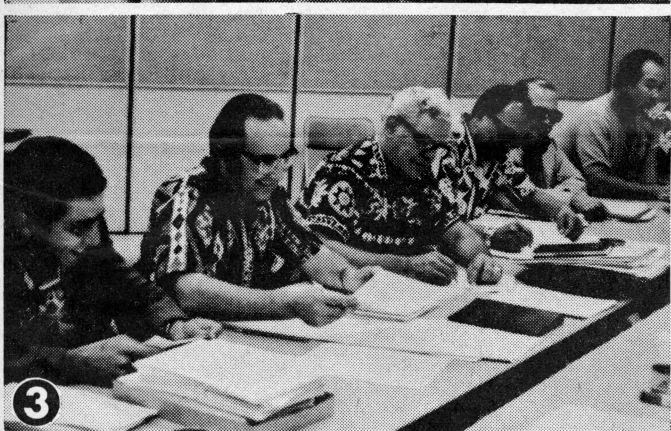
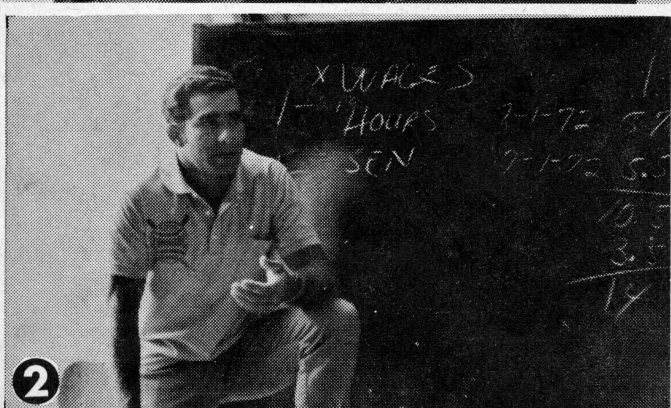


THE MAKING OF A CONTRACT FOR UNIT 1



After several meetings with Federal mediator Reynold "Ron" Hagist, UPW Unit 1 negotiators and management have resolved their impasse on seniority and scheduling, and only wages remain, at press time, as an impasse issue.

On **scheduling**, the present schedules shall be kept, and can be changed only with 30 days advance notice to the union and only after an attempt has been made to negotiate any change with the union; if no agreement, the changes could be made anyhow, and the union could file a grievance.

On **seniority**, for promotion, temporary assignment and assignment of replacement equipment, seniority shall prevail if other factors (skills, abilities and qualifications) are relatively equal. The UPW and management also agreed that only wages shall be considered cost items which need Legislative approval; all other provisions will go into effect immediately upon signing.

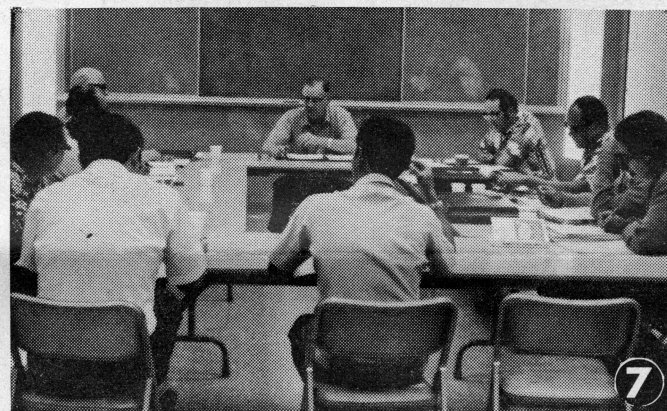
A fact-finding three-member board, including former Attorney General Bert Kanbara, Paul Tinning of the University, and Wesley Hillebrand (Bank of Hawaii), met June 12 to hear testimony on Unit 1 wages and were to make a recommendation to both sides by June 26.

The union is asking for a 5% increment for Steps 1 to 4, plus a 5.5% pay raise for all steps, and an adjustment hike of 3.5% for the first four steps, and 8.5% for Step 5—for a total average increase of 14% for all Unit 1 workers.

If the fact-finders agree more with the UPW position, it is possible that Unit 1 may have a contract before the end of June; otherwise, a pre-strike, 60-day "cooling off" period or arbitration procedures will begin.

The Making of a Contract

1. Oahu Director and Unit 1 negotiating subcommittee member Steve Murin types up a rank-and-file proposal.
2. Subcommittee member Gary Rodrigues explains proposal.
3. Union team negotiates the proposals.
4. Executive negotiating committee approves subcommittee's progress report.
5. Agreements on sections are reached, initiated, and exchanged between union and management.
6. Full Unit 1 committee meeting May 6 accepts its executive committee report and votes impasse on wages, seniority and scheduling.
7. Federal mediator meets with both sides in mid-May and helps resolve impasse over scheduling and seniority.
8. Fact-finding panel hears testimony on wages.



HAWAII DELEGATES MAKE IMPACT AT FIRST AFSCME CONVENTION

Though it was the first AFSCME Convention at which Hawaii was officially represented, the Hawaii delegation made a real impact on the 19th International Convention, held in Houston, Texas, from May 29 to June 2.

Hawaii was prominent because of its leis, flower arrangements, the delegates' aloha shirts, as well as a Monday evening "Hawaiian Night." It was also recognized because of its role in committees, on the convention floor, and the 24,936 votes cast in the convention's one roll-call vote of the 1700 delegates.

During the week, the convention heard from Sen. Edward Muskie in person and Senators Hubert Humphrey and George McGovern through special telephone hookups. Other speakers were U.S. Representative Frank Thompson, Milwaukee Mayor Henry Maier, and New York Consumer Affairs Advisor Bess Myerson. Barbara Jordan, a black Texas State Senator who will probably be Texas' first black congresswoman, spoke on Tuesday morning.

An emotional highlight of the convention came when a representative of the United Farm Workers spoke, representing Cesar Chavez, who was hospitalized at the time. Aroused by his talk, the convention delegates pledged more than \$40,000 to assist the United Farm Workers in their struggle. They also promised support for the boycott of mainland lettuce, which has been started by the farmworkers' union.

President Jerry Wurf was reelected International President for a new four-year term without opposition.

The former Secretary-Treasurer, Joseph Ames, did not seek reelection. Instead, he was appointed to be the first full-time Chairman of the Judicial Panel under the judicial reform amendments adopted by the convention.

Bill Lucy was elected Secretary-Treasurer, also without opposition. David K. Trask was elected International Vice-President from the Hawaiian legislative district for a four-year term.

After several hot debates, the convention approved major changes in the

union constitution. These included a complete revision of the judicial system; recognition of the Hawaiian legislative district; four-year terms for officers and executive board members; and transferring the responsibility for setting salaries for the international officers from the convention to the international executive board.

The only major administration-supported amendment which was defeated was one setting up a system for dealing with supervisory employees who are union members. This amendment was referred back to the executive board.

Many resolutions were debated and adopted during the busy convention. On the war in Vietnam, the delegates reaffirmed the position taken two years ago, opposing the continuation of the war and calling for the complete withdrawal of our troops.

A UPW resolution on the value-added tax was incorporated in a comprehensive statement on tax reform. Other resolutions covered collective bargaining, prison reform, organizing, union-administered health and welfare funds, career development, health care, and many other subjects.

The next AFSCME Convention is tentatively scheduled for Washington, D.C., but President Wurf drew cheers from the group when he said they would explore the possibility of holding the 1974 convention in Hawaii.

UPW's eight delegates left Houston tired but impressed with the large and business-like convention. Meeting representatives from all over the country, they could understand why AFSCME is the fastest-growing union in the nation.



UPW Delegates Attend AFSCME Convention in Texas.

State of the Union

by Henry Epstein



IMPORTANT DECISIONS FACING US AT JULY MEETING

The July meeting of our State Executive Board on Maui will take place in the middle of many exciting events. By July 22, we will either have a settlement for our government blue collar nonsupervisory unit or we will be seriously preparing for a statewide strike.

SERVICE FEE PENDING

There should be news about our service fee by that time. A formal hearing was held on June 13 and I believe we convinced the Public Employment Relations Board that our request for a service fee of \$4.60 was fair and reasonable.

Assuming that the PERB approves a \$4.60 service fee, we will have to decide how to collect the retroactive portion, which could go back to October

20, 1971.

There will almost certainly be a lot of confusion as we tackle the problem of making refunds to our members and adjusting their voluntary deductions to take into consideration the service fees they will be paying.

DUES INCREASE

The service fee will raise questions about our proposed dues increase, which is scheduled to go into effect on September 1.

I am prepared to recommend to our executive board that we put off the dues increase until early in 1973. This would give us plenty of time to conduct a membership referendum. It would also be good if we could time our dues increase to coincide with a similar increase in the HGEA.

There will certainly be a lot of discussion about the AFSCME convention in Houston and follow-up on many of the actions taken there.

SUPPORT FARMWORKERS

We hope to be able to make a large contribution to the United Farmworkers Union and to get statewide support for a boycott of mainland lettuce.

There were many other good suggestions at the Houston convention we

would like to follow. One resolution, for example, related to group legal benefits, similar to group health plans.

I have been invited to speak to the First Biennial Session of the HGEA in Hilo on June 30. AFSCME President Jerry Wurf will also be speaking that day.

After we have a chance to analyze the program adopted by this convention of our sister local, we may want to take action to parallel some of the HGEA's activities. As time goes on, we are working closer with the HGEA on several fronts.

POLICE ELECTION

By July 22, we will know the results of the crucial bargaining election among policemen. We are cooperating with the HGEA in that election and urging all UPW policemen to vote for the HGEA as their bargaining representative.

LABOR FOR PEACE

We will also have a full report on the June 23 and 24 meeting of Labor for Peace in St. Louis. I am hoping that the founding meeting will be successful and that a broad-based organization will be established to bring all unions together in a joint peace effort.

Many exciting things are happening in our union. By the Maui board meeting, we will have many historic events to review and several important decisions to make.

UPW TO SPONSOR THREE-WEEK CHINA TOUR!

After a long wait, we have finally received word that we will be able to sponsor a three-week trip to mainland China this October.

UPW will be one of the first unions in America to have a group visiting China.

Our New York travel agent has been given official approval for a number of tours to China this year. He is reserving one of these for a UPW group.

Tentative plans are for a group of fifteen to visit China in October. This would be a 21-day trip and would cover China from the North to the South. Estimated cost, including all meals in China, would be a little over \$1,100.

We have asked our travel agent to explore the possibility of moving the tour to November. If that's not possible, we will go ahead with arrangements for an October tour.

Members who are interested should contact the UPW office as soon as possible. Since the group is limited to fifteen, we may have to select the fifteen from among those who are interested.

As soon as additional information is available, we will run it in the Organizer or send a special mailing to members who express an interest in the tour.



Consumer's Corner

HOW WE PAY FOR THE AIR WAR

The air war and bombing campaigns against Laos, Cambodia and Vietnam will cost the American people over \$3 billion this year. Each day of 1971 the air war cost us \$7,640,000! Over the last three years the air war we have paid for has killed, wounded or refueed over 3 million Indochinese civilians.

What could we have bought instead with these funds?

- * the cost of one fighter-bomber mission equals the salary of one teacher for one year
- * the cost of the helicopters lost in the Laos invasion alone (\$52 million) equals the cost of 17 local health centers, each treating 40,000 patients annually
- * the fuel for one jet for one hour equals the cost of nearly 3 months of food for a family of four
- * one aircraft carrier costs as much as public housing for 270,000 people!
- * the average cost each year of the total war (\$30 billion) comes to \$375 each year from each working man or woman!

WE SHOULD ASK WHICH WOULD WE RATHER PAY FOR — DEATH AND DESTRUCTION IN INDOCHINA, OR HOUSING, FOOD AND HEALTH CARE AT HOME! PEACE IS ALSO CONSUMERS' PROTECTION!





PLEASE DON'T EAT MAINLAND LETTUCE

Mainland farm workers are struggling for a living wage, decent working conditions, and pesticide controls. But big growers are trying to break their strikes by using other poor people to harvest lettuce. You can help the farm workers win! Don't buy mainland lettuce unless you see the farm worker eagle on the box or bag. By refusing to buy and eat non-union mainland lettuce, you will help farm workers free themselves from poverty.

BROTHERHOOD

If you can't find someone to vote
FOR
find someone to vote
AGAINST
REGISTER BY AUG. 18

A MESSAGE FROM CONCERNED YOUNG PEOPLE IN HAWAII'S ADVERTISING INDUSTRY



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HOSPITAL DIVISION GETS IT ON FOR MAX

Brother Max Roffman, retired Editor of the Organizer and former Education Director and Oahu Division Director, is not likely to forget the rousing retirement party put on for him by the hearty members of the Hospital Division last May 13 at the Flamingo Chuckwagon.

Sister Vickey Silva and her troupe from St. Francis Hospital completely captivated the audience of Max's well-wishers with their spirited and delight-

ful performance of Hawaiian and modern tunes and gesture-filled dancing. Especially captivated was State Director Henry Epstein who joined Sister Rita Quiane from St. Francis in their version of the Samoan "twist" (see photo below). B.A. Sister Evalani Subee also did a beautiful hula, which, as one member observed, would settle favorably any grievance.

Following a full and delicious dinner and several hours of engaging enter-

tainment, Brother Chris Calaycay and Division Vice-President Charles Naho-oikaika presented to Brother Max a Minolta camera—the exact model he had used as the Organizer's photographer and editor!

The Hospital Division party was also honored in having State President Jack Konna among its guests, and both Brother Konno and Brother Epstein spoke in tribute to Brother Max Roffman.

HOSPITAL



Max and Marian Roffman



Vickey Silva (right) And Her Troupe

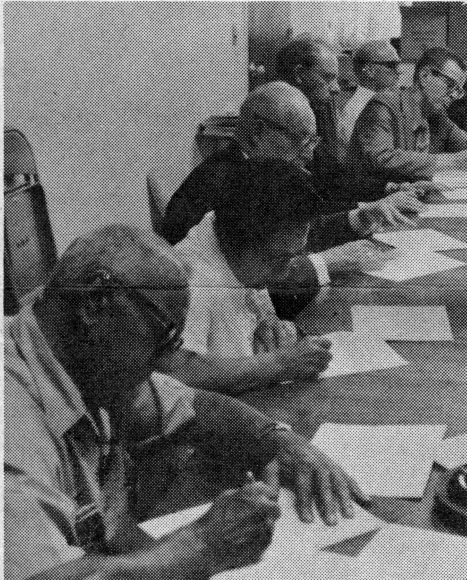


Hospital Division Welcoming Committee—for Max's party includes, from left to right: Sister Momi Tong, Brother Chris Calaycay (M.C.), Sisters Evalani Subee, Sister Lani Waiwaiole, and Ella Wright.



Sister Rita Quiane of St. Francis—instructs State Director Brother Henry Epstein in the Samoan "Twist."

QUEEN'S



Brother Bill Camacho leads off signing new contract at Queen's as Sister Mary Jane Kopke and management team, including E. E. Black in background, sign their copies.

A Time For Signing

*"To everything there is a season
And a time to every purpose under the heaven:
A time to be born and a time to die;
A time to plant and a time to pluck that which is planted;
A time to kill, and a time to heal;
A time to break down and a time to build up;
A time to weep, and a time to laugh;
A time to mourn, and a time to dance;
A time to cast away stones, and a time to gather stones together . . ."*
— Ecclesiastes

A time for signing came to Queen's and Hale Nani's negotiating teams as both signed new contracts with their respective managements. The Queen's signing ceremony occurred May 15 for their new 3-year contract, while Hale Nani's one-year contract on wages was signed May 23.



Signing Time For The Queen's Contract

Leeward Hospital Unit Honors Retiree Brother Ancheta

UPW Leeward Unit honored Vicente Ancheta on his retirement with a staff luncheon surprise on April 28, 1972. Mr. Ancheta started with Leeward Hospital when it was then called Southshore Hospital on November 28, 1955. After seventeen years of faithful service, he certainly deserves a healthy, happy retirement. Good luck VICENTE!!!



Brother Vicente Ancheta

HOSPITAL DIVISION JULY MEETING SCHEDULE

HALE NANI	Tue., July 11	4:00 p.m.	UPW Hall
KUAKINI	Wed., July 12	4:30 p.m.	Kuakini
WAHIAWA	Thur., July 13	3:30 p.m.	Wahiawa
POHAI NANI	Thur., July 20	3:30 p.m.	Pohai Nani
QUEEN'S	Thur., July 20	7:00 p.m.	UPW Hall
AGENDA MEETING	Tue., July 25	5:30 p.m.	UPW Hall
EVENING WITH UPW	Wed., July 26	7:00 p.m.	UPW Hall

No "Sweeping" Differences At St. Francis

On May 18 the UPW and St. Francis management agreed that only ward-aides hired after January 1, 1970, and all new hires could be required to sweep and mop floors. All other ward-aides cannot be assigned such duties.

Those eligible for these duties could be assigned to the second floor beginning in June, and afterwards to other permanent floors, with the least senior of ward-aides assigned to be floaters.

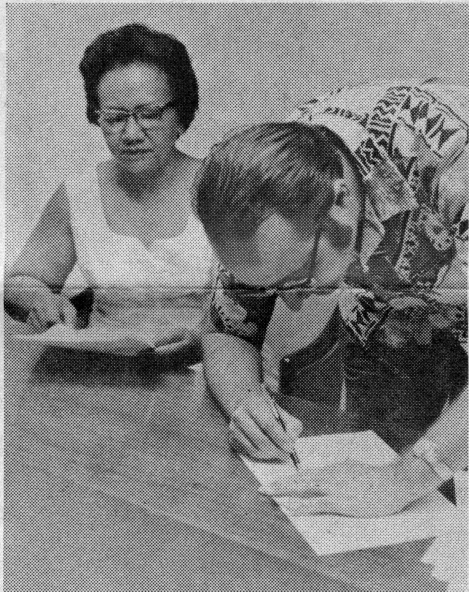
DOH OFFERS FREE TB SKIN TESTS

The Department of Health is urging food handlers and others who need TB clearance for jobs and who are below age 40 to get a TB skin test instead of a chest x-ray. The skin tests make possible early detection and treatment of tuberculosis.

The free tests will be available from now through August 31 on Mondays, Wednesdays and Fridays at the following locations and times:

- Kapahulu Health Center, 548 Kapahulu Ave., 1:00-4:30 p.m.
- Star Supermarket, Kam Shopping Center, 1:00-4:00 p.m.
- Waipahu Health Center, 94-1181-A Farrington Hwy., 12:00-4:00 p.m.
- Kaneohe Health Center, 45-260 Waikalua Rd., 8:00-10:00 a.m.
- Wahiawa Health Center, 910 California Ave., 1:00-4:00 p.m.
- Nanakuli Service Center, 89-195 Farrington Hwy., 1:00-3:30 p.m.
- Mali Human Services Center, 87-360 Kulaaupuni, 1:00-3:30 p.m.
- Makaha/Waianae Center, 85-165 Old Plantation Rd., 1:00-3:30 p.m.

HALE NANI



Brother Henry Epstein signs Hale Nani Wage Settlement as Unit Chairman Ella Wright checks her copy.



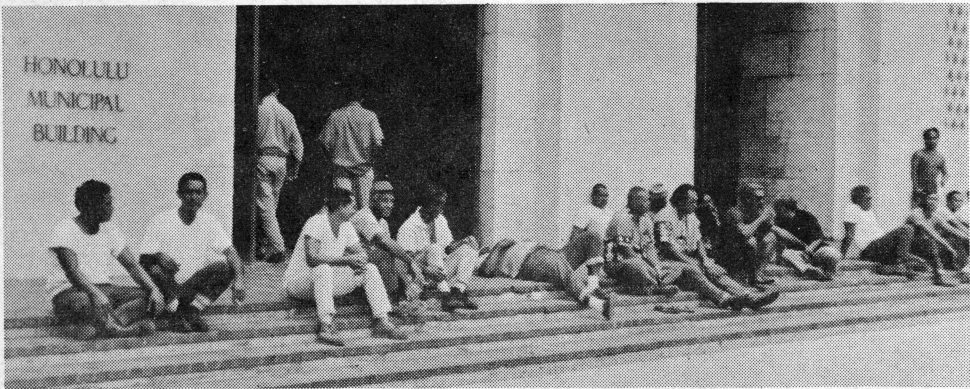
Hale Nani Sisters Maggie Castro, Hilda Meyerson, and Venicia Domingo sign new contract

MEMBER'S SON TAKES FIRST PLACE IN AF TALENT CONTEST

Airman Roland Nono, the 22-year-old son of Mrs. Helen Nono, long-time laundry worker at St. Francis Hospital, again took first prize for the second consecutive year in nationwide talent contests held by the U.S. Air Force on air bases.

Airman Nono won first prize in two categories, violin and classical vocal, and went on to participate in the world finals in Las Vegas at the end of June.

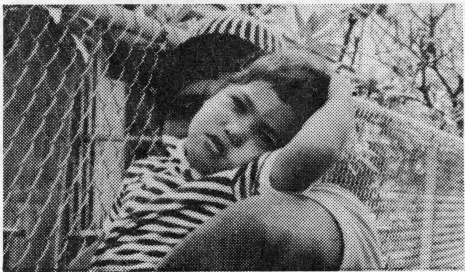
FOUR DAYS IN MAY: TH



First day, May 12: Men march to City Hall and wait to see the mayor.



B.A. Wilhelm Cordes



Second and third days: Workers at Honolulu Yard gather on street corners around yard, holding strong to their principles. Above, a worker displays his child . . . it is our children's struggle as well.

OAHU

LEMKE ENDORSED

The Oahu PAC last month endorsed Herman Lemke for the Fourth District race for the City Council seat vacated by Walter Heen. Lemke has been a strong supporter of labor, and was also endorsed by the State Federation of Labor. The PAC organized a massive mail-out effort to voters and union members in the District in support of Lemke, who finished second in the race.

UPW RETIREES VISIT LONO'S PLACE

By Brother Frank Davis

Last May 18 the UPW retirees group took a trip to Mr. Sam Lono's place in Kaneohe (behind Haiku Road). The group toured the valley and viewed the many different kinds of plants and flowers growing there.

Mr. Randy Kalahiki, nephew to Sam Lono, explained the legend of the place and how the different plants are used for medicine by the old-time Hawaiians. The place is simply beautiful, covered with green foliage with a natural clear stream running through it. A high cliff is behind the house.

Leaving the valley the group was met by Mr. Lono, a medical kahuna, who further explained to us the purpose of preserving this valuable piece of land and beauty for people to view. After thanking Mr. Lono and Mr. Kalahiki for their kind explanations, the group left, promising to return in July for a pot-luck lunch.

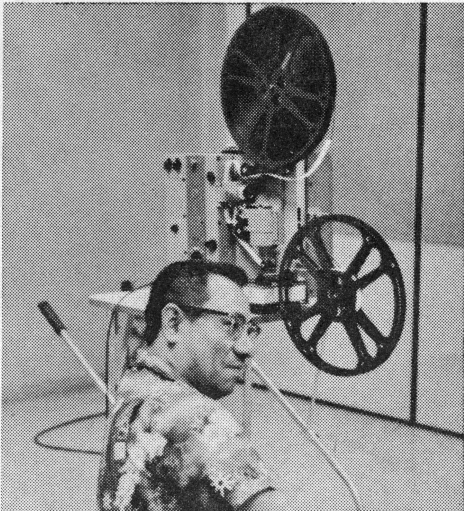
OAHU STRIKE STRATEGY WORKSHOP SET FOR JULY 8

The Oahu Division Emergency Strategy Committee is holding a day-long workshop on Saturday, July 8, 8 a.m. to 4 p.m., at the union hall. All unit chairmen are urged to attend and bring along their ideas.

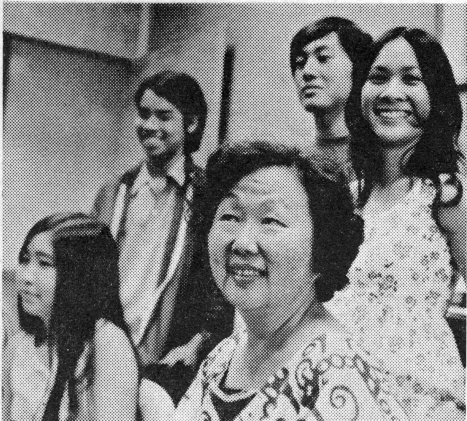
Brother Val Cavaco, one of the workshop organizers, reports that "the purpose of this meeting is to set up the necessary machinery to support any kind of job action, walkout, or strike."

The workshop will tap as resources people like Brother Guy Nunn, AFSCME Education Representative, who will give an overview of strikes and their problems; Rev Medina, who will speak on the kinds of help available from the AUF and other public and private agencies; and some experienced strike leaders from the ILWU.

Brother Val expressed the hope "we may never have to use this strike machinery, but if we need it, we're going to need it in a hurry, so let's prepare now!"



Brother Henry Kennedy operates projector for film showing of "The Inheritance."



Mrs. Alice Yoon and her McKinley H.S. class visited UPW headquarters to learn about unions from retired Education Director Brother Max Roffman.

OAHU DATES TO REMEMBER

July 6 Oahu PAC and Committee Night	7 p.m. UPW Hall
July 8 Emergency Strategy Workshop	All Day UPW Hall
July 9 EDU—Custodians meeting	1 p.m. UPW Hall
July 13 Oahu Division Meeting	7 p.m. UPW Hall
July 26 Evening with UPW	7 p.m. UPW Hall

THE REFUSE WORK

By Brother Wilhelm Cordes, Business Agent

Last May 12, a Friday, angry refuse collectors and crewleaders abruptly left their jobs in protest of recent suspensions of three employees and marched to City Hall, with hopes of presenting their grievances to Mayor Fasi, only to be referred to Civil Service Director Harry Boranian. Refusing to speak with Boranian, the men's rank-and-file committee sought out Richard Sharpless, the City's Managing Director, with whom they met for an hour to discuss their problems.

Unable to get their problems worked out immediately, the men promptly voted to continue to demonstrate against what they termed to be city management's violations of past practices and the bad faith of a recent "Route equalization" agreement.

The spontaneous and unplanned action taken by the men immediately prompted letters of suspensions, with dismissals to follow, by the City's Chief Executive, as other city officials responded by labeling the men's actions "illegal" and the UPW leadership "irresponsible." In addition to the suspensions and dismissals, the Mayor made a public announcement of his intent to farm out refuse collections to private agencies. The men retaliated by a collective refusal to work and demonstrated for four days, risking their livelihood in their firm belief that fellow employees were unjustly disciplined. The men turned to the UPW leadership for support and voiced their grievances to the union.

A committee of rank and file officers from the refuse division headed by James Brown, unit chairman, complained to the union that: (1) Men were being threatened with disciplinary action when asked to perform work outside of their normal districts; (2) Management was not living up to agreements dealing with "Route equalization", a task system by which all crews were to be allotted the same amount of refuse with a maximum tonnage of 24,000 pounds for the first three days pick-up in the week; (3) The suspension of one crewleader (a letter of reprimand for another) for not completing routes after they picked up what they considered to be a full task-load in excess of 24,000 pounds of refuse; (4) Leaves without pay for two collectors for refusing to work in other districts which normally are not assigned to them; (5) Emergency leave procedures which required the men to take an automatic leave without pay the morning they requested one, no matter what the circumstances were, unless they made later arrangements with the Division Chief.

Through the efforts of AFSCME's Guy Nunn, the UPW and HGEA leadership along with the cooperation of the rank and file committee, the men returned to work on May 17, 1972. The UPW leadership along with the refuse committee met with Mayor Fasi the same morning to discuss the setting up of a "Blue Ribbon Committee" to settle the priority issues first and to hear and make a ruling on the remaining grievances. The Mayor assured the men he would abide by the decision of the committee. The Mayor also rescinded all suspensions and dismissal notices.

In early June the Blue Ribbon panel of Chaminade's Rev. Bob Mackey, Jack Copess (Boilermakers Union) and Bernard Eilerts (Hawaii Employers Council) unanimously recommended to the Mayor, after 20 hours of hearings, that the suspensions of the three employees were too severe and that letters of reprimand instead should be given to the men. The Mayor, though hushing up the findings, accepted them, and the union and the refuse workers through the solidarity of the men, the good work of union officials like Richard Wong, and of the rank-and-file committee, had won themselves a victory.

The underlying causes of the problem, however, have still to be resolved, with management continuing to make insulting comments about the refuse workers, with no basis in fact.

"NOW THE MEN WANT TO WORK, BUT THE MACHINES WON'T!"

Equipment Breakdowns Eat Away Ukupau at Kailua Yard

By Brother John Witeck, Editorial Assistant

A tour of the Kailua Refuse Yard the first day the men returned to work made it clear that the City had fine workers, but shoddy and run-down equipment. As Danny Garcia at the Yard put it, "Now the men want to work, but the machines won't!"

Brother Jerry Demello agreed, and pointed out that he had had to return to the yard two times already that day, and it wasn't even lunchtime! The problem: the truck kept on breaking down. Consequently, he and his partner Stanley Cavaco were losing their ukupau time and working more hours than ever.

Both Stanley and Jerry complained that they're paid Primo wages but they are expected to do "champaigne" work—with shoddy equipment. If a carpenter needs good tools to do his work, why not a refuse man? But they felt the City doesn't want to buy good trucks, even though routes are always getting bigger and new houses, especially in the windward area, are coming up overnight. The men rush harder to do more work in the same time, driving unsafe and run-down vehicles, and naturally the refuse department has more accidents than all the rest of the City and County departments combined.

This kind of economy, of not making necessary purchases or repairs of adequate equipment, is not in our refuse workers' interests nor in the people's. If the Mayor can buy busses and a 10-gallon hat in Texas, he can certainly buy some decent and workable refuse equipment.

(EDITOR'S NOTE: The Organizer has learned from reliable sources that the elimination of five refuse routes in Honolulu and two in Kailua will save the City over \$250,000 each year. We suggest these savings be reinvested in decent and useable equipment for the refuse department.)

REFUSE EMPLOYEE PROMOTED

Brother Vicente Paguyo was recently promoted from a street-sweeper operator (I) to a street-sweeper operator (II) through the efforts of his immediate supervisor and the UPW. Mr. Paguyo complained to the UPW that a vacancy existed for an operator II in the street-sweeping section of the Refuse Division. He felt he should be given the position because he was passed over on two prior occasions and had been promised a promotion.

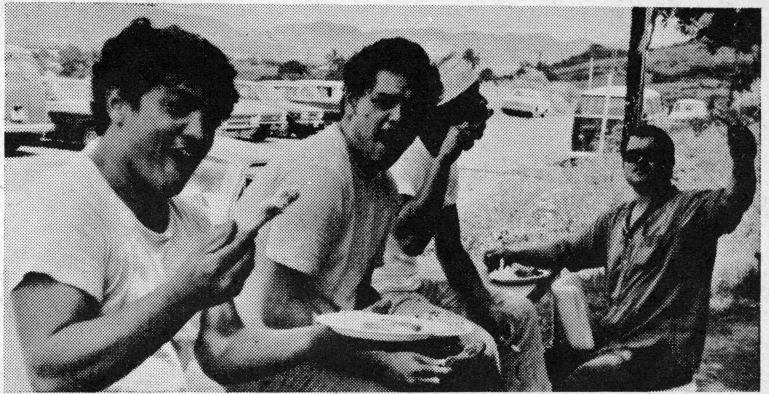
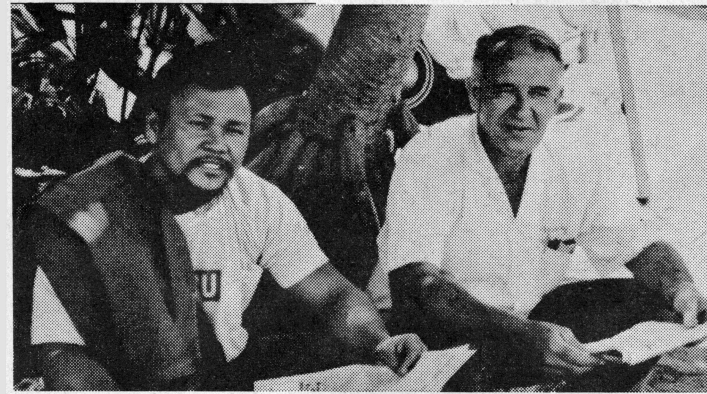
After investigating his story, the UPW found violations of Civil Service rules in that he had been temporarily assigned to the position mentioned for nine months (the law provides for only 90 consecutive days under these conditions) and had received over a period of four years numerous assignments to this position. Management agreed.

AES POSITIONS ARE ALLOCATED

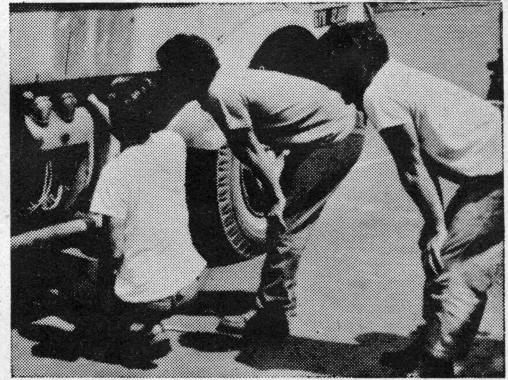
21 Automotive Mechanic positions were reallocated as of September, 1970, to a new class, Heavy Vehicle Mechanic, and a new pay grade, WB-11, up from WB-10, with retroactive pay due.

This action was prompted by the UPW in August, 1970 when our AES members requested a reclassification. The UPW called for a meeting with the Department of Public Works to discuss a complete reorganization. A time-table was set up for the submittal of position description by the review of 49 positions by the Public Works Department, Civil Service and the Budget Office.

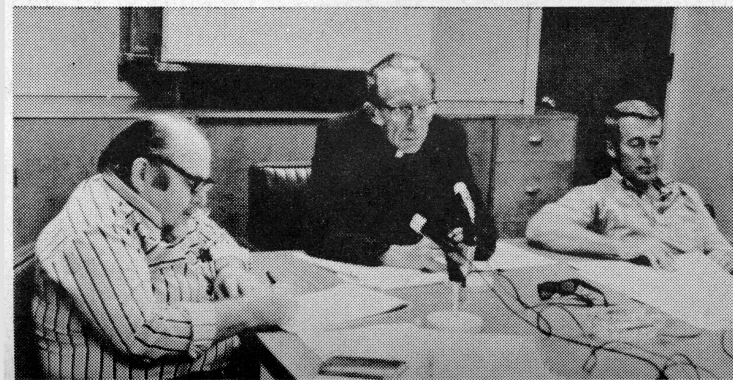
ERS' DEMONSTRATION



Fourth day! Workers (left) at Honolulu Yard wait it out, while Kailua Yard workers (right) dispose of union-supplied lunches.

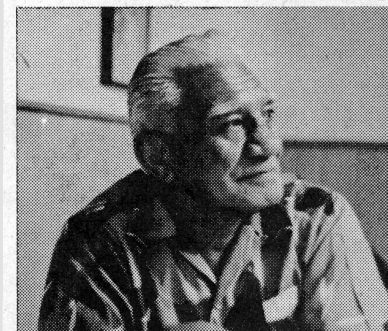


Let 'em roll! ... Oops! Kailua yard truck driven by Jerry Demello (center photo) didn't make it very far, on first day back to work ... so repairs must be made.



BLUE RIBBON PANEL of Jack Copess, (B.A., Boilermakers Union), Fr. Bob Mackey (Chaminade), and Mr. Eilerts (V.P., Hawaii Employers Council) hear worker's grievance of Pearl City yard worker Bob Olmos, seated at left of his UPW counsel Richard Wong at the microphone.

OAHU RECOGNITION DINNER PORTRAITS



Brother Sam Hao, Sr. (left), Brother Henry and Mrs. Huihui (center), Brother and Mrs. Wallace Helenihi, with Brother and Mrs. Harry Chong in the background, attended Oahu Recognition Dinner in May and made for these fine portraits.

PSC PLACES UPW MEMBERS

Brother Steve Murin, Oahu Director, reported at a recent Division meeting that the UPW had worked out its difficulties with the Public Service Careers program, a federally funded project aimed at training, and placing in jobs, low-income people.

Due to the position freeze in D.O.E., UPW half-time workers especially resented the PSC program's placing new people in full-time custodial positions for 6 months, when our own members wanted but could not get full-time work.

After meeting with Brother Murin and others, the PSC people were more than willing to remedy the situation and place present part-time workers in PSC and get them full-time custodial positions at full wages. At press time some 19 workers had already received full-time jobs through the PSC program, and more are likely to be placed, if qualified (that is, over 45 or under 22 years of age, non-white, handicapped or with income below a certain level).

OAHU DIVISION BACKS KALAKAUA RESIDENTS

The Oahu Division Board voted at its June meeting to write a letter in support of the wishes of 73 Kalakaua Housing families not to be evicted from their homes to make way for more high-rise housing for the elderly.

TEDDY LII IS ALIVE AND WELL, and still among us. He was merely loaned to HGEA in May and June to aid them on their police elections.



An evening with UPW. Koji Ariyoshi captivates a sizeable UPW crowd last May 31 with his experiences in and knowledge of China and her revolution. In October or November, 15 UPW representatives will have the opportunity to visit China for 3 weeks.

Kohala Stewards Train And Dine

By Brother Walter (Barney) Rocha

After completing 8 hours of Stewards Training during the month of April, the Kohala Stewards held a dinner at Elma's Place in Hawi, Kohala, and received their Stewards Certificates from AFSCME. Spouses were also invited to attend. The Hawaii Division Director made the presentation, and gave a brief talk on the importance of having stewards on the job, not only to handle grievances, but knowing the contract, retirement system, social security, workmen's compensation, and the like.



Brothers Abraham Mills and Barney Rocha (left to right)



A surprise presentation was made by the Kohala stewards to Division Director Jackson Ah Chin. Brother Jackson was presented with an inscribed cigarette lighter, and his wife Lizz received an orchid corsage. Attending from Hilo were Tony Torres, Retiree Chairman, Mary Torres, PAC Chairman, Ann Delos Santos and her husband Ronald.

We look forward to other sessions of the stewards training in the near future. We would like to thank all those who participated and made the dinner a success.

Brother Stanley Nakasone offers delicious food to famished photographer at Kohala dinner, as Mrs. Nakasone (left) and Mrs. Mills talk with Brother Abraham Mills.

HAWAII DIVISION JULY MEETING SCHEDULE

HILO HSP-KULANI	Mon., July 3	7:00 p.m.	UPW
GOLF COURSE	Wed., July 5	12:00 noon	Shop
PUNA UNITS	Wed., July 5	3:00 p.m.	Garage
HILO ROAD	Thur., July 6	3:00 p.m.	Green Room
PARKS & RECREATION	Fri., July 7	3:00 p.m.	Shop
STATE UNITS	Tue., July 11	7:25 p.m.	UPW
HONOKAA UNITS	Wed., July 12	3:00 p.m.	Garage
LAUPAHOEHOE UNITS	Thur., July 13	3:00 p.m.	Garage
KA'U HSP. & PAHALA UNITS	Fri., July 14	6:30 p.m.	Club House
DEPT. OF EDUCATION UNITS	Tue., July 18	3:15 p.m.	UPW
KONA UNITS GENERAL MEMBERSHIP	Wed., July 19	7:00 p.m.	Yano Hall
KOHALA UNITS MEMBERSHIP	Thur., July 20	7:00 p.m.	Court House
B.W.S.	Fri., July 21	3:30 p.m.	Shop
BLDG DEPT.	Wed., July 26	3:30 p.m.	Shop
DIVISION EXECUTIVE BOARD	Sat., July 29	9:30 a.m.	UPW

MEMBERS RECEIVE WORKMEN'S COMP AWARDS

At workmen's compensation hearings held on Wednesday, May 31st, the following members received awards:

1. Masao Suzuki, DOE, disfigurement & discoloration \$200.00
2. Harold Ozaki, State Parks, deformity left thigh \$200
3. Richard Kanayama, County Parks, disfigurement \$ 50.00
4. Louis Carvalho, Puna Road, disfigurement left shin \$300.00
5. Katsuki Hirayama, disfigurement (Hilo Hsp) \$200.00

KAUPU AWARD PENDING

Back in September 1969, Brother Robert Kaupu injured his back while emerging from the cab of a truck. He underwent surgery during March, 1971, for the injury. Prior to the surgery, BROTHER KAUPU was asked by one of the County Corporation Counsel to sign an affidavit to waive all medical and other claims against the County should the county be held NOT LIABLE. Upon the advise of the Business Agent and Hawaii Division Vice-President, he did not sign the affidavit. At a hearing held on May 31st, the County of Hawaii was held liable for the injury, and a determination will be made as to the extent of any disability, with a hearing to be held after the evaluation is made.

ANNOUNCEMENT

All officers and unit officers are urged to attend the HAWAII DIVISION EXECUTIVE BOARD MEETING ON SATURDAY JULY 29th. MEETING WILL START PROMPTLY AT 9:00 A.M. AT THE UPW HALL.

HAWAII

Patrolman Lee Wins Comp Case

An Employee's Claim For Compensation was filed by the Hawaii Division in behalf of Motor Patrolman, Clifford Lee, of the Ka'u district. While reporting for duty at approximately 2:30 p.m. from Pahala to Naalehu another vehicle emerged from a side road into the path of Clifford's car. To avoid a serious collision, he ran off the roadway into a gully sustaining serious injuries. His car was totally demolished. Our contention was that all Policemen are on call 24 hours a day, they also must furnish their own vehicles to be a Motor Patrolman and apprehend suspected law violators. The determination of the compensation hearing held last April 17 supported our arguments. The case was handled by the HGEA and the UPW, Hawaii Division. The County was held liable, and another hearing will be held to determine the extent of the injuries and/or disabilities.

A Word of Caution

REPORT ALL INJURIES, minor or major, to your superior. If your superior is not present, report it to your fellow worker. If medical attention is required, don't wait till pau hana time; go immediately to your physician or to the hospital emergency room. Some minor injuries can turn out to be serious in a day or two.



Hawaii Division stewards and officers attended an all-day Orientation Session May, conducted by Brother Max Roffman and Guy Nunn, AFSCME Education Representative.

Speaking Out

A LOOK AT THE REALLOCATION PROCESS

By Brother Gary Rodrigues, Kauai Division Director

Most of the Civil Service laws that government employees have to live with are good, but on many occasions the laws are used to give preferential treatment to certain employees who have campaigned on behalf of an elected official or who does favors for his supervisor. One of the most misused Civil Service laws is the one that provides for reallocations of employees from their present title and grade to a higher title and grade. The law was set up in order that an employee who is assigned duties of a higher grade on a permanent basis could ask for a reallocation of his position to the proper position and pay which the higher duties require.

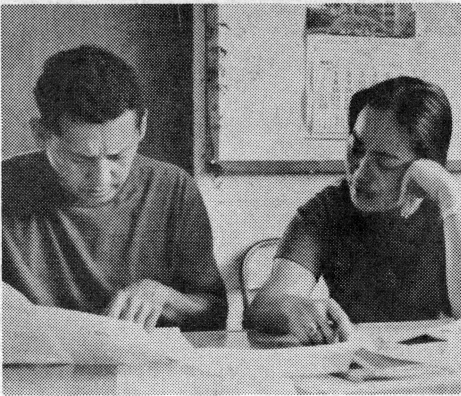
Certain elected officials and department heads have used this law to eliminate senior employees from receiving promotions. Naturally, since the law is used as an excuse, the union cannot challenge its legality. However, by using the law to their advantage, certain elected officials and department heads cause a breakdown in morale and violate the merit principles. The union has tried for a long time and with growing success to remove politics from promotions, but some of these favoritism deals continue.

POP YAGUCHI'S CASE

Recently in the Public Works Department of the County of Kauai, such a deal was made.

The supervisor in charge of the Parks Division, Larry Ferreiro, recommended that his favorite employee be given a higher position. The County Engineer, Herbert Minakami, agreed to assign the higher duties to the favorite employee. When the UPW complained, the County Engineer figured if he assigned higher duties to one more employee the UPW would be happy and drop the complaint. Well, his plan didn't work out because the employee with the necessary qualifications and seniority was not being selected. A meeting was held with Herbert Minakami, Larry Ferreiro, Civil Service Director Herbert Doi, the senior employee, Pop Yaguchi, and the UPW Kauai Division Director to find out why Pop Yaguchi wasn't selected. As it turned out, Larry Ferreiro gave as reasons that:

Pop was not a responsible person, did not do his work, did not get along with the public, did not cooperate with Ferreiro, and was not as qualified as the other employee.



KAUAI

Brother David Boro checks material with Sister Leatrice Wakumoto at Kauai workshop last May 6.

The UPW disagreed and pointed out that:

Pop is as qualified as any park caretaker on Kauai and so dependable that when he is off on weekends, he comes out and checks all the parks he is responsible for; even while on vacation, he makes sure that all the ball parks are lined, and ready to be played on.

Furthermore, the public throughout the island has high regard for Pop because of his long years of assisting the young and old ball players as well as the public. It just seems that employees who do not say "yes" all the time to Larry Ferreiro are considered to be uncooperative.

The County Engineer refused to consider all the points made by the UPW and allowed Larry Ferreiro to use profanity during the meeting.

Before the meeting ended, Pop informed the Engineer that he would no longer be going out of his way to see to it that the parks are in shape while he is on days-off or on vacation. He felt that all of his years of experience and devotion were rewarded with a kick in the pants by the county.

All the County Engineer had to say was that he was sorry if Pop's feelings were hurt. Larry Ferreiro ended the meeting by telling Pop that he was a very good worker. Ferreiro also went on to contradict all of his previous statements.

It's a blessing that when the new Blue Collar Contract is signed, it will help to eliminate many of these types of dirty deals.

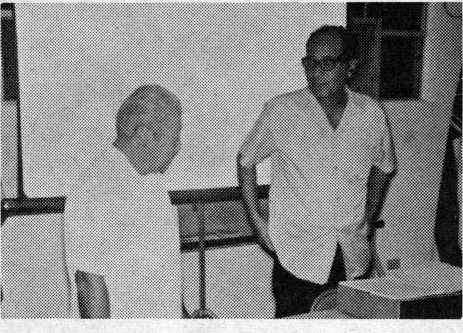
Maui and Molokai

"TRAFFIC SAFETY" LECTURE IMPRESSES MAUI EDUCATION CLASS

The Maui Division Educational Class held on May 30 at the UPW Headquarters in Wailuku was one of the most interesting and informative held to date. More than 30 members attended this session and the topic was on "traffic safety." Our speaker was Lt. Herb Honda of the Maui Police Department's Traffic Division, who talked briefly, emphasizing the facts about driving safety and quoted some of the accident statistics. He mentioned that more than 55,000 people die each year in car accidents in the United States. Maui County in 1971 had 1,771 accidents of which 1,015 were considered major accidents and 390 were one-car or "mystery" accidents.

Lt. Honda then showed a disturbing 28-minute film called "Wheels of Tragedy." According to Lt. Honda, the film showed actual on-the-spot scenes of accidents and none of it was rehearsed.

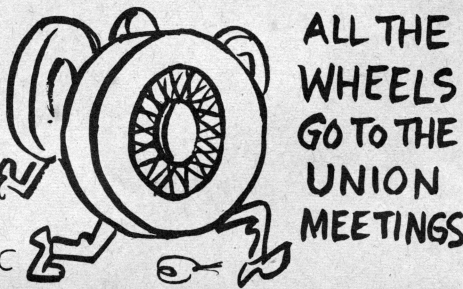
We honestly believe that those who saw and others who will eventually see this film will certainly take all the necessary precautions in driving their cars in the future. We certainly want to thank Lt. Honda and the Maui Police Dept. for their sincere effort and concern in providing this type of information to the community of Maui County.



Brother "Masa" Okumura (left), Maui Education Classes Chairman, introduces Lt. Herb Honda of the Maui Police Traffic Division.

Union Gets Results!

Sometime during August of 1971, Division Director Al Carvalho submitted a letter to Mr. Stanley Goshi, the Director of Public Works—requesting a 20% hazard pay differential for all employees in the Public Works Department who were called from time to time to assist the Fire Department in the fighting of brush fires. We have finally been advised by Mr. Goshi that the Maui Civil Service Commission approved our request and that a 15% differential was granted on March 24, 1972, to nine public works employees.



MAUI UPW WORKERS GET WORKMEN'S COMP AWARD

At a hearing held on May 23rd at the Department of Labor & Industrial Relations office, the following members were awarded for their injuries: Sister Isabella Mack was awarded a 10% permanent total disability amounting to \$3,510 for an injury sustained in 1970. Brother Victorino R. Martin was awarded a 16% permanent total disability amounting to \$3,200.00 and also a disfigurement award of \$350.00 for a 1956 injury. Both members are from the Maui Memorial Hospital Unit and are presently on retirement. Both cases were prepared and presented by BA Adrian Hussey.

FIVE RECEIVE POSITION REALLOCATIONS

Congratulations to the following UPW members who received reallocations to the following classes: Brothers Bobby Kawahara and Carlito Flores of the Lahaina Road Division from Tractor Mower Operators to Refuse Collectors. Brother Tom Yamashita, from Traffic Marker—Sign Painter to Traffic Signs & Markings Working Foreman; Neil Kochi and Masamu Koki, from Traffic Signs & Markings Helper to Traffic Marker-Sign Painter. The latter three members are from the Wailuku Road Division.



ABOVE are the winners of the annual Maui UPW "slow pitch" softball tournament, held May 29 at Papohaku Park; this Parks Unit team defeated the County Road Department, 18 to 16. Front row, left to right, are: Brothers "Cheena" Lau Hee, Nemoto, Baron Ueoka, "Pinky" Nakamoto, "nobu" Matsuura; back row: Isaac Toyama, Frank Parugganan, Stanley Honda; Jerry Ponce, and Miyazono. "Big Boy" Ponce belted two home runs to aid the winning cause.

BELOW Maui Sports Committee members prepare annual "pulehu" feast, enjoyed by over 50 members at the UPW headquarters following the tournament. From left to right are Brothers George Kekona, Tom Noda, Dennis Tengan, "Masa" Okamura, and Francis Rodrigues. Brother Noda's 65th birthday was also celebrated in song and speeches that day.

CORRECTION, PLEASE

We were happy to receive and print the following correction from Maui:

In the June issue of the **Organizer**, Brother John Haili of the Hawaii Division was cited as being the first President of the UPW. We have been advised that Maui Division's Brother Tom Noda was the first President and in fact served longer as President of the UPW than any of his Brothers who served after him.

Brother Tom Noda of the Maui Division served as the first Territorial President of the UPW during the years 1948, 1949, and 1950, and again as State President of the UPW during the years 1963 through 1967. Altogether Brother Noda served 8 full years as President of the UPW. We think this is an envious record of accomplishment and service to the UPW. No offense to our equally dedicated Brother Haili of the Hawaii Division. We all wish him many more years of happy retirement!

NOBODY HOME?

If any of our members called the Maui Division office during the period June 5th through June 9th, and no one answered the phone while your Division Director was out to lunch or was out handling a grievance or something, we would like to advise that BA's do go on vacations like anyone else. Brother Hussey was on a much deserved 5-day vacation with his family who recently arrived from the mainland.

We would like to apologize to any of our members who were unable to contact anyone at the office. The Maui Division has more than 1,100 members and the BA's are constantly being called for one thing or another and are expected to leave the office on a moment's-notice to take care of our members' problems. So when one of the staff is out on vacation or on a lunch

MAUI DIVISION JULY MEETING SCHEDULE

KULA UNIT	Mon., July 17	7:30 p.m.	Quarters
MAKAWAO UNIT	Tue., July 18	3:00 p.m.	Baseyard Office
HALE MAKUA UNIT	Wed., July 19	7:30 p.m.	UPW Headquarters
PARKS UNIT	Thur., July 20	3:00 p.m.	Wailuku Tennis Court
LAHAINA UNIT	Thur., July 20	3:00 p.m.	County, Garage
M.M. HOSPITAL UNIT	Thur., July 20	7:30 p.m.	UPW Headquarters
WAILUKU UNIT	Fri., July 21	7:30 p.m.	UPW Headquarters
STATE EXEC. BOARD	Sat., July 22		Maui Headquarters
	Sun., July 23		
HANA UNIT	Tue., July 25	11:30 a.m.	Baseyard Office
LANAI UNIT	Tue., July 25	7:00 p.m.	Hospital Conf. Room
MOLOKAI UNIT	Wed., July 26	3:00 p.m.	County Garage
MOLOKAI HOSPITAL UNIT	Wed., July 26	7:00 p.m.	Hospital Conf. Room
KALAUPAPA UNIT	Thur., July 27	11:30 a.m.	Paschoal Hall
DAGS UNIT	Fri., July 28	3:00 p.m.	Carpenter Shop
CUSTODIAN UNIT	Mon., July 31	7:30 p.m.	UPW Headquarters

LANAI UNIT MEMBERS: Please note that this month is your regular quarter meeting.
PLEASE ATTEND!

break, please call again in an hour or so. We would appreciate it very much!!

Special Report from Kauai

WILCOX HOSPITAL'S THREE HEADACHES

Wilcox Hospital has three supervisors who have been mainly responsible for almost every grievance that has occurred. They are Assistant Administrator Richard Vierra, Business Manager Donald Pereira and Mrs. Charlotte Lewis, the Medical Records Librarian.

Although Mrs. Lewis is a newcomer to Kauai and the hospital, she has established herself as an anti-labor supervisor. The Medical Records Department has had very few complaints in the past. However, since Mrs. Lewis has been put in charge, the complaints have increased by over 100%, mainly caused by her yelling at the employees or always standing over their shoulders watching everything they are doing. The situation has become so bad in the Medical Records Department that the administration may be faced with a major confrontation in the very near future. Mrs. Lewis apparently receives information and advice from Donald Pereira, the Business Manager.

Donald Pereira, with the assistance of Richard Vierra, has set up billing procedures which are probably the worst in the State and cause many complaints from the public. Whenever the Union points out the problems, Pereira and Vierra say they are aware of them but they never do anything to correct the situation, perhaps because they don't have time: they are so busy socializing with other employees of the hospital and also figuring out ways to get around the contract.

Recently a promotion was given to a junior employee, Carol Sus, over an employee with much more seniority. When a meeting was held with the administration to discuss the promotion, Pereira presented a copy of an interview which was held between the senior employee and himself.

After checking the interview copy carefully, the Union found that it contained many lies. When Pereira had posed the questions to the employee, he wrote down an answer which was directly opposite of what was given. But the administration

GRIPLE BOX

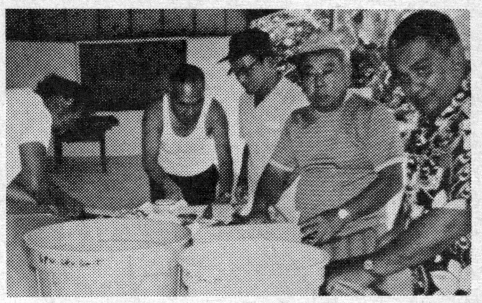
The **ORGANIZER** is pleased to feature the complaints and gripes of our members so that those responsible for the problem might take notice and act to remedy the situation. This first column comes to us from Kauai.

took Pereira's word for it. One other interesting point which was brought up also was that the junior employee who received the promotion just happened to be one of three employees who do not belong to the Union. The administration had also received, prior to the promotion, a letter from the junior employee stating that she was against unions.

Richard Vierra made an interpretation of the overtime section of the contract which was entirely wrong and a grievance had to be submitted to the highest level before he was over-ruled. This and other grievance settlements resulted in back pay for many employees that went back a couple of years.

Recently Vierra made some cost calculations and manpower needs estimates which showed that the hospital had to lay off over 20 employees from various departments. His cost calculations and estimates were so far off that the hospital had to restaff many of the departments which were cut back. The restaffing took place within a couple months after his calculations.

The whole thing boils down to the fact that these three supervisors are the chief cause of much of the unrest within the unit. Perhaps the Administration and the Board of Trustees should look into the situation before it explodes.



VOLLEYBALL LEAGUE TO OPEN

By BROTHER ERNEST WONG, OAHU SPORTS SECRETARY

The Sports Committee met last June 1 at the Fraternity Hall under the chairmanship of Brother Moses Mahoe.

Members present were Brother Moses Mahoe, Brother Wm. Cordes, Adolph Samuels, Herman Sagolili and Brother Ernie Wong.

Brother Moses Mahoe reported on the volleyball league which will commence preferably in mid-July.

The girls volleyball league will consist of St. Francis Hospital, Pohai Nani, Convalescent Center, the State Hospital's two teams, Waimano Home's two teams, and Kido Nursing Home.

The men's volleyball league will include the Parks Dept., Corp. Yard, Life Guard, Board of Water Supply, Road Dept, H.I.C. Automotive Equipment Services, Refuse, and Pearl City Refuse.

Contact Brother Mahoe, 536-2594.

ALOHA!

Beginning this month, the ORGANIZER will be sent to 3,614 non-members and HGEA members in Units 1 and 10. Since the UPW is your collective bargaining representative, we wished to keep you informed of your units' events and negotiations.

IN MEMORIAM

Lawrence N. Kea (Waimano) - Oahu 5/12/72
Stephen Dupont (spouse of member Eleanor Dupont) - Oahu 5/5/72
Clarence Y. Oba (Harbors) - Oahu 6/15/72

UPW Parks Employee Plans Ukulele Festival

Brother Roy Sakuma, 25-year-old senior groundskeeper at Kapiolani Park, has been appointed coordinator, organizer and director of the Second Annual Ukulele Festival to be held Sunday, July 23, at 2 p.m. in Kapiolani Park.

The Festival, co-sponsored by the Parks Department and the Hawaii Ukulele International Club, will feature the Club's 40-piece band, including players age 7 to age 70. Brother Roy also hopes to have Ohta-san, Eddie Bush, Peter Moon, the Ellen Reimel hula dancers, and the famed Waieka Intermediate School group, as well as "summer fun" program youth groups, perform that day. Thayer's Music will provide sound equipment free.

A display by Kamaka Ukulele will show the development of the ukulele over the past 50 years. Brother Roy invites all UPW members to come out and enjoy what promises to be a most memorable and rousing performance.

Labor's New Peace Move

Following Nixon's May escalation of the war in Indochina, leaders of 13 international unions called for a broadly based national conference to set up a new permanent organization "Labor for Peace"—aimed at ending the Vietnam war.

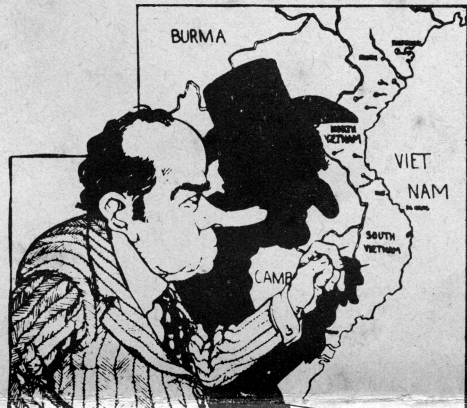
Also joining in the call were ILWU president Harry Bridges; Einar Mohn, director of the Western Conference of Teamsters; Jerry Wurf, president of the State, County and Municipal Workers, Cesar Chavez, president, of the United Farm Workers (AFL-

CIO) and Myra K. Wolfgang, vice president of Hotel and Restaurant Employees' and Bartenders' International Union (AFL-CIO).

The conference, held June 23-24 in St. Louis, was attended by Henry Epstein (UPW), Thomas Yagi (ILWU), James Clark (HGEA), and Judy Sobin (AFL-CIO).

In announcing their plans for Labor for Peace, the labor leaders stated that the war in Vietnam is a basic cause of current economic problems facing working people. Only an immediate end to the war, they stated, can:

- End the crippling inflation that keeps labor on a constant treadmill and robs all the American people.
- Make it possible for the US to use the resources now being squandered in Vietnam to meet the needs of our cities.
- Repair the division in our society and end the alienation of our youth.
- Put an immediate end to the slaughter of tens of thousands of our youth and of millions of Vietnamese men, women and children.



WATER SUPPLY TEAM LEADS LEAGUE

Brothers Moses Mahoe and Wilhelm Cordes have given the Organizer the following standings as of June 8 in the 10-team UPW Mountain Ball League:

TEAM	W	L
1. Board of Water Supply	7	0
2. Refuse #1	5	0
3. Automotive (AES)	5	1
4. Roads	4	2

Regular league games, each Wednesday and Friday night at Lanakila Field, will end June 30. A Round Robin play-off among the top four teams will follow.

UPW GOLF TOURNAMENT OPENS AUG. 18

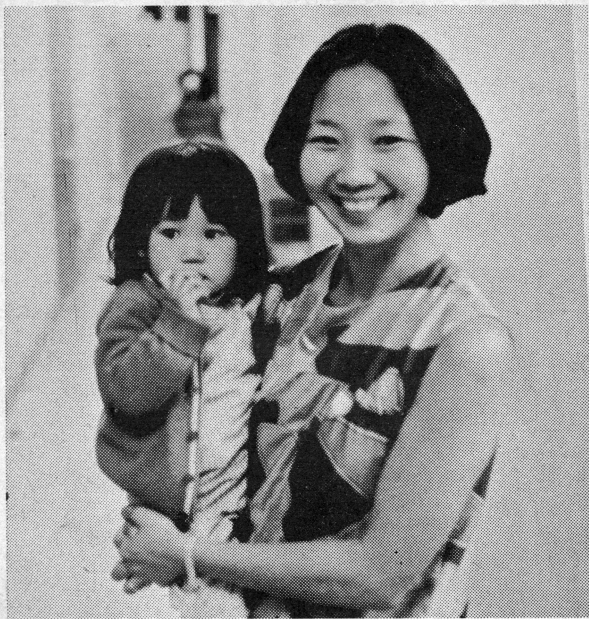
The second Annual State-Wide UPW Golf Tournament will be held at Hilo Municipal Golf Course on August 18 and August 19, 1972.

Any UPW members who desire to participate in the Golf Tournament please contact Chairman Moses Mahoe before July 21, at 536-2594, or contact B.A. Wilhelm Cordes at the Union Hall, 847-2631.

IMPORTANT REMINDER

All members are urged to keep their life insurance beneficiaries up to date. Make sure you have listed those persons you wish to be your PRESENT beneficiaries. Check with the Front Office, UPW Hall if you have any questions.

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



LORI HAYASHI, the new organizer for the Hospital Division, poses with her daughter Sasha.

LEST WE FORGET



(Hawaii is the only state in which all workers in large-scale agriculture are organized, and have been for twenty years. They have an adequate minimum wage law, comprehensive medical plans; paid holidays and vacations; sick pay and severance pay; workmen's compensation; and are covered under the state's collective bargaining law.

Hawaii's success story did not come about easily. Union organizers, in fact, faced powerful opposition from sugar plantation owners, as the National Advisory Committee on Farm Labor tells us in their brief history on "Farm Labor Organizing, 1905-1965".)

The first recorded strike in Hawaii occurred in 1841 when Hawaiian workers walked off the fields of Koloa plantation on Kauai for eight days demanding 25 cents a day, or about 2 cents an hour. The workers lost.

Hawaiian planters had used the principle of "divide and rule" for generations. Over the years workers were imported from China, Portugal, the South Sea islands, Japan, Norway, Puerto Rico, Korea, Spain, Russia, and the Philippines. Each group was intentionally brought in to prevent any other from feeling secure enough to strike, or to demand collective bargaining rights. This statement appeared in the official planters' publication, *The Planters Monthly*, in 1883: "By employing different nationalities, there is less danger of collusion... among laborers; and the employers, on the whole, obtains better discipline."

A strike of Japanese workers on Oahu in 1909 failed, not for lack of organizational structure, but because it was run along racial lines. The reaction of the

planters' association was to hire strikebreakers of other nationalities, and pay them 117 per cent more than the strikers had received. Although a Higher Wages Association was formed in response to news articles about racial discrimination, the strike failed after 13 weeks.

Both the Japanese and the Filipinos, although they had separate labor organizations, nevertheless suffered the same abuses, and looked for the same remedies. The Japanese went on strike again in 1920. Evicted from plantation property, they camped in Honolulu parks, where hundreds died of epidemic influenza. In 1924, 1,600 Filipinos struck for eight months, involving 23 of the 45 plantations. During the course of the strike, 16 strikers and 4 policemen were killed. With a brutality rare in Hawaii, the National Guard produced machine guns and tear gas. Sixty strike leaders were jailed for four years; thus deprived of its leadership, the strike effort failed.

The last strike attempt along racial lines was by Filipinos on Maui in 1937; the strike was launched by the Filipino labor organization called the "Vibora Luviminda." Efforts were successful in stopping the harvesting but the Filipinos could not convince other groups to strike in other areas of the crop's production. It became clear that the success of the strike, though limited, was attributable to financial support from the Japanese and the CIO unions. The Vibora Luviminda died an anachronism; henceforth serious organizing efforts would not be limited to racial unions.



IN THIS ISSUE:

- FOUR DAYS IN MAY: THE REFUSE WORKERS DEMONSTRATION
- REPORT ON THE AFSCME CONVENTION
- THE UNIT 1 NEGOTIATIONS STORY
- NEWS FROM KAUAI, MAUI AND THE BIG ISLAND