

UPW Mounts Legislative Campaign

No Action Yet On Contracts

Unit 1's and Unit 10's pay raises are still unapproved by this session of the Legislature, though no legislator has yet said he or she would oppose these negotiated raises. The Administration did not submit the collective bargaining agreements to the Legislature til early March, and the Governor's budget request was not submitted until March 12. Action on the contracts may not come until late April or May; one source noted.

The State Government's growing deficit, health, education and welfare outlays, as well as the negotiated pay raises for public employees, will no doubt cause a tax increase this session.

To blame this increase just on government workers, as some may no doubt try to do, would be ridiculous. The UPW's Political Action Committee and the State Executive Board have been on record for some time as recognizing that a tax increase will be needed. The UPW favors a tourism-oriented tax, as well as measures lowering the heavy tax loads of low- and middle-income people. The UPW opposes government workers footing the bill for their own pay raises.

The Legislature is still groping with getting the ways and means of fulfilling its commitments to its public workers and to the vital social programs.

Nixon's axing away at programs for the poor, for reasonable-priced housing, welfare, job-training, and the like, is not making the State Legislature's job any easier.

Yoshinaga's and Jack Suwa's tax plans seem fairly equitable and favorable to working people, as does the plan proposed by Rep. Richard Wong. The union must make sure that one of these more favorable plans or an amended form is approved, and that the collective bargaining agreements receive the Legislature's full approval. Your postcard or letter to your representatives and senators urging approval of all the negotiated contracts would help show your union's strength and support in pushing for these contracts.

Other Skirmishes

Though there is little action for the moment on the major front of winning approval for the public employees' contract, the UPW has been fighting several smaller skirmishes.

Retirement Benefits for Correctional Officers

As the representative of the jail guards and correctional officers, the UPW asked the House Committee on Public Employment last March 6 to approve H.B. 352, which would put



The UPW's Legislative Liaison team.

correctional officers in the same benefit structure as jail guards and police officers. This change is "urgent," State Director Henry Epstein said, "since action is imminent on the master plan for correctional institutions." The union made similar points in its testimony on implementing the Correctional Master Plan.

Increasing Post-Retirement Benefits

Brother Epstein went to bat that same day on behalf of H.B. 745, which aims to increase post-retirement allowance benefits to 3½%, as of July 1

of this year. The union's testimony said in part: "Retirees are suffering from the rapid increases in the cost of living. Measures must be taken to help them meet the continuing boosts in prices. We support this measure, or any other approach which will relieve the plight of the thousands of retirees. Even 3½% would not match the increases in the cost of living which are taking place in Hawaii now. Our suggestion is for a sliding scale for retirees, which would go up with increases in the cost of living."

(Continued on Page 3)

VOL. VIII, NO. 4
APRIL, 1973



AFSCME
LOCAL
646

Unit 10 Contract Ratified, Signed and (To Be) Delivered

The March 2 signing of Unit 10's first contract was anti-climactic when compared to the significance of the 99% vote in favor of it, and when considering how Unit 10 members came out in record numbers. Four-fifths, or 80%, of all Unit 10 bargaining unit members participated in the voting—a record percentage yet unmatched in other public employees' collective bargaining units.

The Unit 10 Executive Negotiating Committee and UPW Division Directors were present for the signing, which took place at 2 p.m., March 2, at the UPW Hall.

Lt. Governor George Ariyoshi represented Governor Burns, while Jack Reynolds, James Takushi and a late-arriving Harry Boranian represented the State's and Honolulu's negotiating officials.

Ariyoshi opened the informal ceremony by noting that, "It's nice to be able to smile after a tough negotiation. . . . Now we're here to make it all legal." Jack Reynolds said he felt there had been open-mindedness and good faith on both sides.

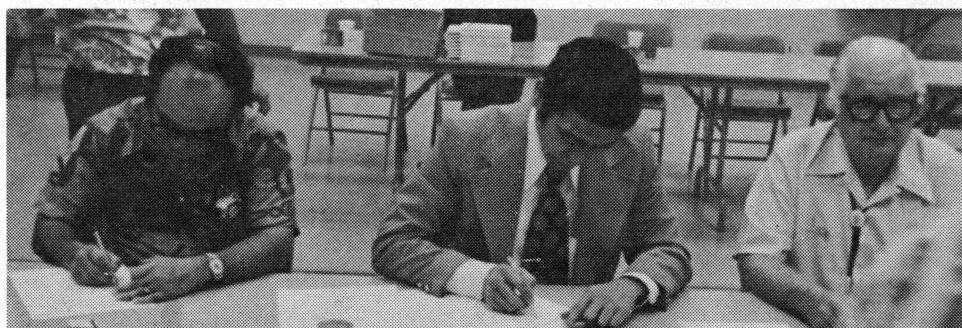
Brother Henry Epstein noted that the Unit 10 Contract was the longest public employees' contract negotiated in Hawaii to date, and this was owing to the special problems faced by employees in this Unit. "Obviously by the 99% ratification approval, our members are pleased." Brother J.B. Souza, chairman of the Unit 10 Negotiating Committee, noted that "We've had hard, tough times with management in these talks, but good feelings were always present between us, even at impasse. I'm sure we'll be able to work out problems that may face us in the future, when we implement this contract."

OFFICIAL UNIT 10 TALLY					
	Eligible	Yes	No	Void	Voting
Oahu	938	717	8	1	726
Maui	174	130	0	0	130
Hawaii	221	201	1	0	202
Kauai	55	50	0	0	50
TOTALS	1,388	1,098	9	1	1,108

Copies of the contract are now being printed and should be delivered soon to all Unit 10 employees. Now the hard work of implementing the gains of this good contract will begin. Stewards and members will have to be familiar with their contract. Courses will begin soon on dealing with problems and situations arising from the contract. Remember: the Unit 10 Committee's work is done; the rest is up to you, the members, with the union's **kokua** to enforce your contract. Don't wait, contact your steward or union staff when you think a violation has happened. You have 14 days to file your grievance at the first step.



ABOVE: UPW's Unit 10 negotiating team signs new 3-year contract. BELOW: Left to right, James Takushi, Lt. Gov. George Ariyoshi and Jack Reynolds sign Unit 10 agreement.



STATE FED URGES SHELL BOYCOTT

The AFL-CIO, through its Union Label and Service Trades Department, has called a special boycott against the products of Shell Oil Company and Shell Chemical Company, it was announced last February 26.

Members of the Oil, Chemical and Atomic Workers International Union are on strike against these companies.

The issues of this strike are fundamental problems of principle involving the very basics of trade unionism. Shell has refused to negotiate seriously on health and safety clauses and employee pensions, despite the fact that other oil companies have signed new labor contracts providing for a health and safety clause, pension improvements and a top-level review of pension plans.

Please do not buy Shell products.

If you have a Shell credit card, please return it to Shell Oil Co., P.O. Box 80, Tulsa, Oklahoma and be sure to tell them you want it back only after they reach a settlement with OCAW.



State of the Union

by Henry Epstein



Collective Bargaining Faces Critical Tests

The next few weeks will determine whether collective bargaining in the public service in Hawaii works.

One major test will be whether the Legislature ratifies all the cost items in the contracts which have been negotiated and signed.

The **second test** will be what happens in the negotiations between the teachers and the Department of Education.

As this column is being written, we are preparing for public hearings before the Senate Ways and Means Committee and the House Public Employment Committee on our Unit 1 and 10 contracts.

Our appearance will be a joint appearance with the employers, who are committed to supporting the cost items in our agreements.

We are preparing to explain to the legislators that both contracts were the results of months of hard and intensive bargaining, with full and active participation from the employees in the bargaining units. We will explain the cost items which require legislative approval and answer any questions from the legislators. Then the rest will be up to the members of the House and the Senate.

I believe we have an excellent case and all negotiated agreements should be approved, with full back pay to the dates spelled out in the contracts.

In the unlikely event that the legislators refused to ratify one of the agreements, or changed the cost items, the damage would be greater than the immediate impact on the particular contract. Collective bargaining would be seriously damaged.

That's the importance of the decision to be made at the Legislature in the next few weeks. We will put forth a maximum effort to get approval of all negotiated contracts and will attempt to keep our members informed as events devel-

BROTHER CHAIRMAN!



It takes a long time to get Social Security retirement benefits. Can't it be easier to file a claim?

The Social Security Administration is now making it easier and faster for people to file their claims for retirement, disability, survivors or Medicare benefits. **They can now file their claims by phone.**

This new type of service is called "teleservice". By using the phone, traffic rush, congestion, and parking problems are avoided.

People are urged to take advantage of Social Security teleservice. It's the line for people who don't like to stand in line!

For teleservice in Honolulu, the number to call is 546-2110. For people residing in the Leeward and North Shore areas, the telephone number of the Wai-pahu office is 671-4035. Neighbor island residents can call the Social Security offices on their respective islands.

LEST WE FORGET



(Tourists swaying to the melody of "Labainaluna" might be surprised to know that this Maui whaling town was the scene of the first successful labor strike in the Territorial history of Hawaii. Harriet Bouslog, of the famed Bouslog & Symonds law firm, wrote of this event in her celebrated Memorandum on History of Labor and the Law in the Territory of Hawaii.)

Apparently the first successful strike in the history of the Territory took place at Pioneer Mill, Lahaina, Maui, from April 4, to April 13, 1900. The immediate cause of the strike was the fear that with annexation and the prospective discontinuance of the contract labor system, the workers would not receive the \$2.50 monthly bonus to which they were entitled under their contracts. Dr. C.A. Peterson, Inspector of Immigrants, gives us this description of the Lahaina strike:

"The strikers for ten days continued to meet, to parade the town under Japanese flags, to drill and even, unhindered by any one, demolished the house and property of a store clerk who would not give them credit. The town was terrorized by their threats and presence. Not a warrant was sworn out or any move made to restrain them. Finally, Manager Ahlborn assented to their demands and agreed to discharge the Luna, time-keeper, doctor, and interpreter, to pay \$500.00 to the Consul for the relatives of each of (three) victims of the accident, to allow a nine-hour work day and to pay ten cents per hour for extra work, to pay the accumulated \$2.50 bonus immediately and employ the interpreter they wished."

Dr. Peterson reports that a successful strike at Olowalu occurred during approximately the same period.

(Later through Ms. Bouslog's work we learn of another strike in Lahaina and the flagrant disregard for workers' rights by management. She quotes the Hawaii Labor Commissioner's report of 1905):

"The old custom and the habit of regarding Japanese and other Orientals as people of inferior civil status as compared with whites still prevail in Hawaii and manifest themselves in a hundred unconscious acts on the part of the managers and overseers, who have never considered that in the strict letter of the law residents of a foreign country domiciled within our territories have the same rights to protection of person and property, and to privacy and respect as ourselves. At the time of the Lahaina strike (late in May, 1905), militiamen and police went in squads to the rented quarters of the strikers in the town of Lahaina—not upon the plantation itself—entered without ceremony or shadow of legal right and roused the inmates, using persuasion but little short of force to get them out to a conference which the management desired to hold with the men and which they, in the exercise of their rights, declined to attend. . . ."

(NEXT TIME: Ernest Wakukawa's moving story on the Lahaina Strike of 1905.)

op at the Capitol.

* * *

Tied in with legislative review of our agreements is the crisis on the teachers' front. What happens at the bargaining table — or on the picket line — will influence the Legislature and the public's approach to collective bargaining.

We have publicly tried to assist the parties to resolve their differences by proposing final and binding arbitration. If there is anything we can do in the next few days to ease the situation, we will try.

All indications now are that there will be a teachers' strike in April. If there is a strike, our members will face some difficult decisions.

The first instinct of many of our members is that they are good union men and women and they always recognize picket lines. This is an understandable and commendable union reaction.

On the other hand, both of our agreements contain no-strike provisions in which we have pledged not to strike for the duration of the agreement.

If we were to publicly urge our members to observe the teachers' picket lines, we could be liable to court injunctions and possible fines against the union.

While we are sympathetic towards the teachers' efforts and recognize how all bargaining units are tied together, we cannot legally instruct our members to observe the picket lines. We may have to find other ways to show our support to the striking teachers, even though we don't join them on the picket lines.

Some individuals may have strong feelings about respecting picket lines and want to respect the lines, without any urging from the union. In such cases, I feel we will have to respect the individual's feelings. If there is disciplinary action taken against such a member, we will do our best to assist the individual member.

As a union, though, we are bound to point out the no-strike provisions in our agreement to our membership. These pro and con arguments do not make things easy for our members working in the schools.

The best thing which could happen would be a negotiated settlement before the strike deadline. If that's impossible, an agreement to submit all unsettled issues to final and binding arbitration agreed to by both parties would be the next best thing which could happen.

In any event, the next few weeks will be exciting and will have an effect on the entire course of collective bargaining in the public service for years to come.

Tips On Driving Safety

By Brother Jackson Ah Chin

DON'T TRY TO SHOW UP ANOTHER FELLOW WORKER by out-beating him by one or two extra loads per day. Some truck drivers have been issued speeding tickets for trying to make that extra load.

EXCESSIVE SPEEDING SPELLS MONEY and possible disciplinary action by your department. It could also mean the possible loss of your operator's license on the point deduction system, plus paying of fines; worse yet with a load on and you meet up with an accident, it may mean severe injuries and/or death to others and yourself. It's just not worth it all.

Sure, some supervisors want that extra load, but if you should get a speeding ticket (he ain't paying the fine or losing points) or have an accident, then you'll get it from him, by being called a fool, or getting suspended. So abide by the speed limits.



Consumer's Corner

Record Surge of Food Prices Staggers Shoppers

The biggest one-month rise in grocery prices in more than 21 years has sent meat soaring to prices that are staggering supermarket shoppers.

On the mainland, chuck steak is going for \$1.39 a pound, veal is as high as \$3.89 a pound, lamb chops are better than \$2.00 a pound. Even the lowly chicken is 59 cents a pound. Hawaii's meat prices are substantially higher. The zooming prices are leaving housewives with fewer and fewer choices for cheaper alternatives to meat, as cheese and fish also soar. Meat purchases are down, at least 10%, and peanut butter sales are soaring.

Adding to the gloom is the Bureau of Labor Statistics report that the buying power of paychecks dropped 1.1 percent over the month! It was the third straight month in which take-home pay has decreased.

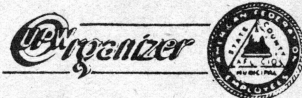
President Nixon's answer to rising food prices was to tell diners in a Florida restaurant he was visiting to order rockfish instead of beef. It was a real case of "let them eat cake" since the price of fresh fish is getting close to beef, if not higher. Consumers' action and picketing is now underway in some localities.



The 2.3 percent price rise in the food purchased for home consumption in January was the largest increase for a single month since CPI began tabulating this category in January 1952. Prices rose sharply for meats, poultry, eggs, fruits, vegetables and milk. Restaurant prices reflected the increase, going up four-tenths of one percent.

Non-food commodities were unchanged in January with price increases for fuel oil, gas, home repairs and maintenance and new cars offset by lower prices for used cars, tires, house furnishings, houses and women's clothing.

However, the service index continued to climb — that includes rent, electricity, gas, personal care, recreation and apparel. These items more than offset price declines in certain auto fees, property insurance and telephone charges.



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Editorial Assistant

CONTRIBUTING EDITORS

Steve Murin, Al Carvalho, Jackson Ah Chin, Gary Rodrigues, Evalani Subee.

EDITORIAL BOARD

Elinor Kuebitz, Marcella Lopez, Masayuki Okamura, Mew Kong Yap, Leatrice Wakumoto.

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

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

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—Editor

Tips to consumers on ways to deal with the rising cost of living, and things to consider when purchasing an automobile provide another dimension to the program series. Viewers will also have the opportunity to learn more about the life and work styles of the people who make up the work force, such as plantation workers, assembly line workers, tourism and service industry employees, teachers and other skilled professionals, entertainers and musicians.

Maui, Lanai and Molokai

Sewer Plant for the Birds, Not the Schools, Maui UPW Says

In view of the recent protests by environmental groups with regard to the proposed location of the new Kahului Sewer Treatment Plant at Kanaha Pond, a public hearing was held on February 22, 1973, to air out some of the differences between the pros and the cons.

The groups propose that the sewer treatment plant be located below and to the rear of Baldwin High School and the Maui Community College.

The UPW believes a delay or halt of this project due to protests by these groups will undoubtedly increase the cost of this project by hundreds of thousands of dollars and will indirectly affect our members in the County of Maui.

In view of this situation, a letter dated February 22 and signed by our Maui Division Vice-President Brother George Ventura was sent to Mr. Paul

De Falco, Regional Director of the Office of Environmental Protection Agency, regarding our position on the proposed location of the Sewer Treatment Plant.

In the letter Brother George, speaking for the 1,100 Maui Division UPW members, said, "We believe that a project of this type should be located closer to the "birds" rather than to the "schools."

Maui Votes 100% For Unit 10 Contract

On February 17, 1973, the Maui Division Unit 10 Balloting Committee met at the UPW Headquarters in Wailuku to count ballots on the ratification of the new contract.

The result of the ratification vote was a tremendous 100% "yes" vote! 130 Unit 10 members from Maui Memorial, Kula San, Olinda Honor Camp, Hana Medical Center, Lahainaluna School, Lanai Community Hospital, and Kalaupapa Hospital, voted to ratify the new contract.



Maui Division Unit 10 Balloting Committee counts ratification votes; from left to right, Sister Helen Tajiri, Brother "Chick" Lamadora, and Brother Joe Barrozo.

UPDATE CLASS SPECS

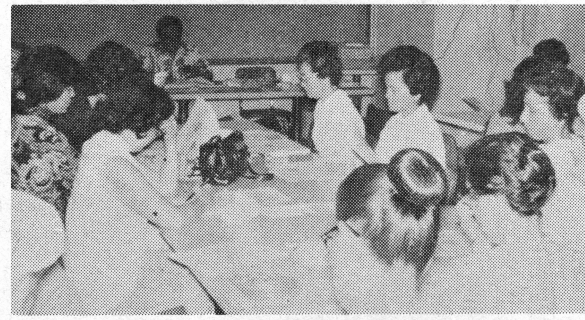
By Brother Al Carvalho

We believe there should be a complete review and overhauling of all class specs in the Unit 1 series, starting with the State classes.

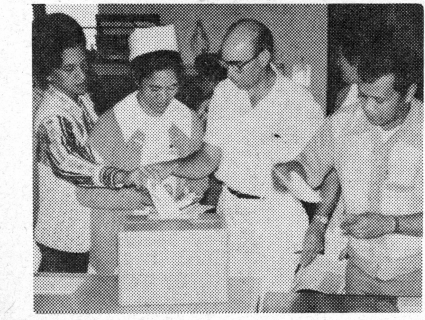
Too many of our people are being denied non-competitive promotions due to lack of supervisory experience as required under the present class specs.

These class specs were drafted during the early 1950's and we feel that they are outdated, outmoded, and certainly do not conform to the present daily working conditions in government.

We believe in seniority and career ladder improvement in government and with the present restrictions our people will never be able to make it up there.



Brother Joe Barrozo of Maui Memorial Hospital explains Unit 10 contract to members.



Unit 10 members at Kula San vote 100% for new Agreement.

MOLOKAI MEMBER RECEIVES PROMOTION

Congratulations to Brother George Aea of Molokai who was promoted from Tractor Mower Operator to Equipment Operator III effective 2/16/73.

Maui Division Sets Up First Safety Committee

After several meetings with management with regard to the establishing of a Safety Committee, and in keeping with the provisions of the Unit 1 Agreement (Section 46.09), eligible members were appointed and have agreed to serve on this committee for the duration of the Agreement. Maui is the first UPW Division to get such a committee.

A letter to this effect was sent to management on March 5, 1973, naming the following as Safety committee members:

- Department of Parks & Recreation: Jerry Ponce;
- Department of Water Supply: Rikio Shibuya;
- Department of Public Works: (Wailuku Road Division) George Kekona; (Lahaina Road Division) Leonard Barcoma; (Makawao Road Division) Melvin Hipolito.



B.A. Adrian Hussey (left) explains Unit 10 contract to members at Olinda Honor Camp. B.A. Adrian Hussey quietly observed five years of service with UPW on March 4th.



UPW Goes Aboard, Joins HGEA In AFSCME Tours

COOK'S BREWS A FINE BUNCH OF TOURS

If you're a HGEA or UPW member with a travel appetite, this year you'll have a wide menu of tours to choose from, courtesy of Thomas Cook & Son, Inc. The HGEA and UPW have combined their travel programs into a series of AFSCME Tours.

\$1099 FOR A ROUND-TRIP TOUR OF EUROPE!

If you're free from June 6 to July 6 of this year, Cook's can provide you with a first-class tour, complete with escort, of London, Brussels, Bad Kreuznach, Feldberg, Lucerne, Innsbruck, Venice, Florence, Rome, La Spezia, Nice, Lyon and Paris. All travel, most meals, plus first-class accommodations will cost you only \$1099, if you are an AFSCME member, or the parent, spouse or child of an AFSCME member. If you wish only air transportation, then the Honolulu-London, Paris-Honolulu travel is available for only \$388! A low-cost tour of Spain

and Portugal is also possible.

JAPAN TOUR ONLY \$521

If you'd like to go west to the East, a three-week (or two-week) tour of Japan, escorted by a Cook's agent, can be yours for only \$521, and \$361 for children under twelve. Departure dates for this tour are June 25 (3-week tour) and July 9 (2-week tour). If you have a yen for more of the Orient than Japan, you may sign up for Cook's AFSCME Tour of the Orient, also leaving June 25 or July 9. This three-week tour will take you to Taiwan and Hong Kong as well as Japan, and costs only \$721 per person and \$480 for children under 12. These are both first-class escorted tours and the price includes all travel and accommodations. Meals are on your own.

EAST COAST TOUR

This June 27 you can leave via Cook's

tours for a 15-day, first-class tour of Niagara Falls, Canada, Boston, Plymouth Rock, New York City, Philadelphia, colonial Williamsburg (Virginia) and Washington, D.C. The cost of this tour is only slightly more than the normal round-trip air fare alone—\$586! Hotel accommodations again are first-rate.

GOLF OUTING TO JAPAN?

Golf nuts will be pleased to know that Cook's has also thought about them. A Golf Safari to Japan leaving September 14 is available to AFSCME members and near kin for just slightly more than \$600. Golfing will be at the Fuji, Hakone, Tokyo Yomiura, Kyoto Seta and Kamigamo country clubs, and the Ibaraki International and Kobe golf clubs.

THE WILD WEST BECKONS

For around \$500 a UPW or HGEA member can leave Honolulu June 29

(or August 3) for a 15-day tour of the West Coast, USA. This first-class, escorted tour includes San Francisco, Lake Tahoe, Yosemite National Park, Monterey, the Hearst Castle, Los Angeles, Hollywood and (for an extra \$125) San Diego and Disneyland.

OTHER HORIZONS

Cook's also offers our members many other exciting tour opportunities, including a 51-day cruise to the South Pacific (for \$1655 and up), leaving September 18 on the S.S. Arcadia, and a \$700 20-day tour of Mexico, starting July 25.

Special film showings about these tours are available free at 7:00 p.m. at the HGEA building lobby, 888 Mililani Street, on the following dates: April 4 and May 2 (Japan & Orient), April 11 and May 9 (East Coast), April 20 and May 15 (Europe), and April 25 and May 23 (All West Coast, California and Canada tours).

Verbal Grievance Gets Results

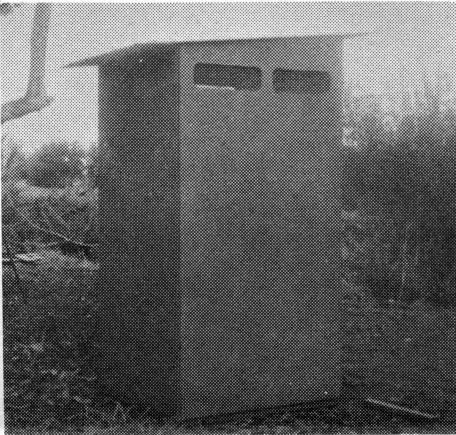
Recently, Brothers Reyes and Murai of the DAGS unit, took up a verbal grievance with Supervisor Joseph Chang for performing Unit 1 bargaining unit work. Supervisor Chang stated that his reason for doing bargaining unit work was "To train the men." This excuse was refuted however, by the fact that the men have many years of experience in building maintenance work. Supervisor Chang also mentioned that "other foremen do bargaining unit work" However, when asked to show proof, he skirted the issue, and turned to another subject. The end result: the Supervisor assured Unit Chairman Reyes and DAGS Steward Murai that he would hereafter not perform Unit 1 bargaining unit work.



Left to right, Unit Chairman **BROTHER PETER REYES**, DAGS STEWARD **BROTHER TERUO MURAI** and DAGS North & South Kohala Supervisor **Joseph Chang**.

sugar shack hawaii: out-house of the '70's?

The State Department of Transportation, Hawaii District, has installed "COMFORT STATIONS" for its employees on the job site. The portable comfort stations are called, "SUGAR SHACKS HAWAII." Although they are supposed to be installed away from the public's view, they're visible from the main highway. Upon seeing one, someone remarked, "it looks like an out-house of the 1920's".



HAWAII DIVISION APRIL MEETING SCHEDULE

HILO-HSP—KULANI	Mon., April 2	7:00 p.m.	UPW
PUNA ROAD	Tues., April 3	3:00 p.m.	Garage
GOLF COURSE	Wed., April 4	12:00 noon	Shop
PARKS & RECREATION	Wed., April 4	3:00 p.m.	Shop
HILO ROAD	Thur., April 5	3:00 p.m.	Shop
B.W.S.	Fri., April 6	3:00 p.m.	Green Room
STATE UNITS	Tues., April 10	3:30 p.m.	Shop
HONOKAA	Wed., April 11	7:00 p.m.	UPW
LAUPAHOEHOE	Thur., April 12	3:00 p.m.	Garage
BLDG. DEPT.	Fri., April 13	3:00 p.m.	Garage
SEWERS	Tues., April 17	3:30 p.m.	Shop
KOHALA UNITS	Wed., April 18	7:00 p.m.	Court House
KONA UNITS	Wed., April 25	7:00 p.m.	Yano Hall
KAU UNITS	Thur., April 26	3:00 p.m.	Garage

NOTE: ALL OFFICER'S AND STEWARDS, PLEASE POST YOUR UNIT MEETING NOTICE ON THE BULLETIN BOARD.

Hilo Hospital Housekeeping Understaffed, Overworked

On February 7, 1973 a meeting was held with all the housekeeping employees, Supervising Housekeeper, Mrs. Frances Ahi, and Alex Morita, Administrative Assistant, to discuss the staffing problem. Although the authorized staffing is 25 positions, only 21 positions are being filled due to the freeze. Many employees are being called back on their day off and a lot of overtime is put in by the employees. After much discussion, many areas are being cut back in services, due to the shortage of staff. The heavy demand on the housekeeping staff for overtime and call back have resulted in lower efficiency due to overwork conditions, the union maintains, and strongly recommended that the additional positions be filled by the State to retain the proper services that are needed.

HAWAII



BROTHER CHARLES KOIZUMI, bridge maintenance man, Dept. of Transportation prepares steel plate for bridge repairs.

Those Were the Days...

Brothers Jackson Ah Chin, Big Island Division Director, and Jack Konno, our State President, couldn't resist sending the Organizer a copy of the July, 1960, minutes of the UPW's State Executive Board. Reading these minutes makes for some interesting comparisons with today.

For instance, Brother Jackson is reported as advising that the UPW attack HGEA (our competitor in those days) not for raising its dues but for its "wrong methods". "Someday we must raise our dues," Brother Jackson prophesied then, and also strongly urged that the UPW consider affiliation with a strong international and beef up its political action program, which was starting slowly.

Brother M.K. Yap expressed his thanks to all the divisions for their generous contributions to the tidal wave disaster relief. Brother Max Roffman, then Director of Organization, reported that Oahu UPW membership had swollen to 1,376 and that statewide there were 3,350 dues-paying members.

Well, today we're affiliated with AFSCME, the fastest growing and one of the most progressive, forward-looking unions in the country. Today our membership is nearly three times what it was just 13 years ago. And today the question of a dues increase is squarely before us: will we rise to the challenge and tax ourselves a little more so our union can grow with the times, or will we resist change and keep ourselves small. Vote in the dues referendum this May. Hopefully in 1986 we'll be able to look back at 1973 minutes and see how we rose with the occasion.

→
ROY MATTOS, South Kohala Public Works Dept., directs traffic at Kamuela while loader is in operation. Operating the loader but not visible is **BROTHER RONALD YOUNG**, Unit 1 Steward, South Kohala.



Nixon Cuts Budget At Expense of Poor

President Nixon is cutting the budget at the expense of those who need it the most. But his efforts to scuttle and remake the social legislation of the past 40 years is bringing strong opposition from organized labor.

The AFL-CIO Executive Council, on which AFSCME President Jerry Wurf serves as an AFL-CIO vice-president, stated its intention to fight the cuts at its meeting in Bal Harbour, Florida.

The Council said it would ask Congress to correct the failures of the

Administration to meet the needs of the American people.

"Vast unmet public needs" are in jeopardy, said the Council, if the Nixon cuts are permitted. The Nixon education programs are "dismaying," and the Occupational Safety and Health Act has not worked because of Administration "inaction and neglect," the Council said.

AFSCME members are alarmed about proposed cuts in key health, education, welfare, manpower, and pollution programs which could have

particular impact on their jobs.

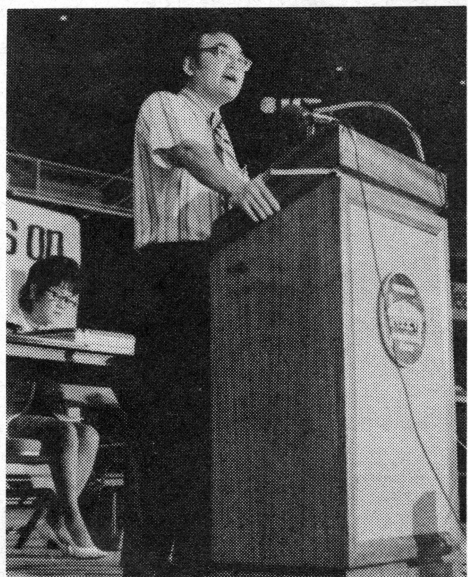
The President's announced intention to dismantle the Office of Economic Opportunity means that the impact of poor people on programs that affect public housing, urban renewal, transportation, health and education will be lessened. The death of OEO would symbolize an end to America's commitment to fight the "war against poverty."

Instead, the President says he will promote "individual responsibility" over "government paternalism."

But for many, including AFSCME members, that means fewer job opportunities, fewer educational opportunities and a corresponding heightening of urban tensions and budget problems. Labor will not stand still for this.



Some of Hawaii's children at recent Feb. 20 "Unity Rally" at the State Capitol, say "No!" to Nixon's budget slashes and "Yes!" to a priority on human needs.



HSTA Executive Secretary Al Hamai (above) warns that the union may be forced to lead Hawaii's teachers out on strike early this April, if the D.O.E. continues to be unresponsive and deceptive. The teachers last March 15 voted to authorize a strike.

A Philadelphia teachers' strike despite injunctions and mass arrests, recently ended in a labor victory over a reactionary Mayor, just one day before a general strike of City workers was to take place.

OAHU

OAHU DATES TO REMEMBER
(all meetings at UPW Hall)

April 2—AFSCME Education Classes Begin

April 4—Oahu Comm. Night 7:00 pm

April 4—Oahu P.A.C. Meeting . . . 7:00 pm

April 5—UPW Mountainball Meeting 7:30 pm

April 8—EDU Custodians 1:00 pm

April 11—Oahu Div. Meeting 7:00 pm

April 19—Retirees Meeting 9:00 am

April 21—Cafeteria Workers 9:00 am

April 28-29—State Exec. Board . . . 9:30 am

NOTE WELL: Oahu Committee Night and the Division Meeting are changed from the first and second Thursday nights of each month to the first and second WEDNESDAY nights.

ATTENTION, All Custodians, Cafeteria Workers, Unit 1 Library Employees!

B.A. Sister Julia Tsugawa has announced a series of Section 8 Information and Educational Meetings.

Wednesday, April 18 is the date to remember if you're a blue collar cafeteria employee. All Leeward and Central area cafeteria workers are asked to meet between 9:30 a.m. and 11:30 a.m. at Kapalama Elementary School cafeteria, 1601 N. School St. Those from Windward and Honolulu areas are urged to meet at Kapalama School from 1 to 3 p.m. that same day, April 18.

Leeward and Central area custodians will meet from 9:30 a.m. to 11:30 a.m. on Thursday, April 19. Honolulu and Windward area custodians will meet from 1 to 3 p.m. that same day. Both meetings are set for Kapalama School Cafeteria.

Library blue collar employees can choose the time and day they would want to come. "The main thing," Sister Julia emphasized, "is that all our members please try to attend these important meetings."

Compensation Tails Houghtailing No More


Brother Frank Houghtailing of Waimanalo was notified last March 8 that he would receive a supplemental workmen's comp award of \$9,345 for an injury he suffered in September, 1968. The injury, which caused great pain in Frank's left knee and lower back, resulted in 25% permanent partial disability.

\$570 of the amount was for disfigurement caused by the accident.

mountain ball meeting april 5

All UPW Mountain Ball League representatives from C & C and State Departments are called to meet **Thursday night, April 5, at 7:30 p.m. at UPW Hall**, to plan this year's schedule and handle other problems. Brother Moses Mahoe urges all representatives to show up for this **IMPORTANT** meeting if they intend to enter a team in the league. Last year a lot of scheduling problems occurred when teams failed to send reps to the meetings. **PLEASE STAY ON TOP OF THE UPW SPORTS PROGRAM — IT'S YOUR BABY.**

Beat the Big One...
Heart Attack
Give Heart Fund



UPW Gets Contract (At Last!)
At Palama Settlement

It's now official—the Palama Settlement UPW unit of 14 employees has ratified its first contract with management after more than 12 months of discussions and 2 months of intensive negotiations and mediation. The ratification vote, which was taken on March 15, was unanimous in favor.

The contract, which is retroactive to January 1 of this year, will expire the last day of 1974. Under its terms all covered employees will receive a 7% wage hike effective January 1, 1973; this means a monthly wage increase ranging from \$30 to \$47.25 for Palama Settlement employees. A minimum wage of \$400 was established. A wage re-opener is scheduled for two months before the contract expires. The employer will also pick up 50% of the cost of HMSA, with all riders, for families of employees.

The contract provides that all covered workers hired after March 13, 1973, must become UPW members, and that present workers who are or become members must keep their membership.

Sick leave and vacation leave shall be cumulative to 36 days and 39 days, respectively, and sick leave may be taken for maternity. The contract's 3-step grievance system gives the UPW the right to check into retirement and probation cases as well as the usual cases. The third and last step is informal and binding arbitration. A "course-completed refund" is available now to reimburse an employee's expenses for a work-related course. The contract's job classification plan will cause at least one clerical employee to be promoted.

All in all, the contract signifies a good first-step forward and may aid workers in other private non-profit agencies to organize and gain better conditions and wages.

Portraits of Unit 10 Members



Hawaii School for the Deaf and the Blind: Unit 10 members discuss new contract.

Detention Home ratification meeting with B.A. Paul Hong and Chief Steward Tasi Alo.

Waimano Hospital workers vote on Sister Madeline Miller, Waimano Home and Hospital workers in Unit 10 Unit 10 contract.

dorm parent at School for the Deaf and the Blind.

Hearing Committee Meets On Unit 10
Charges Against Oahu V.P. Chong

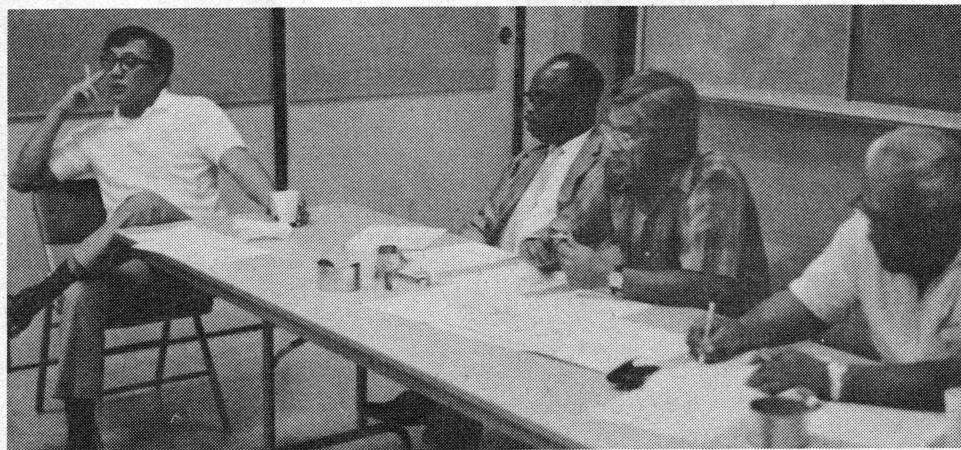
Last March 3, Unit 10's charges against Brother Harry Chong, Oahu Division Vice-President, were heard by the designated trial committee appointed by the the UPW's State Executive Board.

The three-hour hearing was held in the AFSCME Conference Room at 707 Alakea Street. Brother Harry Chong, though reportedly duly notified, did not attend.

Lawyer Joseph Gedan counseled the Unit 10 team that had filed the charges of Chong's misconduct which allegedly impaired their negotiations with State and County officials last November. Attorney James King advised the hearing committee, composed of Chairman Charles Iwata, Yuki Nishimoto, Kenneth Ige, Albert Silva and Sister Momi Tong. The charges involved certain letters Brother Chong allegedly sent to Government negotiating officials.

Brother Harry Chong's charges against State Director Brother Henry Epstein were set to be heard March 31, at 9:30 a.m. The charges center around the State Director's alleged unauthorized use of union funds to pay for the special primary issue of The Organizer last September.

The hearing committee will consider both cases and render its decisions at the next State Executive Board meeting, on Oahu, April 28.



C&C Ambulance drivers met last January at UPW Hall, with B.A. Bob Chang.

Brother George Reis Retires

Brother George Reis, who the Organizer featured in a lead story of last November, retired last March 1 on a medical discharge.

George has been suffering attacks on his nervous system caused by a rare disease called **Fredericus Atax'is**. Last fall, Brother George went to the National Institutes of Health in Bethesda, Maryland, to aid them in their search for a cure for his disease. If the researchers there find a cure, Brother Reis will be granted a return trip for treatment.

The City and County of Honolulu could find no work for George to do, and it would be hazardous for him to return to his truckdriving job with the Roads Department.

Brother Reis will receive \$137 a month from the City and \$260 from Social Security; he hopes this will be ample to provide for his and his family's needs. Best Wishes, Brother George.

In Memoriam

Kahea Lee—(son of member Castle Lee)—Oahu 2-8-73

Margaret Galdeira—(Education)—Oahu 2-13-73

Margaret Hall—(spouse of member Toa Hall)—Hospital 2-13-73

Lawrence Hayashida—(spouse of member Nancy Hayashida)—Oahu 2-21-73

Annie Rodrigues—(spouse of member Julio Rodrigues)—Oahu 3-8-73

Molokai Settlement Brings Pay Raises, Other Gains

B.A. Evalani Subee and Brother Henry Epstein were happy when they returned from the Friendly Island of Molokai after a last day of negotiations in mid-February, for they brought back with them a new contract for Molokai Hospital.

Within a year that contract will increase the wages of Molokai Hospital workers by \$60, through four \$15 hikes. The first increase of \$15 is effective last February 1; the second will come April 1 or whenever the Pay Board approves. Two more \$15 hikes will occur next February and April (1974). Negotiating these increases was quite an accomplishment, with management constantly pointing to the precarious financial position of the Hospital. A Legislative subsidy will be sought this session just to keep things going.

The two-year contract includes some other notable gains. Management will begin paying the entire cost of the group life insurance coverage in the amount of \$5,000. The retirement allowance is increased to two weeks pay for every year of service, and the retirement date is set for the day on which the employee makes 65. Work schedules must be posted one week in advance, and three hours' pay is guaranteed for recall. Management agrees to try to provide adequate relief for absences.

Split shift differential will be \$2.50 as of this April, and the shift differential \$1.50 as of next February (it's \$1.25 now). Ambulance will have a \$4.00 differential as of this April and Surgery, a \$2.00 per 8-hour shift. A 15-minute rest period is guaranteed both during the first four hours and the second four hours of the work day. Workers will have an additional holiday—Admission Day—as of this

April. After 15 years of service, employees are entitled to 4 weeks of vacation; as of next February, employees with 12 years or more service will also be entitled to a 4-week vacation. 90 days sick leave can still be accumulated, but sick leave benefits will not apply to pregnancy unless a doctor testifies to physical disability. After 3 months' probation, an employee begins accumulating sick leave.

Maternity leave of up to a year—without pay—can be taken by an employee with at least one year of service; upon return she shall be entitled to the position she held prior to the leave or to a position equal to the position she left. Vacation credits may also be used during the maternity leave.

Job vacancies must be posted on the board for 72 hours before they can be filled. For promotion, filling vacancies, or creating new positions, preference shall be give to: 1) current employee who is competent to do the job; 2) current employee with most seniority if more than one are competent; 3) rehire list; and 4) outside hire (in that order).

Management must inform the union before it carries out any major policy changes affecting the Molokai Hospital employees.

All in all, the Molokai Hospital contract appears to be a step forward toward bringing the workers there closer to the wage position and conditions of other hospital workers in the state. If the State assumes the operation of the Hospital, which it will probably do after a suit against the hospital is settled, the workers should see other substantial improvements in the near future.

HOSPITAL



Sophie Ann Aoki (above), one of the young leaders of Life of the Land, came to last February's Hospital Division Executive Board meeting to speak on the increased health and safety perils and noise she said would be caused by the proposed reef runway. Sophie outlined alternatives to the reef runway and warned that tourism interests plan to run 11 million tourists through the islands each year by 1990. Her talk was well received.

Health Workers, Patients Need Bill of Rights

The AFSCME International Executive Board has called for a Bill of Rights for consumers of health care services and members in the health care field.

It passed one resolution to "make all members as consumers of health care aware of their rights as patients" and to make members in health services "aware of their responsibility in affecting care with dignity and honesty."

AFSCME has urged that the Patients Bill of Rights be mandatory for accreditation of hospitals.

It covers 12 points including the patients' right to "considerate and respectful care;" his right to a "complete current diagnosis" and the right to expect confidentiality in the treatment of his communications and health records.

The IEB also resolved that the delivery of health care service in the U.S. be reorganized to be more efficient and that Congress respect the rights and job security of workers in the field.

Kapiolani Workers Sign New Contract

Valentine's day brought Kapiolani Hospital workers a new two-year contract, signed, sealed and delivered. Late that afternoon the union's negotiating team met with management, led by Mr. Richard Davi, to sign the contract. After the signing and a few remarks of mutual respect, some "medicinal" bottles were opened and toasts made.

Brother Cris Calaycay, who has resigned his union post as unit chairman to take a promotion, gave a farewell talk to his brothers and sisters on the negotiating team. Best wishes, Brother Cris!



Brother Buddy Keliiholokai adds his signature to the contract.



ABOVE: Kapiolani Hospital workers were attentive before ratifying, nearly unanimously, their new contract. BELOW: Brother Cris Calaycay leads toast among UPW and management negotiating teams following the signing of the new contract. Brother Cris, formerly the unit chairman, resigned his union position when he was recently promoted to manage the Kitchen department.



UPW-AFSCME Certified At Beverly Manor

The National Labor Relations Board made it all official last February 21 when it certified the Hospital Workers Union, UPW-AFSCME, as the exclusive bargaining representative for the Beverly Manor Convalescent Center unit of some sixty employees. The certification had been held up for a number of weeks pending the determination of unfair labor practice charges filed by Service Employees International Union (SEIU) against management; SEIU competed with UPW for the right to represent the Beverly Manor Employees. (UPW polled 28 votes to SEIU's 11; 15 voted for "No Union".) The election was held last January 16.

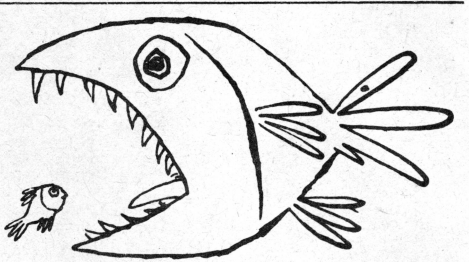
The Beverly Manor unit consists of all fulltime and regular scheduled part-time employees, excluding confidential, professional and office clerical employees, L.P.N.'s, guards or watchmen, and supervisors as defined in the Act. The unit is in the process of electing its officers and drawing up its negotiation committee and positions. Brother Gary Rodrigues, Kauai UPW Division Director, will coordinate the negotiating team. Beverly Manor is located at 1930 Kam IV Road, only a few minutes from the UPW headquarters.



Members of Kapiolani's union negotiating team join in relaxed celebration of new contract.

HOSPITAL DIVISION APRIL MEETING SCHEDULE				
ST. FRANCIS	Mon., April 2	7:00 p.m.	UPW Hall	
DIVISION EXEC. BOARD	Tues., April 3	7:00 p.m.	UPW Hall	
HALE NANI	Tues., April 10	4:00 p.m.	UPW Hall	
KUAKINI	Wed., April 11	4:00 p.m.	Kuakini	
KAPIOLANI	Wed., April 11	7:00 p.m.	UPW Hall	
WAHIAWA	Thur., April 12	3:30 p.m.	Wahiawa	
POHAI NANI	Sat., April 19	3:30 p.m.	Pohai Nani	
QUEEN'S	Sat., April 19	7:00 p.m.	UPW Hall	
AGENDA MEETING	Tues., April 24	5:00 p.m.	UPW Hall	

SHOPO Gets \$7.50 Service Fee Lowest Dues Paid by UPW Members



The Hawaii Public Employment Relations Board recently granted SHOPO (Police Officers) authorization to collect \$7.50 per month from its bargaining unit non-union members. This is equal to the dues its members pay.

The HSTA has gone to HPERB for a \$97 a year service fee (about \$8 a month), and its membership is presently paying \$77 a year dues, or about \$6.45 a month. \$25 a year per member is for affiliation with the NEA, HSTA's national union.

The HFCT, which recently won the right to represent University teachers and professors, will be charging a service fee and dues of \$102 a year (about \$8.50 a month).

The dues of the Fire Fighters Association is presently \$6.50 a month, but by July of this year they should be at \$7.50.

The Nurses Association is collecting \$75 a year from its members, as of this April 1st.

At \$4.60 per month (or \$55.20 a year), the United Public Workers is certainly the uncontested lowest dues collector of all the certified collective bargaining unions for Hawaii's public employees.

At our last State Convention UPW delegates took action authorizing a referendum to increase dues to \$7 a month. The HGEA did so, as of this last February, by convention action, so HGEA members are now paying \$7 a month or \$84 a year.

But UPW members voted down the dues increase by a wide margin last year. Now a new dues referendum is scheduled for the month of May.

UPW-AFSCME members will again have a chance to decide how strong a union they wish to have. The proposed increase would raise dues from the present \$4.60 monthly amount to \$7.00, a hike of \$2.40. This \$2.40 would go toward meeting the following needs:

- Per Capita to our AFSCME International \$1.50
- Per Capita to the State Federation of Labor .20
- Emergency Fund (in case of strikes) .25
- Pay off Deficit and other expenses .45

TOTAL INCREASE \$2.40

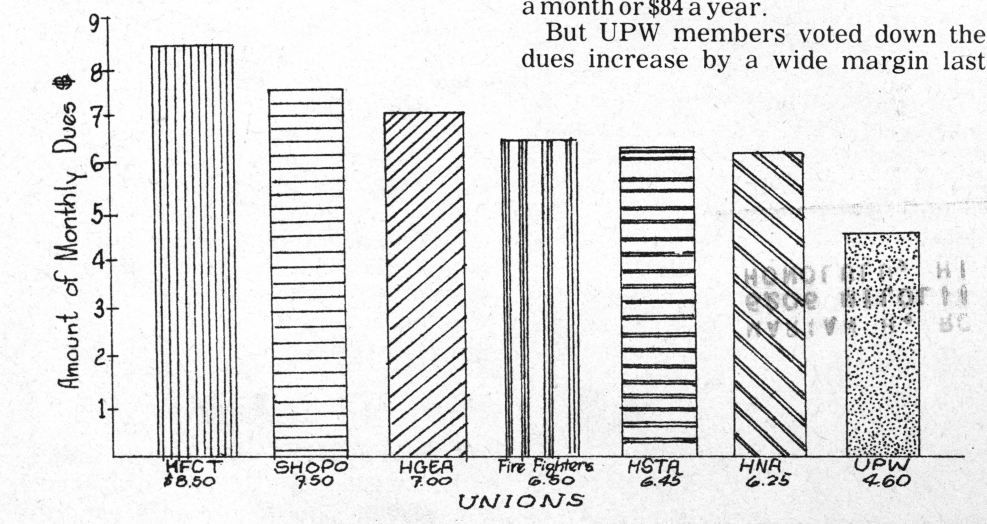
Don't be the small fish in the sea. Vote for a dues increase and a stronger union.

employees' unions and meet the increasing costs of collective bargaining for contracts and handling the many problems and grievances of our members.

As UPW President Jack Konno put it, "The \$2.40 increase is a sure investment. It has a guaranteed return—better contracts, better wages and working conditions, more educational and job advancement opportunities, and improved union benefits. It makes our union, and each one of us, stronger, and able to struggle harder for those things we need and demand."

Small fish in the sea are eaten by larger ones. Divided and weak, labor cannot match management. Employers seem to have no limit to what funds and resources they might use to keep labor from achieving all its goals.

Our union must keep up with rising costs and have the means to do battle and to uphold our members' interests. This is what the dues increase means. Will we become small and weak, and unable to gain what our members want, or will we invest wisely in our futures, taxing ourselves slightly more to build a stronger body of our hard labor, our efforts and ideas. Think about it, and be sure to vote this May on how you'd like your union to be. It's a crucial decision.



It is clear AFSCME has helped UPW a lot—to avoid costly election fights with the HGEA and to bring about a strong, united and solid union position in collective bargaining, gaining our members good pay raises. AFSCME aids us in researching, organizing and making education classes available to our members. For two years we've been riding free on AFSCME. Now we are ready to invest our share in AFSCME and in our own future as a union.

The dues hike, if passed, will give us a solid strike fund and stronger ties with the broader AFL-CIO labor movement, and allow us to get out of debt.

The increase will mean we can stand shoulder-to-shoulder with other public

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

More Classes From AFSCME

A fourth cycle of UPW-AFSCME courses of instruction, free and open to UPW members and spouses, will begin on April 2, and continue for the next six weeks.

"It's not easy to account for it," says AFSCME Hawaii Education and Research Services Director Guy Nunn, "but the response of Hawaii public employees to these educational courses is, by comparison with most mainland states, next to sensational." Normally, he pointed out, union or university extension course offerings show, after repetition, a sharply declining registration. In Hawaii, at least in the case of AFSCME-sponsored courses, overall registration has been sharply increasing.

A course in PARENT GUIDANCE, not listed in the mailing, will resume at UPW, 7:00 p.m., Tuesdays, beginning March 20. Interested members are welcome to join the course on that date. It is conducted by Janet Stern and is being extended by unanimous request of its original participants. Mrs. Stern was earlier identified, by AFSCME error, as a "Psychiatric Social Worker." She is a Counselor for the Family Education Centers of Hawaii.

Classes have been scheduled at the AFSCME Hall, 707 Alakea St., HGEA Hall and the UPW Hall.

Registration cards, along with full details on the new curriculum, were mailed to all HGEA and UPW members.

All courses detailed below will run for six weeks.

ALL ABOUT AGING — Mondays beginning April 2 from 7-9 p.m. at the UPW Hall with Dr. Juan C. De Tata and specialists in geriatric problems, and work with aged.

PUBLIC SPEAKING AND PARLIAMENTARY PROCEDURES — Mondays beginning Apr. 2 from 7-9 p.m. at the AFSCME Hall with Nunn as instructor. This course offers awards to those voted most improved.

PRE-RETIREMENT PLANNING — Tuesdays beginning April 3 from 7-9 p.m. at the UPW Hall with Max Roffman, former UPW education director, as instructor.

BEGINNING CONVERSATIONAL HAWAIIAN — Tuesdays beginning April 3 from 7-9 p.m. at the UPW Hall with Mrs. Edna Iaea.

MAX ROFFMAN
6206 MILOLII PL
HONOLULU, HI 96825
O-CASH

BEGINNING CONVERSATIONAL JAPANESE — Tuesdays beginning Apr. 3 from 7-9 p.m. at AFSCME with Miss Shizue Ganeko.

UKULELE FOR BEGINNERS — Tuesdays beginning Apr. 3 from 7-9 p.m. at the HGEA with Mrs. Marion Diamond and Mrs. Lila Reiplinger. Bring your own instruments. After all, even Ohtasan had to start somewhere.

FRONTLINE LEADERSHIP TRAINING — Wednesdays Beginning Apr. 4 from 7-9 p.m. at both AFSCME and UPW Halls with HGEA and UPW staff as instructors.

YOUTH AND UNIONS — Wednesdays beginning Apr. 4 from 7-9 p.m. at the UPW Hall with John Witeck, Guy Nunn and guest instructors.

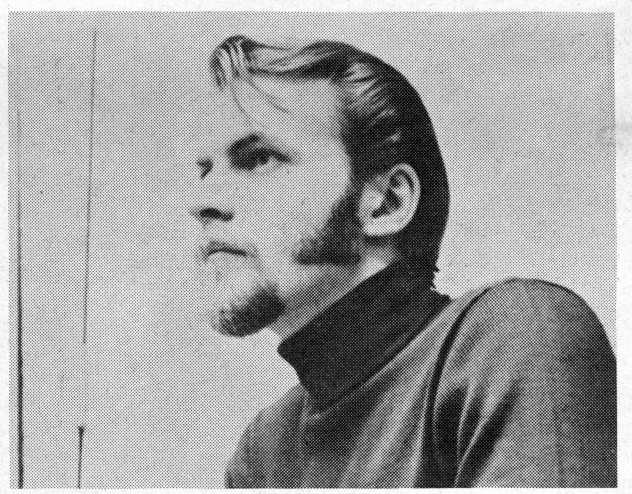
GRIEVANCE HANDLING, CONTRACT ADMINISTRATION AND ARBITRATION — Thursdays beginning Apr. 5 from 7-9 p.m. at the UPW with Nunn.

INTERMEDIATE CONVERSATIONAL JAPANESE — Thursdays beginning Apr. 5 from 7-9 p.m. at AFSCME with Miss Fumie Fukuda.

GUITAR FOR BEGINNERS — Thursdays beginning Apr. 5 from 7-9 p.m. at HGEA Hall with Mrs. Diamond. Bring your own instruments. A small or narrow-necked (non-folk) guitar is preferred. You won't be another Gabby Pahinui (probably), but you should have fun!

HAWAIIAN HULA DANCING — Fridays beginning Apr. 6 from 7-9 p.m. at HGEA Hall with Mrs. Reiplinger. Open to students of any age and sex.

MEET YOUR STAFF




Brother Roger Platten, Queen's Hospital worker, is the UPW's staff person on legislative matters. Of proud Iowa farming stock, Roger has been an active union organizer as well as a conscientious objector to war.

His hard part-time clerical work on legislative bills this session has aided the union's lobbying efforts a great deal. He also is a good public speaker and parliamentarian.

Call AFSCME, 521-6941, if you have any questions or are interested in signing up for a course, or setting up one of your own.

RICE & ROSES ON HETV



Beginning Monday, April 2, 6:30 p.m.
(Repeat Broadcast Sundays, Beginning April 8, 5 p.m.)
Channel 11
(Channel 10 in Hilo)

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

Graphic by Joan Yoshiwara