



ORGANIZER

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

VOLUME XIII, NUMBER 10

HONOLULU, HAWAII

OCTOBER 1978

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Con-Con 1978 Comes to a Close

Con-Con 1978 has come to a close, but the fruits of its labors are likely to cause waves and make ratification of its major proposals by the voters this November a major political issue.

All in all, labor fared well at the 1978 Constitutional Convention. The most obnoxious anti-union proposals — taking away the public workers' right to strike; making Hawaii a "right-to-work" state; undermining provisions of public employee collective bargaining — all went down to defeat and did not even come out of committee.

Initiative, referendum and recall proposals were narrowly defeated. Our union and others had opposed these proposals at this time seeing that they could be abused by a right-wing, big business offensive against the rights and gains of workers.

Some 116 proposals received final approval by the Con-Con delegates before they adjourned. They will be grouped into 34 amendments, and presented to the voters for a "Yes", "No" or "Yes, with the following exceptions..." type of vote.

The Preamble of the Constitution is rewritten to stress the "uniqueness" of our Island state and the people's right to "preserve the quality of life that we desire".

The open primary system is re-established (rather than the present closed primary), and primaries must be held at least 45 days in advance of the general election (not the present 30 days). The Governor and Lt. Governor

are to be limited to no more than two consecutive terms. The judiciary system is amended to add a middle-level appeals court and to provide a judicial selection committee to limit political influence on judge selection. The 12-member jury is mandated for serious criminal charges, and the right to privacy is strengthened. Legislators' pay will be reviewed every 8 years by a special commission and become law unless vetoed by the Governor or both houses. The two-house (bicameral) Legislature is maintained.

Significant to public employee unions were proposals for a Council on Revenues and a Tax Review Commission to oversee spending and taxes. A lower bonded debt ceiling is established for the State, and State general fund spending limited by the estimated rate of growth of the State's economy. A two-thirds vote of the legislature will be needed to override these borrowing and spending limits. These limits, backed by the banks and major businesses, may affect public needs and the wages of public workers.

The Hawaiian and environmental proposals approved by Con-Con may engender the most controversy. Water resources are established as a public trust. The State is authorized to set up a "land bank" to conserve land for future use. Private persons are given standing to sue to protect environmental quality. No nuclear power plant may be built in Hawaii without a two-thirds vote of approval by both houses of the Legislature.

Hawaiians won a Native Hawaiian Rehabilitation Fund into which 30% of the sugar and water leases received by the State for homestead land must be



Rank-and-file Laborers came out to the August 7th hearing and strongly opposed any "Right-to-Work" amendment. The UPW also joined in the strong labor testimony against the union-busting proposal.

placed. Trustees of a new Hawaiian Affairs Office will be elected by Hawaiian voters. Hawaiian language, history and ethnic studies are mandated, and Hawaiian recognized along with English as the official state language. A public trust for native Hawaiians is set up for lands ceded to the State under the 1959 Statehood Act. The "traditional and customary rights" of native Hawaiian tenants for subsistence, cultural and religious purposes are recognized.

The Con-Con delegates worked hard over a short, intense period of time, and

there is much merit in their conclusions. They should be commended for preserving the rights and gains of working people.

But a campaign to oppose the Con-Con amendments seems to be underway, by some disgruntled initiative and referendum advocates, defeated candidates, and big corporations and trusts worried about the Hawaiian and environmental proposals' effect on their land control. Overall, the proposals seem to be good for Hawaii and in the public interest, and deserving of general support.

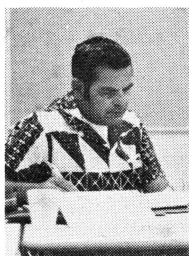
UNITS 1 & 10 SUBMIT PROPOSALS

Our Unit 1 and Unit 10 Executive Negotiating Committees have finished screening contract proposals and have

submitted what was agreed upon to the employers, in preparation for a first negotiating session this month.



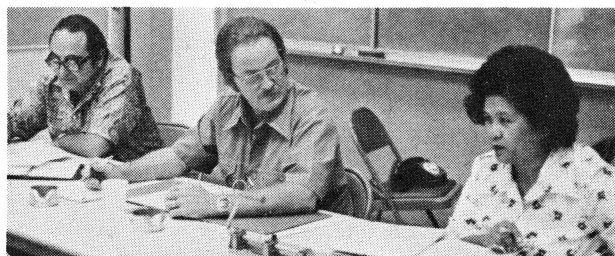
Sister Virginia Ripani, Unit 10 Maui negotiator.



Brother Rudy Hart, Unit 10 rep. from Hawaii.



Sister Kaymi Kura-shige, Kauai Unit 10 negotiator.



Left to right, State Director Henry Epstein, Unit 10 Chairman James Grymes, and Unit 10 Secretary Josephine Bucaneg, conducting a Unit 10 Executive Negotiating Committee meeting.



Left to right, Sisters Veronica Coyasu and Jessie Cavaco, and Brother Paul Amor, Oahu representatives on the Unit 10 Executive Negotiating Committee.

But Problems, Termination Plague New Workers Sand Island Sewage Treatment Plant Opens

The \$64 million sewage treatment plant at Sand Island is due to begin fuller operations in the near future. The screening building of the advanced primary treatment plant with a 82-million gallon capacity has been operating for several months. Operator II's like Brother Curt Tagawa, an 11-year veteran, have overseen the screening operation.

Some 30 Assistant STP Operators have been trained over the past 18 months to handle the huge new plant and to assist work at the other plants on Oahu. They receive about \$896 a month. Assistant Operator Charles Stone reports that the training course was "good", and "a lot of information was put out." A 5-week course in chemistry, math and algebra — basic necessities for STP operators — was required. Now the Assistants are learning the new functional units at the Sand Island plant.

In the screening process, the workers go into the tank to inspect and lubricate the machinery, and are in direct contact with sewage. Phase II of opening the plant will involve other functions. The clarifier separates out the finer particles, and liquid wastes are then



Brother Curt Tagawa, STP Operator II at the new Sand Island plant.



Fred Elliott, STP Operator for the past year.

sent to the effluent pump station, and chlorinated in the outfall line. Solids are handled as sludge and burned to ash.

The Sand Island plant offices are almost luxurious, and the classroom is a very modern and comfortable setting.

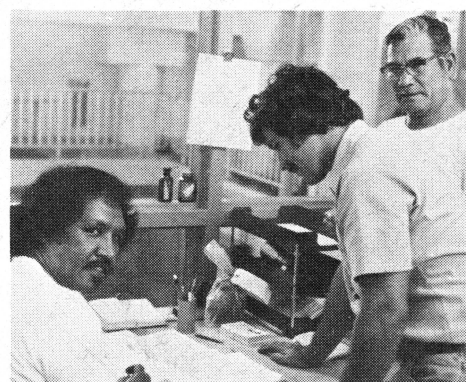
The workers praised the excellent course materials developed by Gurguis, Melnich and Prober (GMP) and the good teaching of Dr. Melnich and Lee Mansfield. But many of the Assistant STP Operators are unhappy about management's attitudes toward them.

At one point, they were made to stand duty alone, without an Operator being present. They felt they should get T.A. pay for this. When one worker complained to the union about this practice, he lost his job about a month later. (See story, p. 6)

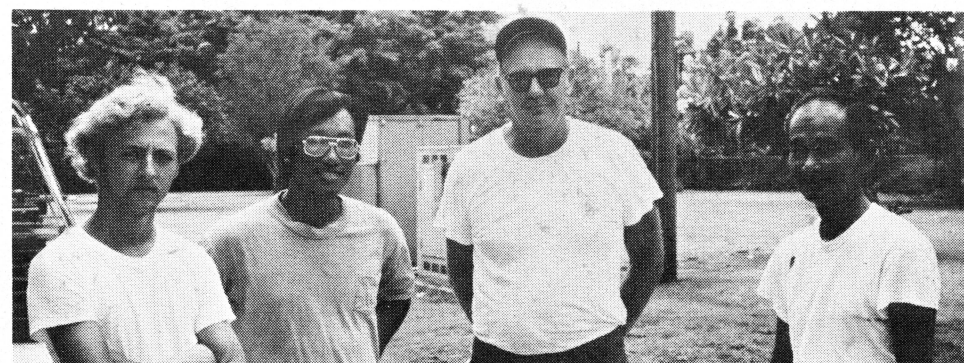
SICKNESS IN THE CLASSROOM

In February-March, 1978 there were instances of mass sickness among the Assistant STP Operators in the Sand Island Plant classroom. Symptoms included nausea, vomiting, dizziness, chest pains, stiff necks, coughing and headaches. One worker, Brother Jerry Coplan, was later hospitalized and put under observation at Kaiser for possible heart complications. Another, Brother Ben Aranita, went into Tripler Hospital later, reportedly with lung problems.

(Continued on p. 3)



Left to right, Brothers Joe Kubey, Charles Stone and Frank Kaneshiro. Brother Kubey, Operator I, has 4 years' experience beginning as a CETA worker. Brother Kaneshiro, an Operator I, is a 5-year veteran. Brother Stone recently completed the training program as an Assistant STP Operator.



Left to right, Brothers J.W. Richardson, Marshall Lum, John McIntyre and Andy Arakaki, Assistant STP Operators, photographed while training at the Wahiawa Treatment Plant.

State of the Union

by Henry Epstein



Vote for UPW-Endorsed Candidates

By now, all of our members should have received the special mailing listing our UPW-endorsed candidates.

If there's still time before October 7, I'd like to again urge all our members to be sure to vote on the 7th and to support our endorsed candidates.

VOTE FOR ARIYOSHI

Our number one priority on October 7th is the Governor's race and we are supporting the incumbent, Governor George R. Ariyoshi. This is the majority decision of our State Political Action Committee. It is the same position taken by a majority of the other major unions in Hawaii.

After October 7th, we've got to begin preparations for the General Election. Our State Political Action Committee is scheduled to meet on Friday, October 13th, and the COPE Convention is the following day, on Saturday, the 14th.

Before the State PAC meeting, all of our Division PAC Committees are scheduled to meet to review the primary election results and to make recommendations for the General.

All units are urged to discuss the matter of endorsements for the General election before their Division PAC meetings. That way we will be able to have maximum participation before a final decision is made by your elected PAC officers on the 13th and the 14th.

REVIEW OF CON-CON

Your PAC will also have to review the work of the Constitutional Convention and the questions which will be on the November ballot.

In my opinion, the Con-Con did a lot of hard and detailed work. The proposed amendments represent months of in-depth study of many difficult issues.

Before we make a recommendation to

our membership on the proposed amendments, we will have to review all the proposed changes and their impact on our membership and the people of Hawaii.

To its credit, the Con-Con did not just propose "change for change's sake". Our State Constitution is basically a sound document and the majority of the Con-Con delegates recognized that fact.

However, they have proposed a large number of amendments which have to be reviewed and analyzed.

PAC WORK VITAL

On most islands, our PAC organization has been doing an excellent job of backing up our endorsed candidates. Hundreds of officers and members have worked to make our endorsements more than just a paper endorsement.

Our appreciation goes to the people who have worked so hard during the primary.

After our endorsements are made on the 13th and 14th by democratic majority vote, I hope we can count on the same amount of effort to back up our slate.

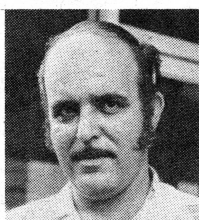
In the meantime, please be sure to vote on October 7th!

Double-Check Your Beneficiary

Stop by the UPW Hall and make sure your beneficiaries on your group life insurance policy are the ones that you wish. Otherwise, payment of benefits would be delayed and put in probate court in case of a dispute or a beneficiary who is deceased. If you have remarried, make sure you have the right beneficiary designated.

Rank-and-File Voices

After working 18 years for the City & County, with my last increment raise of about \$40, I took home about \$10 a month more. My wife just can't believe it. How can the pay be so cheap for C&C workers!



Brother Leonard Gouveia

thousands of dollars, we get them by the pennies. Yet we pay the same price for bread as anyone else, the same taxes, the same kind of rents and mortgages.

This time in negotiations we have to get enough to live on, and be prepared to fight for it. That's better than going downhill slowly and going under one at a time.

To make things worse, the bosses are now contracting out our BWS jobs in some areas. We and the public both get the shaft. Of course, the hardest jobs are left for us.

And to top it off, when a working man has a chance for a promotion to a vacant supervisory position, the bosses try to freeze or abolish the position. But when a top management guy retires, you can be sure they fill the position right away. How do we get a chance to come up? What kind of future do we have just digging ditches and seeing our promotion chances dry up, all the while getting the most meager pay? We've got to end this wheeling-dealing and stand up for our rights.

Leonard Gouveia, BWS

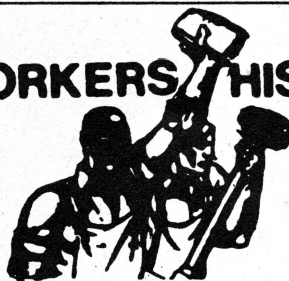
UPW Seeks HPERB Action to Update Service Fees

UPW State Director went to the Hawaii Public Employment Relations Board (HPERB) last September 18 to seek their approval of UPW's collecting service fees from non-members based on their wages as of July 1, 1978. Presently, service fees are based on wages as of January 1, 1976. The union is not seeking any hike in the rate of dues (1.5% of gross pay, with an \$8.65 minimum and \$15 maximum monthly rate). Part-timers would still pay \$7.65

a month. This is the first adjustment in service fees in 2½ years.

The UPW presented abundant evidence for the need and reasonableness of this adjustment and the union's rising expenses. Testifying for the union were Bill Hughes, office manager, Mel Goto, legislative lobbyist, Katsue Nagaue, our accountant, and Brian Tanimoto of the Hawaii AFL-CIO. HPERB recessed after hearing the union's case.

WORKERS HISTORY



Herbert Gonsalves, UPW Pioneer

(Brother Herbert Gonsalves recently retired from his position with the AFSCME office in Hawaii, but continues to play an active role with our Oahu retirees committee, serving as Political Action Chairman. He was interviewed by The Organizer last month, and we are pleased to present this background on Brother Gonsalves to give our readers a greater understanding of our union's history. —ed.)

Brother Herbert Gonsalves was born on Oahu in 1913, one of six children (4 boys and 2 girls) that were brought into the world by his hard-working parents. After schooling at Liliuokalani School and Honolulu Vocational School, Herbert joined his father in working at the HC&D quarry in 1933, becoming a shovel operator.

His brother Henry, who had worked with Art Rutledge in organizing for the union at HC&D, Ready Mix, Waldrum Feed Shop and other companies, quit his association with Rutledge and started his own independent union for the workers at companies he helped organize. Herb assisted his brother Henry with the union organizing at HC&D, and later lost his job because of it.

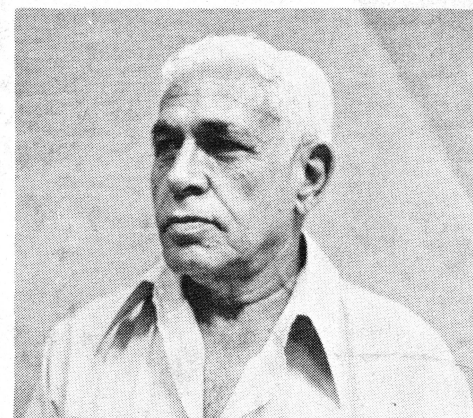
In 1935, he married his wife Mabel, who was working at the Hawaiian Pine cannery. They had 4 children, and now have 5 grandchildren.

Herbert worked two years for the Navy before landing a job as a "turnkey" (supervisor) at Honolulu Jail at Iwilei in 1945. "The jail itself," Herb remembers, "was pretty run-down, but the inmates were a different type; they just pulled their time. To escape they just had to push the roof and iron out. There were no toilets, just buckets. If a prisoner wanted a drink, we would open the cell and take them down the hall to drink and wash up. It was very informal; we could talk to the paahaos (prisoners) then. Maybe us guards were a different type, too, 'cause we could sit down and talk to the guys without a lot of red tape — there were friendlier relations then."

Still, working conditions were poor. "You wanted to cry when you looked at your paycheck in those days," Herb recalls. The UPW was just beginning on Oahu in 1953 when Charlie Pao, one of the jail guards, met with UPW organizer Max Roffman and came back and reported to the other guards. "We liked what we heard, so seven of us joined the UPW that day. Then we had regular meetings with Max and we signed up the 20 or so others. We were the only unit who had 100% of the workers in the union," Herb proudly notes.

Those were the rough days of red-baiting. "You couldn't walk around City Hall with Max, or your old friends wouldn't talk to you. Some would tell me, 'Since you're a Catholic, Herb, you have no business being a Communist'."

The early days of the union at the Jail were not easy. "Our boss was Duke Kahanamoku, a good man, but he was at the beach most of the time. We had to fight for everything we got. We had to



Brother Herb Gonsalves, retired UPW veteran.

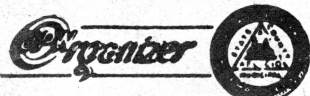
chase escaped prisoners without guns. The union helped us get guns. They wanted us guards to pay for our own meals, with our cheap pay, but the union went in and threw this out. With the help of the union, the guards were the first to win HMSA insurance, and later all the other units got it."

Brother Gonsalves retired as a jail supervisor from Halawa Jail in 1968, and went to work for AFSCME, our International Union, for the next decade. He had served as our UPW President in 1957, and again in 1969-1970 when he oversaw the UPW's entry into AFSCME since "we were too small by ourselves." He broke ground at the UPW's new building on School St. and was President when collective bargaining for public workers was won.

He says he was "closest to Max Roffman," whom he calls "the father of this union". "Max would be there, rain or shine, going anywhere to meet workers to organize them. That's why I backed up Max, Henry (Epstein), Jackson (Ah Chin) and other UPW leaders when they were called before the Subversive Activities Committee. And my wife Mabel always backed me up. She was patient and never complained about the long hours I put in — she was a great wife for a union man."

"One of the greatest things is to join the union, get active in it and stay with it. I always taught my kids to do things all the way, not half-way. There's no glory for the individual unionist who's gotta help anybody who crosses his path, but I'm proud of what was accomplished."

Brother Herbert praises former AFSCME Education Representative Guy Nunn, and feels the union lost a great educator when he quit. He also believes "the union ain't what it used to be": "I believe leaders of all the unions should be changed so we can improve the conditions of the members and the unions."



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

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

Postal Publication No. 653480

Passed Over for Promised Positions

CETA WORKER INJURED ON THE JOB

Brother Jim Hale, age 28, is one of the nicest young guys you could ever meet — an energetic and enthusiastic person motivated to work and provide for his family. His young and attractive wife Beverly is a Waipahu High graduate who married Jim in 1970 and has brought four adorable children into the world.

Jim, raised in Michigan, came to Hawaii after 6 years in the Air Force tending to golf courses. He worked 8 months as a SCET worker maintaining the City Hall grounds before transferring in July, 1977, to a one-year CETA position as a plant propagator at Foster Gardens.

REGULAR JOB PROMISED

In late 1977, Jim was told by his bosses Masa Yamauchi and Paul Weissich that a regular propagator's position would open in January, 1978, at Wahiawa Botannical Gardens. Because of his experience, and good work record, they encouraged him to apply for the job, and sent him to get a physical exam, which he passed. He also got a Type 7 City & County driver's license to operate all Park's vehicles and took out a \$3,000 loan to purchase a car so that he would have transportation to work.

Despite all his preparation and expense, somewhere his application papers hit a snag, although he heard nothing. The Friday before the New Year's weekend, Masa told Jim to report to Foster Gardens on the next Monday, January 2 but did not tell him he had been turned down for the Wahiawa job. This bad news was not relayed to Jim until that Monday morning, when Masa told him that another worker had gotten the job, and that Mr. Weissich felt badly about it. Masa claimed the reason for this was some policy that CETA workers had to be on the job one year before they could get a regular position. Strangely enough, no one has been able to show Jim any such policy in writing.

Jim wrote a letter to Mayor Fasi protesting what had happened and seeking his help. But Mr. Weissich denied that Jim had ever been promised a job (though someone must have sent him down on paid time for

the physical exam), and the Mayor's office took no action. Weissich, angered by Jim's letter, even threatened to fire him.

Mr. Weissich had promised Jim consideration for the next regular position that opened, but when a nursery aide slot became vacant at Foster Gardens, the position was "frozen," and Jim was told he was "not qualified" for the job!

BACK INJURY ON THE JOB

While working in May, 1978, on the job of planting trees in the Hoomaluhia section of Foster Gardens, Jim and co-worker Bill Makuakane were directed to move large drums filled with wet dirt and trees.

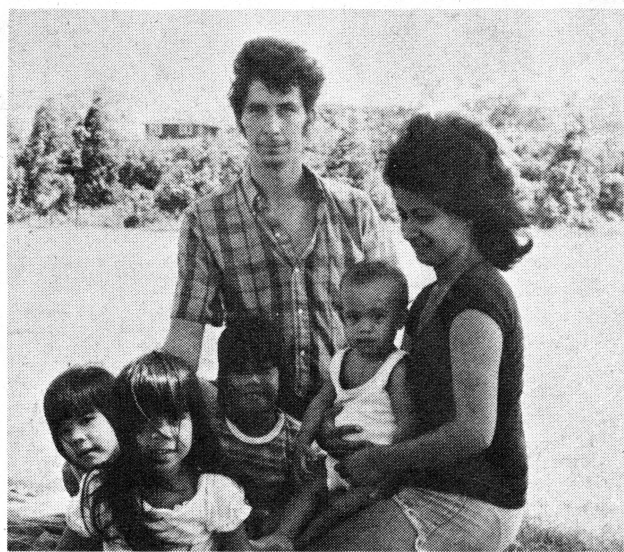
But Jim and Bill lacked the proper equipment to pick up and move these heavy drums safely, and Jim suffered a bad back injury while doing this task. (His back had been previously injured during his SCET job.) After a restless night, he was nearly paralyzed with pain the next day. He later had to be hospitalized twice and underwent an operation to remove a partially destroyed spinal disc.

Jim reported back to the yard after his June operation to sign the worker's compensation papers. He asked Masa then if he could return to work if his condition improved, and was shocked when Masa told him, "We wouldn't want to take you back again because you can't do a full job."

Brother Jim was angered by this attitude of casting him aside like broken equipment. Since his injury, he and his family have tried to make ends meet on his small worker's comp checks — the first of which did not reach him until nearly 2 months after his injury, because of the administrative delay in the Parks Department! He had to get emergency welfare aid to survive, and then had to pay welfare back from his first worker's comp checks.

WANTS A JOB

Jim now spends most days at home, helps watch the kids, and visits his doctors regularly for tests and medication. He is a man of action and determination,



Brother Jim and wife Beverly Hale, and their four keikis.

and does not relish the idea of staying home and collecting checks: "I want to work for my living, and I'm sure there are jobs I can do. I gave my most to my job, and did everything I was told to do, even moving those heavy drums. Bill and I planted about 3,000 trees at the Garden. Now I've been injured, and no one seems to care. The City's responsible for the broken promises made to me and for this injury, and they should provide a job for me."

UPW steward Kiyoshi Ishikawa agrees: "What's the sense of having a safety committee if management's not gonna do anything about unsafe practices. Jim's accident would have been avoidable if the proper equipment was used in moving the drums and proper precautions taken. This accident was management's fault, caused by caring more about saving money rather than protecting the worker's health and safety."

Brother Jim has seen various City officials to seek their help in getting a regular job he can do. He intends to fight his case all the way if no help is coming, and says he has "little to lose."

Kapahulu Yard Complaints on Safety and Promotions

Parks Equipment Old, Unsafe

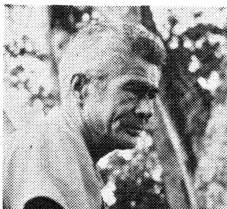
By John Witeck

Problems with equipment are festering at Kapahulu City & County Parks yard near the Ala Wai golf course. Steward Frank Wilhelm pointed out to this writer several of the ancient equipment assigned to the workers at this major baseyard.

His major complaint is that most of the equipment (back hoe, crane and bulldozers) lack the roll-over bars now required by D.O.S.H. These bars would protect the operator from falling trees and from being crushed in case the equipment turns over on a slope or incline. Brother Wilhelm has been told for months that the City is contacting the manufacturer to seek permission to make alterations to add the roll-over bars. In the meantime, Wilhelm and others are avoiding jobs on slopes or steep inclines.

Brother Frank told the Organizer that he had been involved in the first and major stages of park construction at Waipahu Cultural Gardens Park. Our previous article on this park and the temporary workers who have helped to build it neglected to mention the key role of equipment operators like Brother Wilhelm in constructing the park and clearing the land.

Wilhelm and fellow operator Jimmy Aglia praised the work of Brother Sato, the yard mechanic for the past 5 years, who has labored, without aid of a helper (even though he has a heart condition), to keep the equipment in operating shape much beyond its normal lifetime. At the same time, Brothers Wilhelm and Bill Blake, another EO, criticized the practice of dumping old equipment on their yard, particularly antique trucks. "These vehicles are often unsafe, and shouldn't go out on the road," a Brother commented. Also because of the constant need for repair, the repair work is back-logged. One pay loader is still in the repair shop after 4 months! This heavy equipment needs more than one mechanic to work on it.



Brother Frank Wilhelm, UPW steward.



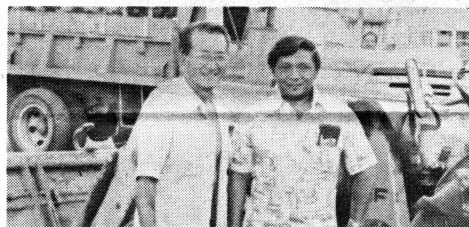
Brother Sato, a dedicated and expert mechanic.



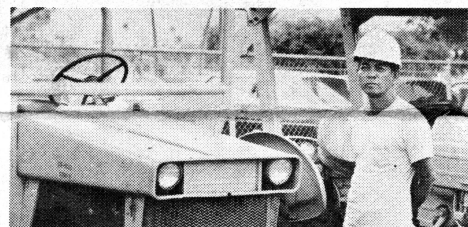
Brother Hiram Holi has had much T.A. over the past 5 years as truckdriver, but has been deemed "not qualified" for a permanent position. This truck is over 15 years old, rust-plagued, and with holes in the roof.

Another source of discontent is related to promotions. Although the Union won a promotion grievance, management has not given the higher EO II position to the more senior employee, Brother Elmer Kaaihue, but instead has directed all those who applied earlier this year for the promotion to re-apply and to be re-qualified. The men feel this is an insult and a waste of time. Most of them have done T.A. in the higher position, and have all qualified previously — so why go through the same humbug again, with no guarantee that seniority and merit factors will apply?!

A truck driver, Brother Hiram Holi, has also recently been affected by the new testing and qualification procedures, and may lose his position which he has held for several years (on and off) on T.A., saying he is "not qualified" although he has done the job and has the most seniority. These policies are undermining morale and creating a lot of unhappiness among the workers.



Brothers Chester Sumida (left) and Jimmy Aglia, EO's at the Kapahulu yard.



Brother Untane stands by newer tractor which has overhead protection features.

Problems Plague STP Workers

Termination Protested

(Continued from p. 1)

The men suspected that fumes entered the classroom through the air conditioning duct, located outside the building in an area where a lot of welding and construction was going on. In fact, at one point they relocated their class from the classroom. These symptoms could easily have been caused by gasses created by welding on certain metals.

Although management knew Brother Coplan was under observation for heart problems, and had been notified periodically by him of his condition, without warning on May 12, 1978, they terminated his employment, charging him with "abandoning his job." They then refused to accept the union's grievance filed last June on his behalf, saying that Brother Coplan, as a probationary employee, had no contract rights and they could dismiss him for any reason. They had, in fact, extended the normal 6-month probation to an extra six months for Jerry and all the new Assistant Operators.

REINSTATEMENT URGED

The termination put Jerry and his family in a real bind.

Jerry has a wife, four teenagers and one grandchild who are dependent on his income. The family lives on Mokauea Island. They are presently living on his unemployment compensation. Previously, Jerry had good job performance ratings in his class and training period. He was respected by his co-workers, who signed a petition backing Jerry up in his



Brother Clarence Surigao gives tour of the screening building at the Sand Island plant. He worked 2½ years as a CETA worker, and has been a regular Operator I for one year.

appeal to be reinstated. Many of them support Jerry's belief that conditions in the classroom in early 1978 contributed to his and other workers' illness, and feel it was grossly unfair to fire Jerry.

Co-workers John McIntyre, recently hospitalized by a heart attack, Brendt Midgett, Van Tomokiyo and Andrew Arakaki told The Organizer that more than a dozen workers including themselves, got sick at the time Jerry did. Yet management has conducted no real investigation to rule out work-relatedness, and seems bent on terminating the employment of a good worker after investing thousands of dollars in his 10 months of training. Management is denying that any classroom illness occurred at all, and is continuing its arbitrary treatment of the workers, lowering their morale.

Brother Coplan has filed a worker's compensation claim for his illness and intends to keep fighting to win his job back. B.A. Patrick Ah Loo and Steward Robert Lambert are assisting him in his efforts, as well as the men who trained and worked with him.

Mahelona Hospital Worker Wins Compensation

On May 23, 1978, Dominga Robles, a PMA II at Samuel Mahelona Memorial Hospital, came down with a rash-like redness over her arms and neck. The matter was reported to a supervisor and to Mrs. Peggy Nishimitsu, the OPD Registered Nurse. Mrs. Nishimitsu told Dominga to go to see her own doctor. Dominga has planned to leave upon completing her charting; however, in the meantime, Mrs. Nishimitsu had given an RN medication to issue to Dominga. The RN had come down with the same rash-like redness.

Dominga was then told by a supervisor not to leave the hospital as yet. In the meantime, Kaymi Kurashige, La France Arboleda, LPN II's, questioned a supervisor as to the filing of an incident report. The question was raised because Dominga had just finished lunch and in the past several months, employees and patients had become ill after eating meals at the hospital.

At 1:30 p.m., during a meeting held with the LPN's and PMA's, Dominga began to get weak. At 2:10 p.m. Dominga was put in a wheel chair and taken to OPD. Dominga began to complain of cramps in her stomach and

numbness in both of her arms. After being checked by Mrs. Nishimitsu, Dominga was taken to the nurses' lounge to rest. Dominga couldn't stand because her feet were numb. Dominga was then given oxygen.

LaFrance Arboleda, who had been assisting Dominga, asked a supervisor to call an ambulance. But instead of calling the ambulance to take Dominga to Wilcox Hospital, La France was told to take Dominga to Wilcox with a station wagon from the hospital. La France also requested that an RN be sent with them for assistance. Dominga was loaded into the station wagon. Kaymi Kurashige was then told to climb into the station wagon because no one else could fit. Kaymi had to lie down and hold the oxygen tank all the way to Wilcox Hospital. The RN who was ill also was told to go to Wilcox Hospital.

Upon reaching Wilcox Hospital, Dominga was taken into the hospital by stretcher and admitted to the hospital.

After returning to Mahelona, Kaymi questioned Mrs. Freeman about contacting Dominga's husband. The answer from Mrs. Freeman was that Dominga's husband had been contacted.

The next day, Kaymi and LaFrance went to visit Dominga at Wilcox Hospital and found out that Dominga's husband was not contacted and was very angry. They also found out that the doctor wanted Dominga put in the intensive care but because of the cost, she had refused. The cost of the hospitalization was of major concern to Dominga. The entire incident and the cost was brought to the attention of the Kauai Division Director by Kaymi and LaFrance. They were advised to have a Workers Compensation claim filed.

A meeting was then held between the administration of Mahelona and the Union to discuss the entire incident. The Union pointed out that:

1. More immediate attention should have been given to Dominga by the supervisors instead of waiting around to be directed by the LPN's.
2. An ambulance should have been called immediately instead of using the station wagon which is not recognized as an emergency vehicle.
3. Administration should have gone to the hospital to assure Dominga that the cost would have been taken care of by Mahelona under Workers' Compensation since she had received the illness at work.

KAUAI



Left to right: Sisters Dominga Robles, Kaymi Kurashige, Charlene Ono, and La France Arboleda stand in front of the State Building in Lihue, Kauai, after the Workers' Compensation hearing on Dominga's case last August 30. Sister Dominga and the UPW won this case.

4. Dominga's husband should have been notified immediately.

On July 25, 1978 John English the Administrator of Mahelona Hospital, wrote to the Department of Labor stating that after an investigation by the Health Department of Dominga's Workers Compensation claim for industrial illness for the May 23, 1978 incident, they were denying liability.

(continued on p. 5, bottom)

HAWAII

Brother
Ralph Louis.

Hawaii Division Expresses Gratitude

The officers, members and staff of Hawaii Division would like to express their sincere appreciation and gratitude to an officer who resigned recently.

Brother Ralph Louis, our former State Executive Board member, was a very effective steward and Unit Chairman from Kau Hospital and did an outstanding job of representing his fellow employees. He was also a delegate to many of our union conventions and was an active participant in convention deliberations. On September 1, 1978, he accepted a position with the Federal government and has resigned his position with Kau Hospital. Brother Louis will be greatly missed by his fellow members but we know that in his own way, he will continue to contribute his efforts to our union.



Labor Coalition Conducts Rally for Ariyoshi

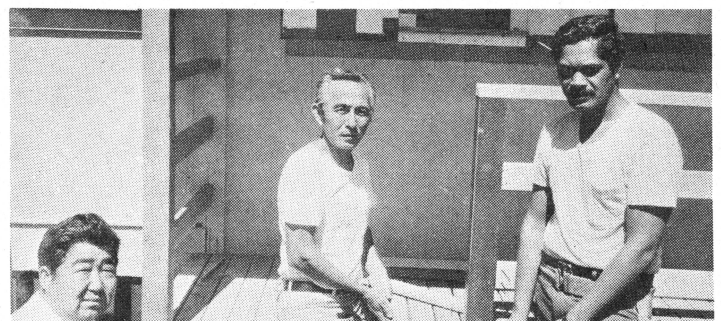
Hawaii Division in concert with other private and public sector unions are presently actively involved in all of our effort to have Governor Ariyoshi re-elected. We have been working closely with the Governor's campaign committee and along with those other State House and Senate candidates that we have endorsed.

On September 10th, seven public employee unions sponsored a rally for the Governor. The unions involved were: HGEA, Big Island Nurses, Fire Fighters, SHOPO, HSTA, PEMAH and UPW. The steering committee comprised of members from the above unions met weekly and spent many

hours planning for the rally.

Every union involved came through on their commitment and the rally was a great success. Our union was responsible in taking care of the foods and we would like to commend Sister Sarah Togashi for a job well done. We really were surprised at her organizational ability because the two days that we spent on preparation, there was no lost time spent in trying to determine what needed to be done. We were very happy with the turnout (nearly 1,500 attended) at the rally and, despite the large number of public employees present, there was ample food and refreshments.

The staff of Hawaii Division would like to express their gratitude to all the members who contributed so many hours of their time on Saturday and Sunday. Space does not permit us to list everyone who participated, so we hope that they will understand and accept our gratitude for a job well done. We would also like to thank the leadership of all of the above unions for the wonderful spirit of cooperation in sponsoring such a successful event. In unity there is strength and the rally proves that unions can work together for a common cause. We will continue this kind of cooperation and continue to be a strong advocate of a coalition of unions be it private or public sector.



Our DAGS carpenter crew working on a cottage at Konawaena High School. Left to right Brothers Seichi Hayama W/f, Hidetaka Sato and Danny Puou.



Our school custodians from Honokaa High School. Left to right Brother Ted Kaaekuahiwi, Sister Carol De Costa, Sister Shirley Moniz, Brother Alfred Moniz, and in back Brother Leslie Meyer.

UPW Opposes Safety Enforcement Guide

On August 9, we had a meeting with the Managing Director of the County of Hawaii. The purpose of the meeting was to discuss the Hawaii County administration's proposal to implement a safety enforcement guide. Present at the meeting were County Safety Coordinator George Paiva, Managing Director John Keppeler, Edward Silva and Sakiko Miyao, Director and Deputy Director respectively of the Department of Personnel Services, Brothers Yukio Nishimoto and Joe Kapahu, Gary Yoshiyama, HGEA Business agent, and UPW staff members Ann Delos Santos and Jack Konno.

It seems that our County administration favors implementing a very stringent policy that would, in essence, penalize our members if they were involved in too many industrial accidents. Under the proposed guide an accident-prone employee could eventually be dismissed from County service regardless of his or her years of dedicated service.

Both HGEA and UPW strongly objected to the proposal and Brothers Yukio Nishimoto and Joe Kapahu also

were very convincing in their arguments of why and how accidents happen. They stated that too often the respective supervisor, not being safety conscious, is a contributing factor. These two brothers cited many examples of lax safety practices even within their own respective baseyards.

The Safety Coordinator admitted that Hawaii County has the lowest accident rate per man hours worked. We stated that we were not objecting to a policy that can lower the accidents on the worksite. But we do adamantly object to any policy that would penalize our rank and file workers.

We would like to commend our Managing Director, John Keppeler for being very objective in the manner in which he conducted the meeting. He also concurred with the unions' position that a stringent enforcement policy was not the key to completely eliminating accidents. Safety is Everybody's Business but if the respective supervisor does not practice safety, how does he expect his subordinates to follow suit? This is not to be construed as a blanket condemnation of all supervisors because we know of many of them that are very safety-conscious.

HAWAII DIVISION OCTOBER MEETING SCHEDULE					
Hilo Road & Motor Pool	Tues., Oct. 3—	3:00 p.m.	Green Room		
Hilo Airport (Custodial)	Wed., Oct. 4—	11:00 a.m.	Shop		
Parks & Recreation	Wed., Oct. 4—	3:00 p.m.	Shop		
Hilo Day Activity Center	Wed., Oct. 4—	3:00 p.m.	Lounge		
DAGS (Maintenance Shop)	Thurs., Oct. 5—	3:30 p.m.	Shop		
Hilo Airport (Maintenance Shop)	Fri., Oct. 6—	12:00 noon	Shop		
Laupahoehoe Units	Fri., Oct. 6—	3:00 p.m.	Library		
Honokaa School	Wed., Oct. 11—	11:00 a.m.	Cust. Shop		
Honokaa Hospital	Wed., Oct. 11—	1:00 p.m.	Dining Room		
Hamakua Road	Wed., Oct. 11—	3:00 p.m.	Shop		
Cafeteria Unit	Sat., Oct. 14—	9:00 a.m.	UPW		
Hilo Hospital	Mon., Oct. 16—	7:00 p.m.	UPW		
Sewers & Sanitation	Tues., Oct. 17—	11:30 a.m.	Shop		
Kau Road	Tues., Oct. 17—	3:00 p.m.	Shop		
Kau Hospital	Wed., Oct. 18—	1:00 p.m.	Dining Room		
Kohala Units	Wed., Oct. 18—	7:00 p.m.	Crt. Hse.		
Keahole Airport	Thurs., Oct. 19—	11:30 p.m.	Shop		
Kona Road	Thurs., Oct. 19—	3:00 p.m.	Shop		
Kona Units (Custodians, Cafeteria Workers, South Kona State Highways & DAGS)	Thurs., Oct. 19—	7:00 p.m.	Crt. Hse.		
State Parks	Mon., Oct. 23—	11:00 a.m.	Shop		
Puna Road	Mon., Oct. 23—	3:00 p.m.	Shop		
DAGS (Custodial)	Tues., Oct. 24—	1:00 p.m.	Shop		
Kona Mental Health	Fri., Oct. 20—	9:00 a.m.	Office		
Kona Hospital	Fri., Oct. 20—	11:00 a.m.	Hospital		
North Kona St. Highways	Fri., Oct. 20—	3:30 p.m.	Shop		
BWS	Tues., Oct. 24—	3:30 p.m.	Shop		
Waimea State Highway	Wed., Oct. 25—	3:00 p.m.	Shop		
Waimea School	Wed., Oct. 25—	11:30 a.m.	School		
South Kohala Road	Thurs., Oct. 26—	3:00 p.m.	Shop		
Hilo State Highways	Fri., Oct. 27—	3:30 p.m.	Shop		

Maui, Lanai and Molokai

Hawaiian Home Lands Grievance Won

B. A. Adrian E. Hussey was notified in July that **Brother Joseph V. Borden**, Water System Maintenance Helper, Hawaiian Home Lands Department, Hoolehua, Molokai, was taken off temporary assignment status, effective July 7th, as a Water System Maintenance Worker, although the only other Water Systems Worker was on

extended leave during time in question. Furthermore, a Unit 3 employee was assigned to perform Unit 1 work.

The grievance was filed at the second step by the Union on behalf of Brother Borden with **Brother Ron Taketa**, UPW Contract Implementation Officer, representing the Union in an attempt to settle the grievance.

Upon learning from the Union and other sources that other employees were duly supervised by Brother Borden in the Water Systems Unit during this time period, the department has agreed to grant temporary assignment pay to Brother Borden, from July 10, 1978 to August 7, 1978, for a total of 21 days.



Brother Al Carvalho, outgoing Division Director, turning over all keys to the UPW Building to his successor, **Brother Adrian Hussey** at end of work day on August 31.



Hana Unit Chairperson, Brother Roland Chang, at meeting held on August 29, bestowing **Brother Al Carvalho** with a gift of appreciation on behalf of the unit and wishing **Brother Al** a happy retirement.



Members of the Hana Unit lining up for kaukau at meeting held on August 29. The unit honored **Brother Al Carvalho**, Division Director, upon his retirement.



Division Officers and retirees gathered on Aug. 31 at UPW Hall after working hours to wish **Brother Al Carvalho** a happy retirement on his last day of work. Seated left to right: **Brothers Slim Takayama, George Kekona, Al, and Adrian Hussey**; standing, left to right: **Brothers Shigeru Nakamura, Vernon Cordeiro, Jiro Ikemori and Toru Abe**.



Maui Div. Retirees' Committee members at meeting on July 31 at UPW Hall. **Brother Henry Epstein**, State Director, came to explain the retirees' situation brought about by action of the AFSCME convention and action as taken by the State Exec. Board at meeting held on Kauai. (Front row-left to right) **Al Carvalho, Thomas Noda, Anna Kukahiko, Toru Abe and David Hoopai**; (Back row-left to right) **Anthony Gonsalves, Henry Epstein, Louis Pinto and Kazumi 'Slim' Takayama**.



Mrs. Genevieve Chang, wife of **Brother Roland Chang**, Hana Unit Chairperson, shown in background, placing lei and a kiss of aloha and farewell on **Brother Al Carvalho**, during meeting and gathering on August 29.

Above are some of the members of the Sewer Div., County of Maui, who met September 5 at UPW Hall, to discuss and form a new unit: Front row-left to right: **Bros. Gary Gent, Howard Andrade, and Reynolds Tavares**. Back row-left to right: **Bros. Ronald Tada, Denis Nishihara, Alan Rezendes, Daniel Clark and Division Vice-Pres. Yoshio Murakami**.

Mitsue Takatani Promoted

Word has just been received from the DAGS Maui District Office of the promotion of member **Mitsue Takatani** from Janitor II to Janitor III. Congratulations are in order to member Takatani, for at long last, the department has taken proper measures in recognizing Sister Takatani's work performance and job responsibilities.

As the Janitor Working Supervisor, Mrs. Takatani will be in charge of all janitors and will take care of all supplies and cleaning equipment for the Wailuku State Office Building, Wailuku State Building Annex (District Court) and the Wailuku Health Center.



Mitsue Takatani

Mahelona Hospital Worker Wins Compensation

(Continued from p. 4)

On August 30, 1978, a **Workers Compensation hearing** was held by the Department of Labor. The Administration's reasons for denying liability were presented by **Dr. Melton**, Health Officer for Kauai. He read from a report which stated that:

"Allergic symptoms exhibited by people involved in the May 23rd outbreak suggest some allergen in the environment. The weather during the week of May 21st through May 27th was unusual. Kona winds, blowing from inland across the hospital grounds could have carried many allergy producing substances. In the residential areas upwind from Mahelona, there are many blooming and bearing mango, lychee, lun-gun, avocado and other fruit trees. There is construction in the area with open trenches and dirt piles to cause dust problems." The report went on to state that:

"There appears to have been three

major outbreaks of illness among Mahelona Hospital employees. The first was due to scombroid poisoning. The second was probably caused by some kind of toxin in food or environment. The third incident suggests some allergen in the environment."

Dominga had eaten lunch at Mahelona Hospital after which she became ill. There have been numerous cases in the past of employees as well as patients becoming ill after eating meals served at the hospital. **Dominga** was given 50 mg of Benadryl by the OPD nurse to help her with her rash, and was later admitted to Wilcox Hospital as a result of the illness.

The union pointed out that Chapter 386-85 Presumptions of the Hawaii Revised Statutes provides that "In any proceeding for the enforcement of a claim for compensation under this chapter it shall be presumed, in the absence of substantial evidence to the

contrary:

(1) That the claim is for a covered work injury; (2) That sufficient notice of such injury has been given; (3) That the injury was not caused by the intoxication of the injured employee; and (4) That the injury was not caused by the wilful intention of the injured employee to injure himself or another.

The union also showed that the Employer had not presented substantial evidence which could be used to deny their liability for **Dominga's** illness.

Present at the hearing besides **Dominga Robles** were **Kaymi Kurashige** and **LaFrance Arboleda** in case they would be needed as witnesses to the incident.

After completing his questioning, **Hearing Officer Spud Olivas** ruled that **Mahelona Hospital** was liable for **Dominga's** illness.

Happy Retirement!

Sister Irene Abreu, Cook I, at the Maui Memorial Hospital, retired on August 31, 1978, after 30 years of government service.

Sister Abreu's service began in 1948 at the Paia Hospital. She transferred to the Puunene Hospital in 1949 then moved to Maui Memorial Hospital in July 1956, upon the closing of the Puunene Hospital. She started at Maui Memorial Hospital as a Kitchen Helper; was promoted to Dietary Aide and then to Cook I, a position she has held for about 5 years until the date of her retirement.

Irene Abreu did purchase the 8 years of service at Paia and Puunene Hospitals, and, with her 22 years at Maui Memorial Hospital, brought her creditable service to 30 years upon retirement.

We wish her a very happy retirement!



Education Class on CPR on Lanai

The Maui Division Education and Welfare Committee has arranged to hold one CPR class on Saturday, October 14, 1978, on the island of Lanai, to help members and spouses learn this skill. The class will be limited to 6 people and will run from 9:00 AM to 1:00 PM.

Through the services of **Sister Lucinita Pagampao** (PMA II), Lanai Community Hospital and a member of the UPW Lanai Unit, a lecture will be presented on the signs and symptoms of

heart disease, followed by another 10-minute lecture on the means of reducing the risk of heart attack. Then each class member will be given information on the steps of CPR, and closely supervised as practice is done on mannequins. Members or spouses who successfully complete the course will be given cards showing that they have become a Heartsaver.

Learn to save a life! CPR can make the difference between death and years of a useful life. Call **Sister Pagampao** at home or at the Lanai Community Hospital and sign up for the class. Wear comfortable clothes and bring a towel. Classes will be held at the Conference Room of the Lanai Community Hospital and lunches will be served.

Meetings On Call

The next Maui Division Executive Board meeting is scheduled for Friday, October 20, 1978, at 7:30 P.M., at the UPW Hall in Wailuku. Members are urgently urged to attend.

In view of the uncertainty as to when a new business agent will be hired, due to the vacancy created when **Brother Adrian Hussey** was promoted to Division Director, all unit meetings during the month of October will be on call by each respective Unit Chairperson.

Leahi and Waimano Cases Won by Union Health Department Strikes Out in Opposing Worker's Comp Claims

The UPW recently won two Worker's Compensation cases on behalf of two State Health Department workers. But the Department, with complete disregard for the well-being and convenience of its injured employees or the hardship caused to their families, opposed the claims, but lost.

Sister Janet Kamanao, a Leahi Hospital worker, was injured on the job on November 15, 1966. She was entitled to mileage reimbursement to and from her doctor's office since her injury, but Florence Doi, on the advice of the County State Division, would agree to pay her only for mileage since last January 21. The Worker's Comp administrator, after a full hearing on last September 12, ruled against the Department and said they must pay her for all mileage since the date of the injury.

WAIMANO CASE

Brother Ben Jocson, a Waimano School & Hospital worker, was injured in a work-related accident last December 17, and suffered total disability for work. But the Health Department, particularly Mr. Jerry Walker, of the Waimano administration, opposed his claim, and it took a full hearing last July 25 before the Department conceded they were liable

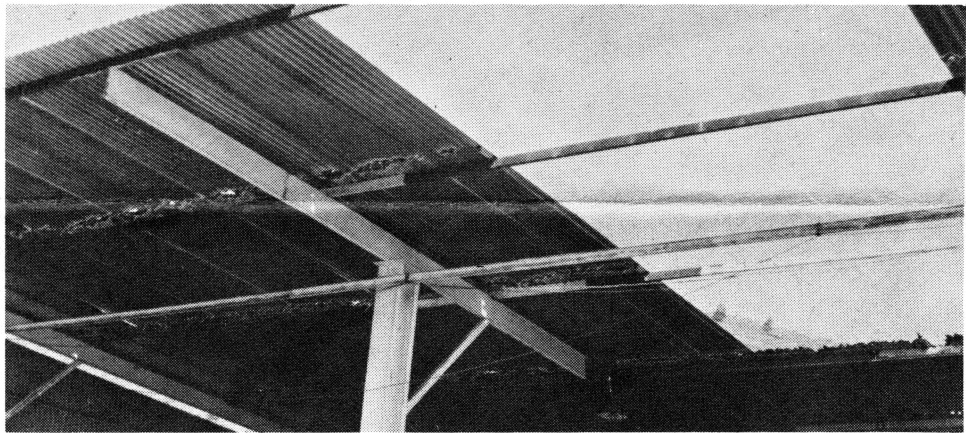
for the injury. The Worker's Comp administrator ruled Brother Jocson eligible for all the weekly benefits, and medical expenses, and will determine the question of his partial disability and disfigurement at a later time.

B.A. Chang, who handled the Waimano case and assisted B.A. Julia Tsugawa on the Leahi case, told **The Organizer**: "The Health Department, particularly Mr. Walker of Waimano and Florence Doi of Leahi, were irresponsible on these cases. The Department seemed to have an obvious lack of knowledge about the statutes involved, and seemed concerned just to put barriers in the way of the injured parties receiving any benefits. This worked an undue hardship on these employees and their families, and disgraced the Health Department and its professed concern for humane treatment."

OAHU DATES TO REMEMBER (All Meetings at UPW Hall)

Div. Exec. Board .. Thurs., Oct. 12, 7 p.m.
State PAC Fri., Oct. 13, 9 a.m.
Oahu Retirees Wed., Oct. 18, 9:30 a.m.
Evening with UPW Thurs., Oct. 19, 7 p.m.
State Exec. Board Oct. 27-28 (MAUI)

LEAKY ROOF AT U.H.?



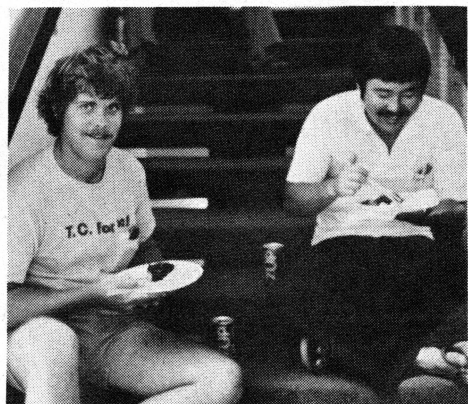
U.H. groundskeeping crews face this kind of roof in the building which shelters their equipment and serves as their baseyard. The roof is rusted through in many spots, and sections of it have been removed. Several bees' nests are also on the corroding structure, making the place even more of a liability to the workers. The UPW is pushing for management to replace the roof and keep the bees under control, and some steps have been taken.



Wouldn't you know? . . . B.A. Wilhelm Cordes (left) got the first bite of the ono barbecued ribs prepared by (left to right) B.A. Pat Ah Loo, B.A. Leighton Sukanuma, Willy Kapule (Refuse), Walter Correa (Ambulance) and James Brown (Refuse) (not in photo), for the PAC's Saturday activities.



This Brother enjoys kaukau after a Saturday morning of sign-carrying and waving for UPW-endorsed candidates.



A hearty lunch, barbecued at the union's garage, hit the spot with these two campaign workers.

Vote on Saturday, Oct. 7



The pause that refreshes . . . members snack at UPW Hall after laboring Saturday mornings for union-endorsed candidates.

OAHU DIVISION NEWS STP Worker Terminated GRIEVANCE FILED

Brother Van Tomokiyo started work as an Assistant STP Operator on December 1, 1977, and joined with the training program at the Sand Island plant. At the time the usual 6-month probation period was up, Van, like the other trainees, were told to sign a statement extending his probation another 6 months. He had received satisfactory job ratings in February and May, 1978. He had no written warnings or reprimands.

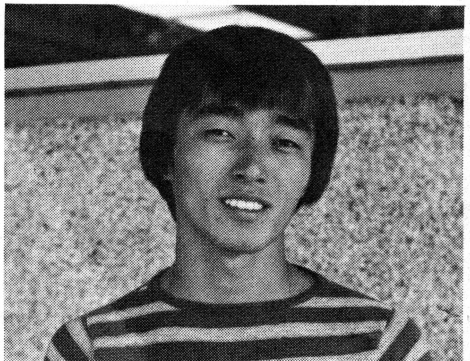
Yet on August 7, he was informed by STP supervisor Chris Hong that he would be terminated. August 25 was his last day of work.

The verbal reason given to Van by management for his termination was his failure to complete a written assignment for the training course. The assignment, a researched, typed paper with schematic drawing of the flow scheme of a treatment plant, complete with suggestions for improvement of operations, was made in late May and due June 30. But hardly anyone handed it in then, so there were several extensions pushing back the due date to early August. Besides Van, there are still several other workers who have not turned papers in yet.

Brother Tomokiyo, a McKinley grad with a degree in Agriculture from the U.H. and past work experience as an agricultural technician, is a bright, young worker, capable of doing any assignment. But Van felt that if the paper was for the City, there should be compensation or work time allowed. There was no provision for him and many others to do it on paid time — and his project would have taken him at least two or three full working days to complete. Some Assistants did get work time to do their papers, but not Van and others.

Van received a few phone calls from management reminding him to complete the paper, but was never warned that failure to do so would result in his termination.

Brother Van feels the real reason he was discharged was his initiative in calling the union Business Agent on behalf of other workers to stop management from assigning Assistants to stand duty alone at plants, without Operators being present. The workers felt they should at least get T.A. pay when performing the job of an Operator. At the meeting with the union



Brother Van Tomokiyo

B.A. July 14, Chris Hong made a statement which many of the workers regarded as a threat: "If any of you don't want to stand watch alone, inform your supervisors and you'll be back here at Sand Island. But then don't expect your future as an operator to be very bright here on out."

Right after that, the trainees were sent to new assignments farther from their homes. "Waianae guys were sent to Kailua and Ahuimanu, town guys to Wahiawa and Mililani. Some were putting in more than 100 miles a day just going to and from work, and not getting any mileage allowance for it. It really seemed like harassment, though management again told us it was for our own good," Van asserts. He says the workers are still standing watch alone.

Brother Tomokiyo, judging that Chris Hong's threat wasn't an idle one, spoke to Wallace Miyahira in late July, advising him that Hong may take action against him. Miyahira was non-committal. Sure enough, on August 7, Van was called in to see Hong, who told him he was recommending him for termination. On August 10, Van called Miyahira and told him to expect a letter from Hong recommending Van's discharge. Van reminded him of his previous notice to Miyahira that Hong would "blackball" him. Miyahira said there had been complaints about Hong's methods, but "he gets the job done", so Miyahira would not interfere.

Van, through B.A. Pat Ah Loo, filed a grievance last September 11 charging management with violating Sections 3 (Discrimination) and 47.03 of the Unit 1 Contract, requiring compensation or work time be given for all required training programs and related assignments. He and several of his co-workers feel he was discriminated against for speaking up for his and their rights, and asking the union's aid.

The firing of Van seems to be not only a violation of his rights but a tremendous waste of the public funds used to train him for 9 months. Morale is reportedly low. One worker put it: "I don't know why they trained us if they don't want any feed-back. They want us to shut up and do anything we are told. They want to turn the clock back and run things like on the early plantations, but it won't work. They'll just lose a lot of their workers."

Oahu Retirees Expand Activities

In recent months the Oahu Retirees Committee has continued to step up activities resulting in better attendance at meetings. A lunch is served at each meeting which has proved very popular.

In August, the retirees heard Governor George Ariyoshi, endorsed candidate for reelection, and Senator Jean Sadako King, who is a candidate for Lt. Governor.

The September schedule had two interesting items on the agenda. One was a slide show on the "Transfer Amendment," which calls for shifting waste in the military budget to more socially useful purposes such as aid to

senior citizens. The second item was a "straw vote" to find out how the retirees feel about who should be the next Lt. Governor.

The Oahu Retirees also decided to send ten delegates to the annual Legislative Conference of the Kokua Council for Senior Citizens to be held in November.

The October meeting is expected to begin plans for the Oahu Retirees annual Christmas party. The meeting will be held on Wednesday, October 18 at 9:30 A.M. Sister Mary Thompson will be in charge of lunches which will be served when the meeting ends at 11:30 A.M.

STATE HOSPITAL WORKER RESIGNS

The Organizer has obtained the resignation letter of CETA paramedic assistant **Donald Huff**, submitted last September 11 to his supervisors. We are sharing it with our readers and the public to bring to light the unsafe, unsatisfactory conditions at State Hospital in the hope that they might soon be corrected.

Brother Don Huff, 28 years old, worked only 6 months at State Hospital, but had worked previously at private and public mental institutions in Texas. He has a B.A. in psychology and biology. He told *The Organizer* that "Hawaii State Hospital is way behind the mainland hospitals I worked at in the way they've got it set up. I'd like to see them change things here, but I have to leave. I know many other workers there feel the way I do. The PMA's, nurses and even many of the doctors would agree with my complaints. I have the freedom to resign, and to speak my piece, because I can go elsewhere, back to school or to another job. But other workers at State Hospital need their jobs, and may not feel free to speak up. But they know the truth of what I wrote and experienced."

Brother Huff also told *The Organizer* that he doesn't think jails are anywhere to be, and doesn't advocate sending the criminally insane to jails. "But it's dangerous to other patients and staff to put them in open mental wards where people can get clobbered and where there is not enough staff to handle them."

He hopes the new moderate security ward will be built soon at State Hospital, and that more staff will be brought on board to staff it and the existing wards adequately. "But I can't wait any longer for that to happen — my nerves are shot, my back injury is acting up again from the strain of the job. I do hope others will follow through to help make the State Hospital a much better place for

patients and staff alike. This is the reason I've consented to having my letter printed. I have no bad feelings about anyone, just a desire to have things improved, and to help out the little bit I can."

His letter follows:

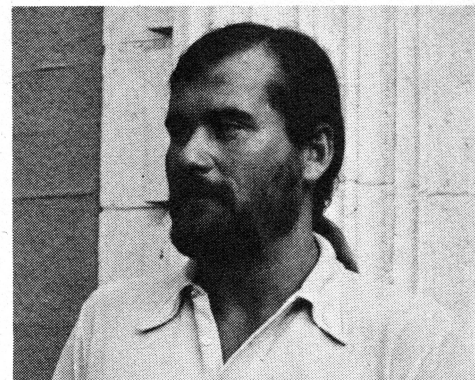
"I am resigning for reasons of ill health resulting from job related anxiety, pressure, and fear of permanent disability.

"I feel that continued employment at Hawaii State Hospital under present conditions to be detrimental to my physical and mental well being. Although I have not been physically injured, I have aggravated a previous back ailment. The chances are too great that I may soon be added to the statistics. Working under this stress, fear of injury, and verbal abuse by patients has carried over to my personal off duty life often creating emotional problems.

"It is my opinion that unsafe and hazardous working conditions presently exist in direct violation of my right to expect management to correct unsafe conditions immediately. Frozen state positions and budget limitations have resulted in inadequate staffing. On several occasions I have had to work as the only male staff on duty. This is a violation of my right to demand adequate staff to protect patients and fellow employees from harm. I have worked at several psychiatric institutions and am aware there is always risk involved. However, at Hawaii State Hospital there is an undue amount of risk and a very high incidence of job related injuries. During

1977, twenty-nine persons were hurt on the adult inpatient wards alone. I can count at least six injury cases since my employment began in April 1978.

"The current open door policy on penal code patients creates a dangerous situation for both patients and employees. I am all for allowing the maximum degree of freedom, but feel many of these penal code people should not be housed on the adult inpatient wards. It is one thing to subdue a psychotic patient with impaired functioning, but quite another manhandling sociopaths and criminals that have their wits about them. Often they are here only to beat the criminal justice system. We are asked to detain these persons received directly from jail. I was hired as a Para-Medical Assistant, not a prison guard. I am neither trained nor equipped for such a position yet am expected to function as one with no or minimal security. I have heard since I started that a moderate security ward would be opened, yet to my knowledge no work has begun on this badly needed facility.



Brother Don Huff

"I did not hire on with the intent to treat the criminally insane. However, I have had to assist in controlling persons on the closed intensive security unit. This is unfair since I receive no hazard pay, but am called in to help when a hazardous situation exists. On one of these occasions an employee was seriously injured which just as easily could have been myself. Doubtful that any improvement in the aforementioned conditions will soon come about, I must hereby submit this letter of resignation, effective September 30, 1978."

PRIVATE SECTOR NEWS

NLRB Regional Director Certifies UPW As St. Francis Bargaining Agent

Natalie Allen, National Labor Relations Board (NLRB) Regional Director in San Francisco, recently threw out Teamsters Local 427's objections to the representation election last July at St. Francis Hospital. In her decision dated August 30, 1978, she certified the UPW as the bargaining representative of the St. Francis workers, since a majority of them had selected the UPW.

Since the Teamsters failed to serve the UPW and the employer with copies of their objections to the election, Ms. Allen overruled them in their entirety.

The Teamsters offered her no explanation or reason for their failure to serve the other parties with the copies. The NLRB rules require immediate service of copies of objections to the other parties involved, or an honest attempt to do so, or a valid and compelling reason why compliance was not possible.

However, the Teamsters have appealed to the NLRB in Washington, D.C., which apparently accepted their



Sister Evalani Subee reports on St. Francis campaign victory.

objections and appeal even though they were submitted beyond the due date. This means more delays for the St. Francis workers, whose higher wages and increased benefits have been stalled by the Teamsters' raid and its aftermath. Queen's Medical Center workers have been similarly affected by these harmful Teamster tactics.

Physical Therapy Aide Reinstated with Back Pay

P.T. Aide **Anthony Rita** was suspended for 7 days and discharged on July 10, 1978 when he was accused of being "grossly insubordinate" to his supervisor at the Rehabilitation Hospital of the Pacific (REHAB).

The incident occurred when Brother Rita and other employees were telling jokes using "slang" Hawaiian words. The supervisor overheard this joking and counseled Brother Rita in front of the other employees.

Later that same day, Brother Rita was talking to a patient when the supervisor came over and again counseled him about the earlier incident. The conversation ended when Brother Rita said, "You shouldn't tell me to shut up, you should shut up."

This incident was reported to the Department Head and one hour later, the Employer informed Brother Rita that he was suspended 7 days pending Discharge.

GRIEVANCE FILED

The Union was contacted and a grievance was filed on Brother Rita's behalf by B.A. **Edna Kihara** and Unit Chairperson **Betty Parker**. The parties could not come to an agreement during the grievance procedure and the UPW Arbitration Committee decided to take this case to arbitration for a number of reasons:

- 1) This was Brother Rita's first offense.
- 2) Other Employees who were guilty of identical offenses were not dismissed.
- 3) The supervisor was partly responsible for the incident

because she counseled Brother Rita twice in front of other people and should have anticipated a reaction.

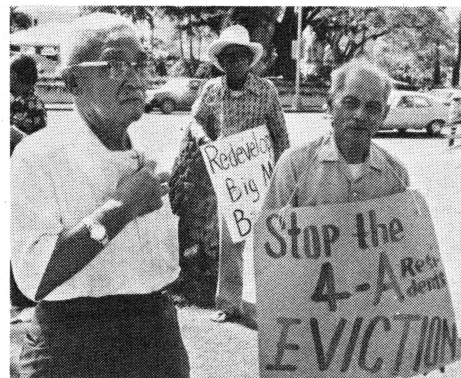
- 4) The supervisor told Brother Rita to "shut up" first.
- 5) The supervisor had recently arrived from the mainland and was only working at REHAB for 2 weeks when the incident occurred. She overreacted to what Brother Rita said and never even understood the Hawaiian words being used in the jokes.

AGREEMENT REACHED

Both Union and Employer agreed to **Ted Tsukiyama** as the Arbitrator and the hearing was held on August 29, 1978. However, rather than conducting a full hearing, **Tsukiyama helped the parties reach an agreement that the dismissal would be converted to a 5-day Suspension**, and Brother Rita would receive 7 weeks back pay and be reinstated the day after the hearing.

Both Union and Employer (represented by **Andy Ninomiya**) were satisfied with the settlement and very impressed with the way Arbitrator **Tsukiyama** handled the hearing.

B.A. **Edna Kihara** stated, "We learned a lot from Mr. Tsukiyama and I'm sure that both parties will be more effective in settling problems in the future." In addition to praising Unit Chairperson **Betty Parker** who worked very hard in preparing for this case, Sister **Kihara** wanted to recognize the numerous Employees at REHAB who assisted the Union and Brother Rita in this grievance.



PACE and 4-A residents lead the fight for decent, low-cost housing.

STOP 4-A N. HOTEL ST. EVICTION

A writ of eviction has been sought against 4 elderly residents at 4-A N. Hotel St. who have been fighting for permanent relocation into City-owned housing, and an occupation may be called. Support is needed — funds, resolutions of support, letters to the Mayor, who has refused to meet the residents' needs and demands. Or call S.L.A.P., the landlord hui of big downtown property owners who are seeking their eviction (Smith Devt. Corporation, Mr. Gerell, 841 Bishop St., Phone 524-5414). Let them know you oppose their eviction moves. Mahalo.

Judge **Takao** refused to issue a writ last September 22, but S.L.A.P. will try again.

IN MEMORIAM

STEVEN TINGKANG, son of member, **Esperanza G. Tingkang**, Oahu Division, Dept. of Education unit. Expired: August 30, 1978.

GENEVIEVE CUESTA, spouse of member, **Pompito Cuesta**, Oahu Division, Parks & Recreation unit. Expired: September 11, 1978.

CATALINO PRIMERO, member, Maui Division. Retired from Traffic unit. Expired: July 28, 1978.

HARRY ISHII, Maui Division, member, retired from Wailuku unit. Expired: August, 1978.

CONSUELO V. MARKLE, member, Oahu Division, Waimano HOME unit. Expired: August 22, 1978.

MAKOTO FUNASAKI, member, Oahu Division, Buildings unit. Expired: August 25, 1978.

FRANCIS G. KURODA, member, Oahu Division. Retired from Hale Mohalu unit. Expired: August 24, 1978.

JAMES E. FONTES, member, Oahu Division, Dept. of Education unit. Expired: August 18, 1978.

SAM ALAPAI, member, Oahu Division, Parks & Recreation unit. Expired: August 27, 1978.

LILLIAN MAY LEWIS, spouse of member, **Kenneth K. Lewis**, Oahu Division. Retired from Board of Water Supply. Expired: August 7, 1978.

LEVI FAUTATA, member, Oahu Division. Retired from Accounting & General Services unit. Expired: August 21, 1978.

PRIVATE SECTOR OCTOBER MEETING SCHEDULE

DIVISION EXEC. BOARD	Tues., Oct.	3—7:00 p.m.	UPW
KAHUKU	Wed., Oct.	4—4:30 p.m.	Kahuku Library
KAMEHAMEHA SCHOOLS	Wed., Oct.	4—7:00 p.m.	UPW
HALE NANI	Tues., Oct.	10—4:00 p.m.	UPW
KUAKINI	Wed., Oct.	11—4:30 p.m.	Kuakini
WAIHAWA	Thurs., Oct.	12—3:30 p.m.	Wahiawa
KAPIOLANI LPNs	Thurs., Oct.	12—7:00 p.m.	UPW
STATE PAC	Fri., Oct.	13—9:00 a.m.	UPW
AFL-CIO COPE	Sat., Oct.	14—9:00 a.m.	Hilton Hawaiian Village
QUEEN'S	Thurs., Oct.	19—7:00 p.m.	UPW
STATE EXEC. BOARD	Fri.-Sat., Oct.	27-28	MAUI

24-Hour Insurance Policy Available From UPW

UPW members and their spouses may renew or sign up for our 24-hour accident death and dismemberment insurance coverage plan between October 15 and November 15.

UPW MEMBERS & SPOUSES ONLY!

This plan, which offers four different coverages, is open only to UPW members under age 70 and their spouses under age 70. Members who were insured last year will be receiving renewal notices in the mail, but presently uninsured members should fill out and sign the form to the right or go by the UPW office and get a form, and return the form to UPW headquarters by November 15.

The application form must be completed in full, otherwise it will be returned—and please remember to sign it. Include your check or money order with your application, made payable to: the United Public Workers, AFSCME, 1426 N. School Street, Honolulu 96817.

FOUR AMOUNTS OF COVERAGE

For a premium of \$5 a year, the insured is covered up to \$6,000. For \$10, the coverage is \$12,000. Our new option is \$30,000 coverage for \$25 a year. For a \$50 premium, \$60,000 coverage is provided.

Full 24-hour, 365-day-a-year coverage is given against all types of accidents on or off the job, in the course of business or pleasure. The benefits provided under this plan will be paid in addition to any other insurance. There is no geographical limit; the accident could occur anywhere on the globe.

The insured will also be covered for Permanent Total Disability and will receive the entire Principal Sum if he or she is disabled for more than 12 months and the disability is total, continuous, and permanent. This applies to UPW members only, and not spouses.

When injury results in any of the following kinds of losses to be insured, within 120 days of the accident, the insurance company (American Home Assurance Co.) will pay in one sum the amount specified opposite each loss:

Loss of life	The Principal Sum (\$6,000, \$12,000, \$30,000 or \$60,000)
Loss of both hands or both feet	The Principal Sum
Loss of the entire sight of both eyes	The Principal Sum
Loss of one hand and one foot	The Principal Sum
Loss of one hand and entire sight of one eye	The Principal Sum
Loss of one foot and the entire sight of one eye	The Principal Sum
Permanent Total Disability	The Principal Sum
Loss of one hand or one foot	One-half the Principal Sum
Loss of entire sight of one eye	One-half the Principal Sum

For more detailed information on this 24-hour protection plan, pick up the union's brochure from your steward or Business Agent, or at UPW offices. Remember, November 15 is the deadline.

24-HOUR INSURANCE APPLICATION

(COMPLETE IN INK)

FOR OFFICE USE	
DATE RECEIVED	
RECEIPT NO.	AMOUNT

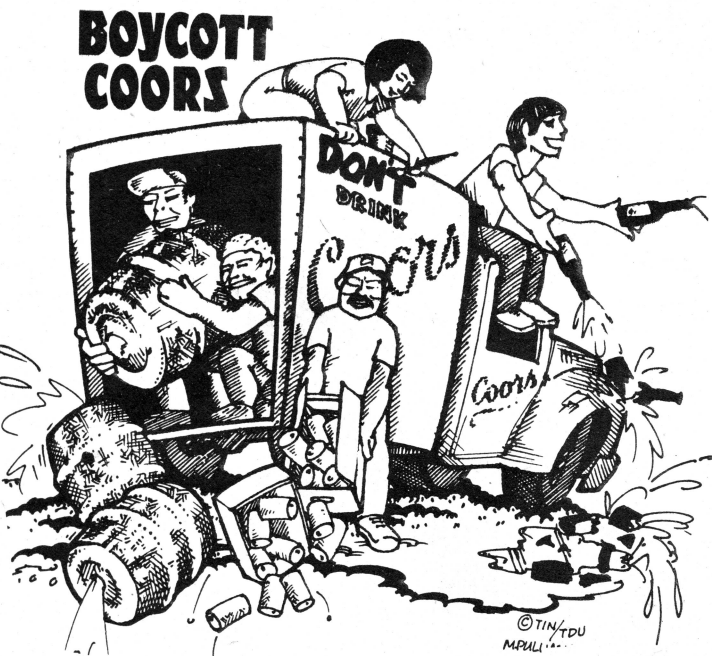
1. TO BE FILLED IN BY MEMBER

NAME (Print)		LAST	First	Middle Init.	CERT. NO.	DIVISION
ADDRESS (Print)		(Street or P.O. Box)				CHECK ONE ONLY:
		(Town)	(Island)	(Zip Code)	ACTIVE	RETIRED
DATE OF BIRTH (Print)		OCCUPATION (Print)				
BENEFICIARY (Print)						
RELATIONSHIP OF BENEFICIARY (Print)						
COVERAGE:		\$6,000.00 (\$5.00)	\$12,000.00 (\$10.00)	\$30,000.00 (\$25.00)	\$60,000.00 (\$50.00)	
WERE YOU INSURED LAST YEAR?		YES NO				
IF YES, WERE YOU INSURED FOR SAME COVERAGE?		YES NO				
DATE SIGNED		Signature of Insured Member				

2. TO BE FILLED IN BY SPOUSE — IF INSURED

NAME (Print)		LAST	First	Middle Init.	CERT. NO.	DIVISION
DATE OF BIRTH (Print)		OCCUPATION (Print)				
BENEFICIARY (Print)						
RELATIONSHIP OF BENEFICIARY (Print)						
COVERAGE:		\$6,000.00 (\$5.00)	\$12,000.00 (\$10.00)	\$30,000.00 (\$25.00)	\$60,000.00 (\$50.00)	
WERE YOU INSURED LAST YEAR?		YES NO				
IF YES, WERE YOU INSURED FOR SAME COVERAGE?		YES NO				
DATE SIGNED		Signature of Insured Spouse				
MAIL WITH PAYMENT TO:		UNITED PUBLIC WORKERS AFSCME, LOCAL 646 1426 NORTH SCHOOL STREET HONOLULU, HAWAII 96817				
		(Make check payable to the United Public Workers)				

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



BOYCOTT COORS BEER! The striking AFL-CIO brewery workers at Coors need your support. Help them win by not drinking or importing Coors. Mahalo!

Kalihi-Palama Dental Clinic Opens

The Kalihi-Palama Clinic at Kaumakapili Church, 766 N. King St., is now open for business and welcomes patients from low-income families. Call 845-0686 to make an appointment.

AFSCME Classes Scheduled

AFSCME's Fall, 1978, Education program begins this month. Weekly course topics include:

- *Public Speaking & Parliamentary Procedure (Y. Nakahata) (Tuesdays beginning October 10 at AFSCME Hall, 7 p.m.)
- *Making the Most of Retirement (Max Roffman) (Tuesdays, beginning Oct. 10 at UPW, 7 p.m.)
- *Ukulele Hawaiian Style (George Hookano) Wednesdays beginning Oct. 11, AFSCME Hall, 7 p.m.)
- *Effective Writing (Ann Bystrom) (Thursdays, beginning Oct. 12, AFSCME Hall, 7 p.m.)

*Hula (Johnette Keawehawaii & Eleanor Martin) (Fridays, beginning Oct. 13, Wash. Intermed. Sch. Cafetorium)

Several mini-workshops are also planned for October and November on the following topics: OSHA, Parliamentary Procedure, Right to Work and Labor Law Reform, Basic Grievance Processing, Planning Your Estate, and Improving Your Test-Taking Ability.

To register, return the application form you should have received in the mail, or call AFSCME, 521-6941. There's no charge, so enroll now, and don't miss these good educational opportunities.

Oahu UPW Bowling

UPW Oahu Sports Committee Chairman Brother Moses Neves and Secretary-Treasurer Jacob Lee report that the Oahu Division Bowling League will open November 7. Sign up your 5-member team (can be mixed) by Tuesday, October 31. Entry forms and copies of league rules are available at UPW Hall, 1426 N. School St. (Phone 947-2631). Bowling fee per team per night will be \$21 at Windward Bowl, Kaneohe. First come, first serve — a limit of 12 teams — so don't delay, get your entry form in right away.

EDU Custodians Party

The D.O.E. Custodians (including auxiliary crew, carpet crew, powermowers, and nursery workers) are holding a Christmas party, Friday, December 1, at Lau Yee Chai restaurant (Waikiki Plaza, lots of parking available).

The price is \$5.50 for members, \$11 for spouses or guests, with no-host cocktails. Deadline for reservations is November 17, 1978. Call Leatrice Kahalekulu (689-5584), Josephine Magbanua (941-6096) or Betty Kajiwarra (847-2631, leave message).

Little Schoolhouse Services

Need a temporary baby-sitter or drop-in child care center when job-hunting or starting work while permanent child care arrangements are being made? When called out irregularly to work? While attending school, or just to get a break from the kids?

The Little School House may be just the answer. The Little School house proposes to provide service for temporary and emergency care of children 6 months of age and older. The fees charged will be low: \$1.50 per hour for the 1st child, \$1 an hour for each additional child. Full teaching guidance and nursing supervision will be provided to children while at the facilities. Assistance will be given parents in finding regular child care services or in-

home baby-sitters. Hours of services will run from early in the morning until late at night.

Leora Blurton is the coordinator for this new, vitally needed project and can be reached at 262-7576. The office address is 377 Auwinala Road, Kailua 96734 but the School House is looking for a central Honolulu location to begin operations.

Give, Hawaii. For Hawaii.

In The Spirit of Ohana.

 Aloha United Way