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Persistency, Patience Result in Reallocation for Furnace Workers

Reallocation of seven incinerator furnace operators following a three-year battle with the City and County of Honolulu Department of Civil Service has finally been approved.

Civil Service Director Wallace Kunioka reached this conclusion Apr. 27 and his findings were received recently by Senior Business Agent Wilhelm S. Cordes who was on top of the situation from the beginning.

The seven members, who work out of the Waipahu incinerator, are now known as Incinerator Plant Operators and go from WB-9 to WB-10. They will also receive 28 months of retroactive pay from Mar. 1, 1979, to the first pay period of July, 1981.

Persistency on the part of the union and patience by the Waipahu-based workers certainly paid off not only for the seven but possibly for others who must work in varying degrees with electrostatic precipitators.

BENEFICIARIES

Those furnace operators who kept the faith and now benefiting from Kunioka's action are unit 1 members Marvin Burnett Sr., Donald James, Francis Quemado, John Mailua, Rudolph Kunukau, Allan Lung and Hiram Car-

michaels. Mailua has since retired.

A special mahalo is extended to former unit chairman Peter Kealoha for his assistance. Kealoha has since transferred from the unit. Also to Calvin Watson, unit chairman.

This reallocation confirms the union's convictions and concerns that innovations to the Waipahu incinerator, together with the added training, skills and knowledge of its operations, formed the basis for Kunioka's decision.

THREE-YEAR BATTLE

The history of this matter began in June, 1978, when position descriptions were developed and written and submitted to the refuse division.

Major emphasis for changes in responsibilities and performance were based on the construction and completion of two new electrostatic precipitators (air pollution components).

But former Civil Service Director Harry Boranian denied these changes. At a subsequent meeting to review the denial, civil service technicians disputed the fact that operators were not faced with new and highly sophisticated responsibilities which required additional training and knowledge.

In a move to down-play the union's contentions that the

men were performing over and above what their old classifications called for, both civil service and public works officials agreed to an investigation into the hazards of the job.

REQUIREMENTS

Bear in mind that both parties were ignoring the added skills, training and knowledge required of the men in order to perform their daily chores. Primarily, these were to:

- Operate and maintain proper combustion conditions for two 300-ton furnaces.
- Operate and maintain vigilance over highly sophisticated computerized control boards essential in the monitoring of both burning and emission control.

A lot of foot dragging and lack of cooperation by refuse and public works officials followed. Several months went by before the new position descriptions were submitted for review.

Needless to say, the attitude of department officials and Boranian's denial created confusion and disappointment. UPW was prepared to appeal the decision.

But Kunioka, who was appointed to succeed Boranian in the new administration of Mayor Eileen R. Anderson, came through with the favorable decision.

Arbitrator's Decision Favors Union in Long-Standing Case

A long-standing grievance which eventually was submitted for arbitration came to a successful conclusion for the union and especially the grievant.

Arbitrator Lani D.H. Nakazawa ruled in favor of Brother Andrew Hatchie, refuse crew leader from the Honolulu yard, in her decision dated May 26, 1981.

In her award, she noted: "The grievance is sustained. The one-day suspension is set aside. Grievant shall be reimbursed for lost wages and other loss of accrued contractual rights."

Brother Hatchie had been charged for insubordination because the refuse truck he was driving on the morning of May 14, 1979, was struck by a private vehicle while in the process of making a left turn onto Middle St.

Brother Hatchie was suspended one day on June 6, 1979. The letter of suspension read in part:

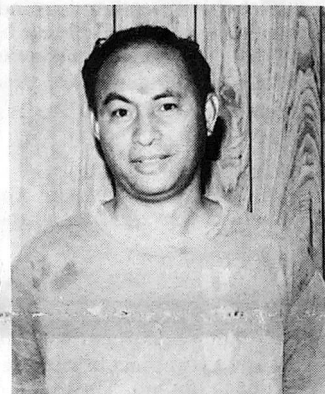
SUSPENSION NOTICE

"This is to notify you that you will be suspended for one (1) day, June 6, 1979. The reason for the suspension is that you failed to follow the Refuse Division memo dated Oct. 4, 1977, which states, 'When exiting from Keehi Transfer Station, no left into Middle St.

up to the hour of 8:30 a.m. As a result of your failure to follow instructions, you were involved in an accident on May 14, 1979, causing damages to the city refuse truck and a private vehicle."

Brother Hatchie grieved the suspension and it was denied through the three steps of the grievance procedure. It was then submitted for arbitration on Jan. 26, 1981, and hearings were held Mar. 17, 19 and 20.

Management argued that Brother Hatchie and other crew leaders at the Honolulu yard should have been cognizant of the 1977 memo which was posted on two bulletin boards and announced over the yard's public address system on the day of posting.



Andrew Hatchie

CONFLICTING TESTIMONY

Testimony presented at the hearing produced conflicting statements as to whether the announcement was heard by the employees concerned and whether the crew leaders were individually provided copies or otherwise informed of the memo.

Further, there was also conflicting testimony as to whether Brother Hatchie ever received either the memo or instructions regarding its contents since he was on leave for an industrial injury at the time the memo was issued.

CLUTTERED BOARD

Management personnel at the yard also did not know about the rule until after the Hatchie case, according to testimony presented at the hearing.

Furthermore, the Honolulu yard bulletin board was so cluttered with memos and notices at the time that many of them were tacked one upon the other, thus making it difficult for any person to notice anything. Papers were also posted on the outside of the glass-encased board.

Among union witnesses who testified at the arbitration hearing were State President James Brown who also serves as refuse unit chairman and steward; fellow crew leaders Benjamin Rodrigues, Joseph Rodrigues and Albert Cummings; and Kenny Haina, editor, UPW Organizer.

It marked the first arbitration win for Contract Implementor Tony Chang who joined the UPW staff last November.

Honolulu Route Selections Continue to Bug Collectors

Route selections for the Honolulu district refuse collectors for the current year will remain status quo.

This was the recommendation of the refuse negotiating committee following another in a series of such meetings with management on June 4.

Route selections have been an old bugaboo for the committee which has been attempting for several years to resolve the situation.

In a letter to Refuse Division Chief Frank Doyle, UPW Senior Business Agent Wilhelm S. Cordes wrote that "for the current year, the men feel that the status quo should be maintained with the exception of routine adjustments to routes as they occur."

He wrote further that "preparations to accommodate collection routes in Hawaii Kai, Niu Valley, Kalama Valley and Hawaii Loa Ridge should commence immediately in accordance with our letter of understanding dated Feb. 21."

RECOMMENDATIONS

Recommendations for the next two years were also outlined by Cordes to Doyle. They include:

- Route selection should be in effect no later than early February of the year. This means that the mechanics of selection by men have been conducted and crews already on their respective routes.

- The method of route selection shall be conducted per the department's proposal for 1981. This means all existing routes are to be kept intact and the crews allowed to select according to seniority from maps consisting of current route numbers.

1983

- Prior to the end of 1982, the Labor Management Committee will meet to discuss the route selection question for 1983.

- The determination of route selection will be ascertained in accordance with applicable methods negotiated between the parties.

State President James

Brown, who also serves as refuse unit chairman, noted that management still wants to eliminate a route but the committee has held fast.

MORE ROUTES NEEDED

In fact, Brown points out, routes should be added because the areas currently being serviced are expanding with more new buildings coming up and more families moving in.

He said that management instead has been eliminating routes since 1973 despite all the expansion and increased population. Altogether, seven routes have been eliminated out of an original request of 10.

Brown, who is also a crew leader with the Honolulu District, points out this has in-

creased the work load and likened the situation to "taking from Peter and giving to Paul."

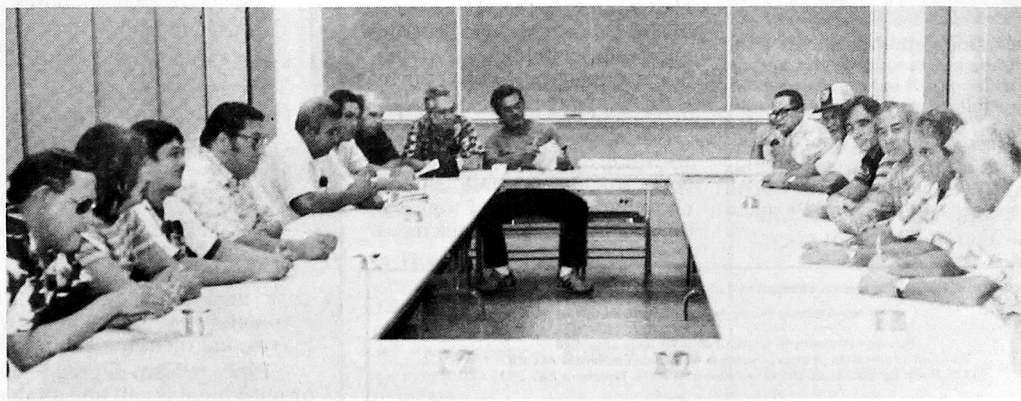
He noted that "a lot of it (work load and scheduling) depends on how the foremen adjust the routes."

FOREMEN FORGET

A number of these foremen, he points out, were once refuse collectors who worked their way through the ranks to attain their present positions.

But he sadly laments the fact that these once upon a time blue-collar workers have short memories.

The Honolulu district stretches from Aliamanu to Hawaii Kai, including the mushrooming Salt Lake area.



The union's ukupau negotiating committee, pictured at left, meets with refuse division management team. Members of the committee, reading from foreground to the end of the table, are: State President James Brown, Wade Mansfield, Melvin Kato, William Kapule, Albert Cummings, Alex Kaneakaua, Benjamin Rodrigues, Joseph Rodrigues and William Kaohi. Management people from end of table to foreground are Ernest Aiu, Cyril Kahale, Frank Doyle, Robert Young, Manuel Fernandez and John Mitchell.



BY GARY RODRIGUES
State Director

Promotions have been a major cause of grievances for many years. When an employee is wronged by being by-passed for a promotion, it causes major morale problems and discontent among other workers who have been waiting for their chance to climb the success ladder.

The supposition is that promotions are based on seniority and qualifications. But the powers that be seem to hold the key to the all important decision on whom to promote. We've been getting too much of this cock and bull about following an established criteria.

The employers and their respective departments want you and I to believe they have this established criteria because it will produce the best results in their final decision. That's a lot of hog wash and we don't buy it.

We'll get to the point in our discussion on promotions. This case happened very recently in the Department of Education where our member, School Custodian Julia Torres, was passed over for promotion from a II to a III.

EMPLOYER EXPLAINS

The principal cited the following reasons to a naturally dejected Sister Julia: "Pursuant to Section 16.06 (d) this response is being given.

"As stated in Section 16.06 (c), qualifications as determined after interview of applicants are basically comparative and competitive in nature and that each applicant is expected to sell herself and demonstrate the positive traits, characteristics and other determining factors which would lead to her selection over the other applicants.

"With this procedure in mind, a weighted point system was utilized to provide the most objective data. Please be reminded that it is my prerogative to determine the method of interview and selection so as to be fair to all of the applicants.

"Based on the interview procedure, the following data was gathered:
Applicant A 39 points
Applicant B 52 points
Applicant C (Torres) 44 points
"The difference between Applicant B and Applicant C (yourself) was eight points, which was significant and the selection made on this basis."

UNION OBJECTS

The interview data referred to by the principal was a list of 20 questions covered under 12 categories. Verbal replies were rated on a scale of 1 to 5.

We strongly object to this selection criteria which is based on questions that are irrelevant to the job. The union further objects to the final selection being made solely on the personal opinion of the person or persons conducting the interviews. Here again the questions have no bearing.

In Sister Julia's case, its a matter of a senior employee being denied a promotion because the principal decided to rate her "eight" points lower than the junior employee.

INTERVIEW QUESTIONS

Some of the questions posed in the interview and our own observations or rebuttals are:

1. What is the extent of your knowledge of carpentry work?

Now, we ask, what does carpentry have to do with being a school custodian? Lets get things in their proper perspective. Julia Torres met the minimum qualifications established by the Department of Personnel Services. Julia is not paid to do carpentry work but the principal decides otherwise in trying to arrive at her qualifications. A School Custodian III is WB-3 and a Carpenter is WB-9.

2. Have you attended any workshop to better your work performance?

Section 47.01 of the Unit 1 agreement requires the employer to develop in-service training or make available out-service training. The employer did not live up to provisions of this section so how can the employee be judged for attendance at non-existing workshops?

3. During 1980, how many sick leave days did you take? What was the extent of your illness and how disabling were they?

Sick leave is an earned benefit which has to meet the requirements of Section 37 in our agreement with management. The number of used sick leave days within the provisions of the agreement should not be used against an employee. Extent of the illness also has nothing to do with the contract or with a promotion.

DOUBLE TALK

4. What kind of commitment can you make to the overall good and directions of the department and school? How much follow through can I expect?

The DOE has not been able to live up to its commitments to teach the youths of our state and yet they want a school custodian to make one. Furthermore, custodians have no part in DOE directions.

5. Applicants are asked to provide any other information not covered in this interview that would give them the "edge" over the other applicants. Put your best foot forward and sell yourself.

This statement is self explanatory by the last two words, "sell yourself." In other words, if you promise not to disagree with the principal or the department, you will probably get a "5."

There were many other questions posed and we consider them just that much more malarkey management has been feeding our members. The questions are pointless and do not reflect the true nature of a person's qualifications for promotion. We suggest then that department heads knock off this very juvenile line of questioning in promotion matters.

"RIGHT PERSON"

The bottom line of this entire situation is what would have been the selection criteria if the principal or the department head just happened to get a telephone call at an opportune time from an opportunist who, just by coincidence, could have been what we'd like to refer to as the "right person." You draw your own conclusions on this phrase.

This business of promoting the wrong employee is an on-going matter. The Julia Torres incident isn't the first and it won't be the last.

We are of the school that qualified senior employees should get the promotion. For employees to have absolute control over who should get a promotion, junior employees should inform their supervisors they will not accept it over a senior brother or sister.

Whenever a junior employee accepts a promotion over someone who has put in longer years of service, then he is saying he does not believe in the collective bargaining contract. He may also be saying he is a "scab," a dirty word among members.

The Julia Torres case has gone through the grievance procedure and will now be submitted to arbitration, thanks to a unanimous decision of the union's arbitration committee.

Malamā Pono! We care about our members.

Kalua Time

These Private Sector members at The Kamehameha Schools pose for the Organizer after putting the goodies in the imu for the annual third grade luau. Hiram Kaikaina, fourth from left in the photo, is an old hand at preparing an imu. He and his fellow co-workers annually work with teachers and children in making the event an educational project they'll long remember. The children themselves wrap the food to be placed in the imu, set and uncover the imu and share this home-made luau with their parents. With Kaikaina, from left to right, are Alika Kalua, Carter Cobb, Reggie Keaunui, Jerry Pacheco and Eddie Kam.

Roffman Ends Work with TV

"Rice and Roses," produced by Hawaii Public Television for and about working people, bids aloha to Max Roffman, its producer for the last six years.

Roffman, retired editor of the UPW Organizer, commented in the summer issue of the show's news tabloid that "I am shifting the main area of my activity to matters pertaining to senior citizens."

The late David Thompson of the ILWU was the main driving force in establishing the show. He also served as the first chairman of the Labor Advisory Committee. The current chairman is John E.K. Akana, deputy executive director of HGEA, Local 152.

Roffman is very involved with the UPW retiree chapter, Kokua Council and similar community activist groups dealing with senior citizens.

BUDGET \$TRETCHER

OVEN-STYLE KALUA PIG

Since pork butts are still one of the skimpy meat bargains these days, it would be a good time to try a mini home-style luau without putting a big dent in the family budget.

The following kalua pig recipe shouldn't cost more than \$10. This would include poi and chicken long rice. Of course, if you prefer to stretch your menu to also include lomi salmon, opihi and sweet potatoes, then you'll go over the \$10 ceiling.

Anyway, here's how to prepare kalua pig from your very own kitchen.

- 1 large pork butt
- Handful of Hawaiian rock salt
- 1/4 teaspoon monosodium glutamate
- 1/2 teaspoon pepper
- 1 tablespoon liquid smoke
- Ti leaves
- Banana leaves

Piece of burlap sack (available at laundries), soaking wet.

Pierce butt all over with knife and set aside.

Mix salt, monosodium glutamate and pepper in bowl. With this mixture, rub pork thoroughly. Rub liquid smoke over pork, especially where insertions were made. Wrap pork in a single layer of ti leaves, making sure it is completely covered. Then wrap in a single layer of banana leaves and then in a single layer of burlap.

Place in a 325-degree F. oven and roast for about 5 hours or until meat is soft and pliable. Keep burlap wet with water throughout baking time. Remove from oven and shred then set aside.

Mix drippings in pan with one-half cup hot water or chicken broth. Add to shredded pork and dig in.

POSTMASTER: Send address changes to THE ORGANIZER
1426 North School Street, Honolulu, Hawaii 96817

Published monthly by United Public Workers Local 646
American Federation of State, County & Municipal Employees AFL-CIO
1426 North School Street, Honolulu, Hawaii 96817 Telephone 847-2531

(USPS 653-480)

JAMES BROWN
President

ADALINE UHRLE
Secretary Treasurer

GARY RODRIGUES
State Director

KENNETH S. HAINA
Editor

CONTRIBUTING EDITORS
Adrian Hussey, Jack Konno, Joseph Brun, Evalani Subee

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

from the President's desk



BY JAMES BROWN
State President

Our members in the public sector throughout the years have been filing for job-connected disability retirement and the Hawaii State Employees Retirement System has naturally challenged many of these cases.

Detailed work and many other sundry matters are involved in these filings and hence the need for legal assistance. Business agents, division directors and members themselves have been referring such cases in the past.

These kinds of kapakahi referrals have caused a back log of cases. In other words, cases are piling up when they shouldn't be. But when this happens, our members get a little huhu for the long wait.

This shouldn't be the case any longer because your state executive board in April adopted a long-needed policy for the referring of cases to the union's attorneys. This policy appeared on Page 5 in the May, 1981, issue of the UPW Organizer.

READ GUIDELINES

We hope you read it. In fact, we hope you've been reading your union newspaper. It is important you do because the Organizer is one of our avenues of communicating with you the membership.

The policy outlined in the newspaper is plain and clear. Instead of going directly to the attorney, all requests must now be made to the union in a written memorandum. The state director will study the requests and act accordingly. This method should ease the log jam.

There are some of you who were injured on the job but never filed any claims for Worker's Compensation. Remember that the statute of limitations in such cases is two years.

HOSPITAL WORKERS

A Honolulu Advertiser story in the July 3 edition detailing "an all-out jurisdictional war between the Teamsters and United Public Workers" caught our maka that morning because it brought us back to 1972 and an ugly experience we had with its labor writer, Charles H. Turner.

We have our own opinion about his reporting so we won't go into that at this time. But getting back to the subject of raids, we should remember that these kinds of situations would not have presented themselves had we not left anything for the opposition.

What we're referring to is the derelict performance of some members of our servicing staff and those in charge. But all that has changed since Feb. 7, 1981, when Gary Rodrigues, our former Kauai Division Director, was appointed UPW State Director.

RESULTS SHOWING

In just four short months, our new director has made great strides in all facets of our union. Improvements to the physical and fiscal aspects of the union are already quite evident and field operations should show marked changes over the next few weeks.

Our state director is cognizant of some dissatisfaction among the ranks and he has so admitted this fact. It is unfortunate he wasn't the top man a little earlier. But new directions are evident as we have mentioned and there's more to come.

Contract violations and membership service are among his top priorities. There are other improvements on the list but that's another story.

Our members deserve the best service possible, even at the expense of having new staff.

Job Stress Workshop July 28

A workshop on job stress and relaxation will be held Tuesday, July 28, in the UPW Hall.

It is sponsored by the Hawaii State Federation of Labor, AFL-CIO, and will be held from 8 a.m. to 4 p.m. This is a follow-up workshop being conducted by the Federation's Occupational Safety and Health division.

Objectives of this workshop are to learn:

- How to work effectively with people under stress.
- Relaxation techniques.

Workshop instructors are John J. Blaylock, Ph.D., chief of the mental health team for the courts and correction, and Jeff Gero, Ph.D., of Jeff Gero and Associates.

Tools to help work effectively with people under stress will be shared by Dr. Blaylock. Various relaxation techniques will be presented by Dr. Gero.

There is no cost for the workshop which is open to all union members. Interested members may pre-register by calling the OSH program office at 537-1574.

Lunch is brown bag or at several nearby restaurants and fast food outlets.

LMR Training Program Continues

Labor-Management Relations training classes for blue-collar workers moving up the work ladder into supervisory positions are an on-going project between UPW and the City and County of Honolulu.

Part I of the series is being held this month and will be completed July 22.

All classes are held Wednesdays and Fridays at the Bereania Neighborhood Community Center training rooms. Almon Ah Cook, chief of personnel development and training for the city, and UPW Business Agent Teddy Lii are the coordinators.

Ah Cook is assisted by four other members of his staff who also instruct city workers on such matters as retirement, report writing, accident and injury reporting, loader, roller and Hoptoe operations and many more subject areas.

An introductory course to the metric system and a refresher in mechanics are other areas covered by Ah Cook and his staff.

Labor-Management Relations classes for the next three months are: Part 2 — Aug. 5, 7, 12, 14, 19, 20 and 26.

Introduction to Supervision — Sept. 9, 11, 16, 18 and 23.

Part 3 — Oct. 2, 7, 9, 14, 16 and 21.

Members who need further details on any of the city's training programs should contact Lii or Ah Cook's office.

The LMR program is the only one of its kind in the state where the union and city work hand in hand for the development of tomorrow's supervisory personnel.

The union appreciates the cooperation of the county administration in making these classes available to its members. They have proven beneficial in every respect.

MAUI DIVISION

Kekona's Good Deed Noted But Effort Goes for Naught

Brother George Kekona, Maui Division secretary-treasurer and a member of the union's state executive board, was recently cited for his humanitarian efforts in trying to save a stranded pygmy sperm whale.

In a letter to the editor of the Maui News, a Herbert R. Hynson wrote that Kekona and his family were picnicking at Kamaole I Beach when he immediately went to the assistance of the stranded mammal.

Hynson noted that the whale was being dashed against the rocks and incurring injuries and that Brother Kekona acted quickly.

"Even though the task was hazardous to Mr. Kekona, he was successful in directing the mammal out to sea and deeper water away from the pounding surf on the rocky shoreline. The mammal was able to move to deeper water under his own power," wrote Hynson.

There was, however, an unhappy ending to the story. Hynson related that shortly after Kekona's heroic efforts, two swimmers "with face masks, snorkels and fins swam out to the injured mammal and heeded it to shallow water where it was beached and continued to thrash violently as the throng gathered to observe the injured mammal."

"Following the violent thrashing on the sand and shallow water, the pygmy whale was allowed to re-enter the water and attempted to get back to deeper water. Immediately, the water became discolored in the area



George Kekona

from wounds apparently being reopened from the thrashing on the beach."

Hynson made the following observations which caused the death of the sperm whale.

- The snorklers who herded the deep sea mammal to shallow water causing it to be beached so the Sunday beach goers could observe it more closely.

- The untrained and uninformed who interfered with the U.S. Coast Guard and police as they tried to perform a part of their duty in which they are trained.

Hynson concluded his letter by writing:

"Had all involved had the compassion and knowledge of sea life as Mr. George Kekona, perhaps we would still have a pygmy sperm whale visiting the Maui waters again next year."

Attention Women Members! Conference Mana'o Needed

A UPW women's committee is planning a conference for all women delegates attending the union's 25th biennial convention Oct. 15-17 at the Ala Moana Hotel.

This first such conference is being held on Oct. 15 from 9 a.m. to 1 p.m. Interested non-delegate women members as well as male members are welcome.

Non-delegates, especially those from the neighbor islands, are reminded that attendance at the conference is at their own expense. There is no conference fee and lunch will be provided for delegates and non-delegates.

In order to effectively plan for the conference, the committee needs the kokua of its fellow women members in completing the form below. This is needed so that the committee may be able to provide subject matters most interesting to the women membership.

Possible workshop subject matters proposed for discussion are (please rank according to order of importance, listing them 1, 2, 3 and 4).

- Stress Management (How to recognize pockets of stress in your life and how to effectively reduce its level).

- Non Traditional Roles of Women (Acknowledging how women can contribute in a unique way in work arenas that were traditionally for males).

- Assertiveness Training (To say what we mean, get what you want without stepping on someone else's toes).

- Sexual Harassment (How to use your contract and the legal frame work necessary to address this problem on the job).

- Others (Please feel free to indicate other subject matters you would like to see addressed at this conference, again listing them in order of preference).

Cut out and return this sampling form to your respective division officers by Aug. 7. The committee thanks you for responding.

Ambulance Unit Meets



Members of the Ambulance Unit fire questions to their officers at a recent meeting. At the table from left to right are Julian DeGrande, vice chairman; Saturnino Villafuerte, chairman; and Alvin Akiyama, business agent assigned to the unit.

HAWAII DIVISION

Steward's Quick Action Prevents Fatal Accident

Brother Roy Haili, one of our most active stewards in the Department of Education, exercised quick action recently in helping save the life of a fellow member on the job.

Brother Haili, honored recently as a Hawaii Division member of the month, just happened to be passing the scene of what could have been a tragic fire.

A tractor mower operator's shirt caught fire while he was putting gasoline into the tractor's fuel tank. Brother Haili rolled the worker on the ground in an attempt to put out the fire. Another member who was also working nearby went for a fire extinguisher to douse the fire on the burning mower.

The rescue squad was also summoned to transport the worker to the hospital. The employee received severe burns on one side of his body but will recover.

There is a lesson to be learned about this incident and it concerns safety and the dangers involved when working with equipment where gasoline is used.

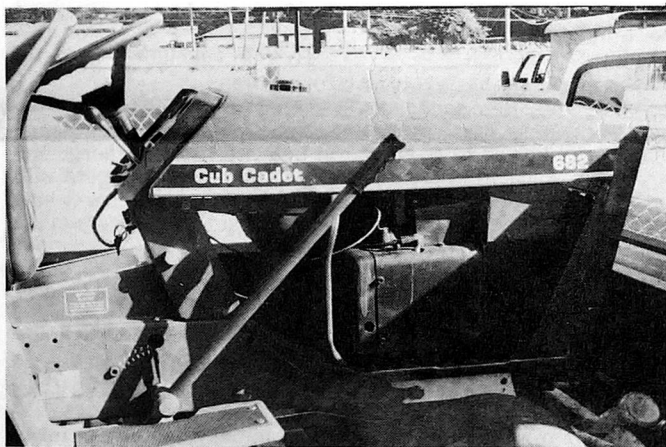
It isn't a question of whose fault it is but rather how to avoid a similar kind of accident. There was no explanation on what caused the fire but it is believed that gasoline overflowed from the funnel being used and suddenly the motor section ignited.

The employee was not smoking at the time and he also had taken a 10-minute break prior to filling up the tank. The mower, however, was still hot.

The employee can thank the quick action of Haili and other workers who were working within close proximity. It would have been worse had there been no one nearby at the time.

The department involved is conducting an investigation into the cause of the fire. According to an official, he is trying to find a better method of refilling gas tanks.

Burns are very painful and the union wants to caution members to be extremely cautious whenever gasoline is involved. Gasoline is no different from dynamite so please exercise caution.



This is the kind of equipment which caught fire and burned the clothing of one of our members recently. Brother Roy Haili and other nearby workers prevented further disaster.

Our Annie is Incapacitated

Hawaii Division members are being asked not to get huhu if they haven't seen Business Agent Ann Delos Santos around the baseyards or work sites these past several weeks.

The reason for her absence as some of you have discovered is that she was involved in an automobile accident. As a result, she suffered a severe whiplash and internal injuries, especially to her back.

She was returning to the UPW office following one of her field assignments when another driver, inattentive to his driving, banged into her vehicle from behind. Damages to the vehicle topped \$3,000.

Sister Ann has been on industrial injury leave. She is under going therapy treatments and will return to work when she is given the green light.

The union is asking its sisters and brothers for their understanding and patience in this matter.

Mayor vs. Council Makes For Good Entertainment

BY JACK KONNO
Hawaii Division Director

An issue that has developed into strong controversy between the Hawaii County Council and Major Herbert Matayoshi may turn out to be one of the most interesting events to watch.

The honeymoon is definitely over and it really is a refreshing change of pace to see the Council taking opposite positions from that of the administration.

A case in point is alternate energy which is currently in the development stage in the Puna district. The mayor wants private enterprise to develop and commercialize the energy resources with no interference from the county.

The council on the other hand would like to create a power authority and join private enterprise in the development of geothermal resources and share the profits.

In attempting to analyze the situation, the union believes the council is on the right course of action. What's wrong with the county reaping some of the profits when government funds were initially involved during the test stages?

NO RISK ANYMORE

On the other hand, the mayor feels that since private enterprise is risking its own money, they should reap all the profits. It seems to the union that no risk is involved anymore because it has been proven that energy is there for the taking.

When the risk factor existed during the initial test stages, private and government funds were used. So what is wrong in the council trying to reap some of the profits? Government funds are really taxpayer's money and if some of the profits come back to the county, that money can be used so all taxpayers in Hawaii County benefit.

It seems to us that the mayor is really only looking after the interests of big business. After all, we must remember that prior to being elected the county's top executive officer, the mayor was a businessman.

His attitude is no different from that of President Reagan — make the rich richer. We don't know if the mayor is aware of it but revenue sharing will be a thing of the past under the Reagan administration.

PAY HIGHEST RATES

Hawaii residents currently pay the highest electric rates in the nation. Continued escalation of oil prices has necessitated the need to look for other sources of alternate energy. The potential of creating geothermal energy in Puna has proven successful and the ultimate hookup to Hawaiian Electric Light Company lines is not too far away.

Why is the mayor maintaining an attitude of government noninterference? Should private enterprise be the only business to reap all the profits?

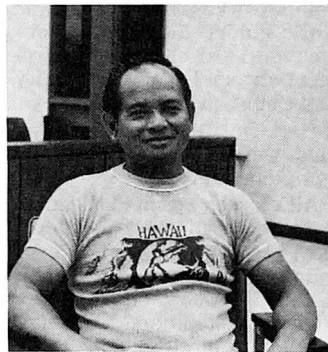
The union disagrees with the mayor in his thinking. His weight is with big business while the council's position is to share the profits, a kind of shortfall from Reagan's administration. Directly or indirectly, Hawaii County residents will benefit.

The council is thinking of creating a power authority which will really be the watchdog to monitor private enterprise in its development of geothermal energy.

We are very optimistic that this new source of alternate energy will cause electric rates to be lowered. Its tough enough paying the highest rates without continually having to pay for oil adjustments as well.

The council is trying to ease the consumer's burden and we commend this body for its efforts.

Kohala Guide Has Concern For Others



John Fuellas

John Fuellas is a historical park guide at the Lapakahi State Park in Kohala where he has done a tremendous job for the Department of Land and Natural Resources.

He works closely with CIP, CETA and SCET workers at the park and is also the UPW steward there representing their interests. In this respect, he has done an outstanding job and deserving of selection as Hawaii Division's member of the month.

Brother Fuellas knows how it is to be without a job and hence his work as steward is much more important. He is a former ILWU officer who found himself without a job when the now defunct Kohala Sugar Company was closed down.

The departure of sugar from North Kohala made jobs a scarce commodity and the state legislature's lack of SCET funding has really hurt the workers.

Brother Fuellas has been doing what he can to keep worker morale up and to keep them informed of job opportunities. He works hard as UPW's link with its rank and file members in his area and the union is grateful for his efforts.

Grievance Workshop Gets High Marks from Members

BY MILDRED MURAKAMI

(Editor's Note: Sister Murakami is a steward in the health screening program unit of the State Department of Health. We are grateful for her contribution).

"Grievance Handling" was the topic of a recent 18-hour workshop which was spread over a three-week period.

It was sponsored by the Center for Labor Education and Research which is a part of the University of Hawaii's College of Continuing Education and Community Service.

Purpose of the workshop was to orient union stewards, business agents and grievance committee members in finding out what a grievance is and the process involved in the respective procedural steps through its final resolution.

Some of the topic matters stressed at the workshop were:

- Get your facts in order.

- Investigate all facts thoroughly.

- Be aware of the contract language to determine violations.

- Document your information in writing.

The workshops were conducted by Donald Dumont and Barbara Stanton. Both instructors were interesting and drew high praise from those who attended. All agreed it was a beneficial workshop.

Among the Units 1 and 10 members in attendance were the writer, Howard Suzuki, UH; Derrick Ah Sing, Department of Water Supply; Roy Haili, Department of Education; Elizabeth Hauanio and Joyce Branco, Hilo Hospital; Peter Wong, Kulani Correctional Center and Don Abdul, Hawaii Housing Authority.

Members from the federal and private sectors were also in attendance. Certificates of completion were awarded on the final night.

New Division Officer Named

Sister Henrietta Carvalho is Hawaii Division's new secretary-treasurer following her election at the executive board's quarterly meeting June 5.

She fills a vacancy caused by the departure of Sister Sarah Togashi who accepted a position as cafeteria manager at Waiakea Intermediate School.

There was some questions on Sister Togashi not formally submitting a letter of resignation. But Division Vice President Frank Rapoza distributed

copies of the union constitution, pointing out Article IV (membership) which clearly spells out the issue in question.

Sister Carvalho is a Janitor II at Hilo Hospital where she has worked for the last 12½ years. She has been the unit chairperson, an alternate at state executive board meetings and is a member of the newly-organized UPW women's committee.

The Hilo Hospital unit will elect a new chairperson shortly to succeed Sister Henrietta.



Hawaii Division Vice President Frank Rapoza congratulates the executive board's new secretary-treasurer, Henrietta Carvalho.

HAWAII DIVISION

Union's Bird-dogging Nets Permanent Job for Member

This is a true story about a former CETA worker whose future seemed dismal until the union intervened and was able to get him a permanent position with the County of Hawaii.

Brother Clifford Lee started his public sector career in February, 1973, as a jail guard with the Hawaii County Police Department. Subsequently he was promoted to foot patrolman and then motor patrolman.

While driving to work one morning from Hilo to Ka'u where he was assigned later that year, Brother Clifford was involved in a very serious accident which eventually resulted in his termination from the police department in November, 1973.

He worked for nearly three years at an assortment of jobs before becoming a fulltime student at Hilo College in 1976 and graduating three years later. Meanwhile, Mrs. Lyrone-Jean Lee, his wife, was the family breadwinner.

was in 1980 that he was seeking the Public Works job. This adds to more than three years.

UNION APPEALS

The union appealed the case to the County Civil Service Commission which in turn referred the matter to Personnel Director Harry Boranian for his review and recommendation.

Borianan recommended that the appeal be sustained but commission members felt the physician should be given an opportunity to state his reason for rejection.

The union also verbally presented its case at the hearing and submitted medical evaluations from other doctors who stated that Brother Lee was fit to do any and all kinds of work.

VINDICTIVENESS?

The union pointed out that for some reason the same county physician who found Brother Lee physically fit just one year



Brother Clifford Lee and his wife, Lyrone-Jean, happily pose for the Organizer following his appointment to a permanent position.

PERMANENT POSITION

In Feb. 1980, he accepted a one-year appointment as a CETA worker with the County Department of Parks and Recreation. Meanwhile, he also applied for work with many Hilo firms and had sought a permanent job as General Laborer II with the Department of Public Works.

An interesting aspect of his job-hunting is the fact that he was declared physically fit during a pre-employment physical examination prior to taking the CETA job. He took another similar exam a year later in applying for the laborer's position. The same county doctor gave him the physical.

In his medical evaluation report to the chief engineer, the doctor noted that Brother Lee had answered several questions falsely.

The questions he allegedly falsely answered had to do with whether he had previous illnesses, injuries, operations or had been hospitalized. These questions were posed to him over the telephone by an employee of the Public Works department.

The question asked was whether he had received injuries within the past three years in an accident. You will recall he suffered injuries in such an accident in 1973 and it

earlier now finds him answering questions falsely.

Following several more evidence by the union of Brother Lee's fitness, the commission finally sustained the appeal and he was placed on the eligible list. He eventually made it as General Laborer II, a position he currently holds.

Brother Lee had a flawless record as a parks worker and the union is confident he will continue his hard work in his now permanent position. He is happy to be working again and providing for his family.

Justice prevailed on the merit of the case, thanks to Boranian and the commission.

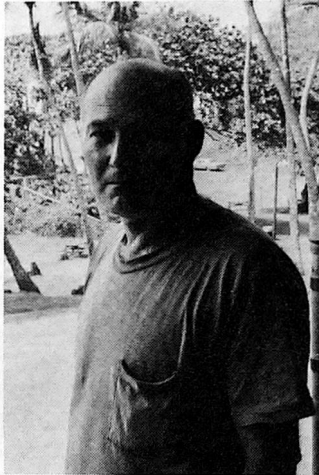
Reminder! Elect Your Delegates

UPW unit members are reminded of elections of delegates for the union's biennial convention Oct. 15-17 at the Ala Moana Hotel in Honolulu.

Some units may already have held their elections and this is merely a reminder to those still to act on this matter. Units are urged to have their elections completed by the end of August.



Sister Emily Hori is a School Custodian II at Holualoa Elementary School in Kona where she has been employed for almost 16 years. Sister Emily and another part-time worker keep the school clean. Her pleasant attitude and helpfulness combine to make her a favorite among students and faculty.



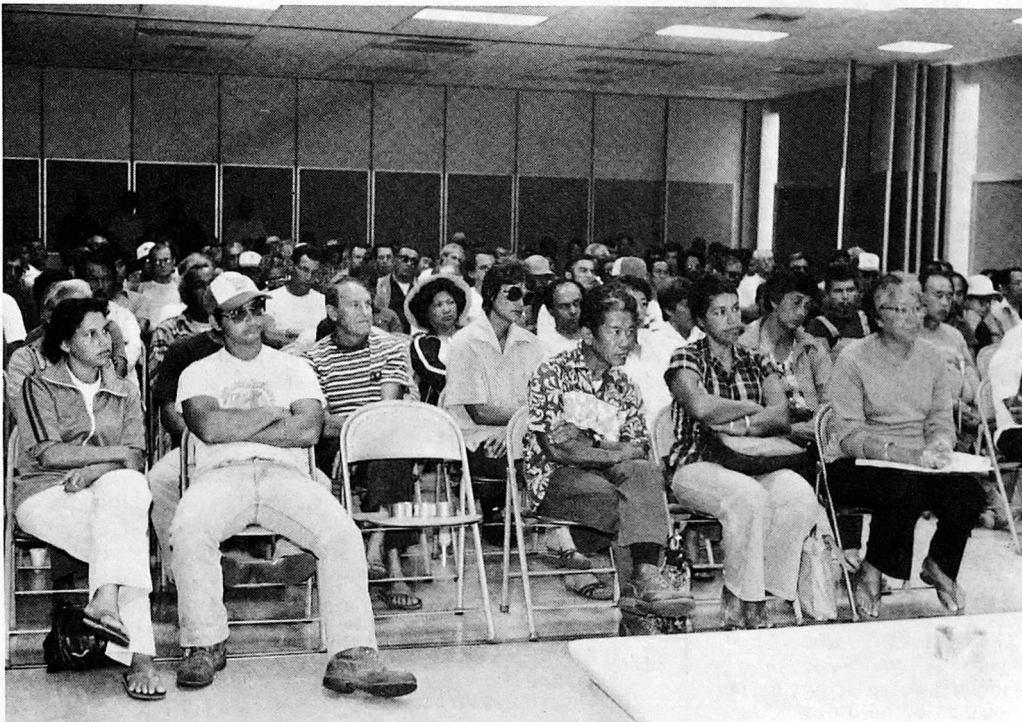
Brother Tony Vega takes special pride in his work as caretaker at Keokea Park in North Kohala. He is responsible for maintaining the grounds and keeping the pavilion clean. The hundreds of families and individuals who use the park and its facilities will attest to Brother Vega's special care.

Sand Bagging for Water



Another drought has hit the Big Island once more and whenever this happens our workers from the Department of Water Supply get involved in a lot of overtime work. This photo shows the county helicopter transporting sandbags to upper Wailuku River to create a dam. The crews loaded sandbags on slings at one end then another crew unloaded them at the other. Whenever helicopters are used, the workers are granted temporary hazard pay under the "most severe" section of the contract.

First Meeting Together as a Group



Park keepers from the City and County of Honolulu overflowed the UPW Hall at a recent Section 8 meeting. It marked the first time the entire unit met as a group at the same time and place. Business Agent Robert Chang conducted the meeting and reminded members of their rights under the collective bargaining contract. He also brought them up to date on a variety of other issues.

Private Unit Board Sends Condolences

The UPW Private Sector Division executive board unanimously voted recently to send condolences to the families and friends of slain ILWU Local 37 officials Gene Viernes and Silme Domingo in Seattle, Wash.

The two young leaders were fatally shot inside the Cannery Workers Union headquarters on June 1. Their assailants were apprehended and are awaiting trial on charges of first degree murder.

Domingo and Viernes, both 29, were leading proponents behind the implementation of the union's reform policies, especially in the area of the dispatching procedures.

Russell Valparaiso, Private Sector vice president, wrote in the division's letter to Antone Baruso, Local 37 president:

"We salute their example, the ultimate sacrifice they made and their fearless, tireless dedication to the cause of reforming the union and making it stronger for the rank and file democracy in the union."

"We pledge our aid to the efforts of those who carry on the work and struggle of these two brothers. We must stand together in the face of the mounting attacks on our unions and on those who struggle for justice and decency within labor and the larger society."

Brother Russell met the two young leaders at a 1973 Asian-Pacific conference in Seattle where he was one of the speakers. They also were here in May for the ILWU's international convention.

A memorial service for the two slain officials was held by ILWU Local 142 on June 7 and among those in attendance were Russell and Roy Sagadraca, a UPW steward and treasurer of the Queen's Medical Center unit.

Grievance Workshop
Aug. 12 — 7 p.m.
UPW Hall
You All Come

Office Window is Vantage Point to View Violation

State Director Gary Rodrigues, ever alert for safety violations, observed one recently only a stone's throw from his second floor office in the UPW Building.

What he saw from his panel window were two UPW members cutting down over-hanging trees from the adjacent state-owned cemetery.

The workers were without protective clothing, safety shields or goggles and hard hats. They both, however, had safety shoes and gloves.



Samuel Kaupu saws down tree while while Manuel Arial braces it so it won't fall on nearby garage roof. Note absence of safety equipment as pointed out in story.

Rodrigues immediately instructed Business Agent Robert Chang to have the men stop their work because of the obvious violation, pointing out Sections 46.01, 46.02 and 46.03 of the Unit 1 collective bargaining contract between the state and four counties.

The men complied and put away their equipment, leaving their work unfinished.

The two workers were Samuel Kaupu, Tree Trimmer II, and Manuel Arial, groundskeeper who has been on temporary assignment as tree trimmer-truck driver since December, 1978.

Both men are employed by the Department of Accounting and General Services, Central Services Division. Kaupu has been a state worker for 17 years while Arial started his government career in 1976.

Rodrigues has repeatedly told his membership since being appointed state director

Ambulance Driver's Son Gets Appointment

Bernard Brown, City and County of Honolulu ambulance driver, is beaming from ear to ear just like any proud parent would if you got word that your offspring was accepted at one of the U.S. academies.

This is what happened to Brown on July 7 when his son, Sinclair, got word from Sen. Spark Matsunaga's office that he is to report to the U.S. Merchant Marine Academy at King's Point, N.Y.

The younger Brown, a May graduate of Punahou School, was earlier designated as an alternate appointee in Matsunaga's original list of academy appointments.

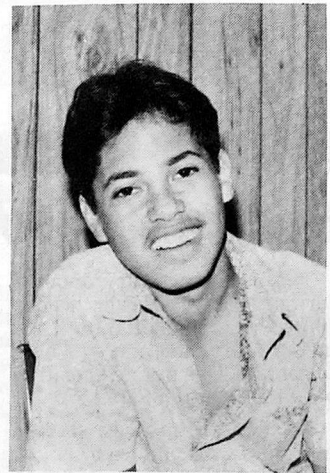
Sinclair left for New York July 12 to begin studies for what he hopes will lead to a career in maritime law or maritime management.

The youngster said before his departure that he always had an interest in the service academies and that it was his hope he would get an appointment.

"It was exciting enough to be an alternate designee but the ultimate appointment was the crowning point," said a very happy Sinclair.

Young Brown was quite active on the Punahou campus, serving as ROTC battalion commander, reporter for the school newspaper, class treasurer for the student government and counselor at Camp Timberline.

Sinclair's mother, Mrs. Minori Brown, is a registered nurse with the Blood Bank of Hawaii. The Brown household in Kaneohe also includes nine-year-old brother Segard who



Sinclair Brown

will be a fourth grader at Kapunahala Elementary School in September.

EDU Members Planning Yule Party

The EDU Cafeteria Unit is planning its annual Christmas party and would like some input from members on what is their preference.

Sister Harue Tanouye, who is chairperson of the party, urges members to attend the next meeting and provide her with some suggestions and recommendations for the event.

Remember that EDU members meet every second Sunday of the month at 1 p.m. in the UPW Hall. This means that next month's meeting is Aug. 9.

Sister Tanouye hopes to make this year's event a bit different and welcomes any assistance as to ideas and manpower. So come to the August meeting and give her your kokua.

Glass Tinting, Paint Firms Offer Membership Discounts

Two offers of savings for the UPW membership are now in effect at Glass Tinting Hawaii and Pacific Paint Center.

Owner Kenneth Kanda of Glass Tinting Hawaii offers a 15 per cent discount for its window tinting jobs from now until the end of September.

Kanda's company handles all tinting needs at residences, condominiums, town houses and on automobiles. Proof of Glass Tinting's work can be seen on the nine makai panels in the UPW administrative offices.

There are two locations — 747 Amana St. and 1411 S. King St. — and two telephone numbers, 944-8585 and 947-4002, for complete details and estimates.

Pacific Paint Center is located at 2865 Ualena St., and the telephone number is 836-3142. President Stanley K. Hirose offers the following for UPW

members.

- 30 per cent discount on all Spectra-Tone and Fuller O'Brien paints, except on special sale items.

- L&M Brothers (Maui) and Painter's Warehouse (Kona) offers 30 per cent on Spectra-Tone paints.

Hirose explained that expansion plans call for securing a Kauai dealer soon, thus covering all islands in the program.

The discount offer, he added, is effective immediately with no termination date at the present time. Discounts will be given to all members upon presentation of their UPW (AFSCME) membership cards.

Hirose and Milton Deguchi, vice president, will be happy to handle all inquiries.

Labor Day Parade Out; Fun, Food, Picnic In

There will be no Labor Day parade this year as was originally planned by a joint union Labor Day coordinating committee.

Poor response and other commitments were the principal reasons for cancelling the Sept. 6 feature. There will, however, be a Labor Day program that Sunday at Kapiolani Park.

There will be food, games, programs and speakers at the event which is scheduled for 10 a.m. to 4 p.m.

The keynote address is expected to be delivered by William Schroeder, national vice president of the Graphic Arts Union in Washington, D.C.

Pre-inflationary prices for food will be in vogue that day. For \$1.25, members will get a ticket containing six scrips good for two sodas, a saimin, hot dog, hamburger and potato chips.

Gladys Murakami, who has been serving as UPW representative on the committee with Jessie Cavaco, distributed tickets to unit chairmen attending the July 9 meeting. Absentee chairmen are urged to contact her at either the UPW office or at Waimano Home and leave word. Board members were also given tickets.

The tickets are free and were purchased from funds approved by the state executive board at its April meeting.

Requests for additional tickets may be made with Sister Gladys.

Members are also welcome to bring their own coolers and additional food. There is no obligation to purchase tickets.

The simple family type program will include entertainment by the Royal Hawaiian Band under the direction of Aaron David Mahi and by Dr. Richard Lum's Honolulu Pops Band.

Four retiree members from each local will also be honored at the affair.

There will be games for children and adults with prizes for virtually everyone. Plan now to make this a family day and help observe labor's 100th anniversary in America.

This is the only known organized function in Hawaii being held to honor labor on its 100th birthday.

Zippy's chili

If you didn't get your tickets for the Private Sector's benefit chili fund raiser, you've still got time to do it.

For a donation of \$1.50, you get a one-pound container of delicious Zippy's chili. They may be picked up at any of Zippy's 10 convenient locations.

Contact any Private Sector officer or steward for your tickets.

Call Regal For Low Cost Isle Travel

UPW members and their families are now enjoying interisland discount privileges through Regal Travel which has offices on all islands.

This discount benefit was announced by State Director Gary Rodrigues at the April state executive board meeting and appeared in the May issue of the UPW Organizer.

Physical locations and telephone numbers of the various Regal offices are being printed for the convenience of members.

HAWAII — 226 Kanoehua Ave., Hilo, 961-4696.

MAUI — 845 Palapala Dr., Kahului, 877-7308.

KAUAI — 4273 Rice St., Lihue, 245-7308.

OAHU — 3389 B Campbell Ave., 735-3527; 3111 Castle St., 735-3011.

Health Fund Moves Office

The Hawaii Public Employees Health Fund office, formerly located in the Charles R. Kendall Building, is now situated on the fourth floor of the Hawaii State Employees Federal Credit Union building, Room 402, 560 Halekauwila St.

IN MEMORIAM

ROBERT S. ISERI, member, Hawaii Division, retired from County of Hawaii. Expired: May 19, 1981.

PEPING JERUSALEM, member, Hawaii Division, retired from State of Hawaii, Kohala Hospital unit. Expired: June 24, 1981.

JOSEPH B. ENOS JR., member, Oahu Division, retired from State of Hawaii, University unit. Expired: June 20, 1981.

RITA K. HIROTSU, member, Oahu Division, retired from State of Hawaii, Operations unit. Expired: July 5, 1981.

JAMES K. MATSUMOTO, member, Oahu Division, retired from City & County Road 1 unit. Expired: June 14, 1981.

LAWRENCE L. KAHUNANUI, son of member, William K. Kahunanui, Oahu Division, State of Hawaii State Hospital Unit. Expired: June 10, 1981.

ELIZABETH CHU HING, spouse of member, Henry Chu Hing, Oahu Division, retired from City & County, Parks unit. Expired: June 23, 1981.