



UPW

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AFSCME LOCAL 646, AFL-CIO

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New Agreement Reached

Hale Makua Strike Averted

Marked improvements in the salary schedule, fringe benefits and language are among highlights of a settlement reached by UPW State Director Gary Rodrigues and the Hale Makua negotiating committee with management in the late hours of Mar. 25.

The agreement for a new two-year contract was reached at 11 p.m., just two hours after the State Director gave the employer the union's final 12-hour notice to strike.

Hale Makua members were prepared to strike at 10 a.m. the next day, thus exercising an overwhelming strike vote they had taken Jan. 29.

A general explanation of the salary agreement appears in the bold face box.

Rodrigues was accompanied at the bargaining table in the final round of negotiations by State President James Brown, Private Sector Division Vice President Liz Han and Private Sector Division Director Bok Hoo (Bucky) Lee.

The State Director lauded Lee for the three months of hard work he put into the negotiations and representing the union and the unit in the early rounds of contract talks.

Federal Mediator Gayle Wineriter mediated the settlement, thus averting a strike at the private care nursing facility which houses patients in both Kahului and Wailuku.

SALARY SCHEDULE

UPW State Director Gary Rodrigues issued the following brief statement on the salary schedule:

By July 1, 1983, just 15 months from now, the wages for the majority of the members at Hale Makua will be increased by more than 30 percent.

Also, by July 1, 1983, the lowest paid worker at Hale Makua will be earning more than the highest paid worker in most of the other care homes throughout the State of Hawaii.

The new wages are retroactive to Jan. 1, 1982.

The old three-year pact ran out last Dec. 31 and was extended to Jan. 15 and then on a day to day basis thereafter. The new contract, which was ratified at meetings held Mar. 30, expires Dec. 31, 1983.

Lee was on hand to explain provisions in the contract before members gave their final stamp of approval with a whopping vote of 99 percent. The State President was also in attendance to field questions.

In the new agreement, non-unit employees may perform unit work only in an emergency where instruction, training or orientation of employees are involved and when regular employees are not available.



UPW negotiating team members of the Hale Makua unit pause briefly during a recent caucus. From left to right are Precila Peros, Joyce Maeda, Fusae Okuda, Julie Edman, Marguerite Rust, Joanna Flores, Joyce Kaleiopo, Virginia Kahiamoe and Alberta Almeida, unit chairperson.

The employer must now make all new employees aware of the "Union Security" provisions contained in Section 4 and a copy of the new agreement must be given to all present and new hires.

The sick leave provision has been improved, permitting an accumulation of 90 days, an increase of 15 days over the previous 75.

Also, there is no need now to notify the supervisor's residence in the case of sick leave. The employer is to work out the procedure before this is implemented.

Accrued sick leave will not be deducted when an employee qualifies for bonus days. When a schedule falls during the period an employee is on paid sick leave, the employee will be paid holiday pay and sick leave will not be charged.

The current pension plan will continue but coverage on the group life insurance will now be \$15,000 with the premium to be paid by management.

Among other provisions of the new contract are:

Section 1, Recognition — The employer is to notify and discuss with the union any proposed policy changes prior to its application.

Section 7, Access to Employer's Premises — "At reasonable times" and "secure permission" deleted. This means the union does not need permission to make visitations.

(See Hale Makua, Pg. 6)

Kapiolani Basic Unit

NLRB Rules Calls for New Election

A new representation election will be held for employees in the Kapiolani-Children's Medical Center basic unit after the National Labor Relations Board ruled in favor of one of the nine objections filed by UPW, AFSCME Local 646, following the Nov. 19 balloting.

Robert H. Miller, NLRB regional director in San Francisco, wrote in his decision dated Mar. 9 that since the board was sustaining Objection No. 3, it was unnecessary to consider the remaining objections.

Of 207 eligible voters on Nov. 19, UPW had 67 votes to 90 for the Hawaii Teamsters and Allied Workers, Local 996. There was only one negative vote.

FACTS IGNORED

In its Objection No. 3, UPW noted that the Teamsters and its officers, agents, supporters and other representatives made misleading, inaccurate and false statements of material facts in such a manner and at such a time that the UPW was unable to make an effective

ELECTION SET APR. 12

The new election date for the Kapiolani Basic Unit is scheduled for Monday, Apr. 12, in the Executive Dining Room at the following hours:

7 a.m. to 8 a.m.
2:30 p.m. to 4 p.m.

UPW encourages its members to continue its support for Local 646. Hale Makua just negotiated a much improved and better contract than the old one and Kuakini members are now at the negotiating table.

Besides, the NLRB ruled that the Teamsters did indeed make false statements in the first election which is typical of their type of campaigning. This is why St. Francis and Queen's members are waiting for new elections.

Your best bet is UPW and its new leadership under State Director Gary Rodrigues, a top negotiator despite the refusal of the Teamsters to recognize this fact.

reply. Such conduct included but is not limited to:

a. Erroneous statements regarding a UPW organizer and staff member, Anson Ilae.

b. Erroneous representations regarding qualifications and experience of the State Director of the UPW and expiration dates of contracts.

c. Misrepresentations regarding wages, hours and conditions of employment under the Teamsters contract and the UPW contract.

d. Misrepresentations regarding the amount of UPW dues.

OBJECTION SUSTAINED

In ruling for UPW, the board's investigation substantiated the allegation that the Teamsters, by its agents, made significant misleading and false statements of material fact in such a manner and in such a time that the UPW was unable to make an effective reply.

Two organizers for the Teamsters admitted in affidavits submitted at the NLRB

hearings that a leaflet mailed out Nov. 16 and dated Nov. 17 indeed contained erroneous, misleading and false statements.

UPW first became aware of this material on Nov. 18 and the election was scheduled for 7 a.m. the next day, thus making it virtually impossible for Local 646 to respond.

The leaflet pointed out that the contract at the Rehabilitation Hospital of the Pacific expired July 1, 1981, when in fact it does not expire until July 1, 1982.

The Teamsters also publicized in its leaflet that UPW did not timely reopen the contract at Lunalilo Home when in fact a new three-year contract had been negotiated and became effective Nov. 1, 1981.

RETRACTION ISSUED

The Teamsters printed a retraction dated Nov. 18 and was passed out rather than mailed because there would not be enough time for employees to receive it inasmuch as the election was held the following day.

There was no evidence presented by the Teamsters to the NLRB as to how many unit employees received the retraction or when or where the retraction was distributed to employees.

The Nov. 18 retraction states in part that "we, of the Teamsters Union, Local 996, would like to correct two minor mistakes in our last Teamster leaflet."

MISTAKES ADMITTED

"The first (1st) mistake was that we said that the Nurses Aides contract at the Rehab Hospital was open for negotiations last July. We were off by one (1) year. That contract does not expire until July of next year, 1982."

In its explanation of "Mistake number two (#2)," the Teamster leaflet did not directly credit UPW for the Lunalilo Home contract without first going off into the wild blue yonder, explaining that this came about because of the employer's "concerned (as spelled in the leaflet) for their employees."

Mālama Pono



BY GARY RODRIGUES
State Director

Whenever the union and management come to grips at the collective bargaining table, one of the proposals perennially submitted by UPW for its Unit 1 members is that of no contracting out of jobs.

We're referring to jobs for unit members as provided for through negotiations and the collective bargaining law. UPW is the exclusive representative for Unit 1 blue-collar non-supervisors in the state and county governments.

UPW believes that contracting out of Unit 1 jobs is a violation of the collective bargaining law. Each time the matter has been discussed in past negotiations, the employers immediately respond by saying that no one has lost his job as the result of contracting out.

As far as we can determine, no one has lost his job. But wait! Job vacancies in some areas have not been filled and eventually these positions are contracted out. Recently two major proposals for contracting out have surfaced. This would definitely mean the elimination of jobs.

FAVORS PRIVATE CONTRACTOR

One proposal resulted from a report on overgrown city parks in the Neighborhood Board 25 precinct area which encompasses Mililani, Waipio and Melemanu. It was published in the Feb. 15, 1982, issue of ka Nupepa o mililani, house organ of Mililani Town residents.

Among city lawmakers present at the meeting was Councilman Toraki Matsumoto who said, according to the newspaper report, that the current conditions of the parks may be attributed to administrative cutbacks, lowered budgets, CETA job eliminations and bad weather.

When questioned by a board member if the city would be better off contracting out park maintenance services to private companies, Matsumoto replied by saying that "private companies usually do a better job" and cost less.

Matsumoto went on to further suggest the board write Mayor Eileen Anderson requesting that future maintenance be done by private companies. What he told that particular Neighborhood Board is a lot of pollution of the waha and we'll tell you why.

MATSUMOTO PERPLEXED

The councilman's first observation blames everyone else for the problems and conditions in the parks. What he failed to tell those people was that he has been and still is in a key position on the City Council to do something about it, like providing enough funding so that the city administration can have adequate staffing to maintain the parks.

Matsumoto again made a blunderous statement when he said private contractors could do a better and cheaper job. This kind of thinking can be attributed only to a person who believes all park employees are not worth a damn. It also demonstrates a very significant shortcoming on his part in not doing his homework.

In short, he has failed the constituency he was elected to serve. He quite obviously did not do any research on the subject of contracting out and seems unfamiliar with the collective bargaining law.

REMARKS DON'T SIT RIGHT

Perhaps the councilman felt that his comments would be pleasing to the ears of those at the meeting. He better know that union members have ears, too, and his remarks did not sit right with the union.

The councilman and the city had better know now they will have a fight on their hands before any of the hundreds of jobs performed by UPW members in parks maintenance are eliminated.

Another contracting out situation is occurring in the County of Maui and we'll discuss this later.

At this juncture, we'd like to think out loud the following observation:

We wonder if Councilman Matsumoto would be willing to contract out his council seat to a person who would be willing to do it for less!

Malama Pono is caring and this is exactly how we feel about our union ohana. Think about it, Mr. Matsumoto!

New Agent Likes People Contact Work

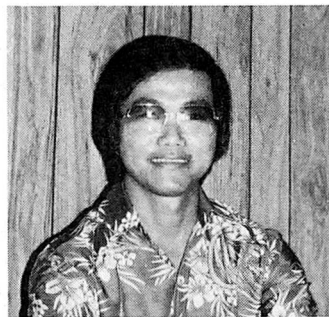
Fred Tokoro, a true blue Kalihi product, began new duties as a UPW Business Agent Mar. 1.

The new staff member was born, raised and educated in Kalihi. He attended Kalihi schools, first enrolling at Puuhale Elementary and then going on to Kalakaua before graduating in 1965 from Farrington.

Brother Fred went on to higher education and graduated from the University of Hawaii at Manoa in 1969 with a Bachelor of Arts degree in Business Administration.

He continued his schooling for another two years and received his Masters of Arts degree in business in 1971.

Brother Fred worked six years for the state with its Progressive Neighborhood Program and it was in this field that he became wrapped up with people contact work.



Fred Tokoro

His job in the program put him in contact with a lot of people and families in the Kalihi-Palama area. Holding various administrative positions also found him involved in contract interpretations.

He left his state job to try his hand in sales but realized it wasn't the kind of people contact work he wanted so he applied for the UPW position.

"I love to work with people and want to try to help them out with their problems. I know it's going to be very interesting working for the union," Tokoro said.

He was being trained and oriented by Oahu Division Director Dayton Nakanelua and was slated to get his unit assignments following the breaking in period. Brother Fred has also been in the field with other agents to get some practical experience.

He is married to the former Susan Capp, also of Honolulu, and they are the parents of a son, Jason, 2. Mrs. Tokoro is a mail clerk for the federal government at Pearl Harbor.

The young Tokoro family resides in Pearl City.

Auwe!

Oops! We goofed on the Private Sector Division story regarding the election of Sister Liz Han as its new vice president.

In the February issue of the Organizer, it was noted that "one of her first functions was to appoint Lorna Harada to fill her seat on the board."

She in fact did not make the appointment. Instead, Sister Liz recommended that Sister Lorna be appointed to the board. Her recommendation was unanimously approved by members in attendance.

UH Unit Officer Keeps Close Tabs of Members

Sister Charlotte Kaluna is chairperson of the University of Hawaii and the Community College System unit and as such she keeps close surveillance over those sisters and brothers in her jurisdiction.

She keeps ever alert for the well-being and welfare of her fellow members especially where it concerns their jobs. Never mind that she works the graveyard shift on the Manoa campus.

Leave it to her to find out about contract violations or other infractions by management. There aren't too many things that slip by her.

A recent case in point was to have taken effect Mar. 1 at Leeward Community College where a change in work hours for Janitor II Francis Miyashiro was supposed to take place. But Sister Charlotte would have none of it.

Management contended that Brother Miyashiro agreed to changing his shift from 2 p.m. to 10:30 p.m. to the 6 a.m. to 2:30 p.m. shift so that the schedule would "coincide with his fellow workers and provides the opportunity for on-going training afforded the other workers."

Sister Charlotte got wind of the situation at the steward's

training workshop Saturday, Feb. 27. When Monday, Mar. 1, rolled around, she and Sister Sarah Kaohale, unit treasurer, confronted Michael T. Unebasami, director of administrative services, in his LCC office.

She told Unebasami that the unilateral change in Brother Miyashiro's work schedule was a violation of Sections 1 and 25 of the contract and proceeded to detail provisions of the section in question.

The result was that Unebasami agreed to rescind the schedule change much to the satisfaction of Brother Miyashiro.

Also involved in the discussions were temporary assignment and training for junior employees. Management agreed to provide this training and also to give TA to the more qualified senior employee rather than to a junior worker.

LCC Steward Ruby Wong was also in on the discussions with Sisters Charlotte and Sarah. The latter two serve on the Oahu Division board of directors while Sister Ruby is entertainment committee chairperson.

Sisters Charlotte and Sarah are also members of the State Executive Board.

Carpet Cleaning Crew Begins New UH Duties

The first carpet cleaning crew in the University of Hawaii and Community College System began new duties Mar. 1 with seven members of the janitorial staff being re-allocated from the Janitor class to the new position of Carpet Cleaner.

Establishment of this new class in the UH system is a direct spinoff of the union's efforts to follow on the heels of a similar setup at Honolulu International Airport which became a reality in the mid-70's.

The union had been talking with UH officials about this matter since 1979. It was largely through the efforts of UPW State Director Gary Rodrigues and UH Unit Chairperson Charlotte Kaluna that the new classification was established.

The two, along with Business Agent Robert (Bob) Chang, worked closely with Harold Matsumoto, UH vice president for business affairs.

Creation of the new class has also brought about a slight change in the work schedule. The 9:30 p.m. to 6 a.m. janitorial night shift no longer exists. Instead, the carpet cleaners work during this period.

Those from the night or

graveyard shift are now with the evening crew from 4 p.m. to 12:30 a.m. The union and unit members approved these changes.

In the reallocation, which is subject to final approval of the Department of Personnel Services, Sister Charlotte is a working foreman and titled Carpet Cleaner II. The other six are Carpet Cleaners I. They were formerly Janitors II and III.

Before establishment of the new class, the cleaning and waxing of UH floors was a hit and miss affair. The crew now will also strip and shampoo to further improve the cosmetic appearance of the UH buildings.

Sister Charlotte and her crew did not assume their new duties cold. They attended a series of training classes to learn all about machines, liquids and the different techniques of waxing, shampooing and stripping.

Evidence of their work can be seen in the 10-story Hamilton Library. When this building is completed, they will move on to the next structure.

With elimination of the graveyard shift and only the carpet cleaners on duty, the union is thus doing its share in assisting the university with its energy crisis.



Waimano Home stewards from both Units 1 and 10 take a little break during the training workshop to visit with State Director Gary Rodrigues. From left to right with the State Director are, standing: Lovelyn Salus, Shirley Oniate, Autasia Erice, Kiku Okamura, Harriet Adams, Josephine Kalauli and Velma Kekipi. Sitting are Edith Yonemura, Carmen Estabillo, Nell Kiaha and Betty Tominaga.



Meet the University of Hawaii's first ever carpet cleaning crew. From left to right, seated, are Sarah Kaohale, Ethel Sakai, Charlotte Kaluna, unit chairperson, and Tamie Nakamura. Standing are Sunao Suzuki, Hiroshi Fukai and Iosefa Mooga.

from the President's desk



BY JAMES BROWN
State President

The steward training workshop on Feb. 27 attracted a good turnout of over 100 stewards and some officers from both the Oahu and Private Sector Divisions which jointly sponsored the all day affair in the UPW Hall.

UPW encourages this kind of interaction between the various divisions because it is good for the union, the membership and the individual member. Division among the rank and file was the name of the game played for too long by some people in this union who were doing it for their own self-serving reasons.

A good number of these people are no longer on the scene and we can now see the UPW ohana being united in making our union strong. Your workshop attendance is a solid example of this unity.

We would like to believe that all this has come about because of additional new staffing, the departure of dead weights and new leadership in the divisions and units. The workshop served as a means of improving service to the membership, especially those who encounter problems on their respective job sites.

MORE WORKSHOPS ENCOURAGED

We highly encourage more workshops to keep your respective stewards and officers sharp and alert to better serve you. We would also like to see more staff participation at these sessions because no one is above it all. By getting their act together and attending the workshops with their members, staff may learn something they thought they knew. By learning together, the right will always know what the left is doing.

Some unit election protests have reached our desk and they have proven very interesting. A few are legitimate and some are not. There were some protests filed on the basis of assumption.

The protests brought attention to a very important matter, one that must be accomplished before the next election year of 1983. There is a definite need for education classes for officers and staff of UPW in learning how to conduct an election uniformly. The election protests have developed into a very expensive matter.

There are those in UPW who believe that the National Labor Relations Board and the people who render decisions for that federal body are great decision makers. Far from it. They are just great pretenders.

There are times when matters of great importance arise. They oftentimes involve just a member or the union per se. Regardless of who is affected, it's the union who gets it.

SHORT FUSE SITUATION

Ineptness, incompetency and lack of understanding on the part of many bosses cause some of us on any given day to have a short fuse. Bosses like to lie like hell and they're pretty bold about it.

When they do, many of us who service our members want to grit our teeth and count to 20. We are beginning to believe it is easier to use everyday four-letter words because this seems to be the only kind of language a lot of bosses understand. A four-letter word is something short of a fistful of knuckles.

There is nothing wrong with its usage in short fuse situations. It is used on television programs and in the movies. So what else is new?

LABOR'S WORST ENEMY

This is the kind of anti-labor practice being carried on at Hawaii's largest private hospital. Interference from other unions brought this about and it only shows that labor is its own worst enemy.

Incidentally, a lot of these hapai ala ala bosses came up through the ranks but they forget this all too easily. They use their one time membership in the union as a means to soft soap the workers. In other words, a snow job.

Our advice to you is not to trust the bosses. We're not from Missouri and we don't have to be but we'd sure like to be shown that they're honest, sincere and up and up.

Until then, we don't trust bosses.

Recognition for Volunteers

National and State Volunteer Week, established to honor those individuals and groups who make unique contributions to their communities through volunteer service, will be observed Apr. 18-24.

There are a number of workers in the UPW membership who have done and continue to do volunteer work throughout the year.

One of the functions of Volunteer Week will be the nominations of special individuals and organizations for their outstanding effort. The program

is headed by Mrs. Jean Ariyoshi and is called the First Lady's Outstanding Volunteer Awards Ceremony.

The ceremony itself will be held June 14-25 on each island. Anyone may nominate an individual or group involved in volunteer activity. Specific guidelines and nomination forms are available at Voluntary Action Centers, libraries and the Statewide Volunteer Services office.

Telephone 548-8539 or 548-2007 for full details.

Cost Saving Factors in Dental Plan

There are several cost saving factors involved in the new HMSA dental plan which had an open enrollment period during the month of January.

Those of you who missed out on the initial enrollment are advised to look for another open period announcement. Many members and spouses who were without dental insurance signed up for the HMSA plan.

Dependent children were already covered under the Hawaii Public Employees' Health Fund. Members and spouses were not included, hence the UPW plan with HMSA.

The plan pays for 70 percent of eligible charges for preventive and diagnostic services such as cleaning, examinations, X-rays and 70 percent of eligible charges for standard dental services such as extractions and fillings.

Services for crowns, bridges and repair of bridges are available after you have been a member in the plan for 12 consecutive months. All covered services are listed in your brochure.

One of the ways you may save on cost is through HMSA's participating provider program which lists 240 participating dentists throughout the state. By utilizing this program, you can make sure that the portion of the charge you pay will not be more than the percentage shown in your plan brochure.

Of course, you are also free to obtain services from non-participating dentists who are not under contract with HMSA.

Another way to save is to make sure your dentist fills out an HMSA treatment plan before any non-emergency dental work begins. The plan describes what's wrong with your teeth or gums, the services your dentist will perform and the amount your dentist will charge for these services. This way HMSA guarantees will not receive any unnecessary services at your expense.

Jefferson Award Lists Lii Among Winners

Veteran UPW Business Agent Teddy Lii, who specializes in safety matters on behalf of the union and its members, keeps a very busy schedule in his salaried position.

However, he has made time throughout the years to give back to his community. His volunteer efforts and community involvement has brought him several commendations from both the public and private levels.

His latest recognition is being selected as one of 10 winners of a Thomas Jefferson Award in Hawaii for 1981. He may be additionally recognized because his name has been submitted to the American Institute for Public Service in Washington, D.C., for consideration as a national winner.

"You deserve hearty congratulations on your selection, since it is deserved recognition of the contribution you have made toward the benefit of others in the community," wrote George Chaplin, editor

Defensive Move Nets Suspension at Queen's

Frances Delos Santos is a wee bit of a woman who is employed as a housekeeping aide at Queen's Medical Center.

Those who know Sister Frances will attest to her personality and character as being outgoing and friendly. Some say she wouldn't even bat a fly unless she was consistently bothered by the insect.

Sister Frances was recently suspended for 14 days without pay for slapping a patient, according to the QMC employee incident report.

The union has grieved this action, contending the patient deliberately tripped her and provoked the incident. Sister Frances didn't fall but she did lose her balance and her reaction was a defensive one.

She has been employed at Queen's for over 10 years with most of those years spent in the mauka or lock ward at Kekela, a high stress facility.

During those long years of faithful service, she has never had the "luxury" of working on another floor. Working in Kekela is like sitting on a bundle of dynamite with an explosive situation always prevalent.

Through all this, Sister Frances has been kind, friendly, compassionate and patient. She has been subjected to both verbal and physical abuse by the patients without retaliating.

Termination Revoked; All Benefits Restored

Brother Raymond K. Dela Cerna is employed with the City and County of Honolulu's Department of Parks and Recreation who was suddenly terminated while on leave as a result of an industrial accident.

He came to his union for kokua and UPW Business Agent Robert (Bob) Chang and Attorney Herbert R. Takahashi, the union's legal counsel, took it from there.

The result? An agreement reached between the union and the city on Mar. 24, revoking and rescinding the discharge. In addition, all of Brother Dela



Frances Delos Santos

Business Agent Russell Valparaiso worked a good number of years as a psychiatric aide in Kekela and he can readily attest to what goes on there.

Following the conclusion of her suspension on Mar. 11, Sister Frances returned to work in the Pauahi wing which is a patient care floor and hopefully less hazardous, a situation that should be a welcome relief.

Cerna's rights and benefits have been restored from the time of his Oct. 9, 1981, dismissal to the present.

The agreement also stipulates that he will "continue as a regular employee of the Department of Parks and Recreation."

Brother Dela Cerna will exercise his right to vocational rehabilitation services and he shall immediately select a counselor and begin the rehabilitation program.

Other stipulations of the agreement are:

- Grievant shall be afforded job placement opportunities and options under provisions of the City and County's Retention, Rehabilitation and Placement program. An assessment will be made as to his ability to return to his former job and/or to other available positions within his qualifications and ability.

- In the event he does not accept appropriate placement prior to Nov. 1, 1982, he must resign from employment voluntarily on that date on a no-fault basis.

- Brother Dela Cerna agrees that in the event of his voluntary resignation, he has been fully advised of his loss of employee status under the terms of the collective bargaining agreement and that his right to continued employment after Nov. 1, 1982, shall not be grievable under the terms of the collective bargaining agreement in light of his resignation.

This settlement is without prejudice to the respective positions of both parties.

Arbitrator Ted T. Tsukiyama will retain jurisdiction to consider any and all disputes regarding the settlement terms, the interpretation and the enforcement.

in chief of the Honolulu Advertiser which co-sponsors the project with the Washington organization.

The UPW agent and other winners will be honored at the Jefferson Awards luncheon Apr. 13 on the Garden Lanai of the Pacific Club.

His latest community effort is the recent organization of a Beretania Neighborhood Community Center Community Patrol to assist Kukui Gardens security personnel in stemming the rash of break-ins, trespassing and burglary at the 800-family Kalihi-Palama residential complex.

Lii has put together teams of volunteer residents in keeping out and apprehending unauthorized persons. He has done this with the full cooperation of the Honolulu Police Department and Kukui Gardens management.

Lii organized workers at Kukui Gardens where he is also a resident.

HAWAII DIVISION

Board's First Meeting Marked by Cooperation

The first meeting of the Hawaii Division Executive Board was held Feb. 12 at the UPW Hall. All board meetings are normally held on Fridays but because of the many important issues on the agenda, it was decided that a Saturday meeting would be more feasible.

The turnout of unit officers was very good and much was accomplished in a relatively short time.

The board was informed by Division Vice President Frank Rapoza that Hawaii Division will have a fund raiser May 9, Mother's Day, at Wailoa State Park. Purpose of the affair is to raise funds for a children's Christmas party. Initially, the intent of the fund raiser was to utilize part of the proceeds to send additional delegates to the AFSCME Convention in New Jersey.

State Director Gary Rodrigues had suggested that each Division hold its own fund raiser if they wanted to send additional delegates. We had concurred with his suggestion but upon learning of the cost, it was decided to shelve the idea

and use the proceeds for the Christmas party.

In other action, Brother Frank appointed Brothers James Weller, Howard Suzuki and Roy Haili as co-chairpersons of the Division sports committee.

The three brothers are very active members and they were asked by Brother Frank to plan a well-rounded sports program for the division.

The board also took action on the division budget and this year's expenditure totaled \$3,600. The amount is the projected revenue for Hawaii Division based on its total membership of 1,200.

The children's Christmas party this year will be on Dec. 11, at the Seven Seas Luau House. Brother Frank will appoint a committee at the next board meeting.

An analysis of the first board meeting is that it was similar in nature to that of the State Executive Board meeting on Kauai. The atmosphere was one of cooperation with every officer working in unison to attain the goal of the State Director.

Officer Gets Recognition

Sister Henrietta Carvalho is a Janitor II at Hilo Hospital and has been a very active member and officer of Hawaii Division. By December of this year, she will have completed over 14 years of government service with the Department of Health.

Being an active member, she has been a participant in many Division activities and prior to her election as Hawaii Division secretary-treasurer, she was the unit chairperson for Hilo Hospital.



Henrietta Carvalho

She has served on the full and executive negotiating committee of Unit 1. As a member of the safety committee at Hilo Hospital, she actively tries to inform the committee of areas of unsafe working conditions.

Being a member of the negotiating committee, she is very familiar with the BU 01 contract and through her effort, the Union had filed grievances on violations which resulted in employees being entitled to benefits that they were not aware of.

She has been the "watchdog" for her fellow Unit 1 workers and continually challenges the employer whenever she feels that a violation may have been committed.

She truly has the union spirit of fighting for her fellow workers and never has tried to use her position as a union officer to benefit herself.

Sister Henrietta can always be counted on to take on any task. She and Division Vice President Frank Rapoza will be delegates to the International Convention of AFSCME in New Jersey.

Hawaii Division is very proud to name her the Member of the Month. Keep up the fine work, Sister Henrietta Carvalho.

Relations is accepting registrations at 245-4351.

Robert Hasegawa, director of the Center for Labor Education and Research, and the professional staff of DLIR's Compensation Division, will be the instructors.

Everyone in attendance will be given an information kit, including a manual on how to file claims. Upon satisfactory completion of the six sessions, attendees will also receive a certificate of completion.

MAUI DIVISION

Maui Memorial Unit Members Stand Fast

Unit 10 members of the Psychiatric Unit at Maui Memorial Hospital staged a demonstration of unity and militancy in resolving an intolerable situation recently.

An emergency hire licensed practical nurse took advantage of the staffing shortage at the hospital and demanded no night shift as a condition of employment. Management agreed and assigned her to only days and evenings.

This situation didn't sit too well with regular hospital employees because they could see this arrangement as a violation of the Unit 10 contract. Unit Steward Georgina Ballman immediately contacted the union.

In agreeing with the union's position, the director of nursing explained that the unit in question might have to be closed due to staffing regulations and employees being assigned to other floors.

These reassignments rubbed our Unit 10 members the wrong way so they decided it was time to close ranks and put up a united effort in having management follow the dictates of the contract.

With this show of unity and militancy, the nursing department said it would utilize

emergency hire only when needed on all shifts. The unit also has not been closed.

Emergency hires are a growing threat to our union. Regular employees resign their positions and then come back as emergency hires. There are also certified eligibles who opt for emergency hire instead of regular status.

These people like this kind of setup and are willing to sacrifice their rights as regular employees. This way they enjoy bigger take home pay because they don't have to pay union dues and there are no deductions for retirement contributions.

These individuals in some cases are also able to work only day time and shifts of their own choosing as pointed out earlier in this report.

The union contends management is in violation of State Department of Personnel Services rules, especially the section governing emergency hires.

Those people who take advantage of this situation are free riders and their actions only undermine the efforts of the union in protecting the rights and privileges granted to those employees in the bargaining unit.

Temporary Assignments

Two temporary assignments in the Maui Division office have been announced by State Director Gary Rodrigues.

Sister Betty DeLima, who normally serves as the office clerk, is now on TA as Business Agent I. The temporary clerk is Linda Ann Tavares of Makawao. Both appointments became effective Feb. 22.

Before her appointment as Maui Division clerk, Sister Betty was a militant steward at Kula Hospital and served on the Unit 10 executive committee.

As Business Agent, she is serving unit members at the Airport, Harbors, Associate Services, Board of Water Supply, County Parks, Makawao, Highways, Molokai General Hospital and the State, County and Department of Education units on Molokai.

The new temporary clerk is married to Kenneth Tavares, an employee of Maui Electric Co. They are the parents of a daughter, 7, and a son, 3.



Betty DeLima

Sister Linda is a graduate of St. Anthony High School and was formerly employed at Longs Drugs.

The temporary assignments are contingent upon the naming of a Business Agent to succeed Yoshio Murakami who was recently elevated to the position of Division Director replacing the retired Adrian Hussey.

Affirmative Action, IRA Get Good Response

Hawaii Division held its first series of Educational and Informational meetings. February 22-26 at various locations. Since there is so much publicity on Individual Retirement Income (IRA), Robert Miguel of Prudential Life Insurance Company of America was guest speaker.

For the Hilo sessions, Helen Hemmes spoke on affirmative action. She is Big Island Affirmative Action Officer and gave a very informative talk on sexual harassment on the job site.

Hawaii Division arranged for a speaker from Prudential for informational purposes only because of the timeliness of IRA. One question raised by a member related to the insurance company. The member wanted to know if the union was endorsing Prudential. The union was not endorsing any firm's IRA benefits.

Miguel and his colleagues, Harvey Arima and John Akau, really presented a clear picture of what IRA is all about. IRA can be considered as being a supplement to your future retirement needs due to the unstable condition of benefits under Social Security.

The maximum amount which can be placed in IRA is \$2,000 and no withdrawal without substantial penalty can be made until the individual is 59½ years old. There is no minimum amount that can be saved in IRA and it really is a forced type of savings for the individual who participates.

The money in IRA cannot be used for collateral and if for any reason the individual withdraws the amount saved prior to becoming 59½ years, there is a substantial penalty which will be invoked. If a worker has extra money which he can place in IRA, we believe that it

would be to his benefit since the amount placed each year can be declared on his income tax as a deduction.

No taxes will be required on interest and dividends earned for any year and the only time that taxes will be paid is upon withdrawal and that is also treated as ordinary income.

Miguel, who addressed every session, is a very dynamic speaker and we have received good comments from our membership. He came across real well with the workers and every question anticipated was answered through the presentation of slides.

The union is grateful to Miguel and his colleagues for contributing an entire week of 11 sessions throughout the island. Mahalo to Prudential for the services provided to our membership.

Kona, Kauai Sessions Scheduled

Kona and Kauai members interested in knowing about rights, benefits and remedies under the Hawaii Workers' Compensation law can plan now to attend a series of six 2½-hour sessions in their respective areas.

The Kona sessions will be at Yano Hall in Captain Cook from 6:30 p.m. to 9 p.m. on Tuesdays and Wednesdays, Apr. 6-7, 13-14, 20-21. Registration may be made with Milton Leslie at 322-2151.

Kauai sessions are scheduled for Wednesdays and Thursdays, May 5-6, 12-13, 19-20, at Wilcox Elementary School in Lihue. Spud Olivas at the State Department of Labor and Industrial

Child and Family Unit

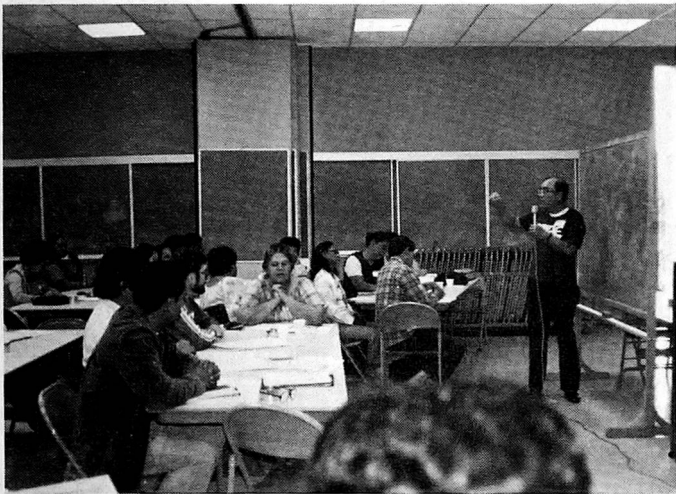


Negotiating team members from the Child and Family Service Unit discuss contract proposals with State Director Gary Rodrigues at a recent meeting in the UPW Hall. From left to right, they are Karin Higo, secretary; Yvonne Davinis, steward; Sheila Peterson, chairperson; and Felix Cardenas, vice chairman.

Workshops Attract Large Turnout



Oahu Division Vice President William (Bill) Kapule Jr. gives welcome address to overflow crowd at steward workshop Feb. 27.



Hawaii AFSCME Director Albert T. Hamai, who coordinated the workshop, explains workshop activities and the day's program.



Oahu Division Director Dayton Nakanelua addresses the subject of grievances and grievance processing at the workshop.



Wrapped up in the proceedings are, from left to right, Sisters Sara Pacheco and Liz Han, secretary-treasurer and vice president respectively of the Private Sector Division and Oahu Division Treasurer Harold Kim.

The union's first two workshops of the year — one for stewards and the other for division and unit officers — attracted bumper crowds on separate days at the UPW Hall.

More than 120 stewards attended an all-day session Feb. 27 and three dozen officers were present at their workshop Mar. 10. Both functions were co-sponsored by the Oahu and Private Sector Divisions.

That the workshops were well-received are foregone conclusions. There was strong participation and interest in both workshops. Communication was always open between the workshop leaders and members in attendance.

UPW State Director Gary Rodrigues emphasized to stewards how important their contributions and service are to any union.

"You render us a very valuable service because you are our first line of communication with the members right on the job. You are there when something happens or when one of your fellow workers need some assistance," Rodrigues said.

"Our staff can't be everywhere all the time and this is why we depend on you to help us. We appreciate this and we want you to know you are very important to us," he declared.

"I want to thank you for your response to this workshop. It won't be the last because we must accomodate those who were unable to make this one. We encourage your continued interest and support," Rodrigues concluded.

Albert T. Hamai, AFSCME Hawaii education director, reviewed the workshop activities and explained the contents of packets passed out to all who attended. He also explained the collective bargaining process and how to understand it.

Other workshop leaders and the subject matters they covered were Bok Hoo (Bucky) Lee, Private Sector Division Director, role of the UPW steward and how the union is staffed to help stewards; Dayton Nakanelua, Oahu Division Director, grievances and grievance processing; and Anthony (Tony) Chang, Contract Specialist, grievance arbitration.

William (Bill) Kapule Jr., Oahu Division Vice President, welcomed stewards and explained the purpose of the workshop.

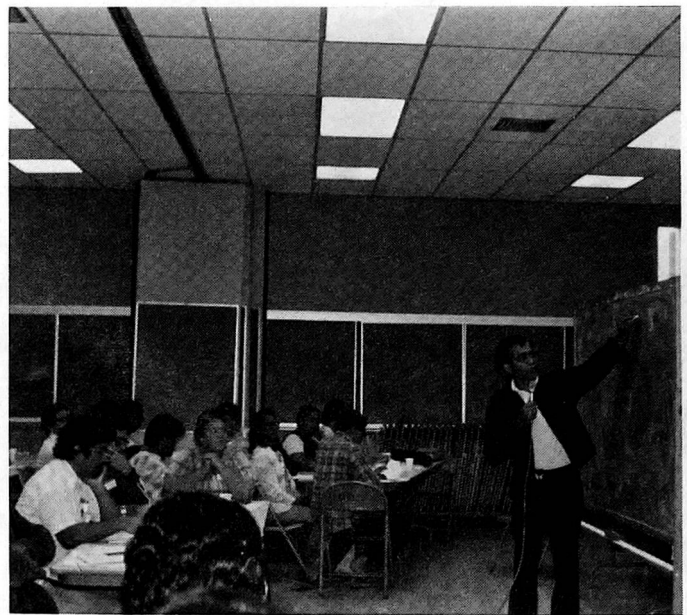
Hamai and Nakanelua handled the officers' session on Mar. 10, covering such subject matters as duties of officers; planning meetings and using basic parliamentary procedure; financial obligations of unit officers; and UPW goals.

The next activity is a two-day workshop on Workers' Compensation Apr. 29-30 at the UPW Hall. It starts at 6:30 each night.

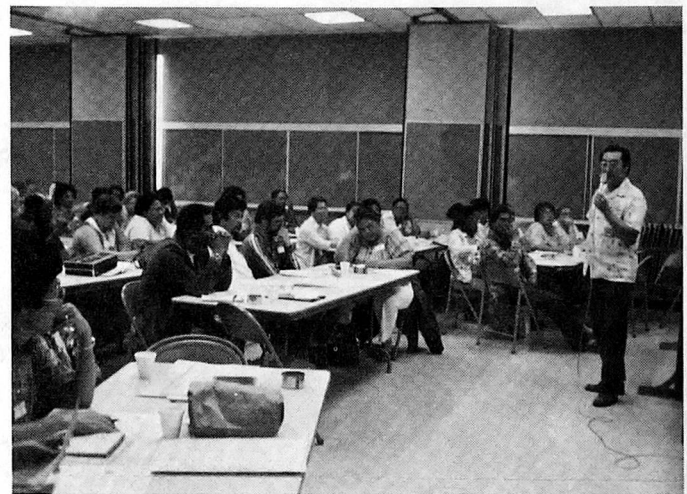
This is a very important workshop because it will help members understand how the law's benefits apply to them when they get hurt on the job.

Robert Hasegawa, director of the University of Hawaii's Center for Labor Education and Research and former director of the Department of Labor and Industrial Relations, is the instructor.

Registration deadline for limited enrollment is Apr. 20. Call the AFSCME office at 521-6941 to register, giving your name, unit and telephone number.



State Director Gary Rodrigues explains a point on the blackboard as to how important stewards are in the union's chain of command.



Private Sector Division Director Bok Hoo (Bucky) Lee explains the role of the steward and how the UPW can help them.



Contract Specialist Anthony (Tony) Chang gives stewards an overview of the arbitration process and how grievances get there.



This was the scene at the officers workshop Mar. 10 when three dozen unit and division leaders showed up.

● Hale Makua (cont'd. from Page 1)

Section 12, Compensation — Rest periods between work shifts have been increased from 10 to 12 hours. An employee working in a higher classification will receive a higher rate for work performed four or more hours instead of 8 or more hours.

“Others paid absences” has been added to count as hours worked in computing 40 hours for overtime. There is also a 35 cents per hour shift differential, an increase of 10 cents.

Section 14, Holidays — If holidays fall on a Saturday, the previous Friday will be observed as the holiday.

Section 15, Vacations — Employees must express their vacation preferences on Dec. 1 and before Jan. 1 of each year.

Section 18, Leave of Absence With Pay — Five days out of state funeral leave for spouse, parent or children. Earned vacation may be granted in addition to funeral leave for a period of up to one month.

Section 19, Health Plan — The employer’s contribution for both the family medical and dental plans will be 75 percent beginning May 1, 1982, and 80 percent beginning Jan. 1, 1983. This is a marked improvement over the former 60-40 formula.

Section 20, Discipline and Discharge — An employee who is suspended or discharged must now be given a reason. The employer also must recognize the right of an employee to request union representation when an employer intends or attempts to gain information from an employee which may result in discipline or discharge.

Section 25, Personal Information — An employee is to be informed of any

commendation or derogatory material placed in his personnel file. Such material must be reviewed and destroyed after two years when an employee so requests.

Section 26, Unit Representatives — The union may appoint eight representatives (four each at Wailuku and Kahului) and the unit chairperson will be recognized to handle grievances.

Work Schedules — This is subject to 48 hours notice of change. If the 48 hours advance notice is not given, time worked on the first day of the new schedule shall be at one and one-half times the straight time rate.

Classification — Housekeepers will get 29 cents per hour premium for hours worked when refinishing floors and shampooing carpets.

The Hale Makua unit negotiating committee celebrated the resounding ratification vote at a dinner Mar. 30 in the Maui Room of the Maui Beach Hotel.

Unit Chairperson Alberta Almeida thanked Lee, Rodrigues and Brown for their efforts in hammering out what they termed “a very good and satisfying contract.”

They assured the union leadership they will keep close watch over the contract and will certainly report any violations.

In a brief emotional moment, Sister Alberta presented Lee with an inscribed Parker silver pen as a gesture of appreciation for his hard work in the negotiations.

Lee, usually a free-flowing communicator, was virtually speechless in trying to find the right words to thank the group.

When he did speak, he credited the State Director for wrapping up the negotiations in the final showdown.

He also lauded the committee for being “a great bunch” and encouraged them to continue to stand fast together and look out for each other.

Kuakini Unit Members Begin Contract Talks

Negotiations have been under way for several weeks between UPW, AFSCME Local 646, and management at Kuakini Hospital.

UPW State Director Gary Rodrigues is the union’s chief negotiator while the management spokesman is Claude Matsumoto of the Hawaii Employers Council.

Bargaining sessions have been held at both the UPW Hall and at the hospital. The full UPW negotiating committee is headed by Unit Chairperson Charlotte Waiwaiiole.

Contract proposals from members were given to the committee at a series of meetings in December and the package was put together for formal presentation to management in early March.

Also sitting in on the negotiations is Sen. Clifford T. Uwaine, assistant to the State Director.



State Director Gary Rodrigues, chief negotiator for the union, presents a proposal to management during Kuakini Hospital negotiations. To his right are Sister Charlotte Waiwaiiole, unit chairperson; Jeraldine McInturff, secretary; Kathy Asis, Shigeru Hokama and Andres Baligad.



These other members of the negotiating team look on with interest as management opens discussion. From left to right are Muriel Den Haan, Adaline Uhrle, unit treasurer, Rose Arista, Myrna Amore Ordinado, Connie Semana and State Sen. Clifford T. Uwaine, assistant to the State Director.



Angeline Kela, unit vice chairperson, and fellow members are busy taking down notes at their end of the table. To Sister Angie's left are Norma Gascon, Mildred Uyeoka and Marty Pahed.

Job Issue Settled Quickly

Quick action on the part of the unit chairperson, steward and the union nipped a potential grievance in the bud at Nuuanu Hale recently.

It demonstrated good faith bargaining by both sides, according to UPW Business Agent Russell Valparaiso who handled the problem right on the job site.

It involved a change in work schedule for one of the kitchen employees. Management had arbitrarily changed her Mar. 6 working hours from 6 a.m. to 2:30 p.m. to 10 a.m. to 6 p.m.

It didn't sit right with the member because she had planned on attending a family wedding that afternoon. Enter the union via Unit Chairperson Alice Domingo and Steward Elizabeth Chang.

Following a series of discussions with Brother Russell and Sisters Alice, Elizabeth and the employee involved with Nuuanu Hale Kitchen Supervisor Momi Tong, the matter was resolved to the satisfaction of both sides.

The member was able to work her 6 a.m. to 2:30 p.m. shift and make the wedding and agreed to work the other shift when needed but only upon first consulting the affected employee.

Lawn Bowlers' Use of Public Facility Scored

There is a public facility at the city's Ala Moana Beach Park that is not for the exclusive use of the general public as John Q. Citizen might think.

The facility is a lawn bowling green that measures exactly 127 feet by 127 feet. It is located just ewa of the McCoy Pavilion and it is used exclusively by what one might term a private club because there is a sign that warns the public it is indeed a “Lawn Bowling Club” for the use of “participants only.”

There is a UPW member who has been working out of Ala Moana since 1975. He is a power mower operator who three years ago was assigned to give the green his personal attention.

He had to trim and manicure the green every other day or at least four days a week. But a year ago this UPW brother told his Parks and Recreation Department supervisors he had

had enough because of a matter of principle.

“Why,” he questioned, “should a public facility be used exclusively by a private club?”

“No way should such a situation exist,” he told his supervisors and asked to be taken off the assignment. So the UPW member is now assigned to the general park area itself and the private club has since contracted out the job to a private individual who is doing it at a very low monthly rate.

Recently, a member of the public wanted to use the facility but was told there was a fee involved. He resented this fact and questioned why he should pay to use a public facility.

This person reportedly contacted the media to make them aware of the situation. The union also objects to a public facility being used by what appears to be a select group of people.

Mercy Cabag Retires from Second Career

Sister Mercedes Cabag went through a second retirement recently after nine years as a housekeeper at Pearlridge Hospital.

Before her employment at Pearlridge, she had put in 23

years of public sector service with the State Department of Education as a custodian at Waipahu High School.


Sister Mercedes remained a UPW member throughout her two careers and will continue to be active in the union as a member of the Oahu Retiree Chapter.

She is the mother of four children who have given her 10 grandchildren. Also numbered among her ohana are four great granddaughters.

Fellow employees at the hospital and Fronk Clinic honored her at a dinner Jan. 28 at the Ft. Shafter Skyview Terrace NCO Club.



Mercedes Cabag



IN MEMORIAM

LARRY L. BARIANTOS, member, Oahu Division, City and County of Honolulu, Department of Parks and Recreation. Expired: Mar. 20, 1982.

BERNICE K. CHANG, retired member, Oahu Division, State of Hawaii, Department of Health. Expired: Feb. 5, 1982.

APOLONIA GALIZA, retired member, Maui Division, Department of Health, Kula Sanitarium. Expired: Mar. 17, 1982.

VIRGINIA GONSALVES, retired member, Oahu Division, State of Hawaii, Department of Accounting and General Services. Expired: Mar. 21, 1982.

ERNEST P. IAEA, JR., member, Oahu Division, State of Hawaii, Department of Taxation. Expired: Mar. 18, 1982.

LUCILLE K. MILLER, retired member, Oahu Division, State of Hawaii, Judiciary Department. Expired: Mar. 22, 1982.

ROBERT D. PHILLIPS, retired member, Oahu Division, City and County of Honolulu, Road Department. Expired: Jan. 26, 1982.

CHARLES K. WILLS, retired member, Oahu Division, State of Hawaii, Department of Transportation, Airport Operations. Expired: Mar. 16, 1982.