying to take away gains won by the workers in the past and refusing to extend the contract and bargain in good faith. The workers' demands are reasonable and deserve your support. Imua — and Kokua!

Reminder: 24-Hour Insurance Open

Wednesday, Nov. 15, is the DEADLINE for getting into the UPW's 24-hour insurance plan. The rates are reasonable, the coverage worldwide and around-the-clock, and the benefits generous. Don't miss this opportunity to join the plan! Sign up at your UPW Hall.

Save-A-\$ Gas Plan Announced

Savings to UPW Members

Oahu members will be receiving notice of a new money saving plan for the purchase of gasoline at wholesale prices (not pump prices) at specified service stations on Oahu.

The plan is offered by Aloha Petroleum Co. Members signing up for this Club must sign an application form providing credit information. (Form also available at the Union Office)

Upon approval, a club card is issued which can be used at the designated service stations. The card is used in a computer-connected system which records all details of the purchase. Purchases are billed monthly providing a record of each purchase. There is a one-time \$5.00 charge that will be billed at the end of the first month.

Locations where members may purchase gasoline seven days a week, 24 hours a day are:

Aloha/ARCO Service Stations at:
4339 Waiialae Ave., Honolulu, HI
1451-10th Ave., Honolulu, HI
1860 N. King St., Honolulu, HI
91-831 Fort Weaver Rd., Ewa Beach, HI
87-1926 Farrington Hwy., Nanakuli, HI
45-1021 Kamehameha Hwy., Kaneohe, HI

**Give, Hawaii.
For Hawaii.**

In The Spirit of Ohana.

Aloha United Way

IN THE SPIRIT OF OHANA

Give to the Aloha United Way

Thousands of these people seek assistance with one of the 57 human service agencies drawing a portion of their budgets from Aloha United Way funds.

That's what AUW is all about — efficiently funding human service programs. Services are planned and efficiently provided, appeals for funds are made but once a year, and over 91.7% of all donations go directly to the programs for which funds are raised.

Brother John Radcliffe of the HSTA is coordinating labor's AUW campaign this year, and labor's participation has been excellent. "Labor usually raises 55-60% of the total, and this year we want to do as good or better," Radcliffe asserted.

Today, people from all areas of life support the Aloha United Way, our current Island Ohana. Whether you have a healthy, happy youngster in the Y's of Hawaii or scouting or a handicapped child who requires constant professional treatment; or if you need a free blood pressure, diabetes or pregnancy test; family counseling or a safe refuge from overwhelming problems . . . you can be glad there is an Aloha United Way.

But without your assistance they will be stopped. This year, AUW agencies need over \$8,000,000 just to continue operations — not to expand, construct new buildings or pay high salaries, but just to continue.

And AUW only works with your help. Please give . . . In the Spirit of Ohana.

**You and Your Family Are Invited to Our
1978 OAHU DIVISION CHRISTMAS PARTY
Sunday, December 3, 9 a.m.-2 p.m.
at Lanakila Elementary School Cafetorium
717 N. Kuakini St. (across from
Lanakila Health Center)**

COME OUT AND ENJOY:

- Free gifts for children up to 12 years old
- Entertainment and a special Christmas program
- A special visit by Santa Claus
- Lunches and refreshments served to all attending

Sister Harue Tanouye is coordinating the event and urges anyone willing to entertain or perform that day to call the UPW office at 847-2631 and leave his or her name. Volunteers will also be needed to clean up after the event. There's plenty of parking, and all Oahu Division and UPW members are urged to come out and bring their spouses and keikis. And may this holiday season be a joyous and memorable one for all of you!