

UPW CONCLUDES 22ND CONVENTION



United Public Workers, AFSCME, in Convention, October 16-18, 1975.

Lawsuit Dismissed

BULLETIN: Last October 20, Federal Judge Sam King dismissed a lawsuit filed by Guy Nunn and two UPW members against UPW State Director Henry Epstein and the UPW. All counts against the UPW were dismissed, though the suing attorney was given leave to amend his complaints. A more detailed report will be given in our next issue.

Convention Story

See pages 4 and 5 for a detailed account of the UPW's 22nd Convention.



ORGANIZER

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



VOLUME X, NUMBER 11

HONOLULU, HAWAII

NOVEMBER, 1975

UNIT 10 TALKS BEGIN

Last September 27 the Full Unit 10 Negotiating Committee — representing public non-professional hospital and institutional workers — decided to reopen Sections 32 and 50 of the contract, and set the unit's demand on wages.

Section 32 relates to Evening and Night Shift Differential, and Unit 10 workers clearly want more than the 20¢ per hour differential they get now for those shifts.

Unit 10 Full Committee members feel the language of Section 50 on Workload and Staffing really needs to be strengthened, since understaffing is one of the critical and chronic problems public workers in Unit 10 face.

WAGE DEMAND

The committee will only be allowed to reopen two sections of the contract in this round of talks, in addition to wages. On wages, the committee decided to go for \$200 across-the-board plus a Cost-of-Living

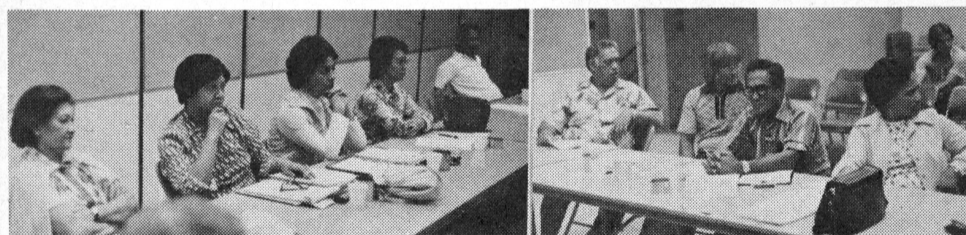
Allowance. One committee member **Saturnino Villaneuva**, had proposed a 50% wage hike as an alternative, but this was rejected as too steep by the committee.

Other proposals the committee considered included: double-time pay for holidays, time-and-a-half pay after the 6th consecutive day of work without a day off; longer leave of absence for a death in the family; improvements in the jury duty section; and allowance for initial issue of uniforms when they are changed.

Brother **J.B. Souza** of Waimano Home chaired the meeting, and will serve as the chairman for negotiations. Sister **Josephine Bucaneg** will be the Secretary, and State Director **Henry Epstein** will be the chief spokesman. The opening session of negotiations occurred last October 31, when management gave its proposals. (More details next issue.)



Unit 10 mental health workers discuss ideas for the reopener talks on their contract.



Unit 10 Full Committee members met at union hall last September 27 to decide which two sections of their contract to reopen with management, along with wages.



Unit 1 Full Committee members attended the meeting last September 20 at Kapalama School and voted to approve an extensive list of major demands.

Unit 1 Proposals Exchanged

The Full Unit 1 Blue Collar Negotiating Committee met last September 20 at the Kapalama School and ratified the numerous proposals screened and approved by the 14-member Executive Negotiating Committee.

Altogether, some 175 proposals were approved, filling over 100 pages of text. These proposals were given to management in early October.

The wage demand agreed on called for across-the-board hikes of \$200 for unskilled and \$250 for skilled Unit 1 members, plus a Cost-of-Living Adjustment provision (COLA).

Last October 28 and 29, Unit 1 Executive Committee members met with management's team to get reaction from management to its proposals, and to receive management's proposals for contract changes.

Henry Epstein, the union's State Director, served as chief spokesman. Brother **Bill Blake** is the committee's chairman, with Sister **Leatrice Kahalekulu** serving as its secretary.

The Full Unit 1 Committee listened to HSTA leader **Joan Husted** discuss the lessons of the teachers' union's first negotiations and strike, and AFSCME Education Representative **Al Hamai** led the discussion which followed. He also showed a half-hour film showing some of the procedures and techniques of public employee collective bargaining.

After lunch, the committee members heard Brother **Gary Rodrigues**, Kauai Division Director, summarize the Executive Committee's proposals.

Negotiations may take a while, since the Nurses, HGEA and the Fire Fighters are all presently in negotiations with management, as well as our own Unit 10.

"Safety First" Only Words to E.R. Turner

Safety is supposed to be top priority to E.R. Turner, Administrator of the Division of Occupational Safety and Health of the Department of Labor for the State of Hawaii. We say "supposed to be" because the following facts will show that safety has not always been top priority to Turner.

On February 19, 1975, a complaint was filed against the Highways Division, Department of Transportation, for

unsafe conditions at a bridge site over a State Highway in Mana, Kauai. Employees were allowed to work in 10- to 13-foot-deep trenches sand, without regulation shoring or braces, and employees were also working under the bridge and over the water without proper scaffolding. Pictures were taken at the site by the Union to prove its complaint.

On March 6, 1975, E.R. Turner,

Administrator for OSHA acknowledged the issuance of a citation to the Highways Division for the alleged violations of employees working without proper shoring, but claimed that the second violation of employees working under the bridge and over the water without proper scaffolding was invalid.

On April 22, 1975, upon request by E.R. Turner, a detailed statement was submitted by the Union, again stating

factual occurrences of violations on both counts at the Mana Bridge site.

On May 7, 1975, another letter was received from E.R. Turner stating that after an Informal Hearing was held at the Kauai District office on April 22, 1975, the determination had been made that a citation was not warranted and that the original citation and fine had been withdrawn in its entirety.

(Continued on Page 8)

State of the Union

by Henry Epstein

UPW Convention Sets New High

Every UPW convention is a unique experience.

Those of us who attended the 1973 convention thought that it was something special. Now, the 1975 meeting has set a new high for our union.

The convention was lively and it was exciting. Most important, there was full discussion of all decisions and all opinions were fully expressed.

All divisions were represented on committees and spokesmen for different points of view had full representation.

I spoke to some of the delegates who were in the minority in several key votes at the convention and they agreed that everything was settled in a fair and square manner. They emphasized that, now that the decisions have been made, we must all support them in a united fashion.

We had a number of interesting speakers. Personally, I thought that AFSCME Secretary-Treasurer Bill Lucy broadened the scope of the convention with his comprehensive report on items of interest from all over the country.

We owe a lot to our brothers and sisters from Kamehameha Schools, who voted 2 to 1 for our union a few hours before the convention opened. Their appearance on opening night reminded the delegates of the importance of organizing and the fact that we still have many unorganized areas in our jurisdiction.

After months of discussion and careful study at the convention, the decision on a **dues structure** to take effect on **January 1, 1976** has been made. In connection with the dues adjustment, we will be **expanding our field staff and our legislative staff**.

We will soon be preparing a petition to the Hawaii Public Employment Relations Board to **increase our service fee** on January 1 to match our new dues



structure.

The delegates approved a resolution supporting **Hawaii CAPE** and we will go to the **November 11 & 12 meeting** with a determination to make CAPE a functioning and effective organization locally.

In the private hospital and nursing home sector, we will follow up on the discussion of **industry-wide bargaining**. It may come gradually, as the various contracts expire, but it makes much more sense than the present hospital-by-hospital negotiations.

I was **reelected without opposition**. I appreciate the honor and feel that the reelection shows that the delegates saw through some of the attacks and court cases aimed at me in the past year. A few days later, **Judge Sam King** dismissed all the counts naming me or the UPW in the court case filed by Guy Nunn and two UPW members.

I enjoy working for UPW and will continue to do my best for the membership in the next two years.

As we look back on a successful convention, a lot of credit goes to the delegates who sat through long sessions patiently and participated actively in the debates.

Our President, **Jack Konno**, leaned over backwards to be fair to all groups and to see that the meetings were properly run. He handled himself in a manner which reflects credit on him and on our entire union.

Our office manager, **Bok Hoo Lee**, was responsible for the convention arrangements, which worked out so well. The rest of our staff handled their responsibilities as staff advisors to committees and other convention assignments with distinction.

Now that the convention is over, we have our program for the next two years. As we agreed, we've got to be united and work together to carry out the many programs we worked out together.

through the union's efforts.

In 1963-64, **government-sponsored medical and dental plans** became a reality, and in 1965, the retirement age was reduced to 55 and benefits were increased. A retirement refund plan was gained two years earlier. With the passage of Act 50 in 1967, public workers were able to hold **stop-work meetings**, for educational and informational purposes. And, of course, our big gain — in 1970, we won the right to strike and bargain collectively as public employees.

Many of these gains are now protected and improved in our contracts. They were hard-fought and hard-won by our rank-and-file, and something we can all look back on and appreciate, and work hard to improve.



Consumer's Corner

What Are Food Additives Costing You?

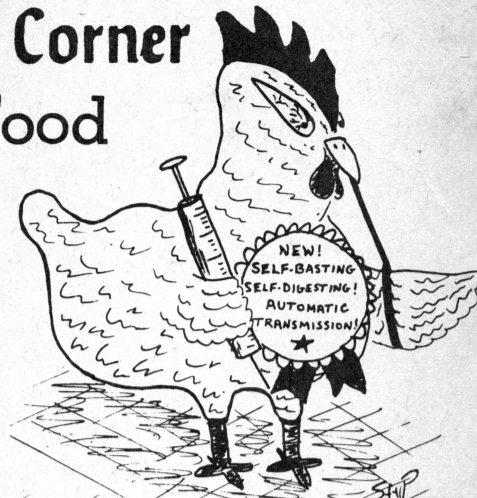
With food prices soaring, today's budget conscious buyer is more anxious than ever to get the **MOST** for his money. Yet, when a busy housewife, or her equally harried husband, selects a convenience food from the supermarket shelves in the average one-fifth of a second, **their shopping bags may be loaded with more additives than they bargained for.**

Let's have a look at just **ONE** fairly typical example. Reading the label on a certain brand of **instant potatoes** reveals that the package also contains some seven or more chemical additives **PLUS** artificial flavoring, which is not identified.

It would cost you a dollar fifteen to take this product home and mix in enough butter, water, salt and milk to make six pounds of mashed potatoes. In at least one supermarket, by paying only fourteen cents more, you could carry out a **TEN POUND BAG** of **WHOLE** potatoes — **WITHOUT** the questionable added chemicals!

Over **THREE THOUSAND** different additives are used in food today, experts estimate. In 1955, an estimated 419 million pounds of additives went into our food. Today the figure is 1.06 billion pounds annually — or five pounds per capita."

Some additives have only tested for safety on animals over a relatively short time period. Experts note that some dyes initially approved for use later had to be withdrawn when findings



Food Additives

revealed potential toxic or cancer-causing effects.

What is a concerned consumer to do? First and foremost, **Don't buy it for your table till you've read the label**, right down to the **small print**. Avoid relying heavily on products with chemicals added. Remember that many sodas, powdered drinks, high calorie sweets, packaged mixes and even children's vitamins and medicines may contain colorings, flavorings or other chemical additives.

By investing just a little more time, a shopper can purchase items which are **better buys** in terms of **nutrients per penny**. Also, remember that in season, a **fruit or vegetable may cost less fresh than when it comes in a can**. In one market a particular brand of canned carrots was priced at seventy-nine cents for a one pound portion with some salt and water added. This was **fifty cents more** than a one pound bag of fresh carrots.

It's worth a little extra shopping care to make sure your food really adds up to health!

Stop S.I and Attacks on Food Stamps

The Ford Administration has lined up behind a 753-page bill, **Senate Bill 1**, called the "**Criminal Justice Reform Act of 1975**", which is up for adoption within weeks, after it gets out of the Senate Judiciary Committee. Senator Fong is one of the bill's sponsors.

This bill would make legal many of the criminal actions of the government we have been hearing about lately — illegal wiretaps, assassinations, bugging, the Watergate crimes, etc. And it would make illegal many of the important political rights of American citizens.

A "**riot**" is defined very broadly as any gathering of 5 persons or more which "creates a grave danger to property". A strike picket line might be judged a riot, and workers prosecuted for exercising their rights. Union organizing might be made more difficult, if the bosses fully use this repressive law.

Strikes against the government, especially concerning military bases, might be viewed as "sabotage" or "impairing" military effectiveness, and can be harshly punished under this Bill.

Even to suggest that revolutionary changes are necessary could get a person 10 years in jail and a \$10,000 fine. The Bill would throw out free speech and freedom of association.

Government officials who break the

law can plead they were "following orders" and escape prosecution, thanks to this Bill.

This bill is clearly an attempt to put down the rising people's movements. It gives the government more powers to use against us, and tries to take away our rights to fight back. We should firmly oppose this measure in every possible way.

Another similar series of bills would cut billions away from the **food stamp program** and make it harder to get aid. Food stamp users could be forced to work as scabs and strikebreakers, or lose their stamps. Strikers would be ineligible for assistance, and workers could be forced to quit their unions and made to take phoney make-work jobs without adequate benefits and pay. Food store clerks would be made to enforce the law and would have to hassle users for signatures and I.D.

Fingerprinting and monthly income reporting would be required, and spying and investigations would be standard. People would have to get rid of practically all they own before they could qualify for assistance.

The sponsors of these bills talk about food stamp "abuse" by the poor while a company like Lockheed gets millions from the government, even while admitting to paying \$22 million in bribes. The big corporations, not the poor, are the abusers. We must fight these attacks coming down on us, and unite the employed and unemployed in the battle.

HUNGRY POWER

Recipes for a Worker's Budget

(About 1 1/2 lbs. spaghetti noodles serves 6 big eaters, or maybe 8, if served with salad and garlic bread.)

INGREDIENTS:

1 lb. hamburger (25% fat ok)
1 large or 2 small chopped onion (chop fine)
2 large garlic cloves finely minced
1 teaspoon oregano leaves
1/4 teaspoon black pepper
1 tablespoon sugar
1 tablespoon salt

OPTIONAL: • grated parmesan cheese to garnish
• chopped Chinese parsley to garnish
• mushrooms (chopped) in gravy.

DIRECTIONS: In large pot, brown garlic, hamburger (do not add oil). Drain oil when meat is brown, add rest of ingredients and simmer 20 minutes. Add water, a little at a time, if sauce is too thick.

*1 large can tomato sauce (large size can)
2 small cans tomato paste
2 teaspoon Worcestershire Sauce
1 teaspoon shoyu

*May use 1 medium size can tomato sauce and 1 medium size can whole tomatoes.

Spaghetti Gravy

WORKERS' HISTORY



OUR UPW GAINS

Convention time is a good time to look back and see some of the gains we have made over the years.

In 1950, we won our first private hospital contracts. In 1955, a particularly anti-union administrator at Maluhia Hospital was not reappointed. The **48-hour, 6-day workweek** was cut down to 40 hours and 5 days a week in 1956 for institutional workers in Hawaii. Public employees gained social security in 1958.

In 1960, we won **time-and-a-half** in cash for overtime, and **unemployment compensation** for public workers. In 1962, we got a **grievance procedure** spelled out in the law, and won wholesale reallocations under Act 188 — not to mention the **periodic pay raises** gained just about every two years



Published monthly by United Public Workers Local 646
American Federation of State, County & Municipal Employees AFL-CIO
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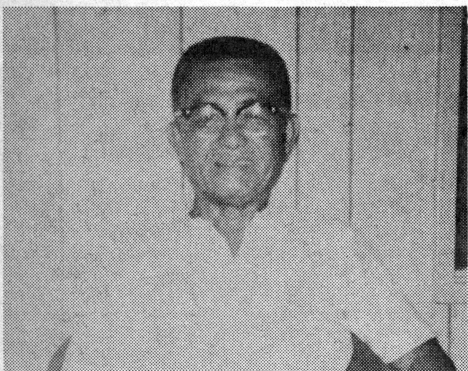
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Second class postage paid at Honolulu, Hawaii • Printed by Service Printers



Brother Mack Yamauchi

OLDTIMER RETIRES

Brother Mack Yamauchi retired on July 2, 1975, after more than 15 years of service with the County of Maui. Brother Yamauchi started as a Carpenter with the School Department where he served for 7 years — after which time he was promoted to Assistant Building Inspector. After 2 years, he was promoted to Building Inspector where he served for 6 years until his retirement on July 2, 1975.

Brother Yamauchi served as Secretary-Treasurer for 2 years with the Lahaina Unit of the UPW. He has also been very active with the Lahainaluna School PTA and served as a lobbyist for about 10 years in which he was very successful in obtaining many benefits for school projects.

Brother Yamauchi has 5 children. All of his children are graduates of Lahainaluna School — 3 sons and 2 daughters. Three sons attended colleges—one son is in the service as a 1st Lieutenant; one son is Sales Manager of the Earl Hoffman Liquor Wholesalers in Denver, Colorado; and the third son is furthering his education at the present time. One daughter is with the Los Angeles Police Department in the Narcotics Division; and the youngest daughter Anna is in the tour business as a tour guide.

Promotions

Congratulations to our Sisters and Brothers at Maui Memorial Hospital on their recent promotions from PMA I to PMA II; Sisters Catalina Barrozo; Elizabeth Thompson; Hiilani Vegas; Brothers Francisco Balberdi; Hospicio Pascua; and Justo Tolentino.

Division Exec. Board

Please note on our meeting schedule that the Maui Division Executive Board will meet on Friday, November 28, 7:30 p.m., at our UPW Division Headquarters in Wailuku. The purpose of this meeting is to report the actions of the Convention and other matters of concern within our Division. Members are urged to attend!

HAWAII

HAWAII DIVISION XMAS PARTY

This is another reminder to members of the Hawaii Division that the annual children's Christmas party for keikis (14 years and under) will be held at the Wailoa State Park on Sunday, December 14 from 10 a.m. to 2:00 p.m.

We urge all unit officers to submit the number of children that will be attending. The list must be submitted by November 14 to the UPW office. Also, all members that are bringing their children to the Christmas party should buy for their own children a grab bag gift, costing no more than \$1.00 with the children's names on it.

We urge all unit officers' cooperation.

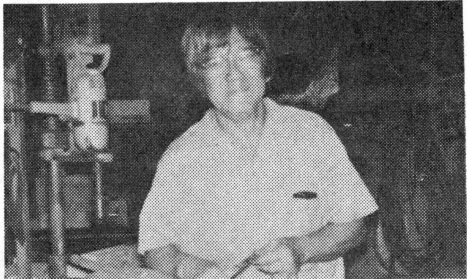
Maui, Lanai and Molokai

Seven Nominated for Division Offices

At the regular meeting of the Maui Division Executive Board held on October 10, the following members were nominated for office.

Division Vice-President: Benjamin Keau; **Division Secretary-Treasurer:** Gerri Ah Sam; **Division Executive Board member (Maui):** Yoshio Murakami, Jerry Ponce, and Francis Yuhara; **Division Executive Board Member (Molokai):** George "Mutt" Aea; **Division PAC Chairman:** Masayuki "Masa" Okumura.

Brother Benjamin Keau is presently serving as Division Secretary-Treasurer and is a member of the Kula

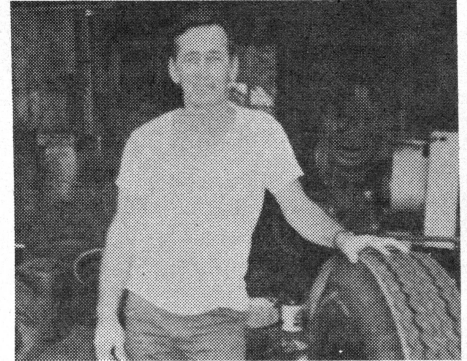


Busy at work is Brother Yoshio Murakami, a Welder at the County Baseyard in Wailuku. Brother Murakami is the Steward for the Automotive Equipment Services and, is also the Maui Division member of the Unit 1 Executive Committee in negotiations.

Unit. Brother Keau has been a member of the UPW for more than 25 years.

Sister Gerri Ah Sam is a PMA-V employed at Hale Ike Day Treatment Center and is presently the Unit Chairperson of the Associate Services Unit there.

Brother Francis Yuhara is the Unit Chairman of the State Transportation Unit, Highways Division, and is also Chairman of the Maui Division Educational Classes. Brother Jerry Ponce is Chairman of the Parks Unit, County of Maui. Brother Yoshio Murakami is from the Wailuku Unit and



Brother Vernon Correa, busy at work at the County baseyard in Wailuku. Brother Correa is a Garage Utilityman and has been a member for more than 20 years.

is presently serving as a member of the Unit 1 Executive Committee in negotiations. Brother George "Mutt" Aea is from Molokai and is presently the incumbent Executive Board Member representing the members of Molokai on the Maui Division Executive Board. Brother Masayuki "Masa" Okumura is presently serving as the incumbent Maui Division PAC Chairman. Brother "Masa" is a 25-year member of the UPW.



UPW members in the Wailuku Baseyard who are Automotive Mechanic I's took time out to pose for this picture. Kneeling is Brother Denis Tengan, Secretary-Treasurer of the Wailuku Unit; standing from left to right are Brothers John Klask, Tom Matsuda, and Shigeru Nakamura.

Former Puunene Hospital Workers at Maui Memorial

On July 23, 1956, 50 employees of the former Puunene Hospital were transferred to Maui Memorial Hospital for employment there. During the past 19 years 26 of these employees have either resigned or retired. Of the remaining 24, we have the following information regarding their present employment status as indicated below:

Presently working in M.M. Hospital: Irene Omoto, Doris Voss, George A. Rosa, Matsue Omoto, Rose B. Anderson, Frances Matsui, Violet Morioka, Mary B. Lavilla, Chiyoko Inouye, Ikue Arisumi, Roy Nako, Irene Abreu, George Arcilla, Nobuko Nakasone, Joyce Kimura, Elaine

Takeyama, Mitoe Machida, Mary Cua, Chie Tamashiro, Otome Endo, Anna Lee Torres, and Alice Y. Arakawa.

Employed at Mental Health Center: Ayano Yoshino.

At another Hospital on Oahu: Yukiko Higa.

The above employees should be aware of the UPW's legislative program regarding their employment or former employment with Puunene Hospital as follows: Pass law permitting former Puunene Hospital Workers now employed in State Hospitals to purchase prior service toward Employees' Retirement System Credit.



Brothers Tom Noda (left) and Warren Shimabukuro (right) receive gifts from Maui Division V.P. Sister Blanche Hew, in appreciation for their assistance in the recent Building improvement program.

ALL HAWAII DIVISION UNIT MEETINGS DURING THE MONTH OF NOVEMBER ARE SUBJECT TO CALL, DUE TO COLLECTIVE BARGAINING NEGOTIATIONS FOR UNITS 1 & 10.

MAUI DIVISION NOVEMBER MEETING SCHEDULE				
LANAI UNIT	Mon., Nov. 10	7:00 p.m.	Hospital Conf. Room	
MOLOKAI HOSPITAL UNIT	Tues., Nov. 11	7:00 p.m.	Hospital Conf. Room	
MOLOKAI UNIT	Wed., Nov. 12	3:00 p.m.	County Garage	
MOLOKAI CUSTODIANS & CAFETERIA	Wed., Nov. 12	7:00 p.m.	Community Center	
KALAUPAPA UNIT	Thurs., Nov. 13	11:30 a.m.	Paschoal Hall	
MAKAWAO UNIT	Tues., Nov. 18	3:00 p.m.	Baseyard Office	
KULA UNIT	Wed., Nov. 19	7:30 p.m.	Keokea Park Pavilion	
PARKS UNIT	Thurs., Nov. 20	3:00 p.m.	Division Headquarters	
LAHAINA UNIT	Thurs., Nov. 20	3:00 p.m.	County Garage	
M. M. HOSPITAL UNIT	Thurs., Nov. 20	7:30 p.m.	Division Headquarters	
DAGS UNIT	Fri., Nov. 21	3:00 p.m.	Carpenter Shop	
WAILUKU UNIT	Fri., Nov. 21	7:30 p.m.	Division Headquarters	
RETIREE COMMITTEE	Mon., Nov. 24	10:00 a.m.	Division Headquarters	
CUSTODIAN UNIT	Mon., Nov. 24	7:30 p.m.	Division Headquarters	
HANA UNIT	Tues., Nov. 25	11:30 a.m.	Baseyard Office	
CAFETERIA UNIT	Tues., Nov. 25	7:30 p.m.	Division Headquarters	
DIVISION EXEC. BOARD	Fri., Nov. 28	7:30 p.m.	Division Headquarters	
TRANSPORTATION UNIT	On Call by Unit Chairman			
ASSOCIATE SERVICES UNIT	On Call by Unit Chairman			

NOTE: B.A. Adrian Hussey will be on vacation for a well deserved rest during the period October 28 through November 7, 1975.

Is Safety A One-Way Street?

After the first Blue Collar Unit 1 contract was approved, the UPW Hawaii Division started discussion with Mayor Shunichi Kimura on how to implement Section 46, Working Conditions and Safety, especially subsection 46.09 providing for a joint Unit 1 and Employer committee with the selection of members on the Safety Committee left up to UPW and the County.

Two meetings were held in May and June, 1973, to work out the functions, rules, etc. On June 7, 1973, a policy was accepted by the Union and the County of Hawaii. One issue that was agreed on was that the County would furnish transportation for the Unit 1 members who serve on the safety committee so they could attend monthly meetings of the Unit 1 Safety Committee. Acting mayor Bruce McCall made the agreement but kept putting off the reimbursement of mileage to two members of the Committee.

Finally, when Mayor Herbert Matayoshi took office, he agreed that reimbursement should be made, and payment was made for one member, but the other member is still waiting for his reimbursement. On October 7, 1975, a meeting was held with the Mayor concerning the non-payment of the mileage and he assured the UPW that reimbursement will be made. However, at this same meeting we were

informed that no mileage will be paid if transportation is not furnished. The Mayor's rationale sounds absurd. He said the Union is responsible for its own members who serve on the safety committee and the employer is responsible for its designated representatives. He further argued that it is the UPW who is responsible for members' interest.

The UPW contends it is for the safety of all and the savings to the tax-paying public that the union contributes its support for the safety program.

Not that we want to brag, but we must inform our Unit 1 members that the County of Hawaii received the AWARD OF MERIT from the NATIONAL SAFETY COUNCIL for 1968, 1970 and 1974 due to our members' sincere belief that "Safety Is Everybody's Business."

We question the Mayor: Is Safety a One-Way Street? If so, please let the UPW know about it in writing so our Division Officers can discuss and act upon the future of the Unit 1 Safety Committee.

The proposals that were adopted on June 7, 1973 show some very interesting bad faith bargaining on behalf of the County of Hawaii.

What do you, as Employees of the County, think?

UPW Convention Decides Major Issues

The 166 delegates to the UPW's Convention elected State officers, approved a dues hike, made several significant constitutional changes, and passed resolutions aimed at setting the union's direction over the next few years. They dedicated this Convention to the memory of former Governor John A. Burns.

Hospital Division V.P. Momi Tong pounded the gavel and opened the Convention Thursday evening, October 16. Rev. Bob Mackey gave the opening invocation. Sister Ruby Cup Choy and Brother George Kekona led the singing of the Star-Spangled Banner and Hawaii Pono.

Governor George Ariyoshi, the first speaker to address the Convention, urged delegates to remember the many workers in our community forced to go on the unemployment and welfare rolls. "Those of us with jobs need to stand up and say these are the times that unemployment compensation and welfare programs are really needed and defend these programs," Ariyoshi urged, noting that some are attacking these programs now as too costly. He also defended collective bargaining for public workers.

HGEA director David Trask saluted the UPW victory at Kam Schools as an example of what the two AFSCME locals can do when they work together. Trask noted that the State has a surplus of at least \$55 million. "We've got to catch up this year. We've got to take to the lines. We cannot dance any longer to that old song of the State's being broke."



Sister Momi Tong opens the Convention.

Hawaii AFL-CIO Executive Secretary Van Diamond gave a strong speech calling for labor unity in the face of the many attacks the employers are making. He cited Judge Pence's recent anti-worker decision denying Hawaiian Telephone workers unemployment compensation. "Every worker in the state is threatened by this decision. We all must fight for more wages. We must protect our past gains. We have to close ranks and start talking with one message." He noted the deaths and injuries on job sites, and the local OSHA's weak enforcement of the law. Unemployment is getting worse with more than 25 million Americans already out of work. "Don't believe the baloney about the depression leveling out." He urged labor to educate all our members, and to unite and defeat such measures as the anti-dock strike bill which the bosses and Hawaii's congressional delegation are supporting. "Malama Kou Kino", Van Diamond concluded: "Take care of our labor body, so we survive the crossing."



These Big Island workers wait in line to register as delegates to the Convention.

RESOLUTIONS ADOPTED

Credentials Committee chairman Joe Kapahu, Hawaii Division V.P., announced that 163 delegates were present on opening night, including 72 from Oahu, 21 from Hawaii, 32 from Hospital, 24 from Maui, 11 from Kauai, and three State officers. Rules Committee Chairman Kenneth Ige had the delegates approve the Convention's rules. Brother Masumi Masuda, who was commended by the Convention in a special resolution for his many years of service to the UPW, gave the Resolutions Committee reports. The resolutions approved by the convention included:

- * support for the Aloha United Way;
- * support for the United Farm Workers' Union and their boycott of non-UFW mainland head lettuce, grapes and Gallo wines;
- * urging candidates for UPW state offices to campaign early;
- * directing our leadership to investigate group pre-paid legal services plans and making such a plan the object of collective bargaining;
- * Support for the Coalition of American Public Employees (CAPE), and the AFSCME leadership and programs;
- * eliminating all state-wide sports programs except for bowling, and
- * congratulating State President Jack Konno for his leadership and efforts to organize the unorganized.

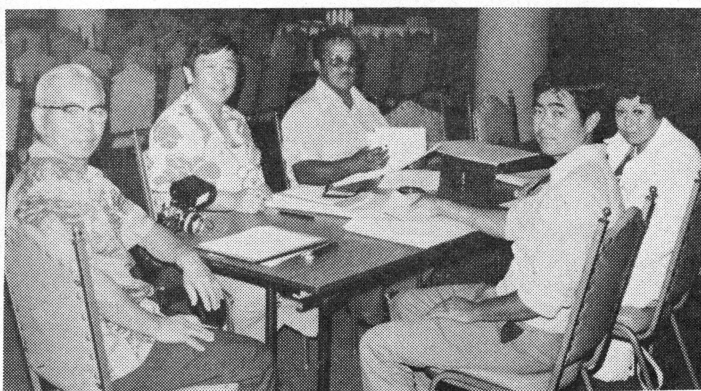
OFFICERS' REPORTS

State President Jack Konno stressed the need for greater unity and militancy to fight back against the bosses' attacks today. He strongly supported the need to be involved in the Hawaii AFL-CIO, to oppose anti-worker laws and court rulings, and to "make sure nothing like the Oahu Prison incident happens again." "We were known as a militant union and we're going to become a militant union... and retaliate with job action, if necessary," Konno warned. He noted that we can no longer believe the bosses across the bargaining table. "Unit 1 has a lot of catching up to do. We have to fight hard to get our people a very decent pay increase."



Masumi Masuda, Resolutions Chairman and Kauai V.P., was honored by the Convention.

On retirees, Konno urged that the union start paying a lot of attention to their needs and concerns. "Lobbying for pension increases should be one of our top priority items." He stressed the need to do more organizing. "We win some and lose some, but it's important we continue to try, to build our own ranks and increase the strength and



The Rules Committee, chaired by Kenneth Ige (left), had few problems in agreeing on rules.



Reelected as President, Brother Jack Konno was an able Convention chairman.

unity of the working class."

Sister Ruby Ahakuelo reported as State Secretary-Treasurer, on the union's finances, our education classes and political action fundraising programs. She noted the union had a \$5,000 monthly deficit, and would need a sizable dues hike.

State Director Henry Epstein called for industry-wide bargaining for private hospital workers and the need to prepare for the challenges of public employee collection bargaining. "Our Unit 10 talks begin on Halloween, and we hope to spook the employees," he noted. He said that employers are taking a toughening position, and that gains would not come easily. "We must cooperate with every other union. We can't let them turn private sector unions against the public sector unions."

He cited the union's fairly good political endorsement record and some of the gains made at the Legislature, including sick leave credit toward retirement. "We will have to show a serious interest in the upcoming national elections. The present administration has set some kind of a track record vetoing bills important to working people and leading us into a depression," Epstein noted. Locally, he said the union should work to get vacancies filled in all our units and to push in the Legislature for full health benefits for public workers.

He urged full support for CAPE, announcing an important Hawaii CAPE conference next November 11-12 which our union would attend. He noted that more than 11,930 workers are paying dues or service fees to our union, a gain of almost 2,000 since the last convention in 1973; 10,474 of these are members. He cited our record on grievances and arbitrations as fairly successful. He called on members to settle their differences within the union, not in the courts. In conclusion, he said, "We in the union have a lot to be proud of, but also a lot of work to do."

LUCY KEYNOTES, DISAGREES WITH FASI

After an invocation from ordained deacon and Roads worker Joseph Leong, Mayor Frank Fasi sounded a somber warning note and urged public workers to be cautious in their demands on the public treasury, "or we will kill the goose that lays the golden egg." He cited New York City's problems as an example, claiming, "One battle we

must win is to place the costs of government in line with the economic facts of today. . . . We cannot offset the effects of inflation with wage increases. The money is just not available and you'll only bring cities to the brink of bankruptcy. And raising taxes is not a viable answer at this time. . . . What good is a \$9,000-a-year job as a refuse worker if you're laid off?" He did mention that payroll costs weren't the only villain, pointing out that diesel fuel and electric costs have risen astronomically. He offered to open the City's books to the union and promised a "fair shake".



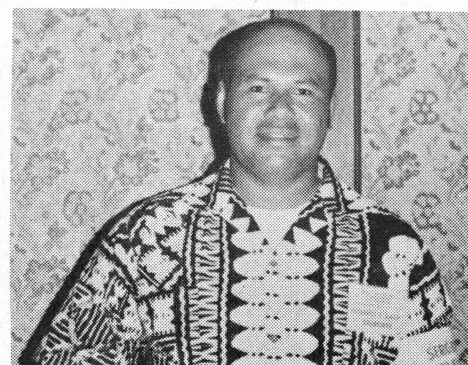
AFSCME International Secretary-Treasurer Bill Lucy responds to some of Mayor Fasi's remarks

AFSCME International Secretary-Treasurer Bill Lucy followed Fasi to the podium and criticized the Mayor's attempt to place the blame for the budget crisis on public workers. After delivering the greetings of AFSCME President Jerry Wurf, Lucy noted he was speaking in a time of universal difficulties. "But the union's health is sound. We are continuing to grow and are now the 5th largest union in the AFL-CIO." He called for bold new programs and criticized the national administration of Gerald Ford as "ultra-conservative." "We get WIN buttons and press releases instead of programs. Ford has vetoed 39 bills and wiped out millions of jobs, as well as health care, day care and educational and public works programs, all the while giving away hundreds of millions of public dollars to big corporations like the Lockheed and the Penn Central.



Sisters Lillian and Lorna from Leeward Hospital paid close attention to the proceedings.

Referring to Mayor Fasi's speech, Lucy said, "There is a conscious effort underway to make us the patsies and fall guys for both the inflation and the depression which is gripping the country. . . . From the bankers to the lawyers the constant scream is for increased productivity and refuse workers are getting laid off all over. . . . Well, I'd rather live in a city without bankers and lawyers than I would in one without sanitation workers!"



Richard Kauai, a Parks worker from Kauai, served as one of the sergeants-at-arms at the UPW Convention.



Sister Ruby Ahakuelo



Brother Saturnino Timbreza, Jr., (center) attended the Convention as Lanai's delegate and is flanked by other leading delegates from the Maui Division including reelected State PAC Chairman Charles Iwata (left).

He denied that pensions, averaging only \$233 a month nationwide, are too fat. He noted that a recent Department of Commerce study had concluded that public workers lag behind the annual wages of transit workers by \$3,000, of public utility workers and private sanitation workers by \$2,300, and of miners by \$2,000.

"People like your Mayor never tell you about all the patronage workers in New York City. They laid off 21,000 workers there but no patronage favorites were chopped. And the bankers and bosses there still want to chop off another 60,000 workers — a 20% reduction in force! What's going to happen to vital public services, like fire-fighting, safety and meat inspections? No one mentions tax reforms, or telling the banks to reduce their profits, dividends and interest rates. Let the bankers tighten their belts, then come talk to us about 'caution' and 'sacrifices'!"

Lucy called for federal guarantees of municipal bonds, replacing tax-exempt status of municipal bonds with an interest subsidy of 50%, closing federal tax loopholes which cost the government over \$5 billion a year, extending general revenue-sharing and unemployment programs to aid state and local governments, more public service jobs and a national collective bargaining law.

Lt. Gov. Nelson Doi spoke to delegates at lunch and strongly attacked the national administration and its favoritism to the huge corporations. He supported workers in their fight for a living wage. He urged them to get involved in politics, and to take an interest in community issues and action. The next day Rep. Kate Stanley outlined her views on the Legislature and political action, and urged workers, especially women, to get involved in politics.

REPORTS AND AMENDMENTS

Brother Kiyoshi Nagata gave his report on the state of the UPW Fraternal Association. Union Insurance Service general manager Eddie Lapa of the ILWU, commended the HIC, Paul Pinsky and Paul Tom for running an excellent insurance program. The auto insurance is now a number 1 feature, Lapa said, citing the 3,000 UPW members on the Autoway plan, with savings totalling nearly a quarter of a million dollars. Mutual Aid Fund Chairman Raymond Lavalouis (also serving as a Convention time-keeper) reported that MAF now enjoyed a net worth of over \$461,000.

Sister Lani Waiwaiole chaired the Insurance & MAF committee and recommended the adoption of a MAF by-law change proposing a year-round open enrollment period for MAF. A resolution was passed supporting the union's present insurance programs.

POLITICAL AND LEGISLATIVE PROGRAM

State PAC Chairman Charles Iwata gave the Legislative and PAC Committee's report. The Convention approved resolutions setting the union's political program, the highlights of which are:

- *Amend collective bargaining law concerning management rights, impasse procedures, service fees, number of steps and salary ranges;

- *Approval of all collective bargaining agreements;

- *Reducing the Social Security retirement age to 55, with full benefits for both sexes;

- *Compulsory retirement at age 65; full retirement benefits after 30 years service; ERS Deductions from workers' comp checks;

- *Increased pensions on sliding scale and cost-of-living hikes for retirees; \$300 funeral benefit for retirees; unused sick leave credit toward retirement benefits for retirees; improve Employee Retirement System;

- *Tax reform — visitors' tax, no sales tax hike; increase real property tax exemption to \$16,000 and state personal tax exemption to \$1,000; change tax laws to help low-income workers; increased tax credits for low-income families;

- *Employer-paid full medical, dental and optical coverage; a Cost-of-Living Allowance for public workers;

- *Fill and fund all vacant staff positions in our units;

- *Equal pay for equal work;

- *Full retirement benefits after 25 years for workers in hazardous occupations, including private institutions, with the union checking into which jobs are classified as hazardous;

- *Increase ordinary disability retirement benefits to 25% after 5 years of service, and 2% thereafter, instead of 1%;

- *Increase small estate claim maximum from \$3,500 to \$15,000;

- *Grant emergency hire employees all benefits; auto insurance paid for those workers using their own cars on the job;

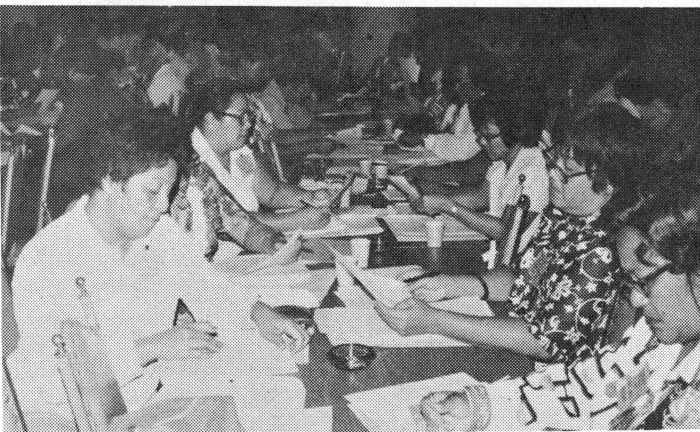
- *Special benefits for Lapakahi and Puunene Hospital workers;

- *4-year college on Maui; takeover of Molokai Hospital by the State;

- *Expanded LPN work-study programs; RN training for LPN's; and

- *Support for the AFSCME PEOPLE program.

The Committee and Convention rejected a resolution calling for the abolition of the CETA program as a threat to job security.



These Oahu Division DOE workers studied the various proposals and resolutions.

CONSTITUTIONAL CHANGES

Sister Blanche Hew gave the report of the Constitution Committee. Maui's proposals were approved relating to making Division PAC chairmen automatic delegates to the Convention and providing for the election of V.P.'s from among Division Board members. Oahu's proposal to eliminate any limits on the maximum number of Convention delegates from any unit was approved, as well as the insertion of the AFSCME Bill of Rights into our UPW Constitution. State Executive Board vacancies are to be filled by appointment by the Division Executive Board.

An amendment spelling out retirees' rights was approved; they may vote on all matters except elections of local officers and negotiations, and may also serve on or chair committees and represent the union at conventions and other meetings. The new provisions were taken from the AFSCME Constitution.

The Convention rejected proposals for per capita voting at conventions, observers' voice in committee meetings, and permitting only active members in our jurisdictions to run. By a roll-call vote of 95 to 65, the delegates chose not to delete a provision in the Constitution which barred members who run unsuccessfully for State offices from running for Division offices during the same election period.

FINANCES AND DUES

The proposed dues hike was the major issue the Convention faced. The Finance Committee chaired by George Joy, and the Convention approved resolutions calling for more Business Agents, especially another one on the Big Island; and approval of the State Director's salary at \$27,686 (adjusted as other staff members get pay raises based on the Unit 13 contract).

The dues increase proposal that came from the committee called for retirees' dues of \$3.50 per month; part-timers and associate members would pay \$7.65, and active members would pay 1.5% of their base salary, with a minimum of \$8.65 and a maximum of \$15. This was the proposal that was finally approved, and it will take effect next January 1.

Oahu Division delegates made two amendments to the dues proposals. The first made by Bill Blake, was to raise dues by a flat amount to \$8.65 for all active members. The second amendment, made by Galaceo Daoang, provided that the 1.5% proposal would take effect "only after negotiated pay raises were received in our checks."



Brother Joe Kapahu (seated) chaired the Credentials Committee and coordinated registration.

Brother Daoang's amendment was defeated by a roll-call vote of 64-to-95. The first proposal for an \$8.65 dues rate for all active members was then defeated by a vote of 32 to 97. The Convention delegates then voted 92 to 68 to accept the committee's recommendation for a 1.5% dues rate for active members. This is the first time our union has adopted a percentile dues structure.

BWS member Jim Toledo explained that rank-and-file members in his unit asked him to oppose the dues hike. "We just can't afford it," he said. Ben Rodrigues and Gary Nakano also spoke against it.

Other delegates argued that the union needed more money to hire more staff and meet the costs of inflation, as well as to pay the increased per capita to AFSCME and the State Fed. Brother George Joy reminded the delegates, "How can you get more staff and better staff if you're not willing to pay for it?" Brother Adolf Samuels and other members felt the percentile dues was fairer to the lower-paid members. "We make more, then we have more to give, and we don't have to keep upping the dues rates."

Another much-debated issue concerned organizing fees and prizes. A resolution was finally passed approving a \$2 cash award paid to organizers for each new member signed up in the private sector of the UPW; government units which are 100% organized would also receive monetary awards ranging from \$25 to \$100 depending on the size of the unit. Adolf Samuels chaired the Organizing Committee which hammered out this consensus proposal.

Brother Bill Blake gave the Education and Publications Committee report, urging improvements in our education programs; appointment of staff in each Division to oversee participation in these programs; on-the-job training, especially with the career ladder idea; weekend workshops and conferences, monthly orientation sessions for all stewards; and the continued use of the Organizer as a vehicle of education and communication within our union.

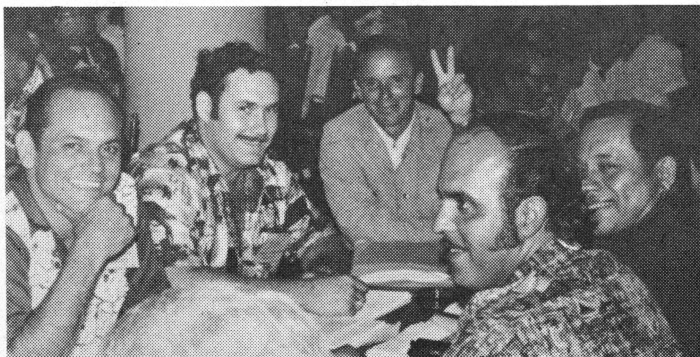
ELECTIONS

Delegates voted for new State officers by secret ballots in regular voting booths. Incumbent President Jack Konno won over challenger Bill Blake by a vote of 114 to 47. Sister Adeline Uhrle, with 94 votes, won over Sisters Ruby Ahakuelo (20 votes) and Leatrice Kahalekulu (46 votes). Brother Charles Iwata will continue as State PAC Chairman after defeating Sam Hao, Sr., by a vote of 125 to 36. State Director Henry Epstein was reelected without opposition, and all the officers were installed on Saturday afternoon, October 18, by retiring Brother Masumi Masuda.

A closing banquet was well-attended by delegates and their families on Saturday night at the Queen Kapiolani Hotel, and music and dancing was provided by the MacDonald Polynesians. The new officers thanked the delegates for supporting them and promised a lot of hard work together in the months ahead.



George Kekona and Ruby Cup Choy lead the Convention in singing the State and national anthems.



Left to right, Kenneth Silva, Gus Cobb-Adams, Jim Toledo, and Leonard Gouveia were among the Oahu delegates concerned about the amount of the proposed dues hike.



Sister Adeline Uhrle Secretary-Treasurer.

HOSPITAL DIVISION NEWS



Kam School workers attended our last Convention on the day of their victory last October 16. They included Josephine Quiones, Isabell Akana, Carolyn Piho, Mary Santos, Mildred Chun, Marvis Kanahale, and Tommy and Susan Lim.

Kapiolani Technicians
Vote for UPW-AFSCME

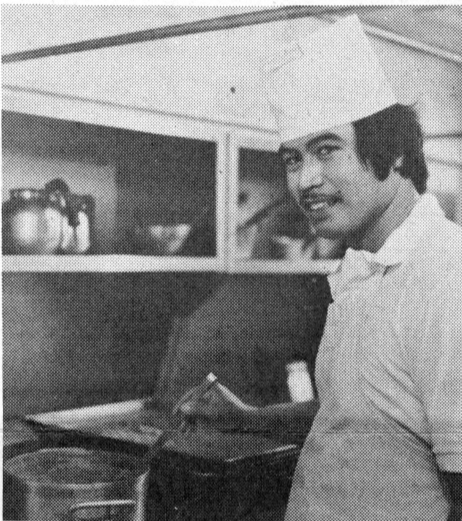
Unlicensed technicians at Kapiolani Hospital voted 6 to 2 last September 25 in favor of joining the UPW's basic unit at the hospital. The election was certified last October 6. The union will represent them in grievances and bargain collectively for them.

Kapiolani Unit Chairman Richard Costorio did most of the organizing for the union, assisted by union staff member Joe Asti. Brother Richard said most of the technicians were "bummed out" about shift scheduling, which worked real hardships on them. They wanted to be covered by the union contract provisions on scheduling.

Staffing was another important issue. "When negotiations begin again, we'll have to fight for more technicians," Brother Costorio said.

Brother Richard hails from Lapahoe on the Big Island. His father was a plantation worker and ILWU member. Maybe that's why Richard takes the union seriously and puts a lot of time into it. At age 26, he is probably one of the youngest unit chairmen in the union. He is married and has a 4-year old child.

Richard was elected to serve as chairman after Sister Emily Lee was promoted and no longer able to serve. At that time, Richard had only several months' work experience at the



Stirring the sauce, Brother Richard Costorio sometimes stirs up things at Kapiolani Hospital in defending the members' interests. He was the key to the union's successful organizing drive among the hospital's unlicensed technicians.

Hospital. Since he took the initiative just a few weeks before the last negotiations to get the unit organized and together on demands, his fellow workers chose him to lead them. Richard works as a cook, making \$600 or so a month. "We'll have to do better on wages," Richard added.

Hospital Division Offices
Open for Nominations

Nominations will be open for Hospital Division Vice-President, Secretary-Treasurer, Political Action Committee chairperson, and Board beginning this month and should be made at the regular Hospital Division meeting scheduled for Tuesday, November 4, 7:00 p.m., at UPW Hall, 1426 N. School St.

All UPW active members are eligible to run for these offices. Ballots will be mailed out to Hospital Division members during the latter part of the month, and will be counted sometime in December. Terms of offices will begin next January 1. Any active member may make nominations for office, so please get your nominations in next November 4.

HOSPITAL DIVISION NOV. MEETING SCHEDULE

PALAMA SETTLEMENT	Tues., Nov. 4	11:30 a.m.	Palama Settlement
DIV. EXEC. BOARD	Tues., Nov. 4	7:00 p.m.	UPW Hall
HALE NANI	Tues., Nov. 11	4:00 p.m.	UPW Hall
KUAKINI	Wed., Nov. 12	4:30 p.m.	Kuakini
WAHIAWA	Thurs., Nov. 13	3:30 p.m.	Wahiawa
POHAI NANI	Thurs., Nov. 20	3:30 p.m.	Pohai Nani
QUEEN'S	Thurs., Nov. 20	7:00 p.m.	UPW Hall
AGENDA MEETING	Tues., Nov. 25	4:00 p.m.	UPW Hall

REMEMBER: Make nominations for Division offices at the November 4 Division meeting.

First Private School Unit Organized
Union Wins at Kam Schools

By a resounding vote of 81 for the UPW, 39 for "no union", and 6 for the Machinists' Union, our union won a major representation election at Kamehameha Schools after an intense organizing drive. The new 140-member unit at the schools signifies the first private school unit organized by any union in Hawaii, and opens the way for more organizing campaigns at other private schools and institutions.

Because Kam Schools workers fell under the UPW's jurisdiction, the HGEA turned over the drive to the UPW several months ago. HGEA members and supporters were very helpful to the UPW throughout the campaign, especially Brother John Akana, and Sister Isabell Akana, who was the real sparkplug for the drive.

Kam Schools management reportedly spent more than \$150,000 of the Bishop Estate funds (paying attorney fees of

\$90 an hour!) over the past year in fighting the unions.

Kam Schools workers were delighted by the election results. "Now we can win greater job security, and much better wages and fringes. Up to now we've felt so much under the bosses' thumbs and were afraid to complain too much about the manini wages we receive or the poor conditions we sometimes had to work under," a groundskeeper stated.

A cafeteria worker added, "It looked to us like our jobs might be put out to the lowest bidder. Now with the union we have a way to fight back."

The workers will now be discussing what they want in their first contract and whom they want to serve on their negotiating committee, before they go into negotiations with management.

Aloha to this new, spirited unit, and welcome to our union family.



The UPW Hospital Division hosted a party for the Kam School workers last October 10 at the union hall. Over 50 workers attended the party, which lasted more than 7 hours. On October 16 the Kam School workers voted overwhelmingly to join the UPW.

In Cost of Living!
HONOLULU IS NUMBER 2

Our local Labor Department has announced that Honolulu has the dubious honor of being number 2 of the five most expensive cities in the U.S. Here the annual cost of living for an average 4-person family is \$11,383 (lower budget), \$17,019 (intermediate budget) and \$25,572 (higher budget).

The chart below rates Honolulu with the other four most expensive cities. Considering that our wages are lower than most of these other cities, you might say Honolulu workers are getting the worst of it, and would need sizable wage hikes to be receiving comparable wages to mainland workers.

FIVE MOST EXPENSIVE CITIES, AUTUMN 1974
(Annual Costs of Budgets for a 4 Person Family)

LOWER BUDGET		INTERMEDIATE BUDGET		HIGHER BUDGET	
Anchorage	\$13,667	Anchorage	\$19,092	Anchorage	\$26,595
Honolulu	\$11,383	Honolulu	\$17,019	Honolulu	\$25,572
San Francisco	\$ 9,973	Boston	\$16,725	New York	\$25,470
Boston	\$ 9,933	New York	\$16,648	Boston	\$24,708
New York	\$ 8,852	Hartford	\$15,501	Buffalo	\$22,096

Correction, Please

A picture and caption in the Organizer a few months ago wrongly described a meeting of St. Francis workers. The meeting was actually for LPN's and Nurses' Aides and concerned contract proposals for the next negotiations at St. Francis Hospital. It did not focus on problems with RN's. Our apologies to Sister Nina Lohan and others for any misunderstandings that resulted from the inaccurate caption we carried.

IN MEMORIAM

- Joseph K. Moa (Retired), Kauai, 9-5-75
- David Van Gieson (Retired), Oahu, 9-29-75
- John K. Puaaloe (Retired), Oahu, 9-15-75
- Jane Iyo (spouse of member Matsuo Iyo), Hawaii, 9-17-75
- Daniel De Mattos (County of Hawaii, Sewers), Hawaii, 9-20-75
- George Nakagawa (Retired), Hawaii, 9-21-75
- Roy DeCampra (County Roads), Maui, 8-31-75
- William Camacho (Retired), Queen's Hospital, 10-4-75
- Florence Fukushima, Kuakini Hospital, 10-6-75



The Hospital Division Executive Board meets the first Tuesday of every month, 7 p.m. at UPW Hall. Above are some of the present Board members. All members may attend and participate in the meetings.

PUBLIC WORKS REVISITED

A Cure for Snake Bites?

The Union has been meeting recently with Road Division and Public Works Officials in a dispute over a promotional grievance which concerns Road employees working in each corporation yard on Oahu. Shop stewards from seven yards met with Chief Engineer Kazu Hayashida to complain about a recent promotion in Kailua. Basically, their complaints were against promoting employees from other yards to fill positions in areas where there are qualified and eligible employees available. This has always been a "sore spot" for the City and County Road workers.

BASEYARD SENIORITY VIOLATED

In this case, an Ala Moana employee was given the promotion over a Kailua truck driver who, by civil service standards, passed all the requirements in addition to having prior experience for the job. The grievant has been a heavy truck driver for approximately seven years and has a total of 11 years of service for the City and County, all of them working out of the Kailua yard.

The Blue Collar Non-Supervisory Agreement provides protection for qualified applicants with baseyard seniority. Section 16.05 (c) clearly indicates a violation in this case. It states: "Whenever the qualifications between the qualified applicants are relatively equal, the employee with the greatest length of baseyard, Workplace or Institution Workplace seniority shall receive the promotion."

In the process of filing the grievance for the employee, Road and Department Officials have refused to comply with the union's request for pertinent information regarding both applicants' experiences, attendance, efficiency, etc. The refusal obviously raises suspicions as far as the men are concerned. The men feel that the Division will continue to promote and transfer employees to positions where other qualified incumbents are eligible. The men feel that politics are involved and that the "favorites" will always have an edge in promotions, a common practice in the Road Division for years.

It's interesting to note that the following complaints and recommendations from the men impressed Chief Engineer Hayashida, but to no avail as the promotion was made anyway!

1. The men charged the specific yard boss with "gross negligence" in not providing training to qualify and promote from within his own yard.

2. No incentive is provided for employees on any level to fill anticipated vacancies.

3. A devastating morale problem materializes as the entire work force is paralyzed and kept from promotional opportunities.

4. Promises by former Chief Engineers concerning seniority for baseyard promotions.

The longer one looks into the promotional problems within the Road Division, the more apparent it becomes that there are overseers at various levels who have been promoted up through the ranks by politics, favoritism and methods which exemplify the "Spoils Systems" of many years ago. It's no wonder that these same people have no reservations about demeaning, demoralizing and "castrating" employees to suit their fancy.

Another problem the union encounters daily with this specific division is classifications. For example, truck drivers have the responsibility for operating the equipment, but, in many cases, they are required to perform heavy labor chores with construction crews. The trades people caught up in fifteen to twenty years of performing multi-duties are beginning to seek higher wages. As one tradesman stated, "If we are required to perform tasks other than what the titles call for, we want additional compensation!" A clear indication of this is several appeals which have been filed with the Department, Civil Service and the Civil Service Commission.

UNDERSTAFFING

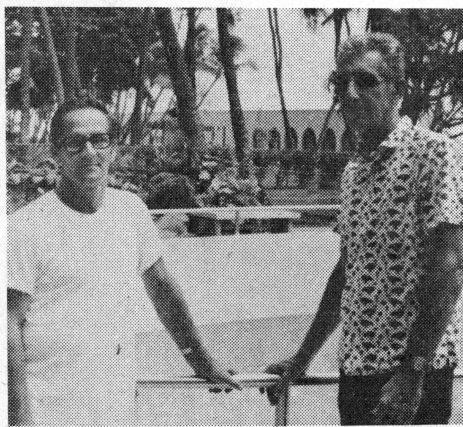
Manpower freezing policies affect this division as well as many other City and State agencies. Work gangs in construction crews have been cut to almost the bare minimum. Of course the output and expectations of the supervisors remain the same as the bosses try to force our members to produce the same quality and quantity of work despite their lack of enough workers to do the job.

It's no wonder that the average taxpayer who is not aware of the adversities the public workers face would complain about the cost of collective bargaining gains. The facts, if revealed to the general public, would indicate that our people perform hard, back-breaking, hazardous work, for less money than their counter-parts are making in the private and Federal sector.

WORKERS STOOD UP FOR BOSS!

U.H. Aquarium worker Harry Cordeiro and Curator Charles De Luca have shown that cooperation which has helped the aquarium get through the hard times caused by the State's budget squeeze and position freeze. Union steward Cordeiro circulated a petition to support De Luca being named permanent Director of the Aquarium since he had served well as Acting Director for over 2 years. But De Luca was passed over and not given full consideration, and the HGEA has filed a grievance against the appointment of another person to the director's job. Brother Cordeiro complained directly to the Board of Regents last September about the "political wheeling-dealing" used to deny De Luca the job even though he was more than qualified and had the support of almost all the

workers and many members of the general public.



Brother Harry Cordeiro (left) stands with his boss, Curator Charles De Luca.

OAHU DIVISION NEWS

Safety First!

Truck Condemned at U.H./Manoa



From left to right, Brothers Ronald Hussey, Clarence Jardine, Amado Esteban, Roy Sweeney, and Andrew Wallace. All except plumber Sweeney are members of the U.H. trucking crew. The U.H. trucking crew, led by steward Andrew Wallace, complained about the run-down, unsafe condition of this truck and had the State Safety Office condemn it and stop its further use until repaired. B.A. Teddy Lii assisted.



Some 50 HHA workers gathered at Haiku Gardens restaurant last September 26 to honor 14-year veteran Kazuto Tanaka, an HHA carpenter who's worked most of his HHA experience at Halawa Housing.



Be Sure to Vote

All members should receive ballots in early November for the election of Division Officers for the next two years.

Be sure to vote, and get your ballots in the mail (c/o 1426 N. School St., 96817), postmarked no later than Sunday, November 30. Ballots will be tallied in early December by the League of Women Voters, and those elected will begin their terms of office next January 1.



EDU Custodians Xmas Party

All EDU custodians and their spouses and friends are invited to the unit's annual Christmas party, set for Saturday, December 6, 4 p.m. to 10:30 p.m. at the UPW Hall, 1426 N. School St.

The cost for members is \$2.50, and \$5.00 for non-members. There will be no charge for retirees. The deadline for calling in with your reservations is November 21. Please call one of these members as soon as possible:

Gelacio Daoang 259-7468
Carrie Pang 239-9159
Leatrice Kahalekulu 689-6584
Harue Tanouye 262-9194
Kanoë Apana 845-4229
Julia Tsugawa 847-2631
There will be lots of food and plenty

drinks. Mail in your checks, made out to the EDU Custodians Unit, as soon as possible, c/o Julia Tsugawa, UPW, 1426 N. School St. 96817. Come one and all. Don't miss this great party!



EDU Custodians meet to plan their upcoming Christmas party next December 6.

Public Works Emergency Meals

Last September 15, Public Works Director Kazu Hayashida sent notice to his fiscal officer and supervisors that the employer, according to the terms of the Unit 1 contract, must either furnish meals or reimburse workers for reasonable costs, when the workers are doing emergency overtime work. "Every effort shall be made to exercise the first option," Hayashida directed.

This decision resulted from a union grievance which arose out of the situation of the Waikiki sewer main break a few months ago, when the workers were not provided meals.

Management has since offered to reimburse the employees who were involved in the emergency overtime work, and the exact amounts of reimbursement are being computed.

The Department then made formal arrangements with a dozen or so restaurants throughout the City and County to provide meals for emergency overtime work situations. Cooperating restaurants would be reimbursed up to \$3 for dinners, and up to \$2 for breakfast and lunch. The restaurants are located in both the city and countryside areas of Oahu.

OAHU DATES TO REMEMBER
(All meetings at UPW Hall)

Nov. 4, Tues.	— Oahu AFL-CIO	7 p.m.
Nov. 9, Sun.	— EDU Custodians	1 p.m.
Nov. 13, Thurs.	— Oahu Division & PAC	7 p.m.
Nov. 19, Wed.	— Retirees' Committee	9 a.m.
Nov. 30, Sun.	— DEADLINE FOR MAILING BALLOTS FOR DIVISION OFFICERS	

NOTE: EDU Custodians. You will elect Unit Officers at your November 9 meeting, and they will be installed in office at the Unit's Christmas party December 6.

"Safety First" Only Words to E.R. Turner

(Continued from Page 1)

The Union immediately responded, questioning the reasons for such a decision and the reply from E.R. Turner, dated May 12, 1975, stated that the information presented at the Informal Hearing showed no evidence to substantiate the complaint. According to Turner, the work appeared to be well-planned by the Highways Engineers and to have been carried out with minimum hazard to the employees.

"MICKEY-MOUSE HEARING HELD"

Obviously, this so-called "Informal Hearing" was so informal that it never existed... at least not to the Union. The Union did not receive any notices of a scheduled Informal Hearing, whereby a determination would be made on the alleged violations. Furthermore, being the complainant, the union should be informed, to present its facts and witnesses to substantiate the alleged violation... but this was not done.

On April 7, 1975, the Union stopped the usage of a 1962 Ford Tank Truck (Waterwagen) because it was, in fact, falling apart. Because the Department of Public Works disagreed with the condition of the truck, the OSHA Compliance Officer was called to determine the safe or unsafe condition of the truck. After inspection, the truck was immediately determined as totally unsafe for usage.

Because of the overall condition of the truck being a total "wreck" it was the Union's determination to learn how the truck passed a Safety Inspection in the first place... keeping in mind the strict regulation placed on private citizens in obtaining a safety sticker. This relic was awarded with a safety sticker without having to blow its horn!

HOW TO PASS A SAFETY INSPECTION

According to the Motor Vehicle Safety Inspection Certificate, 23 items were checked, of which 6 items were noted defective and ONLY 3 were corrected (tire/rims, lights/operations, and reflectors.) The 3 that were NOT corrected were: Suspension, floors (which had rotted through, including the entire frame) and other applicable requirements (which could include practically everything else.) And so, "Safe it is!" claimed the County, and daring not to sneeze, promptly placed a safety sticker and '75 license on this "Super-Safe" truck and sent it merrily on its way with approximately 2 tons of water on its

rotting "Super-Strong" frame!

The Department of Public Works had been cited for the alleged violation, but lo and behold... another Informal Hearing without the Union's presence as the complainant! And, E.R. Turner decides that the qualified, safety conscious OSHA Compliance Officer's citation was valid, but NOT valid enough to merit a penalty.

On July 18 and 23, 1975, the Department of Water of the County of Kauai required employees to perform work in a trench about 9 feet deep and 30 inches wide without the proper shoring and also without shields to protect the employees from electric welding. A complaint was filed. Since the Compliance Officer was not on the Island on one of the days pictures were taken to prove the complaint. The names of the employees were also mentioned in the complaint to serve as witnesses. Since the Compliance Officer was informed of the pictures, he filed the complaint and also informed Turner's office about the pictures.

UPROAR OVER TURNER'S NON-ENFORCEMENT

On September 9, 1975, before seeing the pictures, Turner wrote to the Union, stating that since the work was completed before the Compliance Officer made his investigation, a citation is not warranted. The first thought that occurred to the Union was if Turner is correct, then if any employee was injured or killed because of an unsafe condition, would Turner cover-up the accident? Well, Turner's decision on this case caused an uproar in the Kauai Division. The Union was tired of Turner's "Mickey-Mouse" enforcement of OSHA, and a meeting was held with Federal OSHA officials from Hawaii and the San Francisco Regional Office.

Many important points and complaints were made to the Federal Officials. Some of them were:

1. If Turner can have "Mickey-Mouse" Informal Hearings and overturn a citation, then it is useless to file complaints,
2. If a complaint becomes void because the inspection of the complaint is after the work is completed, then every Employer can get away from the OSHA regulations.
3. If OSHA is to be taken seriously by the Employer, enforcement has to be strict.

Needless to say, after the shock wore off, the Federal Officials advised the Union of the correct procedure to file complaints against E.R. Turner, which would lead to an investigation of Turner.

FORMAL COMPLAINT FILED

On September 22, 1975, the Union filed formal complaints against E.R. Turner. On September 30, 1975, the Union received a letter from Gabriel J. Gillotti, Assistant Regional Director of the San Francisco OSHA Regional Office, stating that the complaints of the Union against E.R. Turner had been received and an investigation will be conducted and also that the Union would receive the findings upon completion of the investigation.

OSHA was established to ensure all employees safe working conditions. The State of Hawaii was mandated by federal law to establish a safety law which provided safe working conditions for employees. It took practically all Unions to push OSHA through Congress and down onto the State of Hawaii.

Safety is everyone's concern, and though the Department of Labor has encouraged everyone to participate in all aspects of Safety Programs, employers have constantly made a mockery of the true value and importance of abiding by Safety Rules, by their lack of respect for the principle of Safety Precautions, and by the many workers' lives which have been placed in jeopardy.

How then, do we determine the degree of safety in any given situation? If uncertain, let your Supervisors, Division Heads, Directors, and/or Employer perform the task under the same conditions first... if he lives, then it's safe. If he dies, is mangled or disabled, well, at least you'll know better.

Regardless whether the Employer cares or not, the Union does! Do not work under any unsafe conditions and remember to report any hazardous conditions to your stewards or Union office. If Safety Measures are NOT met, do not volunteer your life needlessly... you may not be here to collect your "Hazard Pay", because the Employer deemed the condition to be safe!

During a recent Union meeting, someone said: "The biggest unsafe working condition today is Turner!" Hopefully that condition will change.

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

MEET YOUR STAFF MEMBERS



The pleasant voice on the other end of your phone call to the union's Honolulu offices belongs to Donna Rios, the union's new receptionist. She used to work for the General Contractors' Association and graduated from Farrington H. S.



Faith Leao has taken a job in our front office, after the departure of Charlene Moriawaki. She's a graduate of Farrington H. S., with past work experience as a receptionist and telephone operator for an answering service.



Sisters Emily Costales (left) and Deolinda Hamm (HSDB chairwoman) regularly attend Oahu Division meetings. Sister Emily is organizing the Division's Christmas party next December 7.

You are invited to attend the Oahu Division's ANNUAL CHRISTMAS PARTY

Sunday, December 7, 10 a.m. to 2 p.m.

McKinley High School Cafeteria

Food For Everyone, Entertainment, Music

Apples, Oranges, Gifts for Children Ages 1-12

All members and their families are invited and urged to attend — free of charge. Make a point of sharing this Christmas party together — you'll enjoy it!

Application for King-McKinley Drug Plan Membership

NAME _____
Last First Middle

ADDRESS _____
Street City

Date

Signature

Enclosed are membership dues of \$20.00 for 1 year. (\$1.66/month)

Please make checks payable to King-McKinley Drug Plan, and either mail it to 1040 S. King St., Honolulu, Hawaii 96814, or bring it to us. We are located across from McKinley High School and have ample parking in the rear. Phone: 536-4178.

King-McKinley Drug Plan Open to UPW Members



Ruby and Felipa Cruce are the proprietors at King-McKinley Pharmacy at 1040 S. King St., a friendly place for union members. Ms. Cruce, one of the few women proprietors and pharmacists in Hawaii, has developed a drug discount plan open to our UPW members.

By paying \$20 a year in membership dues (or \$1.66 a month), a plan member and his or her immediate family can have their prescriptions filled at the pharmacy's cost of the drug, plus 10% (which includes the 4% state sales tax). The usual mark-up for prescription drugs is 40% and higher.

If you purchase a lot of drugs, this plan can result in substantial savings. Use the coupon on this page if you wish to join this plan, and return it to Ms. Cruce at the pharmacy.

24-HOUR INSURANCE

PLEASE REMEMBER: November 15 is the deadline for getting in your applications and money for our union's 24-hour insurance policy. Stop by the union hall and apply. Call 847-2631 for further information. This policy is a good buy, well worth the relatively low cost. Don't delay. Apply now.