



UPW

rganizer

AFSCME LOCAL 646, AFL-CIO



VOLUME X, NUMBER 4

APRIL, 1982

18% Kuakini Salary Package, Other Major Gains Achieved

UPW's Kuakini unit scored major gains in its recent negotiations, including an 18 percent wage package over 18 months, shift and on-call increases, free group life insurance, improved medical and dental benefits and the upgrading of seven classifications.

Many other outstanding benefits were achieved during the month-long negotiations which ended Mar. 31. Members ratified the pact Apr. 6. The new agreement, which became effective Apr. 1, replaces a four-year contract.

State Director Gary Rodrigues personally handled the negotiations and his efforts drew high praise from Unit Chairperson Charlotte (Lani) Waiwaiole who hailed the contract as "terrific and tremendous."

"For one thing," she exclaimed, "this is a two-year contract and in wages and benefits we matched or went ahead of the Hawaii Nurses Association."

She was referring to the contract the HNA has for its members at the Kaiser Foundation Hospital.

"In our negotiations, it was always our goal to equal or go one better than HNA's contract with Kaiser and we accomplished this," declared an elated Sister Lani.

"Gary did a very good job for us. He was sharp and he was always prepared. Our negotiating committee remained steadfast as a close unit and we all worked together with our chief negotiator," she added.

Sister Lani explained that the State Director and the committee were open with each other and that they could always compromise when there were any questions.

Among some of the gains made in wages and fringe benefits, Sister Lani pointed out the differential for training; major improvements in the medical and dental plans, including family coverage for the latter; upgrading in a number of classifications; and many more similar benefits.

She explained that the dental plan family coverage is especially noteworthy since "we never had that before."

Serving on the negotiating team with Sister Lani were Angeline Kela, vice chairperson; Jeraldine McInturff, secretary; Adaline Uhrle, treasurer; and members Kathy Asis, Shigeru Hokama, Andres Baligad, Muriel Den Haan, Rose Arista, Myrna Amore Ordinado, Connie Semana, Norma Gascon, Mildred Uyeoka, Marty Pahed and Yokichi Yamane.

The management spokesman was Claude Yamamoto of the Hawaii Employers Council.

Also sitting in on the negotiations with the UPW committee was State Sen. Clifford T. Uwayne, assistant to the State Director.

A brief summary of the new contract provisions follow:

MEAL PERIOD — If a meal period is not granted after five consecutive hours of work, overtime shall be paid until such a period is granted.

When an employee is scheduled to work an unscheduled second shift, the employee will be given a free hot meal while the cafeteria is still serving. If the cafeteria is closed, a sandwich and beverage will be provided.

VACATIONS — The minimum vacation that can be taken is four hours instead of eight.

SICK LEAVE — Sick leave accumulation has been increased to 100 days.

HOLIDAYS — Employees who work on a holiday shall have the choice to be paid at the overtime rate or take a holiday off at a later date but at the straight time rate.

SENIORITY — Senior employees will be considered when shifts and/or days off become available.

Following a 90-day trial period, a promoted employee who does not perform satisfactorily will be allowed to return to her former position at the former wage rate.

A number of permanent day shifts shall be established.

HOURS OF WORK — There will be no split shifts for permanent employees.

CALL-IN EMPLOYEES — Special treatment will not be given to temporary agency employees who are called in to substitute for permanent workers.

UNIT REPRESENTATIVES — There will be no limit on the number of stewards.

OVERTIME — A break of two hours or less shall not be considered in computing 12 consecutive hours of work in computing double time pay.

IN-SERVICE TRAINING — Employees required to attend in-service training shall be paid for a minimum of two hours instead of one.

IMPROVEMENTS, CLARIFICATIONS — The following sections have been improved and clarified: Union Security, Probationary Period, Seniority Delimited, Exhibits B and B 1, Temporary Employees, Leaves of Absence Without Pay, Seniority, Personnel Information, Grievance Procedure, Service Credit, Jury Duty, Non-discrimination, Dues Deduction, Certification of Illness or Injury.

NEW SECTIONS — The following new sections have been established: Age or Physical Handicap; New Classification.

PENSION PLAN — Benefits for the "Past Service Formula" have been improved.

DIFFERENTIAL — A differential of \$80 per month or 46 cents per hour has been established for employees who are required to perform additional responsibilities, such as:

- Licensed Practical Nurses who are designated as "Charge" in Skilled Nursing Facility and Intensive Care Facility (SNF and ICF).

- LPN's who are assigned an employee (RN or LPN) for the purpose of insuring the new employee's knowledge of medication and intravenous (I.V.) protocol and procedures. The orientation or training shall include, but not necessarily limited to, an explanation and demonstration, as necessary, of the following procedures:

1. Explanation of Kuakini Medical Center's modified Unit Dose System.
2. Storage of drugs, I.V. and supplies.
3. Charges for I.V.'s and narcotics.
4. Administration of subcutaneous heparin, insulin and antibiotics.
5. 24-hour chemotherapy infusion.
6. Preparation of equipment.
7. Charting procedures.
8. Provide input to the employer on the employee's ability to grasp and apply I.V. and medication procedures.

- Dialysis Technician I when assigned to teach patients home dialysis techniques or when assigned to train other employees on the basic procedures in preparation, monitoring and cleaning of dialysis machines, patient medications, charting and other like functions.

- Central Supply Aides who are designated as "Charge" in CSD.

- Respiratory Care Unit Technicians who are designated as "Charge" when:

1. The scheduled Respiratory Care Unit Therapist is unable to report for duty.

(See 18%, Pg. 8)

Pickets Harassed

Members Call Strike at Convalescent Center

UPW AFSCME Local 646 members at the Convalescent Center of Honolulu struck the mainland-owned private care facility Apr. 26 after mediation efforts broke off around midnight.

Negotiations for a new contract began Jan. 25 and broke off Apr. 16 when the union served its strike notice. The old contract expired Jan. 31 and was extended to Feb. 15 and on a day-to-day basis thereafter.

State Director Gary Rodrigues said that management pleaded "poverty" during contract talks and yet refused to reveal specific financial information.

In other words, the company's final disclosures are known only to the company's biggies. UPW members at the facility earn hourly wages ranging from \$4.44 to \$5.79.

Private Sector Division Director Bok Hoo (Bucky) Lee and State President James Brown spent the entire night of Apr. 25 in mediation with management at the office of Federal Mediator Gayle Wineriter in an effort to head off the strike.

The unit's negotiating committee led by Chairperson LaNora Miler, Vice Chairperson Bernardo Fogata and Treasurer Al Fabro were with Lee and Brown.

Also turning out in force was the Queen's Medical Center unit headed by Sister Liz Han who is also vice president of the Private Sector Division. Appearing with her were Sara Pacheco, secretary-treasurer, board member Roy Sagadraca and Violetta Luna-Hill, steward.

The first picket lines went up at 5 a.m. with Sister LaNora and Brothers Al and Bernardo coordinating the activities following instructions from Lee.

Lee said pickets will be maintained 24 hours around the clock and that he expected other UPW units to lend support.

Among the first units to join their striking brothers and sisters were Refuse, Kuakini, Maluhia and Queen's. They came out following their respective work shifts and were joined by some UPW staff members in the late night or early morning hours.

The Queen's unit has turned out in virtually full force with its officers, stewards and members manning the late night shift, some remaining the entire night if they did not have to go to work the following day.

Lee explained that one of the big stumbling blocks in the whole affair has been the absence of a local voice in making final decisions for management.

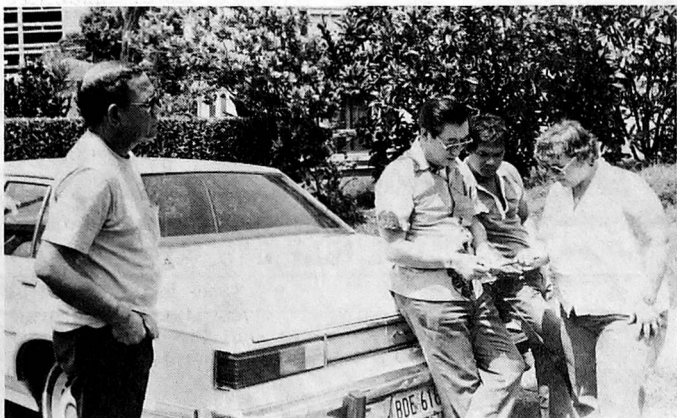
"How can you negotiate with someone here when the final word must come from someone else who is 2,500 miles away in California?" Lee questioned.

As for the picket lines, all has not gone too well during the first week. Those members on the line have stood tall and are tough. They are determined and united in their stand.

But they have been harassed by Honolulu police assigned to picket duty despite early assurances of cooperation made to Lee by Lt. Jerry Brown.

(See Members Call, Pg. 8)

Standing Together



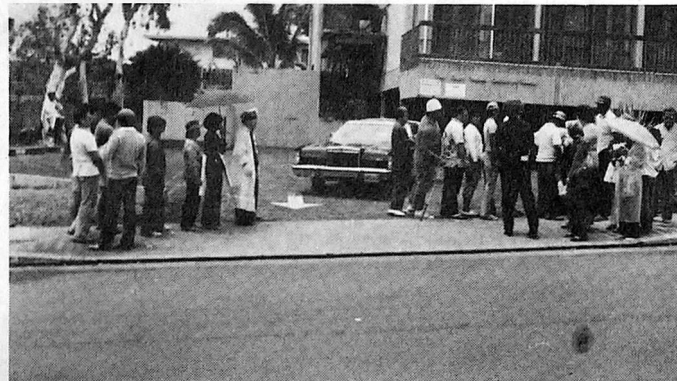
Private Sector Division Director Bok Hoo (Bucky) Lee, Unit Chairman Bernardo Fogata and Unit Chairperson LaNora Miller discuss an important matter. Looking on with interest at left is State President James Brown who has been on the line throughout the strike.



Private Sector Division board member Roy Sagadraca and Lee, with pickets and Brown in background, look with some surprise as Police Sgt. Sterling Lau jots down some notes.



Business Agent Teddy Lii in white shirt talks with Sister LaNora and other striking sisters about strike procedures. To Lii's left with dark glasses is Oahu Division Director Dayton Nakanelua.



Pickers complete walk as this vehicle is about to exit. Men from the Kailua refuse yard joined the line in this photo.



This van has been a familiar sight going in and out of the facility. Note back window being heavily paneled.

Former LPN Wins Lengthy Case

A former Licensed Practical Nurse at Leahi Hospital finally won her long-standing battle for service-connected total disability retirement benefits with the Hawaii State Employees' Retirement System.

Sister Edith M. Splater achieved victory following unanimous decision handed down by the ERS Board of Trustees last Mar. 22.

The decision followed a series of hearings, victory, reversal of the victory and then ultimate success.

The last hearing was held Mar. 15 to hear oral arguments on exceptions filed by Attorney James King to the proposed decision of the Board of Trustees denying service-connected total disability benefits Nov. 19, 1981, and rejecting the Sept. 24, 1981, recommended decision of the hearing officer.

The board at its Mar. 15 meeting rejected by a 6-0 vote the proposed decision and affirmed the hearing officer's recommended decision, granting Sister Edith service-connected total disability retirement benefits.

Sister Edith was injured on the job in 1966, 1967 and 1969. Because of her injuries, she was finally forced to stop working in 1973. She underwent several operations to both her back and neck area.

She filed for benefits in 1973 and was awarded occupational

benefits only. This was later reconfirmed in the three-year review.

Sister Edith appealed this action and following extensive testimony, the hearing officer ruled in her favor, saying she was totally incapacitated from any gainful work and so recommended to the board.

The board, however, reversed this ruling and denied her the full benefits. King

appealed this time to the full board and following presentation of the exceptions and arguments, the board reversed itself and agreed she was totally incapacitated.

This means that she will get benefits retroactive to May, 1977, and will continue in the future to get a pension twice the size of what she has been getting over the past several years.

Reinstatement, Back Pay for Fired Worker

David H. Lauriano is a UPW member employed with the City and County of Honolulu Department of Parks and Recreation who was dismissed from his job in 1980 and was subsequently unemployed for 14 months.

He turned to his union and a grievance was filed by Business Agent Robert (Bob) Chang who services Unit 1 members in the department. Chang charged that management had no just cause in taking such drastic disciplinary action against Lauriano.

He declared that Section 11 of the collective bargaining agreement was violated and pursued the matter short of arbitration. He also contended that Lauriano was provoked into the alleged incident.

The veteran Business Agent's efforts paid handsome dividends for Lauriano whose dismissal was revoked and he was reinstated Mar. 1, 1982, with all back pay and benefits for the 14 months he was out.

All three steps of the grievance procedure had been exhausted and the case was ready to go to arbitration before an agreement was reached between the union and the city on Feb. 17, 1982.

In the signed settlement, Lauriano agreed to a 45-day suspension in lieu of the dismissal (Dec. 29, 1980 to Feb. 12, 1981); a personal apology to his supervisor; and full knowledge and understanding that future violations will be dealt with severely.

The parties also agreed that:

- The settlement is without prejudice to the respective positions of both parties and shall not be used as a precedent by any party in any other case.

Lauriano is a laborer in the maintenance support service section of the department's Ala Wai baseyard.

1982 Labor Measures Passed by Legislature

A bill denying unemployment compensation for public employees on strike and a measure contracting out government services were among anti-labor legislation killed in the just concluded session of the 1982 Hawaii State legislature.

Also killed was a measure calling for a United States Constitutional Convention for a federal balanced budget.

Other labor-related measures or resolutions passed by the legislature were:

House Bill 2849-82, H.D. 1, Public Employees Health Fund — Increases the employer's contribution from \$14.88 to \$15.98 for the single enrollment and from \$47.34 to \$49.14 for the family.

Also increases the employer's contribution for the children's dental plan from \$5 to \$5.28.

House Bill 2339-82, H.D. 1, Act 27, Jurisdiction of the Hawaii Public Employment Relations Board — Provides that the board shall have exclusive original jurisdiction in prohibited practices controversies.

Senate Bill 1447, S.D. 1, H.D. 2, Relating to the Employees' Retirement System — To allow the designated beneficiary or estate of a member of the system who has filed a written application for service retirement but who has died after filing the application to receive benefits which would have been payable had the member died on or after the date of retirement.

Senate Bill 2528-82, Act 52, Relating to Workers' Compensation — Funeral expenses increased not to exceed 10 times the maximum weekly benefit rate.

Burial expenses increased not to exceed five times the maximum weekly benefit rate.

House Bill 3133-82, Act 47, Funding of County Emergency Medical Services Deficits — Supplemental appropriation for ambulance services.

City and County to receive \$548,396.

Senate Resolution 132, S.D. 1, Relating to the Shortage of Licensed Nurses — Establishes a task force to conduct a comprehensive review and analysis of the nursing shortage problem.

UPW and HGEA are included in this task force.

House Resolution 377, H.D. 1, and House Concurrent Resolution 166, H.D. 1, Requesting the School of Nursing at the University of Hawaii, assisted by a special advisory committee to be appointed by the Governor, to comprehensively review and analyze the shortage of nurses in Hawaii — UPW and HGEA are on this advisory committee.

Senate Bill 2643-82, S.D. 1, Relating to the Public Employees' Health Fund — Changes the term "employees" to "employee-beneficiary."

Surplus from the Health Fund would remain with the children's dental plan.

Senate Bill 2600-82, S.D. 1, Service Fees — Clarifies the authorization for deduction of service fees.

Senate Bill 2527-82, S.D. 1, Relating to Worker's Compensation — Entitles hanai child same rights under Worker's Compensation.

UPW Organizer

USPS 653-480

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

Postmaster: Send changes of address to UPW Organizer, 1426 North School Street, Honolulu, Hawaii 96817.

State Officers

James Brown, *President*
Johanna Jay, *Secretary-Treasurer*
Gary W. Rodrigues, *State Director*

Executive Board

Oahu Division

William Kapule Jr., *Vice President*; Ruby Cup Choy, *Secretary*; Harold Kim, *Treasurer*; Albert Cummings Jr., Charles Hanawhine, Kenneth Irvine, Charlotte Kaluna, Sarah Kaohelo, Rose Kau, Harue Tanouye, Jean Valant, Saturnino Villafuerte, *Members*.

Private Sector Division

Elizabeth Han, *Vice President*; Sara Pacheco, *Secretary-Treasurer*; Loretta Dela Cruz, Stephen Desmarais, Lorna Harada, Roy Sagadraca, Sharon Silva, *Members*.

Hawaii Division

Frank R. Rapoza, *Vice President*; Henrietta Carvalho, *Secretary-Treasurer*; Rudolph Hart, Christman Ramos, *Members*.

Maui Division

Glenn T. Correa, *Vice President*; Geraldine T.A. Ah Sam, *Secretary-Treasurer*; George K. Aea Sr., Vernon A. Cordeiro, *Members*.

Kauai Division

George K. Kaona, *Vice President*; Kaymi K. Kurashige, *Secretary-Treasurer*; Antone Parraga Jr., *Member*.

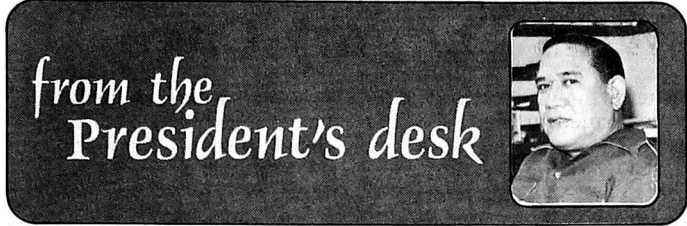
State PAC Committee

Charles S. Iwata Sr., *Chairman*.

Contributing Editors

Kenneth S. Haina, *Editor*
Joseph Brun, Jack Konno, Bok Hoo Lee, Yoshio Murakami, Dayton Nakanelua, *Contributing Editors*.

Printed by Service Printers Inc.
1829 Dillingham Blvd.
Honolulu, Hawaii 96819



BY JAMES BROWN
State President

In the January issue of this newspaper, I mentioned about a strike vote that had to be taken in order to strengthen the committee's position at the negotiating table. Well, that committee was the Hale Makua unit on Maui.

An agreement was reached between the facility's management and UPW at 11 p.m. on Mar. 25. The highlight of this particular negotiation is that the committee hung tough against management and especially against interference from other unions.

In another glowing example of hanging tough and standing together, the Kuakini Medical Center and UPW agreed on a new two-year contract Mar. 31.

Here again is a unit which refused to budge under false promises and a lot of bull from the Teamsters. They stood together, overcame outside interference and now they have a contract and a good pay raise plus many improvements in fringe benefits.

JOB WELL DONE

Credit for a job well done goes to the officers, stewards and members of the negotiating committee. You can read all about the contract in this issue of your Organizer.

Both sides were professional in the negotiations and good faith was the top consideration. We hope all future negotiations can be carried out in like manner in both the private and public sectors.

Units 1 and 10 members should be electing negotiators before the May 31 deadline. The first meeting for both bargaining units will be sometime in June. Proposals should be submitted before the end of May in time for the June meeting.

On the National Labor Relations Board front, UPW lost by 15 votes to the Teamsters in an Apr. 12 election for the Kapiolani-Children's Hospital Basic Unit. Appeals are in the works.

Seven days later on Apr. 19, we were informed that the Teamsters had been certified as the bargaining agent for the St. Francis Hospital Unit. We will be keeping a watchful eye on this unit. The future will tell.

KOKUA CONVALESCENT CENTER

UPW members at the Convalescent Center of Honolulu, 75 strong, struck the California-owned nursing home bright and early at 5 a.m., Monday, Apr. 26.

Our unit called the strike because the people representing the mainland haole bosses here could not and did not have the final authority to make a decision which could have avoided a strike. They must always first check with the mainland headquarters.

This is a crock of bull and as we locals say: As Why Hard! It seems to me that the guys who run the show here are computerized. They only can act when the mainland bosses press the buttons.

As your State President, I take this means of asking for your kokua for our striking brothers and sisters. They need your help, both physically and monetarily.

MEMBERS STAND TALL

Our members at this small unit are standing tall despite harassments by police, management and the discouraging sight of scabs being transported in and out of the facility by the bosses.

In order for these members to keep standing tall, they need your support. Picketing is on a 24-hour basis seven days a week. If you can spare an hour or two or even a full shift on the line, we're sure our striking brothers and sisters will welcome this show of unity.

This unit is tough and because of this, we shall overcome.

On another matter, we will be flexing our muscles May 20 when a representation election is held at Ziegler Steel. The workers here are currently represented by the Teamsters. We called for this election and if you have any friends or ohana working at Ziegler, we would appreciate your kokua in this election.

Hopefully, after May 20, Ziegler workers will be members of UPW AFSCME Local 646, AFL-CIO.

Labor Day Committee Plans

Another joint Labor Day program, including a possible unity march from Thomas Square to the State Capitol, is being planned for this year on Sept. 5.

Plans for the 1982 program are being discussed by a Labor Day coordinating committee headed by Hawaii AFSCME Education Director Albert T. Hamai.

The committee has already held a couple of preliminary meetings. The next one is scheduled for 9 a.m., Wednesday, May 19, at the Laborers' Union Hall.

All unions have been asked by Hamai to send representatives to these meetings to help in the planning.

Pohai Nani Sets June 1 Election

Nominations and elections of unit officers at Pohai Nani will be held at 4:30 p.m. Tuesday, June 1, in the facility's dining room.

All unit members are encouraged to turn out and participate.

Union's Efforts Net \$ for ex-Worker

A former Building Maintenance Worker I with the Hawaii Housing Authority was recently declared permanently and totally disabled following a hearing by the Disability Compensation Division of the Department of Labor and Industrial Relations.

Our member suffered a stroke on his way home on 6th Ave., approximately 12 miles from his work place.

The Department of Social Services and Housing denied liability in the case, pointing out that he suffered from the medical condition as far back as 1966 and he was not at work at that time.

The union did not disagree with the employer's contention but felt that the member's unusual work activity amplified his occupational exertion and aggravated his condition which ultimately resulted in an accident of May 11, 1981, rendering him totally disabled and unable to work.

His family brought his case to the attention of the union and Business Agent Robert (Bob) Chang took it from there. Chang wrote his own position paper to the board, noting that the member sustained the injury because of an accident

"arising out of and in the course of his employment."

In his decision handed down Mar. 11, 1982, Hearings Officer John Eiting ruled that:

- Employer pay for such medical care, services and supplies as the nature of the injury may require.
- Employer pay a weekly compensation of \$177.55 for temporary total disability for work from May 12, 1981, through Feb. 28, 1982, (41 and 6/7 weeks), for a total of \$7,431.73.
- Employer pay weekly

compensation of \$177.55 for permanent total disability beginning Mar. 1, 1982, and continuing until such time as is deemed by the Director that said disability has ended.

- Employer pay one lump sum of \$7,500 for certain disfigurement.

Chang credits the member's co-workers, Francine Doi, Kay Fujii and Junichi Gibo for being key witnesses in the case. His family's assistance also proved invaluable. The co-workers are also UPW members.

Business Agent Finds Session 'Rewarding'

(Editor's Note: The following article from a UPW Business Agent is an example of the stated goals of State Director Gary Rodrigues in improving the union and the staff. Contract Specialist Anthony (Tony) Chang preceded Sister Jan to the George Meany Center and new Business Agent Russell Valparaiso attended a session the last week in April. Others will be sent as the proper courses are made available.)

BY JAN YONASHIRO
Business Agent

On Apr. 14-16, I was fortunate to be able to attend an orientation class on Occupational Safety and Health. The class, held at the George Meany Center for Labor Studies in Silver Spring, Md., consisted of 18 participants from various states. It was conducted by staff representatives of AFSCME.

Because the area of the subject matter is so diverse, the class focused on three key topics:

HEALTH HAZARDS — Dr. Kenneth Miller was the speaker. He focused on toxic chemicals and the study of how these are tested and the effects brought on by exposure.

He talked of toxicology in which systems other than humans are tested to determine if chemicals are indeed toxic in which case the final outcome would lead to cancer.

Dr. Miller also covered epidemiology, the study of populations and body counts. All too often industry relies on these types of studies before any action is taken to identify and remedy health hazards that arise in the work place.

HEALTH STANDARDS — Speakers were Vernon McDougall and Joe Velasquez who spoke on the General Industry Standards put out by OSHA, as well as what to do when someone brings you an unknown chemical.

The key thing to note here is that the health standards were not developed to cover all employees. Specifically, the TLV's (threshold limit values), which is the concentration of chemicals in the air, are not designed to prevent you from chronic or latent reactions.

In other words, just because a chemical may meet the OSHA standard, it doesn't ensure your safety. In the area of chemical identification, we were given a "chemical hazard fact finder" which tests 167 chemicals and the health hazards associated with them.

Also mentioned were numerous reference materials which can be used to obtain vital information necessary for chemical identification.

REMOVING HAZARDS from the Work Place — John Carter and Steve Fantauzzo conducted this class. It was stated here that before any hazard can be eliminated, we must first know what the hazard is and what can be used to eliminate it.

Once identified, we must ensure that the remedy will provide maximum protection for the employee as well as eliminate the source of the hazard. For example, if we were experiencing a ventilation problem in which toxic chemicals were found to be present in the air, a remedy would not be to use respirators because they do not eliminate the source.

Rather a local ventilation system which utilizes an exhaust stack would be more beneficial. In order to get management to take action, there are a number of things which need to be done by the membership:

- Alert management of findings and try to work problems out.
- As rank and file members, you have a right to know what chemicals are present in the work place. Ask! The employer should provide you with material survey and data sheets.
- Publicize the problem. Discuss it with co-workers, stewards, business representatives; document the hazards and make things known to your union.
- Call OSHA or NIOSH (National Institute for Occupational Safety and Health.)

We were also able to participate in developing a safety and health manual which is to be used by field staff in dealing with numerous safety and health issues. Once compiled, each local will receive a copy which will be kept updated as new issues arise.

Being new to the union, I found my experience very rewarding. It gave me an opportunity to meet and hear the concerns of other unions as well as share my own.

The time frame of the class did not permit us to deal with any specific issue. However, it did give me a solid working foundation upon which I can build.

Although I cannot proclaim myself to be a safety and health expert, I do believe that my experience has been one which broadened my awareness in this field.

More importantly, it is enlightening to know our new leadership is affording its agents as well as other staff members the kinds of training we need to better serve you the rank and file members of our union.

HAWAII DIVISION

'Get the Facts' Konno Tells Paper

Hawaii Division Director Jack Konno took exception to a front page photo appearing in the Mar. 22 issue of the Hawaii Tribune-Herald and expressed his displeasure in the newspaper's "Viewpoint" page which appeared Apr. 4.

The big bold photo was captioned "Your Taxes at Work" and questioned the number of people it took to paint a straight line across the street.

Sarcastically, the caption went on to say: "Well, everybody needs supervisors, and this Hilo crew needed four of them to keep the job on the straight and narrow."

In his "Viewpoint" article, Brother Jack noted that the photo used was taken Apr. 21, 1980, almost two years ago. He also explained that the caption was totally in error.

"Contrary to what was printed," he wrote, "paint wasn't being applied to the pavement."

"What was being applied is a form of white tape that has a product name of Sta-Mark and much of it is now being utilized by the Traffic Striping crew in place of white paint.

"It is used for pedestrian crosswalk and directional arrows on the roadways. Although it may take a little more time to apply the tape to the pavement, it is more durable than white paint in being able to withstand the exposure to the elements and has a guarantee to last anywhere from seven to eight years.

"But prior to applying the tape, the crew needs to pull a string across the street to

make certain that the tape which will be applied is straight.

"So once a string is set, a primer is then applied to the pavement and then the tape is secured onto the primer. The tape is one foot wide and it normally requires four workers to hold on to a 20-foot tape because once any part of the white tape accidentally contacts the primer, there is no way to loosen it.

"The four workers holding on to the foot wide tape have to coordinate the placing of the tape and make certain that a straight line is formed once the tape is secured onto the primer.

"It may seem as though the worker in the photo is applying paint but in actuality, he is using a tamper to press the

tape firmly to the pavement."

Brother Jack asked for a public apology from the newspaper, labeling the photo and caption "really unfair" and called it "irresponsible reporting."

He questioned why the photographer did not approach the working foreman to get the real facts of the situation.

Brother Jack concluded by writing:

"The union sincerely hopes that the paper will be more objective in reporting the facts and not be negative in its reporting without fully knowing what was involved.

"The union and its members can accept criticism when it is warranted but not when it is based on observation and assumptions."



This photo and its caption caused quite a ripple with Hawaii Division Director Jack Konno who set the facts straight in the "Viewpoint" page of the Hawaii Tribune-Herald. In demanding a public apology from the newspaper, Konno advised them to check out their facts first and called the photo and caption "irresponsible reporting."

Zoo Crew



The Hawaii County Zoo does not compare to the Honolulu Zoo in size but it is located in an environment that is more natural and suited for the kinds of animals and birds who make their home there. Our members have done an excellent job of maintaining the zoo and its surrounding grounds. Shown here with Manager Lloyd Yoshina at left are UPW Brothers Gabriel Gomera, Herbert Nobriga and George Saito. Sister Mary Nielsen, who complements the crew, was enjoying a day off when this photo was taken.

Off-Duty Personnel in Violation of Performing Unit 1 Work

The union had a call one morning from one of its members, inquiring why off-duty fire department personnel were doing Unit 1 work.

According to the union's source, it was learned that construction was going on during weekends in the Central Fire Station warehouse. The caller wanted the union to look into it. The union did and found that construction had progressed to a point where studying had already started.

The union questioned the Fire Chief about the matter and he replied that they were pressed for an office and a training room. He added that if they waited for the Public Works employees to construct the additional rooms, it would be too long because there was

a heavy backlog of work.

He did say that off-duty fire personnel were being utilized and we did learn later that a fire captain and a driver were involved. We asked if they were being compensated and he replied that he wasn't certain but he believed they were being given compensatory time off.

After receiving all the information, we informed the chief that he was violating jurisdictional rights and his personnel had no business whatsoever being involved in Unit 1 work. The chief was very cooperative and said that further work by his personnel will cease immediately.

The union learned later that the Department of Public Works was in cahoots with the Fire Department in that

they provided all of the required materials.

We did return a week later to see whether the chief kept his word. We found no further work in progress. Here again is an example where Unit 1 workers within the department did nothing to inform the union.

It is quite difficult for us to try to understand the fear of workers within the department and the fear of being on the bad side of administration. The only advise we can offer is get rid of that fear, brothers! This is why you belong to a union.

Your union will fight for you and look after your interests. Incidents such as fire personnel doing bargaining unit work is uncalled for and should never be overlooked by anyone.

Oahu Retirees Get Reports, Hear Speakers

UPW retirees again turned out in strong numbers for their regular meeting Apr. 21 in the union hall and they heard State Director Gary Rodrigues explain the importance of the PAC program which very much includes retirees.

Oahu Division Director Dayton Nakanelua also was formally introduced to chapter members who were informed that he will also service them.

Guest speaker was Wayne Fujikane, education specialist with the Office of Consumer Protection who outlined many interesting facets in the everyday life of consumerism.

In other agenda items, Kokua Council President Max Roffman reported that:

- House Bill 888 failed to pass.
- The Coalition on the Federal Budget is still keeping close tabs of Reaganomics and its effect on the elderly.
- A petition calling for a nuclear freeze was circulated.

Retirees meet every third Wednesday of the month in the UPW Hall. The next meeting is May 19 at 9:30 a.m. A free lunch is served following the meetings.

Cooperation Needed to Stem Violations

BY JACK KONNO
Hawaii Division Director

Supervisors at this juncture of the collective bargaining process should be familiar with provisions of the Units 1 and 10 contracts.

Hawaii Division has not seen many violations of Section 21 which pertains to a supervisor doing bargaining unit work. However, we did notice an infraction during the recent spring recess (formerly known as Easter recess) while at Kalaniana'ole School.

We immediately shot a picture of Roland Tavares, a supervisor with the Department of Education's custodial maintenance shop. He was operating a forklift and moving concrete posts.

He caught our picture-taking and immediately got off the equipment, inquiring if he was in violation of the Unit 1 contract. The inquiry was not necessary because he knew a violation was committed.

He knew this because he had been a Unit 1 worker before his promotion to supervisor. There is no excuse for this kind of behavior.

From very reliable sources, it seems that this was not the

first time Tavares violated Section 21. His boss was informed and we were assured he will not do any more Unit 1 work.

Had the response been in the negative, the union would have filed a grievance immediately.

The union is in a quandary as to why subordinates on the job site do not report such violations, noting that two Unit 1 members were on the job at the time.

If enforcement of the contracts is to be meaningful, then the union needs the cooperation of its members. No worker should remain silent in such violations.

The union encourages you to report Section 21 violations and any other infractions. You can be sure your identity will not be made known.

It appears some of our members are afraid to report contract violations because it may hurt their chances for promotion. When a contract is negotiated and signed by both the Union and the employer, it is a mutual agreement they will live up to its terms.

Don't be afraid! Turn in your supervisor if he violates the contract.



Roland Tavares, former Unit 1 member who is now a supervisor with the custodial maintenance shop, is pictured here operating a forklift which is a clear violation of Section 21.



Brother Ronald Bento was assigned to operate the forklift after his supervisor was warned about a contract violation. He is being assisted by Brother Albert Iokepa. They were placing concrete posts alongside a driveway at Kalaniana'ole School.

MAUI DIVISION

Division Director Cites Importance of Union Endorsements

BY YOSHIO MURAKAMI
Maui Division Director

The start of every political season means behind the scenes soliciting of support for individual candidates and recruitment of campaign workers.

It is no different for the 1982 campaign which has already begun in many quarters. There have been a few announcements and there will be more as the deadline for filing candidacies draws near.

Many of our members in past campaigns supported and voted for candidates of their own choices while only a handful of division leaders and members faithfully supported the division's political action program.

This kind of attitude of caring less for the union's PAC program and working for personal gain must change if we are to successfully fight the increasing anti-union policies of our county administration.

State Director Gary Rodrigues and the new UPW leadership have vowed to become very active in the political arena on all islands and to erase the image of "paper endorsements," especially on Maui.

In this light, the new Maui Division leadership has amended its endorsement policy. Meetings have also been held with individual councilmen and more will be held with some announced candidates.

One councilman frankly told the division that its members must get out and work for the people endorsed by the union. Paper endorsements contribute very little to the union's PAC program, he added.

Some of the administration's recent anti-union movements are:

- The Public Works Department advertised and received proposals to provide for the total operation of the sewage treatment plants with the main intent to contract out the entire operation.

- The Parks Department is openly seeking volunteers to perform bargaining unit work. We have also been informed of the possibility of utilizing part time contract workers in order to eliminate overtime.

We have been meeting with individual councilmen to counter these moves. We have not received outright commitments but we will continue to meet with them and to inform them of the union's new political stance.

Meanwhile, we encourage our members not to make any commitments for the 1982 races until the union endorsements are made.

When the union's slate is made known, then it behooves all of us to work together for the election of these candidates. It is important for all of us to pull together to make our endorsements meaningful.

Union Wins Kalaupapa Pay Issue

The matter of standby pay in a Kalaupapa grievance was quickly settled at an informal meeting recently when management agreed with the union's position.

Alan Yonamine, personnel director for the State Department of Health, ruled that employees were entitled to standby pay if they are required to be available for emergency work.

The matter concerned electrician to be on hand for emergency duty during the weekends but he disagreed on the standby pay.

Steward Solomon Spencer brought this matter to the attention of the Maui Division office and an informal grievance meeting was held.

Attending for the union were Unit Chairman Albert Nahoopii and Brother Spencer along with Division Director Yoshio Murakami and temporary Business Agent Betty DeLima. Also on hand was Electrician I Henry Pali as an interested member.

The administrator was apparently mistaken on the interpretation of Section 28.01. Yonamine's presence and subsequent clarification of the section in question settled the issue at the informal step.

Members made good use of Yonamine's presence by raising several other concerns. The DOH official assured them of the department's cooperation.

A unit meeting was held after lunch at Paschoal Hall where members were informed about union activities. Sister Betty was also formally introduced at the meeting.

13 Laundry Workers Serve Five Hospitals

A staff of 13 workers, all members of the UPW unit at Maui Memorial Hospital's laundry department, not only must take care of its own laundry but those of four other hospitals as well.

These dedicated members work a Monday through Saturday schedule, efficiently washing, extracting, ironing, mending and folding the wagon loads of laundry daily.

They are responsible for the laundry from Kula and the Lanai Community Hospitals, Hana Medical Center and the Maui Community Correctional Center as well as from their own Maui Memorial Hospital.

Listed here are some of our members at work.



This trio of Ly Mei Henry, Sadae Yamanuha and Rodney Ishii still manages to smile while unloading linen from the extractor.



Sisters Elaine Kuloloia and Eva Miyahira do some of the mending in one of the many assignments in the laundry department.



Unloading linen from the washer seems endless as Sisters Joella Lopez and Akime Hiwatashi demonstrate.



Attending the informal meeting involving Kalaupapa members are, from left to right, Unit Chairman Albert Nahoopii, temporary Business Agent Betty DeLima, Steward Solomon Spencer and Henry Pali, member.



Chairmen of three Maui units were sworn in recently by temporary Business Agent Betty DeLima. From left to right are Alexander Puha Jr., Transportation; Shigeto Iwamasa, Maui Community College; and Dennis Nakao, Department of Accounting and General Services. Also pictured is Sister Betty's left are Leroy Fernandez, Maui PAC chairman, and Maui Division Vice President Glenn Correa.



Brothers Solomon Spencer and Henry Pali fix their attention on Alan Yonamine, personnel director, State Department of Health.



Brother Van Tomita gets ready to load a washer.

Hale Makua Ratification

Members of the Hale Makua unit on Maui overwhelmingly ratified their recently negotiated contract and expressed satisfaction to the union through Private Sector Division Director Bok Hoo (Bucky) Lee.

A driving rain on Mar. 30 failed to dampen the spirit of the unit members as they came out in strong numbers to hear details of the new two-year contract at two ratification sessions in the Maui UPW Hall.

They thanked the union for what they termed "a terrific contract" and especially singled out State Director Gary Rodrigues, Lee and State President James Brown.

Unit officers and stewards marked the occasion with a dinner that evening in the Maui Room of the Maui Beach Hotel.



Private Sector Division Director Bok Hoo (Bucky) Lee addresses those who came to the first session in mid-afternoon.



This is the way it looked for the second ratification meeting in the late afternoon as Hale Makua members crowded the meeting hall.



The ballot counting committee, headed by unit chairperson Albert Almeida (seated at far right), is all smiles following the tally. Others in photo, from left to right, are Renee Akina, Lee, unit vice chairman Peter Konohia (behind Lee), Joyce Kaleiopu, Sister Alberta, Stephen Desmarais and Joanna Flores.



Lee gets a big hug and kiss from Sister Alberta at the banquet following receipt of a gift of appreciation from the unit.

Training Class Set for June

As promised by the UPW leadership, another steward's training class has been scheduled for June 8 and 9 in the UPW Hall.

Details are being worked out and they will be announced as soon as they are firmed up.

Unlike the first two workshops which drew overflow crowds, this one will be for public sector stewards only. The first two were open to both private and public sector officers and stewards.

It is hoped that those who did not make the first two classes will respond for the June session.

Refuse Unit to Elect May 18

The Oahu Refuse Unit will hold elections for negotiators at a meeting scheduled for 11 a.m. Tuesday, May 18, in the UPW Hall.

Those elected will serve on the UPW full negotiating committee which will meet sometime in June.

Oahu Refuse Worker Honored

Oahu Division refuse workers are rightfully proud of one of their fellow brothers whose accomplishments in the Hawaii Army National Guard were unknown until recently.

Sgt. Gerard N. Bagood, a refuse worker in the Honolulu yard, spends most of his weekends with the 29th Brigade, Headquarters and Headquarters Battery, 1st Battalion, 487th Field Artillery.

He's been in the guard nine years and is attached to the communications section.

Following the 1981 annual guard summer camp at Pohakuloa on the Big Island, Sgt. Bagood was one of 12 men in the entire brigade of 3,000 who was singled out for meritorious service, displaying "outstanding leadership and high standards of proficiency."

A certificate and a commendation medal were presented to Brother Gerard in ceremonies held last October at Ft. Ruger. The medal was pinned on the UPW brother's chest by Gov. George R. Ariyoshi.

Word of the honor and ceremonies, however, did not leak out among refuse workers until recently. George Correa, unit treasurer, found out about it and immediately contacted the Organizer.

An elated Brother George said: "We in the refuse unit want everyone to know us guys are not a bunch of dummies as a lot of people think. What Brother Gerard did was terrific and we are all happy because he is one of us."

The citation reads in part:

"Sgt. Bagood performed his duties in the wire section in an exceptional manner. He developed the wire section into a highly trained team and improved the operational effectiveness of the battery."

"The successful completion of all training exercises and evaluations during Annual Training 1981 can be credited to the dedicated and conscientious efforts of Sgt. Bagood. His superior performance and dedication to duty reflect great credit upon himself and the Hawaii Army National Guard."

Brother Gerard, a 1973 grad-

On the Picket Line



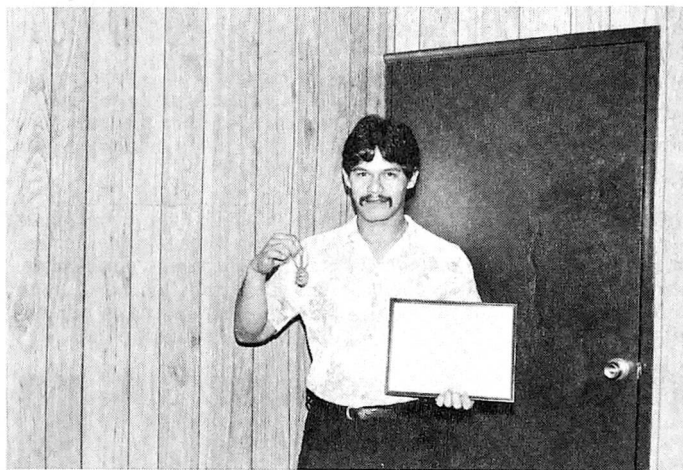
Members walk as management van, far left, waits to go through.



Police hold back striking members to permit this car to pass.

uate of Farrington High School, has been a refuse worker for seven years. He and his wife

Jackie, also a Farrington grad, live in Kalihi. She is employed at Zippy's on Nimitz Hwy.



Oahu refuse worker Gerard N. Bagood proudly displays medal and certificate awarded him by Hawaii Army National Guard.

IN MEMORIAM

ROBERT A. ANUA, retired member, Kauai Division, Fire Department. Expired: Feb. 24, 1982.

CHARLES S. CABRAL, member, Maui Division, Road Department. Expired: Feb. 14, 1982.

ANTONIO CASTOR, retired member, Maui Division, Road Department. Expired: Feb. 24, 1982.

EDWIN S.H. CHUN, retired member, Oahu Division, City and County of Honolulu, Department of Auditoriums. Expired: Mar. 11, 1982.

VIRGINIA H. GONSALVES, retired member, Oahu Division, State of Hawaii, Department of Accounting and General Services. Expired: Mar. 21, 1982.

ROBERT A. HENDERSON, retired member, Oahu Division, State of Hawaii, District Court. Expired: Apr. 6, 1982.

JOHN K. JEREMIAH, retired member, Oahu Division, City and County of Honolulu, Engineering Department. Expired: Feb. 28, 1982.

JUAN M. ORATE, retired member, Kauai Division, Samuel Mahelona Hospital. Expired: June 2, 1981.

CHARLES S. TABUSA, member, Oahu Division, State of Hawaii, Department of Education. Expired: Mar. 25, 1982.

ANTONINO TACUB, retired member, Oahu Division, State of Hawaii, Leahi Hospital. Expired: May 10, 1982.

JAMES K. YAMAMOTO, retired member, Oahu Division, City and County of Honolulu, Department of Parks and Recreation. Expired: Feb. 22, 1982.

JAMES K. YOKOGAWA, retired member, Oahu Division, City and County of Honolulu, Department of Parks and Recreation. Expired: Mar. 7, 1982.

UPW Meets AFSCME President

UPW state officers and division vice presidents and secretaries met with AFSCME International President Gerald McEntee during an aloha reception Apr. 7 at the Prince Kuhio Hotel.

It was the first visit with the Local 646 leadership for McEntee since he was elected president following the death last year of Jerry Wurf.

McEntee, who is no stranger to Hawaii because of earlier trips as a member of the International Executive Board, was making his first official visit to AFSCME's

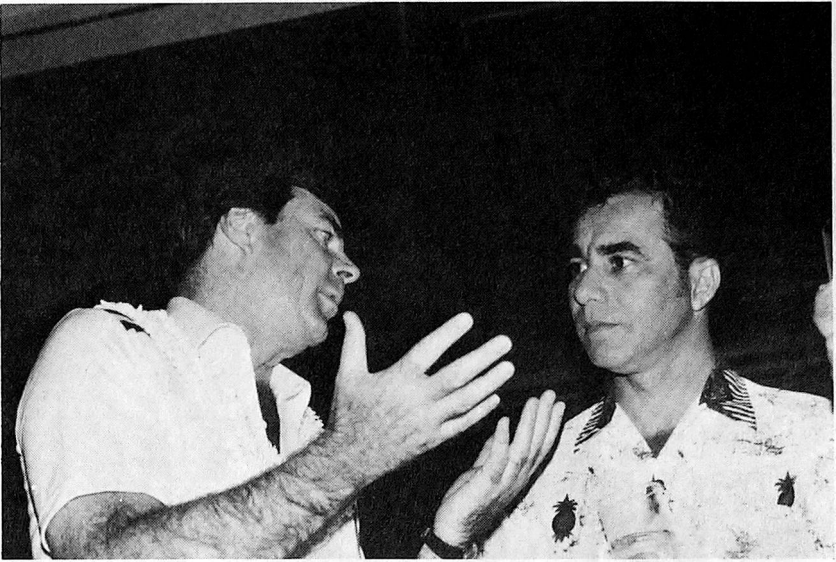
two locals since his elevation to the presidency.

He was very busy at the reception as the UPW leadership aired several concerns and got some good answers in return. McEntee made the rounds of those in attendance and freely rapped with virtually everyone.

He also visited with the leadership and delegates of HGEA Local 152, addressing them at their leadership conference.



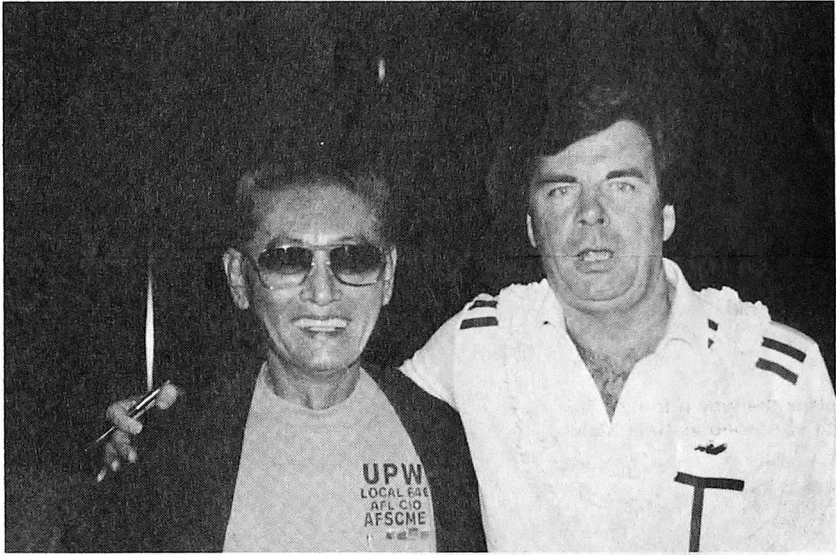
State Secretary-Treasurer Johanna Jay, State Director Gary Rodrigues, AFSCME International President Gerald McEntee, State President James Brown and Hawaii AFSCME Education Director Albert T. Hamai enjoy some conversation at the head table.



The State Director and the AFSCME President in deep discussion.



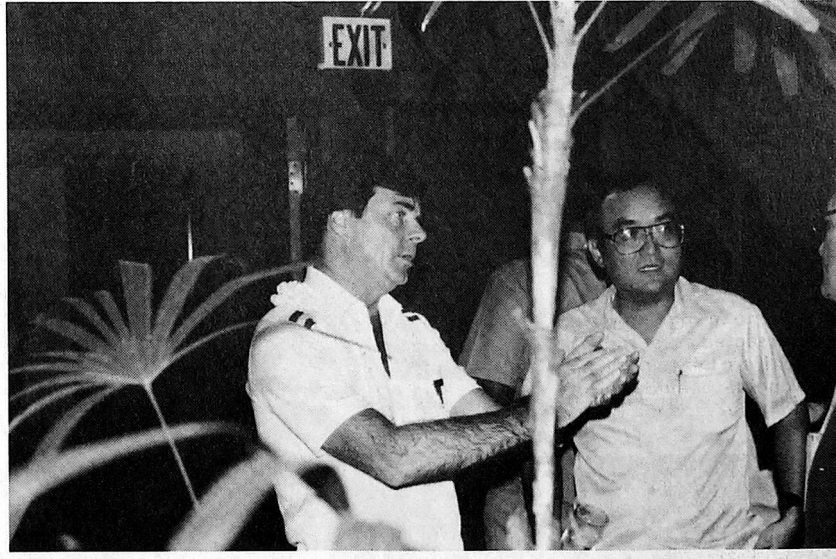
State President James Brown listens intently to an explanation.



Oahu Division Treasurer Harold Kim strikes a happy pose.



Germaine Moran, assistant to AFSCME President Gerald McEntee, raps with UPW Business Manager Stanley Burden.



Hawaii AFSCME Education Director Albert T. Hamai and his boss.

Support Convalescent Center Strike

● 18% (from Page 1)

and no replacement Therapist is available.

2. No Respiratory Care Unit Therapist is available due to a staff shortage.

SHIFT DIFFERENTIAL — Shift differential will apply to all the hours worked on shifts that begin after 12 p.m. and before 4 a.m. The need to perform at least four hours to qualify for the shift differential has been deleted.

Employees who are on permanent shifts will receive the shift differential for all hours paid such as vacation, holiday, paid sick leave, et cetera.

Overtime pay for permanent shift employees will include the shift differential as part of their base rate. As an example, at \$6 per hour regular rate of pay and a 50 cents per hour shift differential, this makes it a total of \$6.50. The overtime rate is to be applied to the \$6.50 instead of the \$6.

The shift differential has been increased to 50 cents per hour effective Apr. 1, 1982, and 60 cents per hour effective Apr. 1, 1983. The total increase amounts to 87½ percent in one year.

ON-CALL DIFFERENTIAL — This has been increased to \$2 per hour effective Apr. 1, 1982, and \$2.50 per hour effective Apr. 1, 1983. The total increase for the year amounts to 150 percent.

MINIMUM RECALL TIME — This has been increased to four hours effective Apr. 1, 1982, amounting to an increase of 33-1/3 percent.

GROUP LIFE INSURANCE — A \$5,000 group life coverage has been added at no cost to the employee. This is effective May 1, 1982.

MEDICAL — Ninety percent of the family plan cost will be paid by the employer. The amount has been increased from \$130 effective May 1, 1982, and \$155 effective May 1, 1983. This amounts to a total increase of 93.7 percent for the year.

DENTAL — Maximum coverage has been increased from \$300 to \$900 effective May 1, 1982, making it an increase of 200 percent.

The single plan is paid for by the employer with a maximum amount of \$16

effective May 1, 1982, and \$19 effective Apr. 1, 1983, from the former amount of \$9.50. This represents a 100 percent increase.

A new family plan has been added effective May 1, 1982. The employer will pay for 75 percent of the cost of the plan with a maximum amount of \$23 for one family member and \$35 for two family members. Effective Apr. 1, 1983, these amounts will be increased to \$32 and \$51, respectively.

UPGRADED CLASSIFICATIONS — The classifications listed here have been upgraded effective Apr. 1, 1982. All upgradings, affecting 118 people, were made before the pay raise.

- Utility Worker II, from Grade 4 to 5, an increase of \$88 per month.
- Pharmacology Licensed Practical Nurses, from Grade 7 to 8, an increase of \$21 per month. There are over 81 LPN's.
- Surgical Technician, from Grade 5 to 6, an increase of \$34 per month.
- Surgical Assistant, from Grade 6 to 7, an increase of \$73 per month.
- Respiratory Technician, from Grade 7 to 8, an increase of \$21 per month.
- Hemodialysis Technician 2 from Grade 5 to 6, an increase of \$34 per month before the pay raise.
- Hemodialysis Technician 1 from Grade 7 to 8, an increase of \$21 per month.

TITLE CHANGES — Senior Maintenance Worker to Maintenance Lead; Maintenance Worker to Maintenance First Class; Maintenance Specialist to Maintenance Second Class; Utility Worker 1 to General Utility; Utility Worker 2 to Plant Utility.

A summary of the benefits obtained by Kuakini unit members without wages and upgradings show a whopping total increase of 839.5 percent in the dental, 375 percent; medical, 93.7; group life, 100; recall, 33.3; on-call, 150; and shift differential, 87.5.

● Members Call (from Page 1)



Company van enters with morning shift scab workers.



Van leaves in afternoon to drop off scabs.



Van returns empty except for scab driver.

Each beat officer, most of them seemingly fresh out of police recruit class, or sergeant assigned to the area had varying interpretations of how pickets should walk.

The union, through Lee and Business Agent Teddy Lii, gave members a thorough explanation of their rights under the law, how they should walk and when to allow traffic to pass.

One of the many incidents of police harassment was the handcuffing of Sister LaNora because it was alleged she refused to move when instructed to do so. After some lengthy explanations, the handcuffs were removed.

Management has also contributed its share of harassment by transporting scabs and some new hires who responded to newspaper ads to several fixed points following pau hana. By the same token, these company vans also pick up scabs to transport them to work, some under police escort.

Sgt. Godfrey Ortiz, a personable young fellow in his prep basketball playing days at Maryknoll High School, took the top prize with his arrogant and cocky attitude in both speech and manner. It's strange what a uniform and rank can do to a human being.

He ordered the removal of coffee containers, kaukau and other supplies from the side of the sidewalk area. Congestion was his explanation. If you've had the occasion to traverse Bachelot St., you know that space on both sides are limited.

In yet another stupid example of harassment, our members were warned they



Scab driver assists fellow scab workers at a dropoff site.



Five scab workers alight from company van after pau hana.



These three scabs were dropped off at another location.

would be ticketed for littering if the area was not kept clean. This also applied to cigarette butts as related by Sister Liz who didn't even light her cigarette when she was warned by an officer.

Scabs in the vans hid as close to the floorboard as they could when going through the lines. They got deserved catcalls from their striking co-workers. The van windows were covered with vinyl or some sealant but this did not deter members from jumping up and down to get a look at the scabs.

Hawaii AFSCME Education Director Albert T. Hamai and UPW Business Agent John Witeck have pleaded with the scabs to join the picket line and help in achieving a decent wage.

"Don't be afraid. Come and talk with us. No one will hurt you. We only want you to listen to us," pleaded Hamai and Witeck.

On the affirmative side of the picket line, members were encouraged on learning that a family member of one of the patients had circulated a petition and obtained 70 signatures of other family members in asking management to negotiate a contract with the union.

The petition was totally unsolicited and it came as a welcome surprise. Management, like Sgt. Ortiz, was also arrogant when they received a copy of the petition and ignored it completely.

Striking members are remaining steadfast in their efforts to achieve a new and better contract. Rain or shine, they have vowed to maintain the picket lines.