

Teachers' Unity, Strong Labor Backing Settle Strike

Last April 16 the striking teachers' negotiating team got the Department of Education to agree to a mediation-arbitration approach to settling the differences between the two parties. Two days later, on April 18, Hawaii's public school teachers voted overwhelmingly to end their two-week strike against the DOE and return to their classes, confident that findings will be in their favor and that their employer has been taught a lesson about labor relations and teacher determination.

Over 90% of Hawaii's teachers participated in the strike, a strong showing that substantially helped the HSTA's bargaining position. The strong backing of other unions in the state, including UPW-AFSCME, also helped bring about an early settlement.

During his recent visit to the islands, AFSCME National President Jerry Wurf joined our State Director Brother Henry Epstein and the HGEA's Brother David Trask in pledging firm and increasing support for the embattled teachers.

"I don't want to imply that our union is agitating for a strike; nor do we want to appear to be indifferent to the teachers' plight. If the strike is a prolonged one, our support will increase," Brother Wurf promised.

Both the HGEA and the UPW made it clear that though their members were not asked to respect the teachers' picket lines, they would not do any work usually performed by teachers or participate in any form of strike-breaking. A few UPW members refused to cross the lines; many others joined the lines occasionally during their free time; and the UPW Hall in Honolulu was made available to the HSTA for meetings. The Kauai UPW Division voted the teachers \$50 right off. Ala Moana Yard refuse collectors reportedly raised a good sum in contributions for the HSTA.

Other unions also gave much *kokua* to the teachers. HFT encouraged their members to back the strike and to be active on the lines. The ILWU and Teamsters reportedly halted some deliveries of supplies, milk and food to some schools, when drivers refused to cross the picket lines in their trucks.

When some principals demanded that UPW custodians or cafeteria workers pick up these supplies or drive trucks to fetch them, they were told that our members would not do so. Some principals were also told by the UPW to stop the practice of forcing our members to walk through the lines each morning with the teacher scabs; this created some bad relations, until



Striking teachers displayed a solidarity, a militancy and gut-level creativity which made their Statewide Strike one of the fine chapters of Hawaii's labor history.

it was halted, between our members and the pickets. When a hostile car driver threatened to run down some pickets at Kalihi School, UPW trouble-shooter Teddy Lii and his friends took over the line briefly and the car and its hot-head driver sped away.

The teachers' strike, though not terribly long, brought to the surface a great deal of the aloha and solidarity that exists among Hawaii's workers and their unions. It fashioned a rough, spontaneous alliance of purpose among teachers, truck drivers, skilled craftsmen, custodians, cafeteria workers, principals, students and refuse collectors.

In future terms, the strike means many more of our school children will be exposed to labor's point of view, to labor history, economics, sociology, and ideas of organizing — where once this perspective was practically outlawed. It means teachers have begun to see themselves as workers, more firmly grasping the idea of the unity and dignity of labor and the validity of struggles for better conditions.

In their fight for better wages, decent workloads, adequate preparation time and better benefits, the teachers may in fact gain much more and will probably have given us much more in the way of example and inspiration.

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AFSCME
LOCAL
646

Legislature Votes Unit 1, Unit 10 Raises

The State Legislature adjourned in the wee hours of Friday, the 13th of April, but not before approving a general budget which included our Unit 1 and Unit 10 pay raises and other cost items won by our union at the bargaining table.

This means that our blue collar workers will be getting a 7% pay raise retroactive to last July, 1972 — as soon as the Governor signs the budget bill — and another 5.5% raise this July. Unit 10 workers will receive a 5.5% raise effective as of last January, and another 5.5% boost this July, along with scheduled increments. Unit 10 workers will receive another 7% raise in July, 1974. Unit 1 will negotiate again on wages and other items this year.

Other Unit 10 cost items approved include uniform allowances, a working condition differential for Waimano, weekend overtime work (if an employee must work more than 3 weekends a month), and night shift differential (increased from 15¢ to 20¢ an hour).

The tax increase bill died in the closing hours of the Legislature when the House Finance Committee chairman repudiated the measure and refused to report it to the floor from its conference committee. Since it was a regressive bill — taxing the poor and the working people much more than the wealthy and the corporations — it is probably just as well dead.



UPW leaders and members keep watchful eye on State Legislature during the last session.

OTHER UPW MEASURES

Two UPW bills passed: H.B. 2026 clarifying mutual aid fund regulations; and S.B. 1246, which allows individuals with wartime defense work, former fulltime employees of Leahi Hospital, and Ka'u General Hospital employees to purchase membership service in the State Retirement System.

House Bill 563, which would have placed all house parents at the Hawaii School for the Deaf and the Blind on a 12-month work schedule, died in committee, after D.O.E. head Dr. Shiro Amioka testified against it — despite union, parents' and student testimony in favor of this measure. (Presently, our Unit 10 employees there must use up vacation leave or go on unemployment for two months out of the year when school is *pau*.)

The Correctional Master Plan passed, and with it a provision including adult correctional officers in police and fire retirement plans, with higher contributions and greater benefits. An old blue collar pay bill was also repealed, (H.B. 341) with UPW's agreement.

The union also helped to kill a bill (S.B. 1094) submitted by State management that would have prohibited increments when pay raises are negotiated; this measure, if it had passed, would have taken away Unit 10's increments, despite our new contract. The UPW also helped defer action on a change in the retirement system for new employees which would have lowered not only their contributions toward retirement, but also their retirement benefits, saving the State over a million dollars. The bill would probably have benefitted only those few wage-earners making more than \$15,000.

The CIP bonds — raising funds for construction,

and improvement projects like West Oahu Campus and the Reef Runway — were also not approved, and this may force a special session of the Legislature, at which time a tax bill may again come up as well as the teachers' new contract.

A no-fault insurance plan was finally passed, to take effect in 1974. Supporters of this bill, unique among all existing state plans, say it will reduce auto insurance premiums by 10% to 18%; in general, the benefits from it will depend pretty much on the Insurance Commissioner. Auto insurance will be compulsory under this plan.

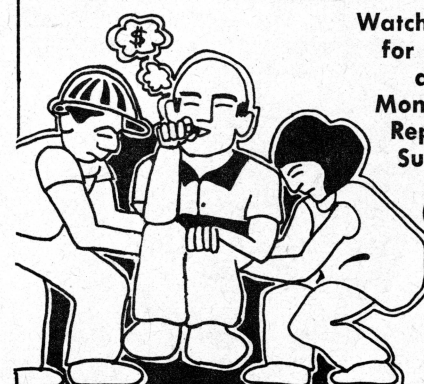
The minimum wage bill, raising the minimum wage to \$2.50 by 1975, died, as did a comprehensive medical plan and most other measures benefitting public employees and other workers.

Union Dues Vote This Month

All UPW members are eligible to vote in the current referendum on whether to raise our union's monthly dues from \$4.60 to \$7.00 a month (Retirees will not be affected by the dues increase.) For all those not able to attend scheduled Section 8 or unit meetings following which votes were taken, the following general voting times and places are set up:

Maui Division, Saturday, May 5, 9 a.m. to 12 noon, UPW Hall, Wailuku.
Hawaii Division, Saturday, May 12, 8 a.m. to 12 noon, UPW Hall, Hilo.
Hospital Division, Saturday, May 19, 9 a.m. to 12 noon, UPW Hall, Honolulu.
Oahu Division, Saturday, May 26, 9 a.m. to 12 noon, UPW Hall, Honolulu.
Kauai Division, Thursday, May 31, 8 a.m. to 4 p.m., UPW Hall office, Lihue.

RICE & ROSES ON HETV



Watch future programs for UPW members' appearances.
Mondays, 6:30 p.m.
Repeat Broadcast
Sundays, 5 p.m.
Channel 11
(Channel 10 in Hilo)

A TV Series
For, By and
About Hawaii's
Working People

Graphic by Joan Yoshiwara



State of the Union

by Henry Epstein

Our Last 26 Years, and Today's Challenges

It's not my style to be sentimental publicly, but this will be a sentimental column.

May 2 is the twenty-sixth anniversary of my arrival in Hawaii. Coming right after the end of the Legislature and the successful conclusion of the first public employee strike in Hawaii, this is a good time for a look back at the last twenty-six years.

When I landed in Honolulu in 1947, the ILWU was preparing for a pineapple strike. There was a serious question at that time whether the ILWU — or any union — would survive in the islands.

That was the period of the employer campaign against unions in Hawaii and throughout country. Nationally, this campaign resulted in the enactment of the Taft-Hartley law.

Our union was functioning only on the Big Island and was facing layoffs because of the budget bill passed at the 1947 session of the Legislature.

THE UPW TODAY

We have come a long way since then. Today, we have 9,267 dues-paying members and 689 employees paying us agency shop fees. The Legislature has just approved our two government contracts for Units 1 and 10, covering 8,400 workers.

In the private area, we have won several representation elections and successfully completed negotiations at Beverly Manor, Hale Nani, and Palama Settlement.

BROTHER CHAIRMAN!

Please give me the low-down on the tax bills that were in the Legislature. What happened?

The answer to your question will necessarily be short and over-simplified. Right now the poor and working people of Hawaii pay the highest effective tax rate and bear the heaviest tax burden. Few corporations pay their fair share.

The wealthy, aided by loopholes, often pay a much lower percentage of their income for taxes than do the less affluent. Locally the State subsidizes the tourist industry (Hawaii Visitors Bureau) and hotel owners, paying for mainland advertisements, beach-widening and road access projects, out of taxpayers' money.

Yet the State administration can be heard complaining about the meager funds it allows the poor for subsistence welfare living . . . while it is throwing away money hand-over-fist to the corporations and their pet projects.

1973 is a critical financial year for this State — rising inflation and unemployment, growing budget deficit and likely tax increases. Death and taxes seem inevitable, but the recent death of the Legislature's tax increase bill was unexpected. There'll be little mourning.

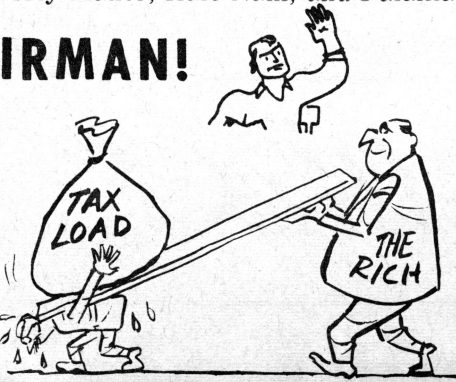
State Senator Nadao Yoshinaga submitted a tax bill that would have changed the entire tax rates, with lower taxes for lower-income people and higher taxes for the wealthy and the corporations. He also submitted proposals for higher selective excise taxes on luxury items, liquor, hotel and restaurant trade, gasoline, and the like, but with **no increase** in the general excise (sales) tax. Yoshinaga would also have abolished real property taxes levied by the counties and instead have allowed counties to set up a 2½% progressive income tax (which might bring them in an estimated \$90 million).

The Governor's tax proposals called for the present tax rates to be kept, but with a tax surcharge (extra charge) of 10% on incomes over \$16,500—as a temporary measure. Like Yoshinaga, the Governor also proposed measures that would have closed somewhat the capital gains loopholes so skillfully used by the corporations and higher-income individuals to avoid taxes.

The Governor's bill would have placed a large part of the new tax increase burden on the poor and working people. His proposals called for a 1% raise in the general excise tax (sales tax), to 5% which would have raised an estimated \$50 million. The excise tax is the most "regressive" tax, meaning that it eats up a larger portion of the incomes of low- and middle-income peoples than it does of the wealthy's. Any increase in the excise tax would work added hardships on working people in this time of wage control and soaring prices!

Yoshinaga's bill appeared much more just and equitable than the Governor's, though neither went far enough. When a compromised, combined version of a tax bill came out of the House Finance and Senate Ways and Means Committees, it had some of the worst features of both proposals — higher sales tax, no effective capital gains tax, and no real tax reform; the poorer would pay a greater share. Yoshinaga changed his mind for this reason and opposed the bill, though it passed in the Senate 13-12. House Finance Committee Chairman Jack Suwa, however, faced with strong opposition to it by dissident Democrats, killed the bill, by failing to report it to the House.

The Legislature may very well meet in special session this year to approve a tax increase; hopefully, if they do, they'll put forward a better and more just bill than the one that died last April.



On the overall scene, the greatest impact has been the successful teachers' strike. I congratulate the teachers' union for the organization and teamwork which went into the strike. I'm pleased that our union was able to contribute a little to the strike and feel that our members in the Department of Education carried themselves well under trying circumstances.

It was important to all public sector unions that the parties come to a fair settlement. The decision to go to mediation-arbitration, which is final and binding, appears to be such a settlement which could point the way for other difficult negotiations.

The majority of the bargaining units have negotiated their first agreements, which have now been ratified by the State Legislature. Despite some uneven spots, a maturity is beginning to develop between labor and management in the government field.

There is growing cooperation and understanding between the various government unions. AFSCME has taken the lead in encouraging this working together and that is one of the many gains from our AFSCME affiliation.

DIFFICULTIES AHEAD

A union is a living organism and is constantly changing. Even as we reflect on the past, we must recognize some of the difficulties we have.

We still have some problem areas. The immediate one is the need to get a successful vote on the dues increase to take effect on July 1.

Hopefully, the dues question has been explained better this time and we will be able to ratify the increase, which is necessary and fully justified.

Internally, amendments to our Constitution are a must. I believe our constitution study committee has the entire picture now and their recommendations should be available for membership study soon.

Almost certainly there will have to be a special session of the Legislature to act on tax increases and approve the details of the new teacher contract.

By the time of the special session, we should be ready with specific proposals for the best possible changes to our tax structure.

Nobody likes to pay higher taxes, but I'm afraid that increases are necessary. There were good proposals made during the session, including the recommendations of Senator Yoshinaga. It's unfortunate that the final conference draft didn't include the ideas of Senator Yoshinaga and others who were pushing for progressive changes in the tax structure.

Despite the problems we have and the work which must be done in the coming months, we have made tremendous progress. Our union and the rest of the labor movement have come a long way.

I have spent more than half of my life in Hawaii as a small part of this movement.

There are many things in my life I would do differently if I had the choice again. The one decision I have never regretted is the one to come to Hawaii to work with the UPW.

LEST WE FORGET



(In the midst of all the discussion and the referendum on a UPW dues increase, it might be interesting to look back at the history of UPW's dues. The following is based on interviews with some of our founders and our front office's card files.)

UPW members from 1944 to 1953 paid their new and emerging union \$1.50 monthly dues. In 1953, at the first UPW convention attended by Brother Max Roffman, the dues were raised to \$1.75. In 1957 the Convention hiked up the dues to \$2.25 a month.

After that year dues went up in "little jumps" of a quarter or so at a time. In 1962 they were raised to \$3.00, in 1966 to \$3.50, and in 1968 to \$3.85.

Often the increases were not due to rising operating expenses so much as they were to expand services. For instance, Division funds were created, in 1961 by adding 25¢ a month to the dues, whereby Division social events could be held and other expenses absorbed. A Political Activities Committee was set up to give the union a stronger voice in politics and the legislature, especially around election time, and the members decided to tax themselves an additional 10¢ a month; the PAC part of the dues is now 15¢ a month. The members also decided in 1961 to set up a building fund, known as the Fraternal Association, by adding 25¢ (and now 28¢) to their monthly dues. So some 68¢ of the present dues amount of \$4.60 came about through the addition of new programs and buildings rather than through the increase of dues to meet rising costs.

In 1969 the UPW's State Convention raised the dues to the present level of \$4.60 per month. Setting the way for the UPW's affiliation with AFSCME, a strong and rapidly growing international union of some 600,000 federal, state, city and county workers, the UPW's 1971 Convention recommended to the membership a new dues rate of \$7 a month.

Today the UPW's dues are just about the lowest of any union's in Hawaii. At \$7 a month they will still be among the lowest dues any union member pays in this state. Brother Adolf Samuel, one of our earliest Oahu members, says our members "have been receiving Cadillac service from the union on City & County wages and at Primo dues rates."



Consumer's Corner

Nixon Fails to Stop Meat Boycott

The Administration beat a hasty retreat from its position that it would not impose controls on food prices when President Nixon announced he would freeze all meat prices at their highest point in March.

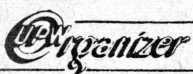
But the Administration's action failed to stop a consumer meat boycott or satisfy those who want prices rolled back. The boycott reduced sales over 25%, but cost some workers their jobs.

The battle over the skyrocketing market basket got hot when the Bureau of Labor Statistics announced that the Consumer Price Index had shot up eight-tenths of one percent in February — the greatest one-month jump in 22 years. Meat, poultry and fish were up 13.1 percent over a year ago. Grocery prices continued to climb at the highest rate in more than 20 years.

In the face of these increases, organized labor has called for strict food controls from farm to market as a condition for renewal of the Economic Stabilization Act (wage and price control legislation).

The AFL-CIO has also demanded:

- * exemption from controls of any wage increase for workers who earn less than \$3.50 an hour
- * reimposition of rent controls (rents have soared higher)
- * Congressional action to restrain rising corporate profits which hit records under Phase I and Phase II.



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Registration in AFSCME Education Courses Soars

AFSCME's current course offerings apparently hit the mark of our members' needs and interests.

Brother Guy Nunn reports that over 200 have enrolled in Japanese Conversation — making necessary three separate shifts at different levels. 80 signed up for Hawaiian Conversation.

AFSCME's music and dance courses also went over big — with 90 enrolled in Hula, 80 in Guitar and 75 in Ukulele.

Pre-Retirement Planning, originally to be taught by Brother Max Roffman but with Guy Nunn now pinch-hitting, attracted 52 registrants, while All About Aging brought in 23 interested members. The bread-and-butter union courses of Grievance Handling and Public Speaking/Parliamentary Procedure brought in 40 and 35 registrants respectively.



AFSCME members filled up the room for the first night of a course on pre-retirement planning.

AFSCME'S IN A FLAB FLAP? Men Need Not Apply

AFSCME sisters interested in longer life, weight control, disciplined fun and frolic, or just a more pleasing body profile will want to register in a special twice-a-week AFSCME course in "SLIMNASTICS," conducted by Florence Jaber, whose "Fitness can be fun" programs for Parks and Recreation and Adult Education have been improving dispositions and contours in Honolulu for several years.

"SLIMNASTICS" will consist in ten one-hour long sessions, Mondays and Wednesdays, 7:00 to 8:00 p.m., in the AFSCME conference hall, Room 201, 707 Alakea (Seamen's Home entrance to Harbor Tower Condominiums downtown). The course is FREE to AFSCME members (women only), their daughters, sisters or mothers. Those interested are invited simply to appear at 7:00 p.m., Monday evening, May 21, at AFSCME. No special clothing or equipment is required. For further information, call AFSCME—521-6941.

The Truth About Welfare

In a day when bosses and the media are trying to divide workers and the unemployed poor and get them to oppose each other, the AFL-CIO has done a great service through its Committee on Political Education in printing a Memo citing 10 Key Facts to dispel the lies and myths which have been spread in this country about welfare.

Following is a summary of this fact sheet, entitled "Welfare: Everybody's Whipping Boy":

Fact No. 1 — People wind up on welfare not because they are cheats, or loafers, but because they are poor, not only in money, but in education, health care, and prospects for a better future.

Fact No. 2 — Most of the poor are not on welfare. There are more than 25 million Americans officially below the poverty level of \$4,000 a year for a family of four. Only 15 million are on some kind of welfare. Another 30 to 50 million Americans make just above \$4,000 a year.

Fact No. 3 — Of the 15 million receiving welfare, about 8 million are children under age 16.

Fact No. 4 — Less than one percent (1%), or about 150,000, of the recipients are able-bodied employable males. Many of these are in their late-middle years, most are uneducated, and more than 80% of them would work, rather than be on welfare, if jobs were available.

Fact No. 5 — Receiving welfare are more than 2 million aged, more than 1 million totally and permanently disabled or blind, and 3 million mothers. All of these are in programs roughly supported 50-50 by state and Federal funds.

Fact No. 6 — No one is getting rich on welfare. At best, welfare allows a bare-bone living. In no state does the average welfare payment bring a family up to poverty level.

Fact No. 7 — Cheating and fraud in welfare are minimal, though there is, of course, some cheating and dishonesty among recipients. Try to imagine any program involving 15 million persons that is entirely free of fraud. But the U.S. Department of Health, Education and Welfare estimates that there is cheating among fewer than one percent (1%) of welfare cases, with maybe two to three percent on welfare rolls due to misunderstanding or bureaucratic error.

Fact No. 8 — Welfare mothers are not churning out illegitimate children. Nearly 70% of all children in welfare families are legitimate. 30% of welfare families with children have only one child; 25% have two; 18% have three.

Fact No. 9 — More than 48% of welfare families are white; 43% are black, with most of the remaining being third world (non-white). The reasons for the high percentage of blacks are obvious; more than 34% of black Americans have incomes below the poverty level and suffer the highest unemployment rate, because of white racism.

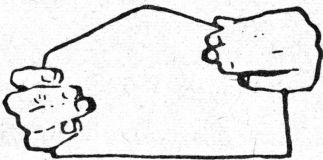
Fact No. 10 — Welfare is not habit-forming. Half the families on welfare have been on the rolls 20 months or less; two-thirds have been on the rolls less than three years. Less than 20% have been on the rolls for more than 5 years.

These are the facts about welfare and those forced by circumstances or by our unjust and inhumane economic system to become welfare "recipients". This silly talk of welfare clients and cadillacs ought to cease. It only serves the bosses and the owners, and helps keep the working poor and the non-working poor at odds.



The New "War On Poverty"

Letters



Dear sir,

I'd like to publicly thank Brother Teddy Lii and give him my deepest appreciation.

Teddy helped me to solve my personal problem with my working condition, even when it wasn't a matter of an official grievance.

Teddy's one of the best trouble-shooters for UPW members. Aloha and thanks, Brother Teddy! With gratitude,

Jack Ouchi
BWS Groundskeeping Dept.

UPW-AFSCME Members Highlight ETV's "RICE and ROSES" Shows

"Rice and Roses", ETV's program for, by and about Hawaii's working people, has zeroed in on several UPW-AFSCME members in order to feature a work day in their lives for the weekly TV series.

In early June, State Prison guard Lt. Elwood Reynolds (whose wife Christine is also a UPW member, at Children's Hospital) and Brother Moses Kamealoha, Animal Quarantine Station supervisor, will be shown as they spend a day in their respective and interesting work places.

Toward the end of July, UPW members Captain Robert Downey, a pilot boat captain, and Brother Saturnino Villafuerte, an ambulance driver, will be the subjects of this ETV series.

Rice and Roses can be seen on Channel 11 (Channel 10 in Hilo) on every other Monday, at 6:30 p.m., with repeat showings the following Sunday at 5 p.m. The first Rice and Roses show last April 2 featured the reasons and causes of the state-wide teachers' strike.

Last April 16th and April 22nd, Rice and Roses focused on UPW members Moses Mattos and Aggie Napuunooa.

Moses Mattos, supervisor at the Honolulu Zoo, calls himself an "animal man," for he has spent most of his life studying about, working with and caring for animals.

Hilo-born Brother Moses has been with the zoo for six years. Prior to this, he worked at the San Diego Zoo, and while in Hilo he created his own personal zoo with domesticated animals.



Oahu State Prison guard Lt. Elwood Reynolds (above) took the Rice 'N' Roses cameras and crew through the prison.



The Rice and Roses crew toured the Honolulu zoo and spent a day with zoo-keeper Moses Mattos (above) to find out what his job is all about. Together with acting airport custodian foreman Agnes Napuunooa (also a UPW member), Moses was featured in an ETV show last April 16 and 22.

During an interview with RICE AND ROSES associate producer Kay Higgins, he said, "one of the most time consuming aspects of my job is the hours I spend pouring over books in order to learn more about the habits of the many animals at the zoo."

Agnes "Aggie" Napuunooa, one of the first women to become a temporary acting foreman on the custodial staff at the Honolulu International Airport, says it must be "equal pay for equal work." When she became a "wahine" foreman, she was concerned about how the men would react. But she knew her job and she knew people. Ultimately, that was all that mattered.

Sister Aggie is now chairlady of her union group. An airport employee for eleven years who was once a shop steward, she describes the changes in her job structure and salary since the advent of unions.

The KHET RICE AND ROSES cameras and crew spent several days with Moses at the Honolulu Zoo, and with Aggie at the airport. The result was a compact picture — a total behind-the-scenes look at what their jobs entail, as well as an informative meeting with these two delightful people.



To the right, Brother Moses Kamealoha, Animal Quarantine Station Supervisor, shows filming crew one of his charges.

HOSPITAL



Sisters Kathy Narvaes (left) and Ramona Tumupopo, steward, show signs of elation over new Beverly Manor contract.

New-Style Intense Negotiations Pay Off For Beverly Manor

On Friday night, April 6, 1973 the Beverly Manor Convalescent Center membership ratified their new 3-year contract by a secret ballot vote. The results of the ratification — a unanimous "yes" vote — proved to be a perfect ending to negotiations and a perfect beginning for the new contract.

The Beverly Manor negotiations took on a new style. It has been standard procedure in Hospital negotiations for the Employer to drag on negotiations for several months. Since Beverly Manor is new in Hawaii, their management has not been influenced by this procedure.

Negotiations began between the UPW and Beverly Manor about one and a half months after the UPW was certified by the National Labor Relations Board as the exclusive bargaining agent for employees of Beverly Manor.

On Thursday, March 29, 1973, at 10 a.m., negotiations began in earnest, with the Union submitting its demands to the Employer. Negotiations continued on through the night and into the early hours of the following morning. At about 1 a.m., the next morning both parties recessed negotiations until 10 a.m. that morning. The second negotiating session began 10 a.m., March 30, only 9 hours after the first meeting was recessed.

Negotiations continued in full stride from 10 a.m. on Friday, March 30, 1973, until 1 a.m. on Saturday morning, March 31st, at which time the UPW and Beverly Manor Management tentatively agreed to a first contract. The new 3-year contract contains many benefits and wages which are comparable to or better than, all similar institutions.



Beverly Manor workers hear report on new contract before voting 100% to ratify this first contract for their newly organized work place.



Beverly Manor worker votes for contract.

Among the gains Beverly Manor employees won through their first contract are:

- substantial wage increases which will give employees \$55 to \$110 more per month by the end of the 3-year contract, and will bring Beverly Manor up to the same wage scale as the highest-paying similar institution;
- a temporary Disability Insurance plan completely paid for by the employer;
- full pay for jury duty;
- a modified agency shop which will require all employees to be union members or pay the union a service fee;
- an extra holiday, the employee's birthday, bringing the number of holidays to nine (9);
- 10¢ per hour night shift and evening shift differential;
- minimum 4 hours' overtime pay for recall;
- 1 week advance scheduling, and time-and-one-half pay for overtime;
- employees may use sick-leave for maternity;
- temporary assignment to higher-

classified duties will bring higher rate of pay;

- a simple, clear grievance procedure and seniority system.

All existing practices in existence before the effective date of the Agreement which are not in conflict with the Agreement will be continued.

Members of Beverly Manor who served on the negotiating committee deserve a lot of credit for being willing to give up a lot of their time during such long negotiating sessions. Some of the committee members had only a few hours of rest prior to reporting to work. The committee being exposed to negotiations for the first time discussed proposals and counter-proposals very thoroughly. They also made decisions which were beneficial to the membership and not their own needs. The committee was also very relaxed and in high spirits throughout negotiations.

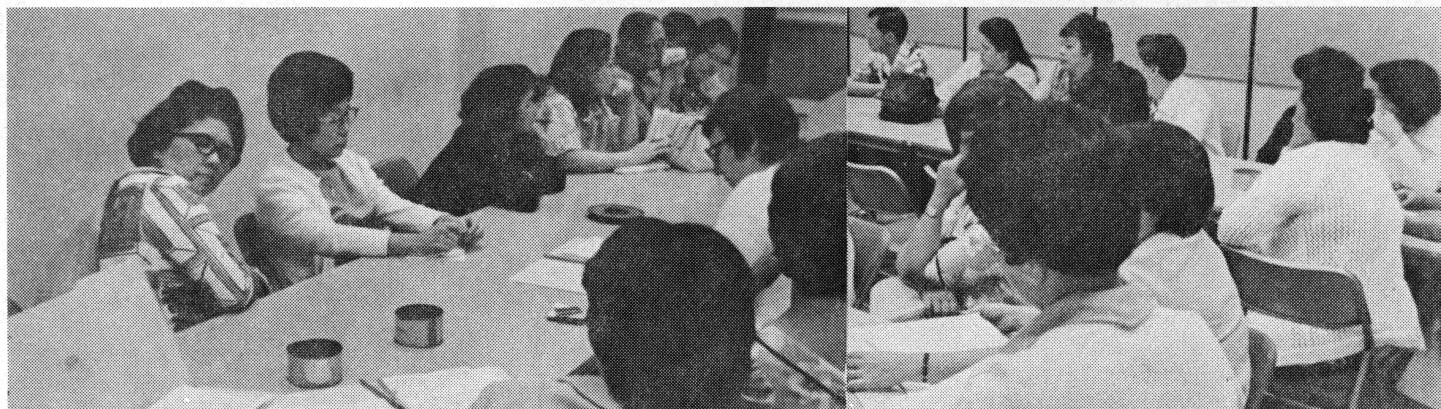
The UPW negotiating team consisted of Marte Pahed, Ida Duyag, Remedios De Aquino, Ramona Tumupopo and Siatutui Hinshaw, Hospital Division B.A. Evalani Subee, and Gary Rodrigues, Kauai Division Director.

Children's Negotiations In Mediation

After six months of wrangling and negotiating over the terms of the Children's/PIRM first contract, the bargaining talks have entered mediation, since the union and management could not agree on all items. This means a Federal mediator has been designated to aid both sides to find common grounds to settle on.

If mediation is not successful, a strike vote may be taken soon at the recently organized hospital. Both sides, however, are hopeful that a strike can be averted — if management can give the employees similar wages and conditions as exist at Kapiolani Hospital, which has the same administration.

★ ★ ★



Children's/PIRM negotiating team and other members meet at UPW Hall to work out their collective positions in negotiations. Talks with management broke down last month, and a mediator had to be called in.

Portrait of Queen's Workers

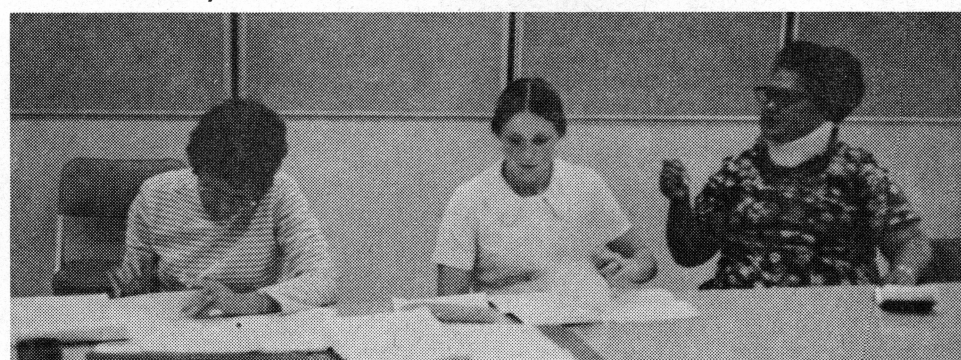


Brother Joe Caban (left) poses briefly with fellow Queen's workers Sister Concepcion Bermudes and Brother Wilfred Resgonia.



Hale Nani's successful negotiating team: Above, left to right, Sisters Venetia Domingo, Alice Bautista, Angeline Cerbana, Ella Wright, and Chief Negotiator Gary Rodrigues.

Below, left to right, Sisters Evalani Subee, B.A., Debbie Chapman, and Momi Tong, Division Secretary-Treasurer.



HOSPITAL DIVISION MAY MEETING SCHEDULE

May 1—DIVISION EXEC. BOARD	7:00 p.m.	UPW Hall
May 7—ST. FRANCIS HOSPITAL	7:00 p.m.	UPW Hall
May 8—HALE NANI	4:00 p.m.	UPW Hall
May 8—CONVALESCENT CENTER	7:00 p.m.	UPW Hall
May 9—KUAKINI HOSPITAL	7:00 p.m.	UPW Hall
May 10—WAHIAWA HOSPITAL	3:30 p.m.	Wahiawa
May 10—LEEWARD HOSPITAL	7:00 p.m.	Leeward
May 15—KIDA NURSING HOME	7:00 p.m.	UPW Hall
May 16—KAPIOLANI HOSPITAL	7:00 p.m.	UPW Hall
May 17—POHAI NAI	3:30 p.m.	Pohai Nani
May 17—QUEEN'S HOSPITAL	7:00 p.m.	UPW Hall
May 19—GENERAL VOTING ON DUES	9:00 a.m. to 12 noon	UPW Hall
May 29—AGENDA MEETING	4:30 p.m.	UPW Hall

NOTE: All Hospital Division UPW members who have not voted or missed voting on the dues increase at their unit meetings may vote on SATURDAY, MAY 19, from 9 A.M. TO 12 NOON, at UPW HALL, 1426 N. SCHOOL ST.



UPW Oahu Division members at a Special Meeting in late March hear HSTA leaders discuss teachers' strike and raise questions as to how they might KOKUA, and how strike would affect them.

Roads Worker, Viet Vet, Wins Approval for T.A.

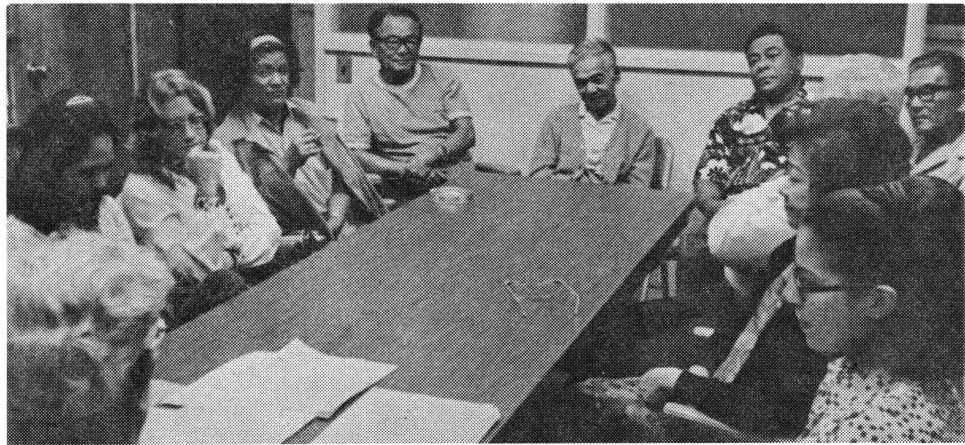
Brother Harry Acedillo, a Roads Division employee in the street-sweeping section, appealed the driving restrictions imposed on him by the City and County's acting physician, Dr. Thomas Chang. The Civil Service Commission heard the appeal on December 11, 1972, and overruled the limitations stipulated in Dr. Chang's memo to the Chief Engineer of Public works.

Brother Acedillo became concerned when he was notified by his supervisor that he would not be eligible for temporary assignments to heavy truck driving or other street sweeping equipment because of the total loss of his left eye. He had received the injury from shrapnel while serving as a marine in Vietnam. The only type of driving he was authorized to perform would be as described by the memo as "incidental." The conditions after clarification was determined, were for pick-up trucks and passenger sedans. At no time would passengers be allowed on the vehicle he was operating.

Being employed as a laborer, he felt the restrictions would keep him from gaining recognition and experience as a competent operator and obviously hamper his eligibility for promotional purposes.

At the hearing the Union argued that Acedillo had received a great deal of temporary assignments to heavy truck driving and street sweeping vehicles in the past with an excellent record with City and County vehicles as well as his own. The Commission was also provided with a disability waiver by the Public Utilities Commission which does not restrict the employee from driving any vehicle. In addition to his records and waiver, Brother Don Cabinatan testified on behalf of the employee.

Leeward District health workers attend Unit 10 contract ratification meeting.



Palama Settlement workers discuss, ratify first contract last March 15.

OAHU DATES TO REMEMBER

(Meetings at UPW Hall, unless otherwise noted.)

- May 1—May Day, commemorates workers' leaders hung after the Haymarket Square riot.
- May 1—State AFL-CIO Oahu Division meeting (Washington Intermediate School), 7 p.m.
- May 2—Oahu Committee night and PAC meeting, 7 p.m.
- May 9—Oahu Division meeting, 7 p.m.
- May 10—Unit 1, Section 8 meeting for all City Hall Custodians and Groundskeepers, 1 to 3 p.m. at City Hall.
- May 17—Retirees' meeting, 9 a.m.
- May 20—EDU meeting, 1 p.m.
- May 26—DUES INCREASE REFERENDUM FOR ALL THOSE NOT ABLE TO VOTE IN THEIR UNITS, 9 A.M. TO 12 NOON, UPW HALL.

Visiting Nurses or Visiting Spies

Brother Steve Murin, Oahu Division Director, last March sharply criticized the City's policy of using "visiting nurses," at \$12,000 a year, to check up on the City's refuse, road, automotive service and sewers division workers' use of sick leave.

"Sure, their sick leave use is high," Brother Murin told the press, "but they are in the most physically demanding jobs and often work in the worst kinds of weather." "They have a right to this sick leave, and should be able to take it without Boranian's nurse-spies calling on them," he added.

Azevedo Wins Disability Pay

Sister Violet Azevedo, formerly a school cafeteria worker and active UPW member, suffered an injury to her back in September, 1966. Represented by Brother Max Roffman, she received workmen's compensation for her injury, but the Employees' Retirement System said she was not disabled. On appeal, the ERS Review Board awarded her just occupational disability.

Now seven years after her injury, Sister Violet, after being reexamined, has been awarded a permanent disability allowance of 2/3 pay for life, in addition to Social Security.

Rib-ticklers from McGovern

Last year's Democratic candidate for U.S. President George McGovern had reporters rolling in the aisles at a recent speech at a press convention with some of these remarks:

"The McGovern forces in 1972 opened the doors of the Democratic Party, as we promised we would — and all the Democrats walked out."

"... and I know better than anyone else that Mr. Nixon did win. As Abraham Lincoln said, 'you can't fool all of the people — but 61% isn't bad..'"

"But I do think our winner-take-all system in presidential elections is unfair. I believe each candidate should get to be President of whatever he carries. That means I get the District of Columbia — the White House, the Treasury and the National Zoo."

"As you can see, all these years, I wanted to run for President in the worst way — I sure did. I also wanted to be President very badly — but Mr. Nixon is already doing that. I have even thought of asking ITT if I could be President of Chile."

Get Well, Brother Max

The announcement that Brother Max Roffman is now home after his discharge from the hospital was greeted by a collective sigh of relief from assembled Oahu Division members. Retired as UPW Editor and Education Director, Brother Max has been recently active as a part-time advisor to the production staff of RICE AND ROSES, the labor-oriented TV program.

Brother Roffman, old enough to retire but young in ideas, has also been active in the recently organized LABOR-COMMUNITY ALLIANCE. (See page 8 for story.)

OAHU

UPW WATCHES RECREATION BUDGET

BA Val Cavaco is doing a "home-work" assignment on the budget for the coming fiscal year for his Parks membership. Budget hearings scheduled at Honolulu Hale will be attended by UPW officers and Brother Cavaco.

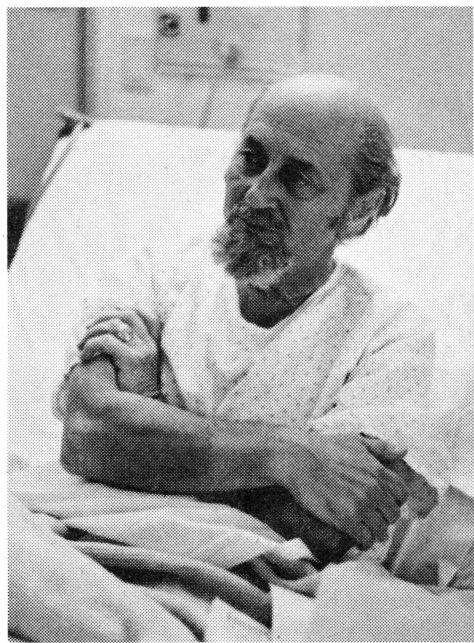
Extensive changes in staffing due to position freeze decisions by the City administration will be examined by UPW officials and members. "We don't intend to sit by and watch the Council buy a pig in a poke", Brother Cavaco told his officers.

"We want to see where the budget is being cut; we want to know what the Director is doing to restore positions which are now vacant before we make an appearance at the Budget meetings. We are often asked to support Departmental budget submissions. We won't do it if we see that the Department is trying to get the same amount of work out of less employees", he reported.

Hazard Pay Approved

Two cases in which Unit 1 members benefitted were settled at the office of Harry Boranian, Honolulu Civil Service Director this month. In the first, a request for a 25% differential for Equipment Operators from the DPW who were used to push overboard a huge backlog of junk automobiles from barges towed out into the Molokai Channel, was settled for 15% for past cases and a review of future assignments promised. Union B.A. Cordes, who is a bad sailor, may be sent out to help determine future hazard differentials. He may automatically recommend maximum hazard awards because he gets sea-sick very easily.

The second case concerned AES Welders who have to go inside cess-pool truck banks to repair leaks and baffles. They were awarded a 15% differential retroactive to July 1, 1972, new safety clothes, respiratory equipment, and a promise to review the element of obnoxious and noxious work after the new working conditions are in effect.



MAYOR FASI APPROVES LEAVES

Mayor Frank Fasi recently approved requests for additional sick leave for two refuse employees. Brothers Daniel Napuunoa and Michael Kanoa have been incapacitated from returning to work because of serious illnesses which have exhausted all of their vacation and sick leave privileges.

The Mayor, in reviewing the Union's request, acknowledged the employees' good records and years of faithful service with the City, by generously granting sixty working days for Napuunoa and four months for Kanoa.

Section 37.13 of the Blue Collar Non-Supervisory agreement provides for additional sick leave with pay in excess to what the employee is entitled, with the written approval of the employer.

HAWAII

Union Takes Up Mattos Transfer Case

Wendell Mattos is a UPW member and a Department of Public Works Laborer II, employed since last September, at South Hilo Road. When hired, he had been assured by Chief Engineer Ed Harada that he would be transferred to the North and/or South Kohala District. In November Brother Wendell put his request for a transfer in writing, only to have Engineer Harada tell him that the Kohala Task Force employees would be given first priority on the filling of vacancies in that area.

Believing he had been discriminated against — since the rules and regs (Rule 6, subsection 6.1 and 6.2) — give first preference for transfers to regular employees, Brother Mattos in a March 14 letter, asked for a meeting with the union and Engineer Harada. He received a form letter dated April 4 advising him the vacancy had been committed.

Division Director Jackson Ah Chin then immediately wrote the Mayor requesting a meeting, pointing out that this kind of treatment "shows a disregard not only for (Wendell Mattos) but for all regular civil service employees throughout the County of Hawaii."

"The union has much aloha for the Kohala Task Force experiment, but it cannot let its members' rights be disregarded and trampled on," Brother Jackson later told the **Organizer**.

Education and Information Meetings Scheduled this Month on Union Issues

Educational meetings will be held throughout the County of Hawaii for employees in Unit 1, Non-Supervisory Blue Collar and Unit 10, Non-Professional Institutional Workers from Monday, May 7, 1973 to Friday, May 11, 1973.

Subjects for the meetings will be:

1. Legislative report by UPW State Director Henry Epstein.
2. Union benefits and cost.
3. Reopening Unit 1 Contract, July, 1973.
4. Reopening of Unit 10 Contract, October, 1973.
5. Vote on dues increase to \$7.00.

The schedule of these meetings and voting times is as follows:

May 7, 1973, Monday:

Hilo Civic Auditorium, 9:15-11:15 a.m.

(For all COUNTY employees of Puna and South Hilo Districts in Units 1 and 10)

Hilo Civic Auditorium, 1:30-3:30 p.m.

(For all STATE employees within the South Hilo District in Units 1 and 10)

*County Council Room, 7:00 p.m.

(For all UPW members who are not in Units 1 and 10)

May 8, 1973, Tuesday:

Honokaa High School Auditorium, 9:00-11:00 a.m.

(For all STATE and COUNTY employees of Units 1 and 10 from Laupahoehoe and Hamakua Districts)

Kamuela Court House, 1:00-3:00 p.m.

(For all STATE and COUNTY employees of Units 1 and 10 within the the South Kohala District)

May 9, 1973, Wednesday:

Kohala Court House, 7:30-9:30 a.m.

(For all STATE and COUNTY employees in Units 1 and 10 from within the North Kohala District)

Yano Hall, 1:00-3:00 p.m.

(For all STATE and COUNTY employees in Units 1 and 10 from within the Kona District)

May 10, 1973, Thursday:

Waiohinu Park, 9:30-11:30 a.m.

(For all STATE and COUNTY employees in Units 1 and 10 from within the Kau District)

May 11, 1973, Friday:

Hilo Hospital Auditorium, 1:00-3:00 p.m.

(For all Hilo Hospital employees in Units 1 and 10, and Hawaii County Jail Guards)

May 12, 1973, Saturday:

All who were unable to vote in Unit or Section 8 meetings can vote on dues increase from 8 a.m. to 12 noon, UPW offices, Hilo.

Day-long Education Program Successful

With 31 members of Units 1 & 10 participating, an all-day educational session was held at the Orchid Island Hotel on Saturday, March 10, 1973, with the fine coordinated efforts of Guy Nunn, AFSCME, Research and Educational Director.

After breakfast at 7:30 a.m., classes began promptly at 8:30 a.m. with Brother Nunn showing a movie on the role of a steward, followed by Paul Pinsky, Hawaii Insurance Consultant speaking on Mass Marketing and No Fault Insurance. Former Oahu Division Director Brother Max Roffman spoke on Laws That Affect Workers (Workmen's Compensation, Retirement and Social Security).

After a lunch break at the hotel, classes resumed with interpretation of the Unit 1 & 10 contracts, conducted by State President Jack Konno and Division Director Brother Jackson Ah Chin. A very lively discussion period



Left to right, Brothers Ciriaco Coloma, Kiyoshi Nagata and Takeo Tsuji, and Sisters Irene Fabro and Eve Hayselden attend a Chinese Dinner.

followed until classes were recessed at 4:00 p.m. followed by a Chinese Banquet. Certificates were presented to all who attended the classes. All those who attended remarked that more of these types of classes would be welcomed.



Brother Thomas Young of the Sanitation Division enjoys remarks made at the Chinese dinner after education classes.

WORKMEN'S COMP AWARDS

Brother Hiroshi Sako, Heavy Equipment Mechanic, was awarded \$996.93 for a permanent partial disability to his left middle finger and \$150.00 for a dropped distal phalanx and bony prominence, for a total of \$1,146.93.

Brother Yoshito Iwamoto, DAGS, was awarded 25% Permanent Partial Disability of the whole man in the amount of \$8,775.00 and \$450.00 for disfigurement due to surgery, for a total of \$9,225.00. Both Sako's and Iwamoto's cases were held on March 23, 1973.

On a hearing held at Pahala on March 30, 1973, Sister Jean Fujioka, cafeteria worker, was awarded \$90.00 for discoloration and disfigurement.

All compensation awards are non-taxable and should not be reported as income.

We strongly urge all workers to report any unsafe working conditions or unsafe equipment to your unit steward. Awards on Workmen's Compensation cannot and will not replace suffering, pain, frustration, and even resentment sometimes towards your own loved ones. The union representatives are concerned about your health and safety. "Have it repaired, work with care".



Three Courses Offered by AFSCME

UPW, ILWU, HGEA and the Carpenters' Union are cooperating on the labor-minded Big Island to offer their members FREE courses on public speaking, laws helping workers and Japanese Conversation. Our AFSCME man Guy Nunn organized the program.

Each course will consist in SIX TWO-HOUR WEEKLY SESSIONS, with no exams—but certificates will be given on completion. The courses are:

- Public Speaking & Parliamentary Procedure. Begins Tuesday, May 29, in the Hawaii County Council Room, 7 to 9 p.m.
- Laws That Help Workers and Pre-Retirement Planning. Begins May 30 (Wednesdays), 7 to 9 p.m. Hawaii County Council Room.
- Beginning Japanese Conversation. Begins Thursday, May 31, 7 to 9 p.m. Hawaii County Council Room.

Let your steward know or call 935-1609 to register for the course.

State Fed Scores Teamsters' Stand on Lettuce Boycott

Local Teamster President Art Rutledge recently opposed the lettuce boycott support resolution in the State Legislature, and managed to kill it. He said the boycott against non-Farm Worker Union lettuce was absurd, since 81% of all lettuce shipped from California and Arizona is picked by Teamsters.

In a statement issued April 10, the Hawaii Federation of Labor, AFL-CIO, scored Rutledge's position, noting that the local Teamsters "are apparently acting under orders to do everything possible to destroy" the United Farm Workers and their spirited leader Cesar Chavez.

The State Fed pointed out that on March 26, 1971, the Teamsters signed an agreement with the United Farm Workers respecting the UFW's right to organize field workers. Yet on January 16, 1973, the Teamsters and lettuce growers announced new contracts covering 170 growers and 30,000 lettuce workers. However, the growers admitted that the workers would not be consulted about the contracts. The Teamsters admitted that though they were bargaining for the workers, they would not be requiring them to join the Teamsters Union "for the time being" (San Francisco Chronicle).

In February of this year, national AFL-CIO President George Meany told a news conference the "Teamster action in signing this back-door contract with the growers in California is tantamount to strike-breaking. . . (The Teamsters) signed a sweetheart contract that the court kicked out so they went in and signed a super sweetheart contract. And the purpose of that is to destroy the Farm Workers Union."

Now the Teamsters have pulled the same sweetheart contract trick with grape workers. But the UFW is fighting on, and urging you to continue the lettuce boycott against non-UFW lettuce, and to boycott Safeway Stores.



VIRGINIA MILLER RESIGNS FROM BOARD

The Hawaii Division held its executive board meeting on March 20, 1973 and accepted the resignation of Virginia Miller as Hawaii Division Secretary-Treasurer. Sister Virginia resigned in order "to devote more time to other responsibilities." Nominated and appointed by the board was Sister Hiroko Kawaoka, an LPN and Unit 10 Steward of the Hilo Hospital.

A budget was adopted with more emphasis placed on EDUCATION. An Emergency Committee was appointed with the boards' confirmation, consisting of David Paea, BWS; Kiyoshi Nagata, State; Perry Dickenson, Parks; Ciriaco Coloma, Hilo HSP; Kazuto Judelena, Ka'u; and Division Officers Yukio Nishimoto and Hiroko Kawaoka. Serving as an advisor to the Committee is the Hawaii Division Director.

The proposed Division PAC budget was deferred for lack of information. The next Division Executive Board will be held on Saturday, May 5, 1973, starting promptly at 9:00 a.m. at the UPW.

UPW Wins State Highway Grievances

Maui District Engineer Mr. Harris S. Suyama has received word from the Chief Engineer, Department of Transportation, Highways Division, that he has been designated the Highways Division Representative for employee grievance matters in the Maui District. This delegation is made in accordance with the provisions of the following labor agreements:

- BU — 01 — Blue Collar Non-Supervisory Bargaining Unit
- BU — 02 — Blue Collar Supervisory Bargaining Unit
- BU — 03 — White Collar Non-Supervisory Bargaining Unit
- BU — 04 — White Collar Supervisory Bargaining Unit

Quite a few grievances have occurred recently in this department, due to decisions made in non-competitive promotions. Three Tractor Operators were being denied promotions in the equipment series due to the restrictive methods imposed in the evaluation process of determining qualification. Transportation Unit Stewards took up the matter with UPW Division Director Al Carvalho, who immediately wrote a letter to the Department regarding this injustice and asking for reconsideration.

About two weeks later, the department reversed their decision and now the members will be considered for promotions in the equipment series.

PROMOTIONS IN ROAD DIVISION

Congratulations to our Brothers who were promoted recently in the Public Works Department of Maui County — Road Division:

- Clarence Perreira — from Refuse Collector to Equipment Operator III
- Jerome Jacintho — from Laborer I to Tractor Mower Operator
- George Cabrera — from Laborer I to Tractor Mower Operator
- George Fernandez — from Laborer I to Refuse Collector
- Frank Fernandez — from Laborer I to Refuse Collector

Tanaka To Handle Auto Claims On Maui

This information is for the benefit of all of our members who are now covered in the Union's mass-marketing auto insurance program. Many inquiries have come in with regard to accidents — what happens if I get into an accident? Who's the guy that I contact and where is he to be contacted? These are important questions and here are the answers:

In case you're involved in an accident, call 2449036 and ask for Mr. Shigeo Tanaka, who works at the Maui Realty Office in Wailuku. Mr. Tanaka is the claims adjuster in Maui for the Union's Autoway Insurance program. So, if you get a bang, call him at the above telephone number. He will be more than happy to assist you.

IN MEMORIAM

John Patrella (Parks)-Hawaii
3/2/73

Takeo Naga (University)-Oahu
3/17/73

David Kinolau (spouse of member Emmarose Kinolau) - Oahu
3/19/73

Matthew Kane (spouse of member Lillian Kane)-Oahu 3/12/73

Charles Brittain (Retired)-Maui
3/26/73

Maui, Lanai and Molokai

Brother George Robello Retires After 55 Years of Service!

The Maui Division Custodian Unit members have been busy making plans for a big luau celebration with all the trimmings in honor of Brother George Robello, who will be retiring at the end of June with more than 55 years of government service to his credit. This special Maui Division luau is scheduled for July 7 at the Aloha Restaurant in Kahului and is planned for more than 650 people!

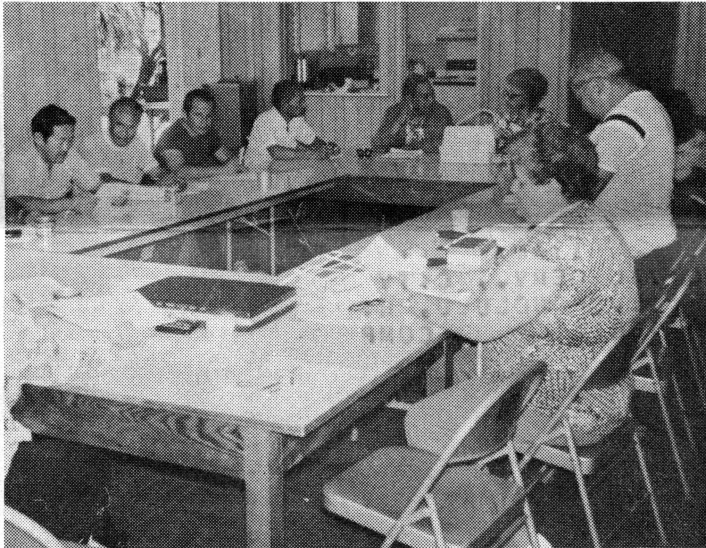
Brother Robello is a custodian at the Paia School and has been there since 1918. The significant part of Brother Robello's service is that he has a perfect work record, having taken off not even a single day for sick leave during his entire service with the government.

Many dignitaries are expected to attend the big luau, and both the Senate and the House of Representatives have passed unanimous resolutions congratulating Brother Robello on his outstanding contribution to government service.

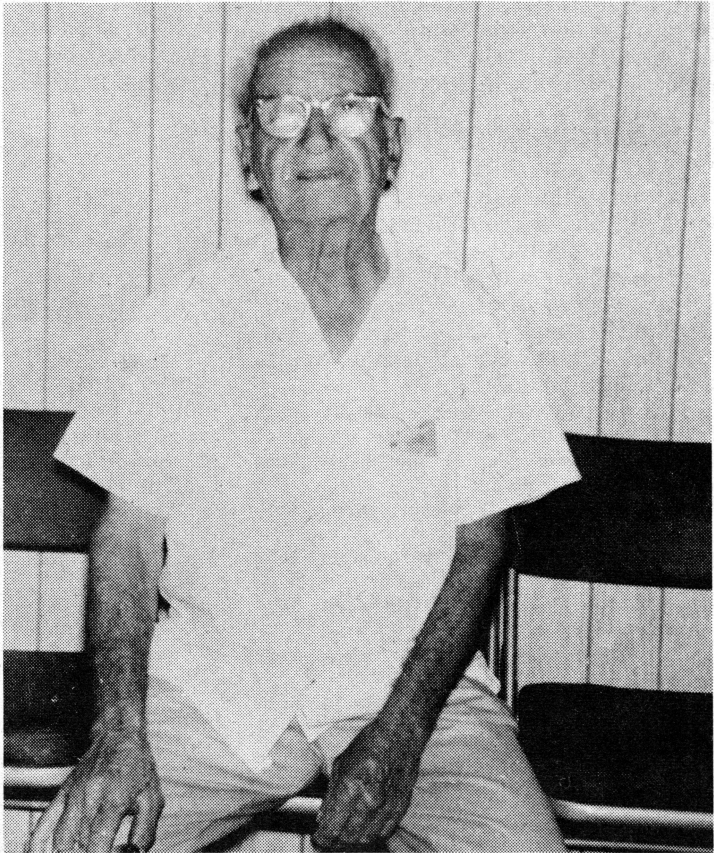
Senate Resolution No. 203 noted that since Brother George has "extended his efforts and energies to make Paia School and community a happier place to work and live, it is only fitting that he should enjoy great happiness in his retirement."

The House of Representatives Resolution No. 431, like the Senate Resolution, extends best wishes to Brother George and recognizes his perfect work record and his great service.

Best wishes, Brother George, from all your co-workers and fellow union members!



Maui Division members meet to draft rule and procedures for the Emergency Fund Committee in case of strikes.



Brother George Robello



Brother Akira Watanabe who is in charge of all Automotive Equipment in the County displays the seat arrangements of the old and the new refuse trucks. Through the alertness of a member of the Safety Committee and action by the Division Director, three new Refuse Trucks (although badly needed) will not be in operation due to lack of safety control measures. Division Director Al Carvalho reported to the Mayor that the new trucks did not provide adequate sitting arrangement for a third person to sit in the front seat, and our people would refuse to operate these trucks. The very next day the trucks were returned to the dealers.

NO UNIT MEETINGS IN MAY

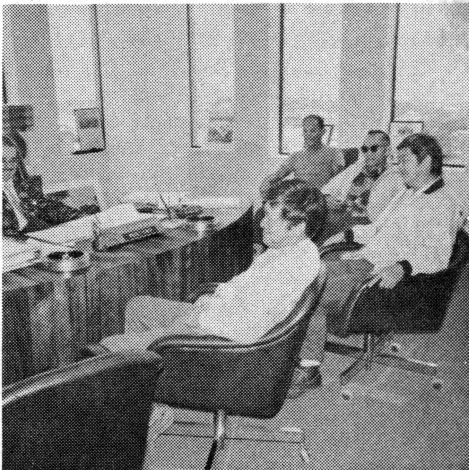
Due to the scheduled "stop-work" meetings during the latter part of April and the first week in May, no Unit meetings have been scheduled for May. All Unit meetings, if any, will be on call by the Unit Chairman.

Division Director Al Carvalho will be on vacation from May 11 through May 23. He and his family will be in Oregon to witness the graduation of his daughter Gerrie at Marylhurst College.

Dues Referendum Vote Set For Education Meetings

Below is a schedule of stop-work meetings in the Maui Division with dates, time and place, and staff members participating. The purpose of these 2-hour meetings is to report on the progress at the Legislature to the members of Units 1 and 10 and also on the dues structure of the UPW. At the end of each meeting, a dues referendum vote will be taken on the proposed dues increase. All members not being able to attend these meetings will have a chance to vote at the UPW Headquarters in Wailuku on Saturday, May 5, from 9:00 A.M. to 12 Noon.

DATE	PLACE	TIME	STAFF MEMBERS
April 24	Hana County Garage	11:30 A.M.	Al Carvalho
April 25	Lanai Hospital Conf. Room	9:30 A.M.	Adrian Hussey
April 25	Molokai Community Center	1:30 P.M.	Adrian Hussey
April 26	Kalaupapa (Paschoal Hall)	11:30 A.M.	Adrian Hussey
April 30	Lahaina Library Conf. Room	1:30 P.M.	Adrian Hussey
May 1	Eddie Tam Memorial Center	1:30 P.M.	Al Carvalho
May 2	Maui Memorial Gym	1:30 P.M.	Al & Henry Epstein
May 3	M.M. Hospital Dining Room (Unit 1)	9:00 A.M.	Al & Henry Epstein
	(Unit 10)	1:00 P.M.	Al & Henry Epstein
May 4	Kula San O.T. Room (Unit 1)	9:00 A.M.	Al & Henry Epstein
	(Unit 10)	1:00 P.M.	Al & Henry Epstein
May 4	Olinda Honor Camp		(Brother Ernest Makalii, Steward, will handle the balloting)
May 5	UPW Headquarters, Wailuku		White Collar and associate members to vote, if they wish, from 9:00 A.M. to 12 Noon. Also anyone else who was unable to vote before.



Garage Steward of the Wailuku Unit meet with aggrieved members and the Mayor on a grievance regarding a recent promotion in the up-country area. Meeting with Mayor Carvalho are left to right: Brother Yoshio Murakami, Steward, County Garage in Wailuku; Brothers Hideo Takeuchi, Paul Katahara, and "Blackie" Matsumoto. The grievance was settled to everyone's satisfaction.

Wurf Honored During Recent Visit

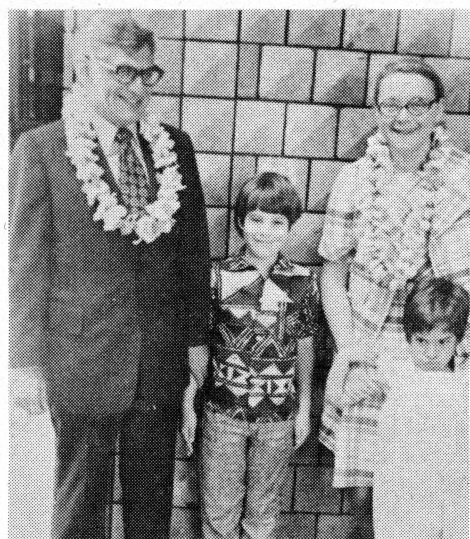
AFSCME's International President Jerry Wurf, together with his family, vacationed in the islands in late March, and took time off from their rest and recreation to attend a UPW-HGEA dinner March 26 at Wo Fat's in honor of the Wurfs. In his very brief remarks at the dinner, Brother Jerry told the 100 or so well-wishers that he considered one of his greatest accomplishments to be "getting Henry Epstein and Dave Trask sitting at the same table."

The next day, Brother Wurf addressed the State House of Representatives, thanking the people of Hawaii for their hospitality and expressing his pride in the two AFSCME locals in Hawaii. He congratulated the Legislature on its collective bargaining law for public employees and expressed

the strong hope that the State of Hawaii might that session approve the most progressive state tax system in the U.S.



The Spencers (left) and the Tongs attend dinner in honor of the Wurfs last March 26 at Wo Fat's.



The Wurfs at the State Capitol.

Schedule of UPW Tours

If you've saved up a little and want to get away this summer or fall to see some of the world, then AFSCME's Tours, c/o Thomas Cook & Son, may interest you. As a UPW member, or parent, spouse or child of a member, you'll have special access to some very exciting first-class escorted tours. Here's the schedule:

- June 15 (and July 20)—Canada tour (16 days), \$679 adults, \$579 keikis.
- June 22—European tour (1 month) everything included, \$1124.
- June 25—Japan tour (3 weeks), \$626 adults, \$429 keikis.
- June 25—Japan-Orient tour, \$871 adults, \$553 keikis.
- June 27—East Coast U.S. tour (15 days), \$664 adults, \$499 keikis.
- June 29—West Coast tour, \$479 adults, \$379 keikis.
- July 22—Mexico tour, \$739, travel, 16 meals and hotel included.
- September 7—European tour, \$1103, everything included.
- September 15—Japan tour, only \$450.
- September 18—51-day South Pacific cruise, \$1655 and up.

Call 923-8493 for further information or to find out the schedule of tour film showings.

CAPE Could Become Largest U.S. Union

AFSCME, the National Education Association and the AFL-CIO Fire Fighters have signed an agreement to establish a Coalition of American Public Employees.

President Jerry Wurf and Secretary-Treasurer William Lucy signed the agreement for AFSCME.

The Coalition—CAPE—has several major goals including a single legislative policy to win collective bargaining legislation for public employees at the Federal level.

Other goals include:

- * opposition to the Hatch Act through legal challenges;
- * working through litigation and legislation to win equity for public employee retirement programs, including ending advance taxation of public workers retirement withholdings.

Financing for CAPE will come from contributions from the member organizations amounting to a minimum of \$200,000 a year at the start.

Tom Braden, writing in the *Washington Post* (January 23, 1973), notes that CAPE "could become the largest union in the country." Its potential membership is vast — 13.5 million public employees in the U.S. And its membership tends toward militancy. Teachers, blue collar workers, and policemen make less than \$9,000 annually, compared to over \$18,000 for unionized construction workers. Public employees, more recently organized, more militant, and united in coalitions like CAPE, will be a tough force for management to reckon with in the near future.

AFSCME Vows Fight Against Contracting Out

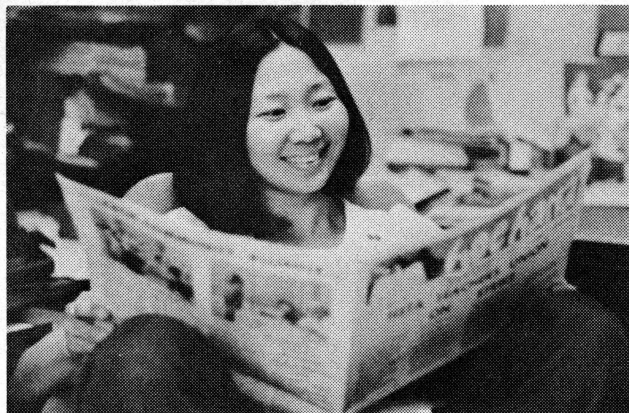
AFSCME's International Executive Board has resolved to fight the erosion of public employees' jobs as a result of contracting out of private industry or federalization.

The IEB said contracting out public work to private companies has not only resulted in a loss of jobs for AFSCME members but in "inferior service to the public at greater expense."

Federalization, said the IEB, should be "limited to those programs where federalization is essential to the viability of the program."

The resolution also noted that federal tax policies which make it "advantageous" for corporations to move their work out of the country result in loss of jobs to American workers.

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Labor-Community Alliance vice chair-person Lori Hayashi is a contributor to and an avid reader of the LCA paper, HOE HANA. Sister Lori provides much of the coordination and spirit the young organization requires.

LABOR-COMMUNITY ALLIANCE LAUNCHED

Hawaii has heard much of Operation Black-Eye, S.T.O.P., We, the Women and other anti-labor, strike-breaking organizations. Now, however, a new community organization has been formed to build support for labor and to counter the anti-labor attitudes and policies being promoted by business and the media.

Begun last November with significant input from UPW staffers and members, the Labor-Community Alliance is alive and well, with several dozen members paying \$12 a year dues to keep it healthy and functioning.

Recently, the Alliance voted unanimously at its monthly membership meeting to give all-out support to the striking teachers. The Alliance paper, HOE HANA, publicized and supported the strike; Alliance members joined the picket lines on Wednesdays and encouraged student support for the strike.

The Hawaii Student Union, which cooperates with the Alliance in publishing the LCA monthly paper, Hoe Hana, also adopted a position of strong student support for the teachers' strike.

Though only a few months old, the Alliance has an active slate of officers, led by chairperson Max Roffman and vice-chairperson Lori Hayashi. Five

committees — Publications (Hoe Hana), Labor Support, Finance & Membership, Organizing, and Education — add program and content to the LCA's aims and operations.

The Alliance has a chapter in formation on the Big Island, and has recently sponsored several labor film showings at public schools and meeting places on Oahu, Kauai, and Hawaii. It lobbied in the Legislature for labor measures and helped out during the Schuman Carriage Strike.

The Alliance's Labor Support Committee is spearheading Hawaii's lettuce boycott campaign in support of the United Farm Workers' efforts to organize impoverished farm workers in the Southwestern U.S.

"Our committee has joined the labor movement in urging a boycott of iceberg lettuce, and is now checking out what local stores are selling non-union lettuce," boycott coordinator and refuse worker Adolf Samuel said. Saturday morning picketing of various stores, including Safeway, is set to begin in early May.

The Alliance also plans to co-host with the local Amalgamated Clothing Workers a benefit Stew 'n' rice dinner on May 19, 6 p.m., at Crossroads Church, 1212 University Ave, to raise funds for the Farah strikers, who have been on strike for over a year in Texas against the anti-union tactics of the world's largest clothing manufacturer. Tickets are \$2.50 (\$1.00 for keikis) and available through the

MEET YOUR STAFF



Bobbi Sawai (above) has been our UPW Honolulu receptionist since mid-December, 1972. A graduate of the University of Hawaii and Honolulu Business College, Bobbi is also the mother of four children.

Alliance.

A third of the proceeds will further the work of the Alliance. Hawaiian entertainment, skits and labor songs will be featured.

Hoe Hana, the LCA newspaper, is published monthly and is available to subscribers for \$3 a year. The address of the Alliance is c/o 2252 Puna Street, Honolulu, 96817. LCA meetings are once a month, with the next one set for Thursday, May 10, at 7:00 p.m., at the Carpenters' Union Hall, 1311 Hough-tailing (near UPW headquarters).

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