



JOHN J. WITECK
2252 PUNA ST
HONOLULU, HI 96817
STAFF



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

VOLUME IX, NUMBER 4

NOVEMBER, 1980

Campaigns Gearing Up, Negotiations Pending

Our union has been active on all islands in the pre-election frenzy of hard-fought campaigns. Our members are urged to vote this November 4, and to support our UPW-endorsed candidates. (See listing of candidates below.)

Unit 1 and Unit 10 negotiations will resume after the general election. Proposals were submitted to management on September 19, and the employers have turned in their proposals to the union.

The Organizer erroneously reported in the last issue that the Unit 1 Negotiating Committee was seeking "a substantial pay boost with COLA (Cost-of-living Adjustment)." The Committee is actually studying a pay package formula which would reduce the number of steps in a labor grade, simplify the pay schedule, and help our workers keep up with inflation. (See State Director's column on p. 2 for more information.) The union negotiators for both Unit 1 and Unit 10

will have until December 31 to decide on whether to go with this type of pay package.



Some of our Full Unit 1 Negotiating Committee members at a meeting last August to elect Executive Committee members and submit proposals.



UPW officers Benny Rodrigues, James Brown and Willy Kapule, and staff member Mel Goto greeted Honolulu Mayoral candidate Eileen Anderson and her husband Cliff at a press conference called by the UPW to announce the UPW Oahu Division's endorsement of Ms. Anderson.

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VOTE ON TUESDAY, NOVEMBER 4!

Support UPW-Endorsed Candidates for Office

UPW Files with HPERB for Service Fee Adjustment

UPW State Director Henry Epstein, at the direction of the UPW State Executive Board, filed a petition last August with the Hawaii Public Employment Relations Board (HPERB) requesting an adjustment of service fees paid by Unit 1 and Unit 10 employees.

The adjustment would come about by changing the base date for figuring the service fee. The present service fee charged is 1.5% of gross salary earned by employees on July 1, 1978. The UPW wants to change the base date from July 1, 1978 to July 1, 1980, to recognize the

wage gains won by our members and provide the union with a needed boost in income to keep up with inflation.

The percentage rate (1.5%) will remain the same. The \$7.65 monthly fee paid by part-time employees working 20 hours a week will not change. And the minimum of \$8.65 and maximum of \$15.00 per month will also remain the same. In other words, no employee will pay less than \$8.65 a month or more than \$15.00.

When HPERB approves the requested change, the UPW will work out ways of collecting any retroactive fees owed.

UPW-ENDORSED CANDIDATES IN NOVEMBER 4 ELECTION

U.S. PRESIDENT

*CARTER, Jimmy (D)

U.S. VICE-PRESIDENT

*MONDALE, Walter (D)

U.S. SENATE

*INOUE, Daniel K. (D)

U.S. HOUSE OF REPRESENTATIVES (2)

*HEFTEL, Cec (D)

*AKAKA, Daniel K. (D)

STATE SENATE (14)

1st — Hawaii County (2):

*CARPENTER, Dante (D)

*YAMADA, Kats (D)

2nd — Maui County (2):

*MACHIDA, Gerald K. (D)

*YAMASAKI, Mamoru (D)

3rd — Windward Oahu (2):

*GEORGE, Mary (R)

Open

4th — Leeward Oahu-North Shore (2):

*YOUNG, Patsy (D)

*MIZUGUCHI, Norman (D)

5th — Nuuanu-Aiea (2):

HOLT, Milton (D)

*WONG, Richard (D)

6th — Manoa-Waikiki (2):

*UWAINE, Clifford (D)

Open

7th — Kaimuki-Hawaii Kai (2):

*O'CONNOR, Dennis (D)

*SOARES, W. Buddy (R)

STATE HOUSE OF REPRESENTATIVES (51)

1st — Ka'u-Puna-S. Hilo (1):

LEVIN, Andy (D)

2nd — South Hilo (2):

*MATSUURA, Richard M. (D)

*SEGAWA, Herbert A. (D)

3rd — N. Hilo-Hamakua-N. Kohala (1):

*TAKAMINE, Yoshito (D)

4th — South Kohala-South Kona (1):

*INABA, Minoru (D)

5th — East Maui (2):

Open

Open

6th — West Maui-Molokai-Lanai (2):

*HONDA, Herbert J. (D)

Open

7th — Aiea Haina-Hawaii Kai (2):

*DODS, Robert (D)

*IKEDA, Donna R. (R)

8th — Diamond Head-Aiea Haina (2):

ROHLFING, Fred W. (R)

*MARUMOTO, Barbara C. (R)

9th — St. Louis-Maunaloa Hts. (2):

*MORIOKA, Ted (D)

*SAY, Calvin (D)

10th — Kaimuki-Kapahulu (2):

*KIYABU, Ken (D)

*KOBAYASHI, Bertrand (D)

11th — Ala Moana-Waikiki (2):

*KAMALI'I, Kina'u Boyd (R)

No Endorsement

12th — McCully-Lower Makiki (2):

*HAGINO, Dave (D)

HIRONO, Mazie (D)

13th — Manoa-Makiki (3):

*DE HEER, Gerald (D)

*FUKUNAGA, Carol (D)

TANIGUCHI, Brian T. (D)

14th — Kakaako-Punchbowl (2):

*BLAIR, Russell (D)

Open

15th — Alewa Heights-Pauoa (2):

*BAKER, Byron (D)

TAM, Rod (D)

16th — Kalihi-Kam Heights (2):

NAKASATO, Dennis (D)

YAP, Ted (D)

17th — Pearl Harbor-Kalihi Kai (2):

ALBANO, Gene (D)

WAIHEE, John (D)

18th — Aiea-Moanalua (2):

CHUN, Connie (D)

Open

19th — Pearl City-Pearl Ridge (2):

*HASHIMOTO, Clarice Y. (D)

TUNGALAN, Eloise (D)

20th — Ewa-Waipahu (2):

*KIHANO, Daniel (D)

*SHITO, Mitsuo (D)

21st — Waianae-Ewa Beach (2):

*AKI, James (D)

*PETERS, Henry (D)

22nd — Wahiawa-North Shore (2):

HAGINO, Gerald (D)

*NAKAMURA, Yoshiro (D)

23rd — Hauula-Heeia (1):

*TOGUCHI, Charles T. (D)

24th — Kaneohe-Maunawili (2):

*EVANS, Faith (R)

*IGE, Marshall (D)

25th — Aiea-Enchanted Lake (2):

*MEDEIROS, John (R)

Open

26th — Keolu Hills-Waimanalo (1):

*SAKAMOTO, Russell J. (D)

27th — Kauai-Niihau (3):

*KAWAKAMI, Richard A. (D)

*KUNIMURA, Tony T. (D)

*YAMADA, Dennis R. (D)

MAUI COUNTY COUNCIL (8)

At-Large (2):

AIONA, Abe (D)

Open

Central Maui (3):

LIU, Elizabeth Lee (D)

*MEDINA, Rick (D)

Open

West Maui (1):

KIHUNE, Howard S. (D)

East Maui (1):

*BARR, Allen W. (R)

Molokai District (1):

Open

Lanai (1):

*HOKAMA, Goro (D)

HONOLULU COUNTY MAYOR

ANDERSON, Eileen R. (D)

HONOLULU COUNTY PROSECUTOR

SPENCER, Lee (D)

HAWAII COUNTY MAYOR

No Endorsement

HAWAII COUNTY COUNCIL (9)

At-Large (3):

*YAMASHIRO, Stephen Kei (D)

*DE LUZ, Frank, III (D)

Open

Puna (1):

*FUJII, Tomio (Tom) (D)

Ka'u (1):

TOGUCHI, Thomas T. (D)

North and South Kona (1):

*KAWAHARA, William S. (D)

North and South Kohala (1):

SCHUTTE, Spencer (D)

Hamakua (1):

*DOMINGO, Takashi (D)

North and South Hilo (1):

*LAI, Merle K. (D)

HAWAII COUNTY PROSECUTING ATTORNEY

ONO, Jon R. (D)

KAUAI COUNTY MAYOR

Open

KAUAI COUNTY COUNCIL (7)

*BAPTISTE, Stan L. (D)

*HEW, Jerome (D)

*YOTSUDA, Robert K. (D)

FUKUSHIMA, Jesse (D)

*SARITA, Eddie Labez (R)

Open

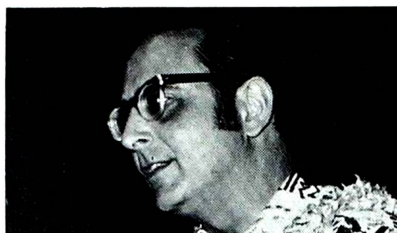
Open

KAUAI COUNTY PROSECUTING ATTORNEY

*MATSUNAGA, Gerald S. (D)

State of the Union

by Henry Epstein



FACTORS IN OUR UPCOMING NEGOTIATIONS

On September 19, we delivered our Unit 1 and 10 proposals to management. They, in turn, gave us a package of employer proposals for the coming negotiations.

Actual negotiations will not get started until after the General Election. One reason for the delay is the change which will be taking place in the City and County of Honolulu. Eileen Anderson will be the next Mayor of the City and County. It is almost certain that there will be a new Civil Service Director and a new spokesman for the city on the management side of the bargaining table.

A recent development, which may affect the negotiations, is the retirement for health reasons of Chief Negotiator Bob Taira. A new Chief Negotiator will have to be appointed and this may slow talks down in the early stages.

Despite his quiet manner, Taira was a tough negotiator and represented the employers well. As an elected official, he was closely connected to the recognition of collective bargaining for public employees in Hawaii. Taira was in the Constitutional Convention in 1968 when the State Constitution was amended to provide for collective bargaining for public employees. He was a member of the Legislature when the collective bargaining law was passed in 1970.

I understand that Personnel Director Don Botelho will be on "temporary assignment" until a new Chief Negotiator is appointed. Don is also experienced at negotiations, but bargaining is in addition to his other duties. Negotiation comes under "other related duties" in Don Botelho's job description.

REDUCTION OF STEPS

In both units, we have indicated a desire to look into the possibilities of reducing the number of steps at each pay level and, in the process, bringing some sense into our present crazy-quilt salary schedules.

UPW Settles NLRB Case with Matson Terminals

UPW State Director Henry Epstein recently signed a consent judgment with the National Labor Relations Board agreeing that the UPW would not "engage in, or induce, or encourage" Matson employees to strike or refuse their labor, or to try to get any other person engaged in commerce to cease doing business with the State of Hawaii.

The settlement arose from ongoing litigation against the UPW in the aftermath of last year's Unit 1 blue collar workers strike. Striking UPW workers had periodically picketed the harbor sites where they worked, and dock

We know that something has to be done to improve the present situation on the pay schedules.

I find it very hard to explain to members why it's possible at the present time to get a promotion and receive no raise in pay. Unfortunately, that's happening all too often and there's nothing we can do under the present salary schedule.

We have made contract proposals to solve the promotion problem, whether or not the schedule is improved, but the constructive way to remedy the problem is to adopt a new salary plan and do away with the present informal salary schedule.

HGEA units have already met with management to discuss reducing the number of steps in their salary schedules. The firefighters have also shown an interest in improving their salary schedule.

Our turn will come in November. We have done a lot of research on the subject and will be ready to discuss specific plans when we meet with management.

The deadline for agreeing to a plan to reduce the number of steps is December 31 of this year.

Reducing the number of steps will cost money and government management has to be prepared to pay a price for the improvements in the salary schedules.

PAY HIKE NEEDED

In addition to the costs of converting to a new and better salary schedule, we will have to insist on a substantial pay increase for all employees in Units 1 and 10. The cost of living has continued to increase and many of our past gains have been wiped out by continuing inflation.

These are some of the considerations as we prepare for our first meetings with management after the General Election. We will keep you fully informed as negotiations progress.

workers had demonstrated their solidarity with our strike in a number of ways.

Matson Terminals, Inc., filed charges against the UPW with the National Labor Relations Board, accusing our union of unfair labor practices and illegally obstructing Matson's lawful business. Attorneys for Matson and the UPW, together with the NLRB's General Counsel, worked out a settlement stipulation which amounted to the UPW's agreement not to obstruct Matson's business in any way. This consent agreement must be posted at union headquarters in Honolulu for a 60-day period.

Portuguese Soup

HUNGRY POWER

Recipes for a Worker's Budget

- 1 lb. pinto beans
- 1 pk. mild Portuguese sausage — cut into 1" slices
- 2 small ham hocks

- 1 8 oz. can tomato sauce
- 3 t parsley flakes (or) fresh
- ½ t garlic salt & pepper to taste

Rinse beans well & cover with cold water (about 3 C water per cup of beans). Let come to a rolling boil, 3-5 min. Simmer for 3 hours, having added the remaining ingredients.

State Board Meets in Kona

The UPW's State Executive Board met for the first time ever in Kona, on the Big Island. The day-long meeting took place September 27 at the Kona Lagoon Hotel.

The Board unanimously voted to back Sister Pam Mitchell, Halawa Jail LPN, in her letter of concern to Governor George Ariyoshi. Sister Pam travelled to Kona at her own expense and read her letter to the Board.

Board members also heard a report of the UPW's involvement with the HSTA in getting the Department of Health and the Department of Education to keep school classrooms closed at 19 Oahu schools where asbestos had been removed — until another thorough round of testing could be done. Board members voted to contribute \$1,000 to the HSTA to help defray costs of a \$3,500 survey the teachers' union had contracted with a private research lab team.

The Oahu and Private Sector Divisions were reimbursed \$837.35 for expenses incurred as a result of the August 31 Labor Day '80 event on Oahu.

The Board authorized a committee to be formed to study HGEA's pre-paid group dental plan, and HSTA's plan.



Kauai Division Representatives on the UPW State Executive Board include (left to right) George Kaona, Joe Brun, and Kaymi Kurashige.



Active UPW member in Kona, Brother Gene Maluyo, points out an item to fellow Big Island member and State Executive Board member Henrietta Carvalho at recent State Board meeting in Kona . . . as State PAC Chairman Charles Iwata (right) looks on.

Another study group was set up to investigate how more office space might be constructed within the UPW's present office structure on Oahu. The practice of renting rooms out for private parties at union hall on Oahu was discontinued, effective September 27, by action of the Board (though reservations made before that date will be honored).

The State Political Action Committee Chairman, Brother Charles Iwata, reported that 63 of 72 UPW-endorsed candidates were successful in last September's primary races. Each Division will be in charge of selecting their lobbyists for Legislative sessions.

The Board deferred action on many other important issues to allow further study, including the State Retirees' Chapter, pay hikes for union staff, and policy on handling union funds.

The next State Board meeting will be November 21-22, 1980, on Maui.

Letter on Halawa Jail Conditions

Two of the biggest problems seem to be the unsound structural blunders in the Halawa Correctional Facility building and, secondly, Management. By this I mean, the State has cut corners to save dollars in constructing a Maximum Security Facility — resulting in hazardous conditions.

Secondly, but very importantly, is a "non-caring" Administration which appears almost totally uninvolved and disinterested with present conditions. Therefore, we lack "rank structure", top to bottom, which strongly indicates why we function at very low levels and with little or no direction, discipline, and organization.

There has been low morale and dissension for too long already, and it's time management work together with employees as a team for the benefit of the Facility.

All I ask for is safer working conditions for the staff of Halawa — Do you think that's asking too much?!!

— Pam Mitchell, LPN II

MAKE IT WORK.

Aloha United Way

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JAMES BROWN President
ADELINE UHRLE Secretary Treasurer
HENRY EPSTEIN State Director and Editor
JOHN WITECK Editorial Assistant

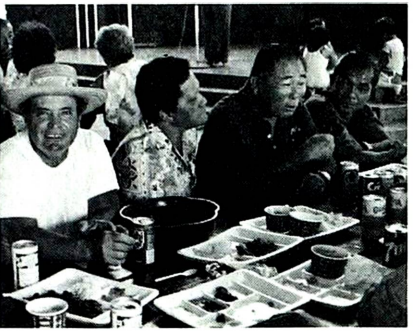
CONTRIBUTING EDITORS
Adrian Hussey, Jack Konno, Gary Rodrigues, Evalani Subee

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Kauai Division Picnic Draws 700!

The Kauai Division held a picnic for its members and families on August 16th. The picnic was a huge success with over 700 in attendance.

State President James Brown; State Director Henry Epstein; Oahu Division Vice-president Benny Rodrigues, Private Sector Vice-president Russell Valparaiso, Maui Vice-president Geri Ah Sam were



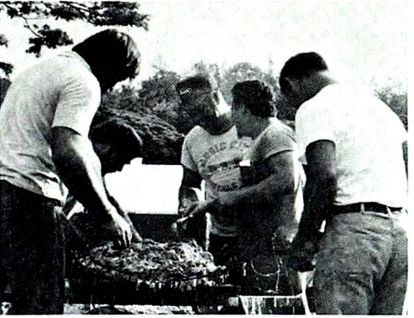
Billy Fernandes (with hat) donated a large amount to our Unit 1 strike fund.



"Cost of living is so high for even the retirees," says Masumi Masuda. "See ... I'm losing my pants!!

"I'll do my best for better wages at Negotiations," says Joe Brun. "Right now, the best I can do is help you hold them up."

"And I don't have any hand in this," thinks Brother Duarte.)



Shredding the pork, Brother Kau with the hat on and big generous smile ... insists on saving the bones for Brother Arruda who was nowhere in sight.

Mahelona Hospital Grievance on Temporary Assignment Settled

On August 25, 1980, a grievance was submitted by the Union charging Seiji Tanigawa, Building Maintenance Supervisor I from Samuel Mahelona Memorial Hospital, with violating Section 16.04 of the Unit I Agreement.

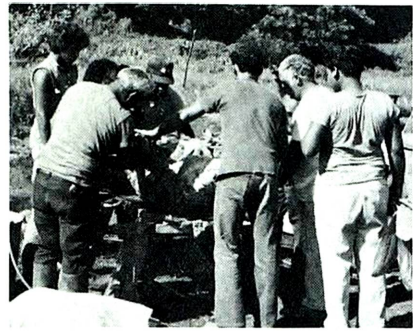
The violation occurred when Tanigawa granted Temporary Assignment to Mervine Rapozo, Automotive Mechanic, instead of granting the Temporary Assignment to the senior employee that was on the Temporary Assignment List. After the violation occurred, UPW Chief Steward Bernard Machado met with Tanigawa to discuss the matter. Tanigawa stated that he had the right to choose the best employee for the Temporary Assignment.

At a previous meeting between the Chief Steward, Mervine Rapozo and the Kauai Division Director, the Temporary Assignment issue was discussed in detail

some of the invited guests who were able to come to Kauai and enjoy the picnic.

Ernest Duarte, former Kauai Division Secretary-Treasurer, served as the Master of Ceremonies during the picnic.

The "ono" Kalua pig was prepared by hardworking members and volunteers: Richard Kau and his family, Gerald Nakasone, Walter Apana, Billy Apana,



"Take Notes. ... as this takes the doings of an expert," says Kauai DD Rodrigues in the dark shirt. "First, you grab one leg and then spread the other apart. Then insert with FULL force ... the LARGEST, HOTTEST ... stones for full cooking effect!"



"No, no ... Brother Donald ... not now ... you must not eat before Grace is given. So hold on to the bone while Brother Gerry carves the pig," says Bronwyn Rodrigues, standing on the right of Brother Arruda ... (supervising the work and keeping a special eye on Brother Arruda).



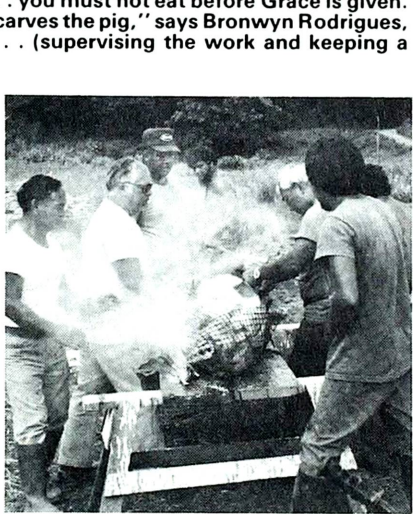
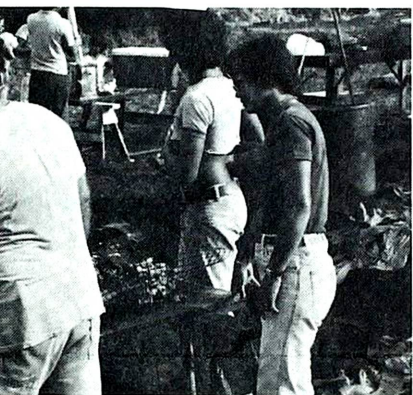
UPW State Director Henry Epstein (right) seated across from Brother Raymond Fernandes, chief steward for the D.O.E. custodians.

Hideo Wakuta, Frank Kaneshiro, Donald Arruda, George Kaona, Rudy Agoot, Collins Medeiros, and the new Mrs. Gary (Bronwyn) Rodrigues and the Division Director himself, Gary W. Rodrigues.

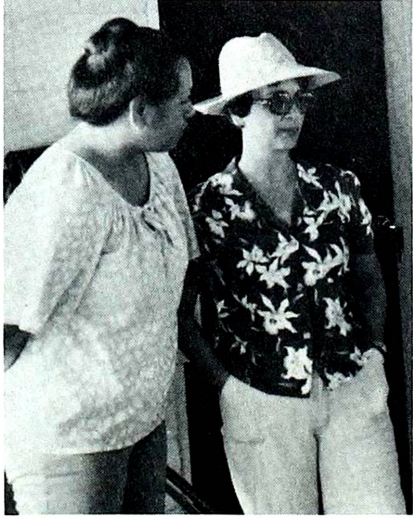
Special recognition was given to Louie Rego, Billy Fernandes, Sam Thronas and Chris Chang for their super contributions to the Unit 1 Strike Fund.



"One stone, two stones ... maybe three stones. Cook until there's hardly any bones ..."




THE "MASH" ATTACK ... "Dark glasses makes the day end faster ... so hurry up ... I can't wait to eat!" says Brother Arruda.




Maui Division V.P. Sister Geri Ah Sam (right) attended Kauai's picnic.


KAUAI




"... and Dear Lord, we ask for your blessing ... and also ask for your influence in getting us a good raise. But above all, please help me to keep awake at Negotiations when Management takes their Caucuses," earnestly prays Brother Kaona.



"And now, Brothers and Sisters ... let me tell you the story about the Japanese worker, the Portogee worker, and the Filipino worker. I can't mention the Hawaiian worker because he just prayed for us," chuckled Brother Ernest Duarte as he opened the picnic laughs.



"Arrh! What Part?!" says Brother Arruda. "You've got to be kidding!" "No joke," says Brother Kaona as he slices the last bit. "It's deliciously soft, full of flavor, and sadly, always the very first part to be thrown away!"



Left to right, Brothers Benny Rodrigues (Oahu V.P.), Richard Costa (Kauai P.A.C. Chairman), James Brown (UPW President) and Russell Valparaiso (Private Sector V.P.), at Kauai Division's picnic.

BOYCOTT

J.P. STEVENS

PRODUCTS

Maui, Lanai and Molokai

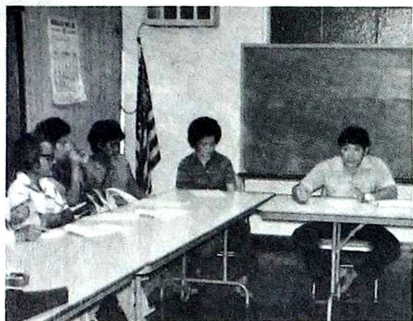
UPW Holds Class on Wills and Trusts

A very successful Educational Class was held by the Maui Division at the UPW hall on Wednesday, September 17, covering the subject of "WILLS AND TRUSTS."

We are very grateful to Attorney William T. Kinaka, the resource person who conducted the class for again sharing his valuable time and expertise. This was the second time that Attorney

Kinaka has conducted this class for our membership; the first time was in April 1977.

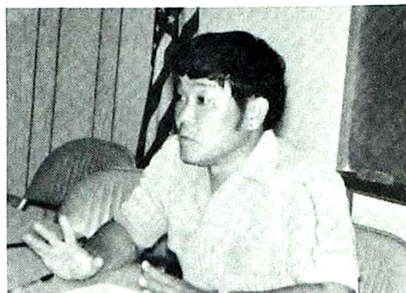
We are also very grateful to Sister Geri Ah Sam, Division Vice-President and to Brother Gordon Kuia, Division Education and Welfare Committee Chairperson, who set up and coordinated this class.



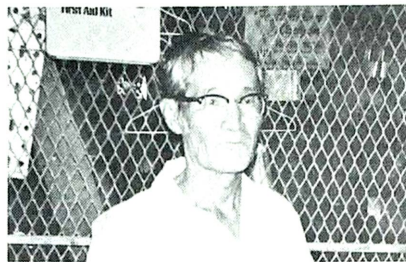
Group of UPW members together with Resource Person, Attorney William T. Kinaka, at Education Class held on September 17, on the subject of "Wills & Trusts."



Some of our UPW members with their spouses at Educational class held on Wednesday, September 17, covering "Wills & Trusts."



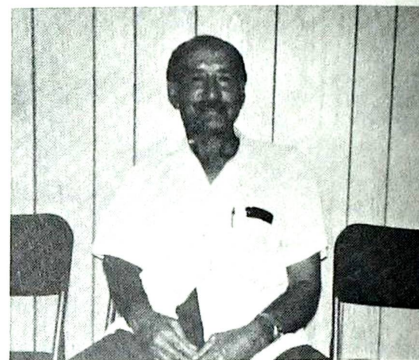
Attorney William Kinaka was the very able resource person for the UPW Maui Division's class on Wills and Trusts.



Brother Shigeo Ajifu, Service Station Attendant, Wailuku Baseyard, Department of Public Works, County of Maui — Brother Ajifu, has served as the Wailuku Unit Secretary/Treasurer since 1978 up to the present.

Write For Our Paper!

News items from any UPW member in any of our units are welcome anytime in our **Organizer**. Send in your information in writing to our UPW Office, located at 66 Wailani St., Wailuku, HI 96793 (ATTENTION: Division Director). Your article must be sent in by the first week of each month. Also, please let us know of any pictures you want taken of your units and we will be happy to accommodate you. Mahalo!!!



Brother Samuel Morton, recent DAGS retiree.

Happy Retirement!

Brother Samuel A. Morton retired last September 1, from the Department of Accounting & General Services, Central Division, as a Painter I, after the completion of over five (5) years of creditable service.

Brother Morton served as DAGS Unit Chairperson from January 1, 1977 to December 31, 1979. Prior to working for DAGS here on Maui, Brother Morton worked as a Merchant-marine in the capacity of Junior Engineer, from 1943 to 1945, and from 1956 to 1974, which encompassed world-wide travels. Brother Morton also worked as a Painter and Decorator of America, Local 4, from 1946 to 1956.

After retirement he plans to travel, go fishing and just relax. He is married to Victoria Pia Morton, the former Victoria Pia Da Valle, and they have 3 sons, namely, Sam, Jr., Robert and Rudy, all of whom presently reside in San Francisco, California.

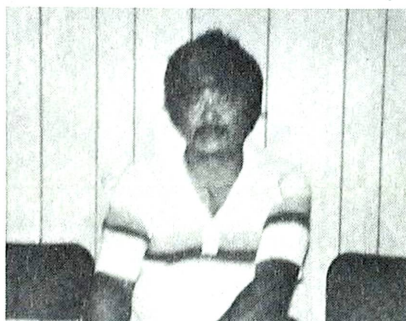
MAUI DIVISION BOWLING AND GOLF EVENTS

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

- Bowling "Turkey" Sweeper, Saturday, November 8, 1980, at the Aloha Lanes in Wailuku, starting at 9:00 a.m.

- Golf "Turkey" Sweeper, Saturday and Sunday, November 15 & 16, 1980, at the Waiehu Golf Course. There will be three different starting times on both days.

All those who wish to participate in these events should contact Brother Neil Kochi at 877-7096 of the UPW Office at 244-0815 or 242-5089.



Brother Neil Kochi, Maui Division Sports Committee Chairperson, a position he has held from January 1, 1978, to the present. Brother Kochi has also served this union as Vice-Chairperson, Wailuku Unit, since January 1, 1978.

ALOHA, BROTHER GABBY!



Gabby "Pops" Pahinui — April 22, 1921 to October 13, 1980. Gifted people's entertainer, former City & County Road Worker, Instructor of the Keikis. His music and aloha left their mark on all our people.

Maui Members Try for O.H.A.

Among the O.H.A. candidates running for the Trustee seat from the island of Maui are three UPW members: Walter Correa, Sr., Richard K. Hoopii, Sr., and Mary Helen K. Lindsey.

Although our union has not endorsed any candidates for the Office of Hawaiian

Affairs — since we feel this is a matter for Hawaiians themselves to decide — we are glad to see some of our members active in discussing issues and programs affecting the Hawaiian people. We urge our registered Hawaiian members to vote in the O.H.A. election on November 4, for the candidates of your choice!



"When I count to three, you will come out of your trance, insist on working overtime, and refuse to be paid for it."

Daily World/cpf



Bernard K. Punikaia, candidate for O.H.A. Trustee from the Island of Molokai, has been active for years in the Hawaiian movement and was a strong supporter of our UPW Unit 1 strikers last year, contributing funds and even time on the picket lines.

IN MEMORIAM

JOSEPH L. APANA SR., member Oahu Division, retiree from State of Hawaii Training Schools. Expired: October 2, 1980

GEORGE K. KAMI, member, Oahu Division, retiree from State of Highways unit. Expired: September 20, 1980

HARRY T. OKAWA, member, Oahu Division, retiree from State of Hawaii Hospital unit. Expired: August 26, 1980

PHILIP "GABBY" K. PAHINUI, member, Oahu Division, City & County of Honolulu, Parks & Recreation unit. Expired: October 13, 1980

CLARENCE K. SMITH, member, Oahu Division, City & County Traffic unit. Expired: October 12, 1980

SAMUEL S.M. KALIKO, spouse of member, Mercy K. Kaliko, Educations unit. Expired: September 17, 1980

WALTER YOUNG, member, Maui Division, retiree from Engineers unit. Expired: September 23, 1980

TAKAAKI SAITO, member, Maui Division, retiree from County Maui Fire unit. Expired: September 27, 1980

VOTE ON TUESDAY, NOVEMBER 4!

Support UPW-Endorsed Candidates for Office

BASEYARD SENIORITY, NOT RACE, WAS PRIMARY Promotion Grievance Resolved

A grievance involving a Janitor at the Waiakea Health Center and a Janitor at the Hilo State Office Building was resolved amicably. At the Waiakea Health Center, there was a Vector Control Worker I position vacant, and both employees had applied for the position. After interviewing the applicants, the employee at the State Office Building received the promotion.

Our Steward at the Waiakea Health Center, upon hearing who had received the promotion, immediately contacted the Union and wanted a grievance to be filed. The Steward there is **BROTHER GILBERT SANTOS**, a Vector Control Worker II, who has always looked after the interest of his fellow employees.

The Union immediately filed a grievance based on our position that baseyard seniority should be a factor whenever a promotion is made. The Union also learned that Employer did not utilize one of the options as per our Unit 1 contract, Section 16.06, and made an open announcement.

The employer maintained that since a Vector Control Worker was not related to the Janitor series, the open announcement was made. They also argued that since the grievance had a communication problem (the grievant was born and raised in Japan), he was not selected for the promotion.



Brother Ichiro being congratulated by his Working Foreman, Brother Gilbert Santos, Vector Control Worker II.

The grievant came to Hawaii 15 years ago from Japan and began working as a Janitor at Hilo Hospital in 1969. After a couple of years of employment at the hospital, he met a lovely LPN III, whom he soon married. Brother Ichiro and wife Mae are the proud parents of two lovely girls. In order to learn the English language, he attended the Hilo Community School for Adults, where he also took a course to become a naturalized citizen.

The whole gist of the grievance was recognition of baseyard seniority and the need for the department to give an individual a chance, regardless of a communication problem. We also reminded the Department that even the Scotch men in the sugar plantations in the old days, while exploiting the workers, gave some of the workers an opportunity of becoming foremen despite communication problems. The Union also asserted that if the Department kept its present attitude, the grievant would never be promoted, and he would remain a Janitor throughout his working years. Despite any communication problem, every worker should be given the chance of proving whether he can or cannot do the job. There should be no discrimination against a worker merely because he cannot speak English as clearly as a local person.

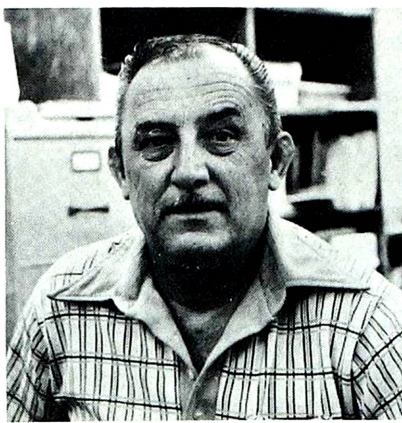
But what really turned us off was when management asked us this question, "What if the situation was reversed?" The grievant was Japanese and the one promoted was a Filipino. Although the union considered the question irrelevant and asinine, we responded that our position would remain the same: baseyard seniority was primary, and race had nothing to do with it.

At Steps I and II of the grievance, the Department held firm to their position that the best person was selected and baseyard seniority was not considered since the vacant position was not in the same related series. Finally at the Step III level of the grievance, we were informed by the Department that the Department of Personnel Services had informed them that the Janitor was in a related series with Vector Control Worker. So we again met with the officials from the Department of Health, and the end result, after much discussion, was to have the grievant promoted.

During the interim, while the grievance was being processed through the various stages, another position became vacant so both the grievant and the individual who had received the promotion will be taken care of. The Union did not receive everything it was asking for, but we are happy that the grievant will receive the first promotion for which we had initially filed the grievance.

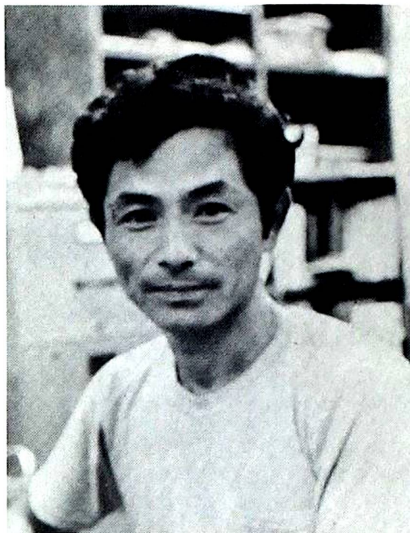
The interesting thing is that the grievant himself at one point in time wanted us to drop the grievance because he did not want to create any animosity between the individual who had received the promotion and himself. The grievant, **BROTHER ICHIRO HIRAYAMA**, is a very sincere worker and a very humble person and we have had very good comments about how hard he works on the job. The Union would also like to recognize and commend the Steward at the Waiakea Health Center, **BROTHER GILBERT SANTOS**, who really keeps on top of everything that happens at that baseyard and keeps the Union well informed.

Steward of the Month!



Brother Gilbert Santos is really worthy of being recognized as the "Steward of the Month" for his persistent effort in looking after the interests of his fellow workers. He was responsible in bringing to the attention of the union the injustice that was committed against his fellow worker Ichiro. He keeps his union well informed whenever he feels the Employer committed an error. Keep up the good work, Brother Gilbert!

HAWAII



Brother Ichiro Hirayama, recently promoted to Vector Control Worker I.

Hawaii Division Assesses Plans

The UPW Hawaii Division's Political Action Committee met on September 23, discussed various issues and analyzed the Primary Election results. We had tried some new strategy and we needed to evaluate the results. The Committee was in agreement that, all in all, the new plan was successful, and we needed to follow through and carry on the momentum for the General Election.

Although we had lost two races, generally we came through with a high percentage of races won. The two races lost were major ones for us because they were two candidates that our Political

Action Committee felt were very qualified. **John Sakamaki** for the County Council At-Large, and **Wayne Metcalf** for the 2nd District, House of Representatives. If they had won, they could have contributed a lot toward helping public employees.

One major victory for us was the election of **Andy Levin** to the 1st District, House of Representatives seat and we will be working closely with Andy.

The Hawaii Division is very grateful to our members throughout the island who came out and responded to the Union's plea for kokua in house-to-house canvassing and sign-waving.

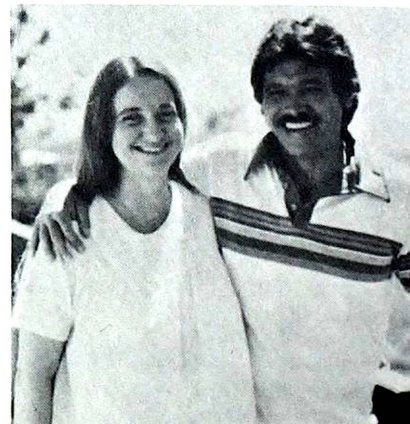
Hawaii Division Political Action Committee at the September 23, 1980, meeting endorsed the candidates we are asking you to vote for on November 4 (See list on p. 1).

HILO RETIREES MEETING

There will be a UPW Retirees meeting November 6, 1980, Thursday 10:00 a.m. at the Wailoa State Park Pavilion No. 1. Sister Elizabeth Ah Chin urges all Retirees to attend.

KONA RETIREES MEETING

There will be a Kona UPW Retirees meeting Friday, November 14, 10:00 a.m., at the Yano Hall. All Kona Retirees are urged to attend.

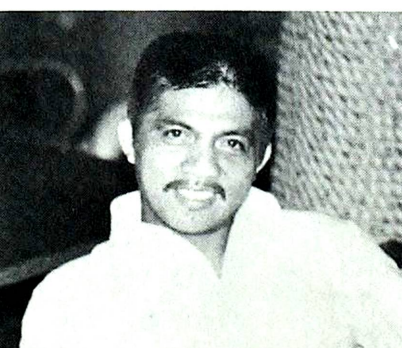


Darlene and Walter Correa, at home in Kona. Brother Walter transferred to the Big Island last January to take an ambulance technician position at Kona Hospital, where his wife Darlene got a job as a Registered Nurse, sometimes supervising her husband. Brother Walter served as the Honolulu C&C Ambulance unit's chairman for several years, and as the Oahu Strike Committee chairman during the Unit 1 strike. He and Darlene are expecting their first child in a few months.

HAWAII DIVISION NOVEMBER MEETING SCHEDULE					
South Hilo Road	Mon., Nov.	3—	3:00 p.m.	Shop	
Hilo Day Activity Center	Wed., Nov.	5—	4:00 p.m.	Lounge	
Puna Road	Thurs., Nov.	6—	3:00 p.m.	Shop	
Laupahoehoe Unit	Fri., Nov.	7—	3:00 p.m.	Library	
School Cafeteria Unit	Sat., Nov.	8—	9:00 a.m.	UPW Hall	
School Custodial Unit	Sat., Nov.	8—10:00	a.m.	UPW Hall	
Parks & Recreation	Mon., Nov.	10—	3:00 p.m.	Shop	
Hilo Hospital	Mon., Nov.	10—	7:00 p.m.	UPW Hall	
Hilo Airport Custodians	Wed., Nov.	12—11:00	a.m.	Shop	
DAGS Custodial	Wed., Nov.	12—	1:00 p.m.	Shop	
Hilo State Highways	Thurs., Nov.	13—	3:30 p.m.	Shop	
Hilo Airport Maintenance	Fri., Nov.	14—12	Noon	Shop	
DAGS Maintenance	Fri., Nov.	14—	3:30 p.m.	Shop	
Sewers & Sanitation	Mon., Nov.	17—11:00	a.m.	Shop	
Kau Hospital	Tues., Nov.	18—	1:30 p.m.	Lounge	
Kau Road	Tues., Nov.	18—	3:00 p.m.	Shop	
Kohala Hospital	Wed., Nov.	19—	2:00 p.m.	Hospital	
Kohala Unit	Wed., Nov.	19—	7:00 p.m.	Court House	
Keahole Airport	Thurs., Nov.	20—11:30	a.m.	Shop	
Kona Road	Thurs., Nov.	20—	3:00 p.m.	Shop	
Kona Unit	Thurs., Nov.	20—	7:00 p.m.	DSSH Conf. Rm.	
North Kona State Highways	Fri., Nov.	21—	6:30 a.m.	Shop	
Kona Mental Health	Fri., Nov.	21—	8:00 a.m.	Office	
Kona Hospital	Fri., Nov.	21—	9:30 a.m.	Hospital	
South Kona State Highways	Fri., Nov.	21—	3:30 a.m.	Shop	
State Parks	Mon., Nov.	24—11:00	a.m.	Shop	
BWS	Mon., Nov.	24—	3:30 p.m.	Shop	
Honokaa School	Tues., Nov.	25—11:00	a.m.	School	
Honokaa Hospital	Tues., Nov.	25—	1:00 p.m.	Hospital	
Honokaa Vector Control	Tues., Nov.	25—	2:30 p.m.	Shop	
Hamakua Road	Tues., Nov.	25—	3:00 p.m.	Shop	
Waimea School	Wed., Nov.	26—11:30	a.m.	School	
Waimea Road	Wed., Nov.	26—	3:00 p.m.	Shop	
Waimea State Highways	Wed., Nov.	26—	3:30 p.m.	Shop	



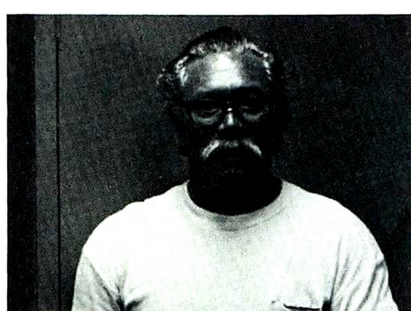
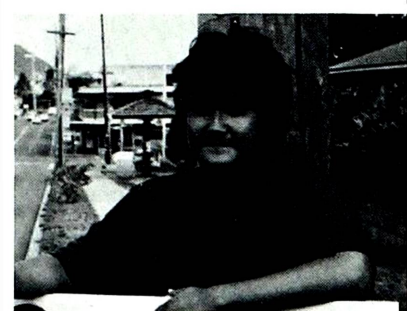
Barbara and Gene Maluyo, Konawaena School custodians and UPW members. Brother Gene is a steward and one of the UPW's key and most active members in the Kona area. Formerly an ILWU sugar worker, he is a strong union man.



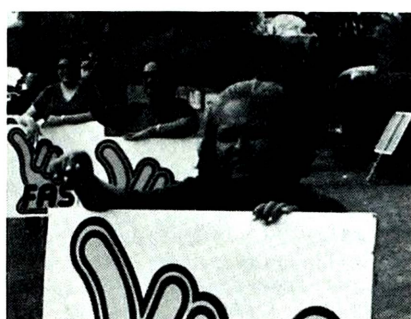
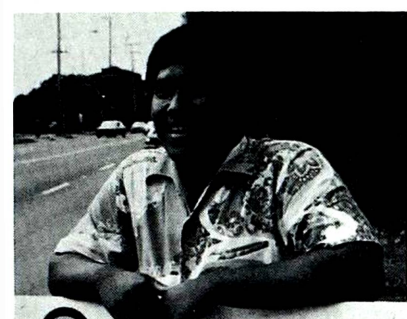
Barbara and Gene Maluyo, Konawaena School custodians and UPW members. Brother Gene is a steward and one of the UPW's key and most active members in the Kona area. Formerly an ILWU sugar worker, he is a strong union man.

OAHU DIVISION NEWS

Union Family on the Line!



Brother Joe Halli, and his wife and his two sons, were on the lines almost everyday holding signs for UPW-endorsed candidates before the primary election. Even after Joe had to go to the hospital for an operation, his family continued to kokua the UPW on the line.



SHORT-STAFFING, UNREASONABLE WORK LOAD

Animal Quarantine Station Workers Cite Problems

Part II, by John Witeck

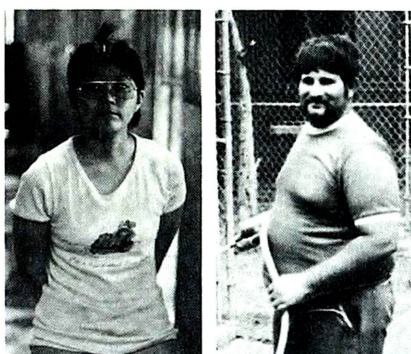
The Animal Quarantine Station in Halawa is an interesting place to visit. Animals, large and small, rare or commonplace, are required to make a "visit" of 120 days to the Station, so they can be observed and any communicable disease hazards detected.

But for this "visitor," the stay lasted only a few hours. The Quarantine Station workers appeared to be very busy, and extremely dedicated. Sisters Aileen Hanaumi and Dale Niles could be seen operating motor carts, transporting animals to the veterinarian's clinic for their regular examinations.

Sister Suzie Takumi, a 5-year veteran at the Station, was in charge at the cattery, but, as acting team leader, also had other responsibilities, including another cattery and the new arrivals (B) section. Her team leader was doing supervisory work at the Airport, leaving her, another permanent worker and four temporary workers in charge of the more than 300 animals cared for by the team. Sister Suzie also must oversee the assignments of student workers and help instruct them in their tasks.

"All in all, it's just too much," Sister Suzie reported. "They pay me 26¢ an hour more to be team leader but give you a ton of responsibility. It's not worth it to take the Temporary Assignment because you have to do your own work, too, in addition to the team leader's. There's a real lack of staffing, and we often get inexperienced new workers or student workers who have to be taught how to clean and feed. We're always running out of supplies, litter, and food. We have inadequate equipment — and our front office does little or nothing about these problems."

Sister Takumi said sometimes these chronic problems have cost animals their lives. She does not have enough time to train the new workers and check and see if all the kittens are eating. She said some of the kittens had died because of inadequate observation and care. "These deaths could have been avoided," she asserted. She obviously cares for the



Sister Suzie Takumi and Brother Peter Pires are concerned about conditions at the Quarantine Station.



Sister Dale Niles transports a dog to the Vet's.

animals assigned to her and is upset by management's inaction.

Brother Peter Pires, an 11-year veteran at the Station (with 8 years as a permanent worker), echoes Suzie's concerns. He says he sometimes has to tend 140 to 170 animals himself, although the Kuon study (by the State Department of Agriculture) recommended a ratio of one worker to 52 animals. He felt their foreman Moki Kamealoha contributes to the problem by not keeping in touch with the workers and doing too much administrative work in the office.

CASTING YOUR O.H.A. BALLOT

Hawaiians who have registered for the OHA election by October 6, 1980, may vote in the OHA Election on Tuesday, November 4, from 7:00 am to 6:00 pm, the same time and place as the regular General Election.

THE POLLING PLACE

When you get to the polling place, be sure to stand in the correct line. Voters registered for the General Election and OHA stand first in the regular General Election lines. Go to the OHA Poll Book station after you receive your General Election ballots. Voters registered for only the OHA Election go directly to the OHA Poll Book line. Sign the Poll Book and receive a sealed packet containing three OHA ballots. In the voting booth, open the packet and read the instructions on the ballots.

THREE OHA BALLOTS

There will be two ballot cards marked A, which will hold the names of the eighty candidates running for the four at-large seats (no island residency required). You are to vote for not more than four. Look at both sides of the two cards before you punch your four choices.

There will be a third ballot card marked B, which will contain the names of the candidates for each of the five island residency seats. Voters on all islands may vote for not more than one candidate from each of the five islands: Hawaii, Kauai, Maui, Molokai and Oahu. Be sure to look at both sides of the ballot and to vote for not more than one



UPW Oahu Division PAC Chairman William Kapule (center) poses for picture with endorsed-candidates, Milton Holt (left) and John Waihee (right).

candidate from each island.

Every OHA voter may vote for a total of nine candidates, four at-large, and one from each of the five islands. If you vote for more candidates than allowed in any category, your vote in that race will not be counted.

Mark your choices with the ballot punch, and replace the ballots in the packet. Take the packet to the official who will deposit your packet and give you a receipt.

REMEMBER: VOTE FOR NOT MORE THAN NINE TRUSTEES, AND LOOK AT ALL SIDES OF ALL BALLOTS BEFORE VOTING.

For more information on the OHA Election, contact the Office of the Lieutenant Governor, phone 548-4537.

experience, yet management doesn't bring them on as regulars when they're needed."

19-year veteran Brother Benny Kaimana, Animal Caretaker II, is assigned to the large animals, but is often brought in when Franklin's team is short on staff. But this only leaves the large animals section short-handed and undermines Brother Feary's chance of being made permanent. Brother Kaimana feels this is not right: "I'm needed at large animals. We have to do post-mortems on all dead animals suspected of illness, including cows, pigs, snakes, crocodiles, goats, and whatever. We have to unload the cadavers and assist the doctor. If I'm sent to the kennels and can't be around to help at large animals, it affects my job rating."

(NEXT TIME: More viewpoints, and what is being done to correct the problems. —ed.)



Brother Benjamin Kaimana (left) is assigned to the large animals, but often is used as a "floater." Brother Franklin Feary (right) has worked over 7 years at the Station but is still not permanent.

Brother Franklin Feary was brought aboard in 1973 as an Emergency Hire and is still not a permanent worker. UPW chairman Brother Charlie Young feels this is really wrong: "Workers like Franklin get so much training and

DEC. 7 XMAS PARTY
for Oahu Division Keikis



U.H. custodian Sister Emily Suza and her grandson helped on the sign-holding for candidates last month.

Don't Miss the EDU Custodians Christmas Party

DATE: Saturday, December 6, 1980, at 6 p.m.

PLACE: Victoria Inn, 1120 12th Avenue (Kaimuki)

(Municipal Parking in Rear of Building)
A Japanese Food Buffet for the first 200 who make reservations.

Reservations Deadline:
Friday, November 14, 1980

COST: Members . . . \$10.00 (will refund at the party).

Guest . . . \$10.00.

Make check out to EDU Custodian Unit, and mail to UPW, c/o Betty Kajiura, 1426 N. School St., Honolulu 96817.

Call to make your reservations BEFORE November 14:

Betty	847-2631
Stanley	841-6385
Leatrice	689-6584
Cecilia	259-5647
Harue	262-9194

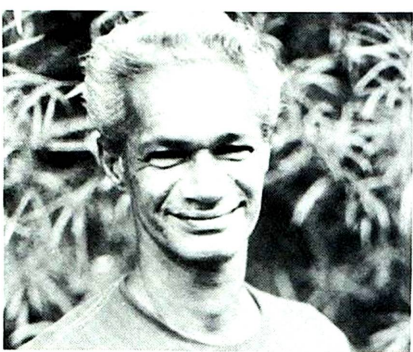
Brother Kekoa's Discipline Reduced by Arbitrator

Discharged Refuse Worker Wins His Job Back

Last October 1, Brother Clement Kekoa, a veteran City & County refuse collector at the Honolulu baseyard, learned the good news that he would be reinstated in his job. Arbitrator Ted Tsukiyama's decision, largely in the union's favor, was that Brother Kekoa return to work and be given back pay for the period of unemployment following a 90-day suspension, which the Arbitration felt was a more reasonable penalty than dismissal.

Brother Clement's infraction occurred on July 23, 1979, when his crew leader, the only authorized driver of the refuse truck, directed Kekoa to "bring the truck down" to the crew leader, who had left the truck momentarily. When Brother Kekoa tried to back the truck up to bring it down the street, he hit a parked car causing about \$300 damage.

Management, citing two prior offenses



Brother Clement Kekoa, reinstated with back pay at the C&C Refuse Division.

by Brother Kekoa involving unauthorized driving of equipment, terminated him as of December 22, 1979. Brother Kekoa, assisted by his union steward, Brother William Kapule, had the union file a grievance on his behalf.

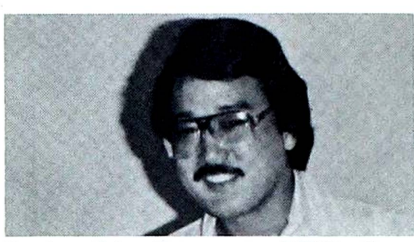
ARBITRATOR'S FINDINGS

The grievance finally made its way to arbitration, where Arbitrator Tsukiyama found:

1) Since Kekoa's crew leader had directed him to move the truck, it could not be said that he committed the offense of "unauthorized driving" — the crew leader is the "captain of his crew;"

2) Management had suspended the crew leader for five working days, thus showing that management recognized that the crew leader had authorized Kekoa's driving;

3) The earlier of Kekoa's two previous offenses of unauthorized driving, a 1975 incident, was not in his personnel record, thus leaving only one recorded previous offense;



Brother Brian Tamamoto, UPW's Contract Implementation officer.

4) When management interviewed the crew leader and Brother Kekoa, it should have asked them if they desired their union representative to be present, since disciplinary action seemed sure to follow—this violated the spirit, if not the letter, of Section 11.02 of the Unit 1 contract; and

5) An offense had been committed, a violation of a work rule that the grievant, Clement Kekoa, was well aware of; a 90-day suspension was warranted, in place of management's dismissal action against Kekoa.

Brother Clement was happy and relieved to hear of the decision. The termination had worked a hardship on himself and his family. He is now back on the job, and glad that his steward Brother Kapule, his B.A. Wilhelm Cordes, and our Contract Implementation Officer Brian Tamamoto did such a good job on his behalf.



On the 8th Anniversary of Martial Law

Marcos Regime Harms Working People

(The UPW State Executive Board, at its Sept. 27-28 meeting in Kona, approved the sending of a letter to the Philippines government protesting its harassment and arrest of many labor leaders in the Philippines. This article provides some background on the situation in the Philippines.)

Ferdinand E. Marcos, when declaring martial law on September 21, 1972, claimed he was curtailing civil liberties for the greater purpose of national development. This "greater purpose" has not been realized. Rampant unemployment, 30-50% annual inflation, increasing poverty, and worse corruption characterize the Philippines today. Next to Bangladesh, the Philippines has the lowest per capita caloric intake in Asia. Seventy-eight per cent of Filipino children are malnourished and a fourth of all infant deaths are the result of malnutrition.

Marcos also claimed in 1972 he was saving the country for democracy. In the last 8 years this has meant imprisoning an estimated 100,000 men, women and children for "subversion." An undetermined number of political prisoners languish in jails and secret torture houses. Such prisoners come from all walks of life — students, professors, farmers, workers, physicians, clergy.


Unable to smother dissent, however, the regime in the past year has resorted to outright murder of suspected op-

ponents. The term coined by the Marcos military for this kidnapping and summary execution is "SALVAGING." Three hundred cases of "salvaging" have been confirmed by the Association of Major Religious Superiors in the Philippines, according to Sister Mariani Dimaranan, who visited Honolulu this August. Another 170 people are missing, possibly "salvaged."

The U.S. government, with its \$355 million in military aid since 1972 and another \$76 million planned for 1980-81, has supported this dictatorship, bought its goodwill, secured privileges for huge American corporations in the Philippines, and guaranteed the continuation of giant U.S. military bases there. As a result and because of growing opposition to the martial law regime, the U.S. is in danger of losing the friendship of the Filipinos.

To incur the resentment and anger of Filipinos would only worsen America's reputation in the Third World due to the U.S. government's tendency to support dictatorships in Asia, Africa and Latin America. Moreover, bolstering such governments is morally wrong and runs counter to the highest principles of human decency and political rights for which the American people should stand.

—Commentary by the Friends of the Filipino People, Hawaii Chapter


ROD TAM, UPW-endorsed candidate in the 15th State House District, has been active in his Neighborhood Board and serves as the Secretary-Treasurer in the Liliha-Puunui Community Association.

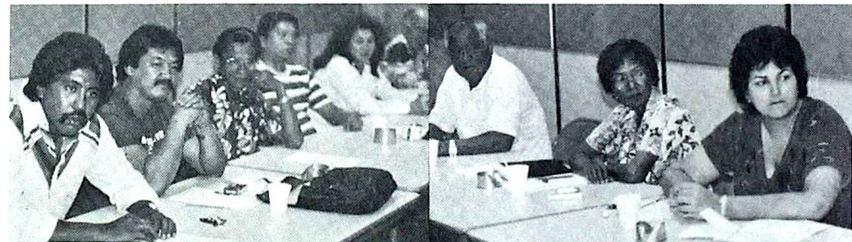
OAHU RETIREES PLAN XMAS PARTY NOV. 19

Don't miss the Oahu Retirees Christmas Luncheon, Wednesday, November 19, at Sky View Terrace, Fort Shafter NCO Club. Choice of 3 Entrees. Meeting will begin at 10 a.m., followed by the Christmas Luncheon at 11 a.m.

Price: \$1 per member, \$3 per guest.

MAKE RESERVATIONS by calling Henry Ako, 247-3829, ON OR BEFORE Wednesday, November 5.

PRIVATE SECTOR NEWS



Some of the Queen's UPW members who attended the unit meeting last September.



Our Private Sector officers Sisters Diana Lagmay and Charlotte Waiwaiole performed some hula following an exhausting State Board meeting on September 28 in Kona.

PRIVATE SECTOR NOVEMBER MEETING SCHEDULE			
ELECTION DAY	Tues., Nov. 4	BE SURE TO VOTE!	
Palama Settlement	Tues., Nov. 4—11:30 a.m.	Palama Settlement	
Kahuku Hospital	Wed., Nov. 5—4:30 p.m.	Kahuku Library	
Kamehameha Schools	Wed., Nov. 5—7:00 p.m.	UPW Hall	
VETERANS DAY	Tues., Nov. 11		
St. Francis	Wed., Nov. 12—6:30 p.m.	UPW Hall	
Pohai Nani	Tues., Nov. 18—4:30 p.m.	Kaneohe Library	
Queen's	Thurs., Nov. 20—7:00 p.m.	UPW Hall	
THANKSGIVING	Thurs., Nov. 27	HOLIDAY!	
(PEARLRIDGE, HALE NANI UNITS WILL MEET ON CALL.)			

State Board of Education Endorsements

The UPW State Political Action Committee endorsed the following candidates for the State Board of Education:

No District Residency (6 seats):

- *AIONA, Darrow
- *KAWAHARA, Hatsuko F.
- *MINN, Hubert P.

Honolulu District (1):

MEDINA, Revocato

Central Oahu (1):

Open

Leeward Oahu (1):

Open

Windward Oahu (1):

PENEBACKER, John R.

Second Board District (Hawaii):

BROWN, Leslie W.

Second Board District (Maui):

Open

Second Board District (Kauai):

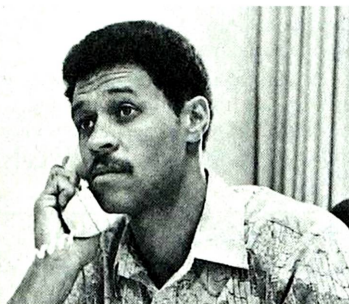
DUARTE, John

*indicates incumbents

Remember: All Oahu residents can vote for 6 at-large seats and 4 District seats, for a total of 10.

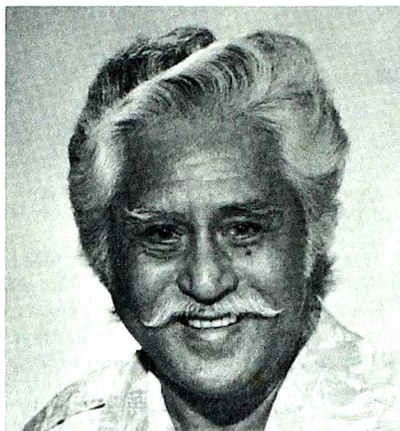


Sister Velma W.O. Meyer Kekipi, LPN III at Waimano, is an active UPW steward and Unit 10 Full Negotiating Committee member. She is an at-large candidate for O.H.A., a mother of 5 children and 17 grandchildren, who wants some grassroots Hawaiians elected to better the conditions of ALL Hawaiians. "I want the common working people to benefit from O.H.A., and not just an elite group. My last name means 'a rebel' or revolutionist. I want to 'rock the boat' to help the downtrodden, the unemployed and the youth — to make Hawaii a better place and help Hawaiians get what's rightfully ours."



The HGEA's John Penebacker is endorsed by the UPW in his race for the Windward District Board of Education seat. ALL OAHU RESIDENTS may vote in this race — and for all 10 seats on Oahu.

SISTER KATHERINE KAHIIHIKOLO, a Waimanalo resident, UPW member, and Parks worker assigned to Sandy Beach, is an O.H.A. candidate for the Trustee seat from Oahu. (Picture not available at presstime.)



Brother Harry Kanalulu Kuikahi, retired UPW member who worked 27 years with the Honolulu Fire Department, retiring as a Captain, is a candidate for OHA Trustee from the Island of Oahu. He now works for the Bishop Museum as a Hawaiian Arts and Crafts instructor.



Brother William Kamana Kala, a City and County parks worker, is a very warm, honest, and spiritual man. He is running as an O.H.A. candidate from the Island of Oahu. He is also a member of the UPW's Full Unit 1 Blue Collar Negotiating Committee.



Brother Hanalei "Soli" Niheu, an O.H.A. at-large candidate, addressed the UPW's Oahu and Private Sector Divisions and explained his ancestry from Niihau and his experience. Soli was an active UPW member and officer in the early 1970's, helping UPW to organize the Model Cities Workers. Soli has been in many Hawaiian and land struggles, from Kalama Valley to Waiahole-Waikane, and has won the respect of many. He is also an experienced carpenter, and father of two girls.

NO ENDORSEMENTS FOR THE OFFICE OF HAWAIIAN AFFAIRS

The UPW supports the concept of O.H.A. (Office of Hawaiian Affairs) and encourages our members to vote for the candidates of their choice in the November 4 election. The union feels the OHA

election is a matter for people of Hawaiian ancestry to decide. The union is glad, however, that some of our members and supporters are running and have been active in the OHA campaigns.

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



NOVEMBER SCHEDULE

MONDAYS—7:30 P.M. • SUNDAYS—5:00 P.M.
KHET—Channel 11 Oahu/KMEB—Channel 10 Maui

October 27 — November 2

POLITICAL ACTION PROCESS IN UNIONS

November 3 — November 9

KILLING US SOFTLY

November 10 — November 16

IF YOUR JOB IS UNSAFE

November 17 — November 23

HURT ON THE JOB

November 24 — November 30

LABOR RELATIONS IN THE FEDERAL SERVICE



Get Ready for Your Vehicle Registration Staggered Registration System Begins in 1981

City & County workers were told last September 17 at a UPW Section 8 meeting to be prepared for the City's new staggered system of vehicle registration which takes effect in 1981. The new system is designed to avoid the renewal rush that happened under the old system. Renewals will now be staggered throughout the year.

The month you must renew your license will depend this year on the last two digits of your present license plate number. Each vehicle owner will receive a notice later this year giving the amount of the fee and the permanent renewal month. The notice will also say whether a copy of your vehicle's safety check must be turned in.

Because the system is just starting, it may lead to some confusion and cause some hardships. Some vehicle owners may have to pay for 17 months of fees at one time, while others will only pay for 6 months. (See chart on this page to see how many months of fees you will pay.) And a 10% penalty fee will be assessed on the TOTAL amount of fees owed if you are even one day late in paying! The Deadline for the 1981 "mail-in" renewals is March 15 (or March 31, if you

SIGN UP BEFORE NOV. 15!

UPW's 24-Hour Insurance Policy Now Available

You still have a few weeks to act in order to take advantage of one of the best insurance buys in town. Make use of your union membership, and purchase the UPW's 24-hour Accidental Death & Dismemberment Insurance before November 15.

Your protection is world-wide and around-the-clock. The cost is very low. \$5 a year guarantees benefits of \$7,000 for an accidental death or serious loss of limb or sight. For \$50 a year, the benefit goes as high as \$70,000!

Go down to the union hall TODAY — and enlist in this good insurance plan! Or mail in the form printed in last month's ORGANIZER to UPW, 1426 N. School St., Honolulu, Hawaii 96817.

System Begins in 1981

pay in person). SO YOU MUST PAY BEFORE APRIL 1. If you have questions, or don't receive your renewal notice by January 1, 1981, call the Division of Motor Vehicles & Licensing (Ph. 955-8221).

LAST 2 PLATE NUMBERS	MONTH EXPIRES	MONTHS OF FEES
11 thru 19	January 1982	13
21 thru 29	February 1982	14
31 thru 39	March 1982	15
41 thru 49	April 1982	16
51 thru 59	May 1982	17
61 thru 69	June 1981	6
71 thru 79	July 1981	7
81 thru 89	August 1981	8
91 thru 99	September 1981	9
01 thru 09	October 1981	10
10, 20, 30, 40, 50, 60, 70, 80, 90, 00	November 1981	11
Commercial & Personalized	December 1981	12

UPW Oahu Division to Host Keikis' Xmas Party!

SUNDAY, DEC. 7, 9 A.M.-1 P.M.
UPW HALL, 1426 N. SCHOOL ST.

The UPW Oahu Division invites all our Oahu members and their children to attend the Annual UPW Keikis Christmas Party, Sunday, Dec. 7, 9 a.m. to 1 p.m. at UPW Hall. Featuring:

- free gifts for kids 12 and under
- games, toys, fruits, nuts
- visit by Santa Claus
- entertainment (organized by Clyde Palakiko)
- a light lunch for everyone
- good Christmas spirit and songs

It's FIRST COME, FIRST SERVE (free tickets to be given out at the door). So don't miss the fun. Bring your family on Dec. 7!

The Oahu Division Entertainment Committee — including Sisters Sarah Kaohale (chairperson), Charlotte Kaluna (adviser), Johanna Jay, Harue Tanouye, and Ruby Cup Choy — is hosting the event.

Don't Miss the UPW's Meet the Candidates Party

Friday, October 31, 6-10 p.m.
at UPW Hall, 1426 N. School St.

All our UPW Oahu Division and Private Sector Division members are invited to our UPW PAC Party to meet the union-endorsed candidates and candidates for OHA. There will be MUSIC, PUPUS, and DRINKS — at no charge to our members and endorsed candidates. SO DON'T MISS THIS BIG EVENT! Come out and get informed — meet the candidates — and have a good time, too!