



ORGANIZER

UNITED PUBLIC WORKERS ★ AFSCME LOCAL 646 ★



VOLUME XIV, NUMBER 5

MAY, 1979

Unit 1 Full Committee Initiates Mass Rally GOVERNMENT'S WAGE OFFER REJECTED

The Unit 1 Full Negotiating Committee met last April 6 at AFSCME Hall and firmly supported their Executive Committee's rejection of the government's manini on-the-record wage offer of \$42 and \$44 across-the-board in 1979 and 1980 for Unit 1 blue collar workers. Instead, they decided, after vigorous discussion, to go all out to win a substantial pay hike including a Cost-of-Living Allowance and to demonstrate at the State Capitol while the Legislature was meeting.

In this decision, they were strongly supported by other employee unions, including the HGEA, HSTA, and UHPA (college professors), who met later that day and jointly decided to join in the UPW rally scheduled for April 16.

Unit 1 chairman **James Toledo** put it bluntly to his Full Committee members: "The hell with Carter's 7% — he's taking care of the big men, not us. The

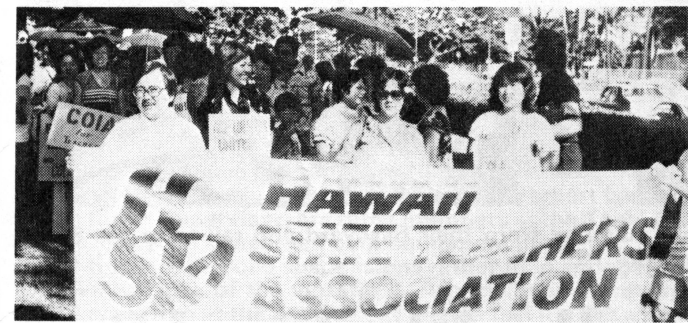
Teamsters are ignoring the guideline. Congress never passed any wage insurance package. We'd be out of our heads to settle for those peanuts." He was strongly supported by UPW President **James Brown** and Oahu V.P. **Benny**

Rodrigues, who felt the union should continue to press for other important improvements in the contract and not just settle for wages.

(continued on p. 3)



Around 2,000 public workers, including nearly 600 from UPW, turned out April 16 for this rally at the State Capitol.



HSTA brought out a good contingent of teachers for the April 16th march and rally.



This Big Island member makes a point at the Full Unit 1 Negotiating Committee meeting last April 6.

OVER 2,000 ATTEND DEMONSTRATIONS THROUGHOUT THE STATE Rally Shows Unity and Strength of Public Workers

The public workers' unions strongly demonstrated their unity last month as they joined in a UPW-initiated rally at the State Capitol, demanding decent pay hikes with cost-of-living protection.

At 4 p.m., Monday, April 16, over 2,000 teachers, university professors and UPW workers gathered in Thomas Square to begin a mass march to the Capitol. The UPW workers carried picket signs proclaiming "UPW Workers United", "Carter's Wage Guidelines Equals Peanuts", "Decent Wages for Public Workers", and "Government Not Negotiating in Good Faith". Other unions carried their banners, and the teachers carried their own signs. The sense of unity was immense as the marchers quickly made their way down King St., past City Hall, to the Capitol rotunda. There the workers circled the rotunda in a massive column and then gathered around the speakers' platform.

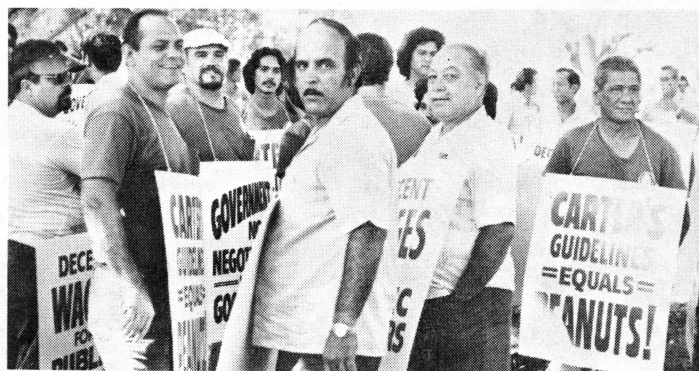
State Director **Henry Epstein** moderated the rally program which featured speeches by the union leaders involved, and a stirring speech by our Unit 10 chairman **James Grymes**. HGEA Director **David Trask** criticized those legislators like Sen. **Ben Cayetano** who have been attacking the idea of the State's meeting the unions' demand for COLA. HGEA President **Wally Mitsunaga** affirmed that this is the year the unions must win cost-of-living protection.

President **John Radcliffe**, Director of the State Teachers' Assn., gave a militant speech asserting the united strength of the public workers' unions. HSTA President **Barbara Nagaue** urged all the unions to remain firm on the COLA demand and criticized the State's position against COLA. UHPA (college teachers) spokesmen **Robert Fox** and **Neil Milner** expressed their solidarity with the other unions and their members' determination to win.

NEIGHBOR ISLAND RALLIES

The UPW also staged rallies on short notice on the neighbor islands in support of our union's demands. Over 100 workers braved the rains on Maui to attend a rally. Nearly 200 UPW workers on the Big Island demonstrated in Hilo, and 30 Kauai UPW members attended a rally on that island. The Honolulu rally at the State Capitol, organized in a week's time, drew over 600 UPW members.

All the speakers at the State Capitol rally stressed the demand for COLA and led the enthusiastic crowd in chants of "WE WANT COLA". The union leaders vowed to take strike action and "shut the government down" if top state and county officials remain deaf to the public workers' just demands.



BWS workers assembled with 400 other UPW members for the march to the State Capitol.

The afternoon rally was preceded by a spirited march and rally by over 100 Honolulu refuse workers on that Monday morning. The march began from the workers' Kewalo baseyard and climaxed in some rousing picketing and chanting in the Capitol rotunda as legislators watched.

One thing is clear from the actions last April 16th; the public employee unions are more united than ever to win their common demands. "There is a real combined effort now," UPW State Director Epstein commented. "We're all in it together, and if we settle or strike, we'll probably do so all together."

The legislators' refusal to approve the Fire Fighters' contract, which, by the arbitrators' award, included COLA, may spark a strike by that union on July 1.



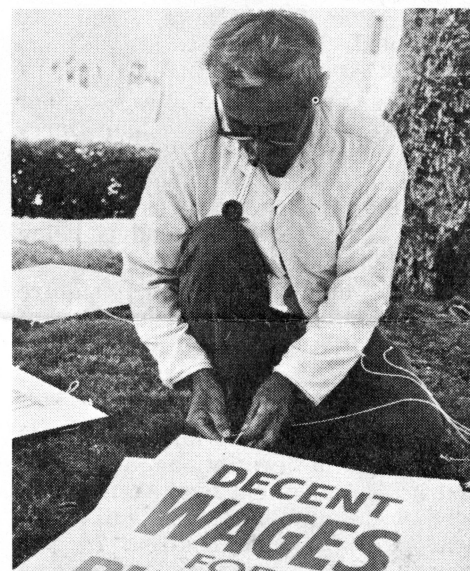
Refuse workers en route to the Capitol from the baseyard, Monday morning, April 16.

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Private construction workers showed solidarity with UPW workers on the march to the capitol.



Above, UPW Brother attaches string to sign. Below, Sister Edna laea puts on sign and prepares to march.



Some of the UPW members who gathered at Thomas Square before the march last April 16th, which demanded higher pay plus (COLA). The average pay of a Unit 1 worker is only \$840 a month, while the average Unit 10 wage is \$936 a month.

State of the Union

by Henry Epstein



The Bad Faith of the 1979 Legislature

“Historic” was the way the newspapers described the 1979 session of the State Legislature.

It’s true that the legislators made history when they refused to fund the firefighters’ arbitration award. This was the first time since Hawaii passed the public sector collective bargaining law that any settlement was turned down.

For the first time in many years, this was the first Legislature to adjourn without passing a single bill to benefit workers in the public sector — or the private sector.

A SAD HISTORY

This was history of a sort, but sad history for the working people of Hawaii. In my opinion, the rejection of the firefighters’ arbitration award was an act of extreme bad faith and turned back the clock on labor-management relations in Hawaii many years.

When reviewing the reasons that the Legislature “turned their back on labor”, the newspapers frequently mentioned Proposition 13 and an alleged taxpayers’ revolt.

This should not be news to our members who’ve read President Jerry Wurf’s column in the AFSCME paper. Nationally, these have been difficult times for public employees and their unions. That national trend is being copied here.

Our recent defeats at the Legislature should lead to a serious reappraisal of our legislative and negotiations situation.

NEGOTIATIONS

Our immediate area for concern and attention is in negotiations for Units 1 and 10. Management has taken a firm position that they are sticking to President Carter’s guidelines and 7% per year is the maximum we can have — though we can discuss the form we want the raise to take.

Because we cannot accept this unfair and unreasonable ceiling, we were unable to reach agreement before the end of the Legislature. Any settlement will now have to wait for the next session and we will have to fight for one year’s retroactivity.

Unit 1 has been offered a \$60 per month raise in 1979 and \$64 in 1980. We have turned this down and still have 31 sections which are open.

The average salary in Unit 10 is higher. In Unit 10’s case, the management offer was \$69 per month in 1979 and \$73 in 1980. There are eight sections still open in Unit 10.

We are getting back into negotiations in both units. With a basic disagreement on salaries, it appears unlikely we can work things out at the bargaining table.

This means we will soon be heading down the impasse route. Four major unions are all in the same position and we will probably be going through impasse at the same time.

If a strike develops at the end of the impasse procedure, there will probably be four unions going on strike at the same time.

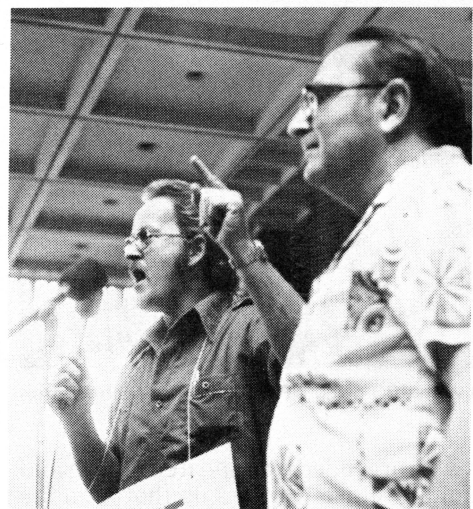
Credit for bringing the four unions together belongs to management. It’s their actions and attitude which forced our union and the other three unions to work together.

I think our members in the field understand what’s going on and the need to begin making personal and unit preparations for a possible strike.

Even as we start down the impasse trail and steel ourselves for a possible strike, we still must remember that the goal of negotiations is settlement. We will continue to negotiate and to try to find an honorable settlement which will permit our members to live in these difficult times of high inflation.

If management and their legislative advisors would adopt a more realistic attitude at the bargaining table, we should be able to work out a settlement before the end of the impasse procedure.

1980 is an election year. We also must begin reviewing our political action machinery now. We must learn some lessons from the “historic” session of 1979. We have our work cut out for us if we don’t want future sessions to repeat the record of this session.



Unit 10 Chairman James Grymes makes a strong point at April 16th rally, as State Director Henry Epstein looks on.

About the Word “Merger”

A little clarification on the word “merger.” . . . A few months ago, Brother Jerry Wurf, our AFSCME International President, was interviewed by our local TV stations, and one of the questions asked of him was “Do you have any comment to make about the MERGER between the HGEA and the UPW?”

His answer was that the “merger” between HGEA and UPW is just the formation of an AFSCME Council in Hawaii.

The definition in the book says that merger is: 1) to lose or cause to lose identity by uniting or blending; 2) to combine or unite into a single unit.

If and when we do form into an AFSCME Council, this will not happen. We will continue to have HGEA and UPW. We may end up having more Locals, not less, which is what the media would like our rank-and-file to think. Of course, they have some of our officers suspicious, too. That is why the



UPW President James Brown.

continuous mention of the word “merger” by the news media.

WE ARE NOT MERGING. We are trying to form an AFSCME Council in Hawaii Nei. United we stand, divided we fall — it’s as simple as that.

As a reminder, the media in Hawaii is not exactly pro-labor and will report only that portion which will serve its purpose.

—James Brown, UPW President



Nearly 100 refuse workers marched from their baseyard and rallied at the State Capitol on the morning of April 16.

May Day Is the Workers’ Day

“We mean to make things over;
we’re tired of toil for naught
Bur bare enough to live on; never
an hour for thought.
We want to feel the sunshine; we
want the smell of flowers;
We’re sure that God has willed it,
and we mean to have eight hours.
We’re summoning our forces from
shipyard, shop and mill:
Eight hours of work, eight hours
for rest, eight hours for what we will!”

May 1 is International Workers Day.

International Workers’ Day had its origins in the U.S. in the workers’ struggles for the 8-hour day. This demand grew out of the harsh conditions workers faced on the jobsite and in their communities. The 10- to 18-hour work day, 7 days a week, was not uncommon, as the U.S. industrial monopolies bloated themselves at the expense of the workers. On May 1, 1886, more than 300,000 workers demonstrated in the U.S., more than half of them on strike for the 8-hour day. In Chicago, on May 3, police opened fire on some of the 80,000 strikers in that city, killing 6 workers as 300 scabs were brought into a McCormick Harvester plant.

The next day over 3,000 workers gathered in Haymarket Square to protest the killings, but a police agent threw a bomb into the square and police opened fire, killing 7 more workers and wounding many others. The workers’ leaders were later charged with the bombing, and several were hung — but the workers’ movement continued to grow until some gains were won. An international workers’ meeting later declared May 1 to be International Workers’ Day.

In many other countries, workers celebrate May 1 in honor of the eight-hour day movement that began in the United States.

In Hawaii, a local May Day Coalition is sponsoring a rally on Sunday, May 6 noon at Aala Park, commemorating the 30th anniversary of the ILWU’s famous

dock strike and supporting public workers in their current struggle.

The theme will be “Unite the People’s Struggles,” and the program of short speeches and entertainment will focus on key workers’ and community struggles now going on in Hawaii, and important international issues. Bring along a picnic lunch, and join in the celebration of this day which is commemorated worldwide.

IN MEMORIAM

- WILLIAM I. GIFFARD, member, Oahu Division. Retired from Incinerators unit. Expired: March 28, 1979
- MARY ANN FULLER, member, Oahu Division. Retired from Waimano Home unit. Expired: April 8, 1979
- JULIAN WILLIAM JR., member, Oahu Division. Board of Water Supply unit. Expired: March 17, 1979
- JOSEPH RENTE, member, Oahu Division. Retired from Hawaii Housing unit. Expired: April 8, 1979
- WILLIAM J. BROWN JR., spouse of member, Abigail K. Brown, Oahu Division. Cafeteria unit. Expired: March 23, 1979
- JITSUO FUKUDA, spouse of member, Yukie H. Fukuda, Oahu Division. Retired from University of Hawaii unit. Expired: March 24, 1979
- KENSO SENO, member, Maui Division. Retired from County Maui Board of Water Supply. Expired: March 11, 1979
- HIDEO CHINEN, member, Hawaii Division. Retired from County Hawaii Parks unit. Expired: March 7, 1979
- HARUMI TAMURA, member, Kauai Division. Dept. of Transportation. Airport unit. Expired: March 2, 1979
- SHIGESHI HIRANAKA, member, Kauai Division. Retired from Dept. of Education unit. Expired: March 16, 1979
- ARTHUR K. PARKER JR., member, Oahu Division, Maluhia unit. Expired: March 17, 1979
- HATSUKO SHIGEISHI, member, Hawaii Division. Retired from Hilo Memorial Hospital. Expired: April 12, 1979

HUNGRY POWER

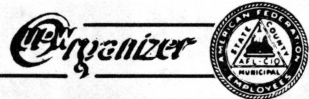
Recipes for a Worker’s Budget

- 1 9-inch pie crust
- 3 tablespoon grated Parmesan cheese
- 1/2 cup chopped cooked shrimp
- 1/2 teaspoon salt
- 1/2 cup grated Swiss cheese
- 3 egg yolks
- 1/4 cup light cream
- Dash of Tabasco

SHRIMP QUICHE

Bake pie crust at 400 degrees F. for five minutes and cool. Place the Parmesan cheese, chopped shrimp and Swiss cheese in the pie shell. Mix the egg yolks, cream, Tabasco and salt, and fill shell with the mixture. Bake in a 350 degree F. oven for 45 minutes, and cool 10 minutes before slicing.

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

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

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Government's Wage Offer Rejected

(continued from p. 1)

Refuse workers observing the meeting urged the union to take a strong stand and not bend to the pressure of the Legislature's adjournment. **Brother Freitas**, a refuse worker, suggested a demonstration at the State Capitol and was backed by EDU Custodians unit chairman **Brother Stanley Rodrigues** and other committee members. On a motion by U.H. custodians **Charlotte Kaluna** and **Sarah Kaohale**, the Full Committee unanimously approved an after-work demonstration at the State Capitol before the Legislature adjourned.

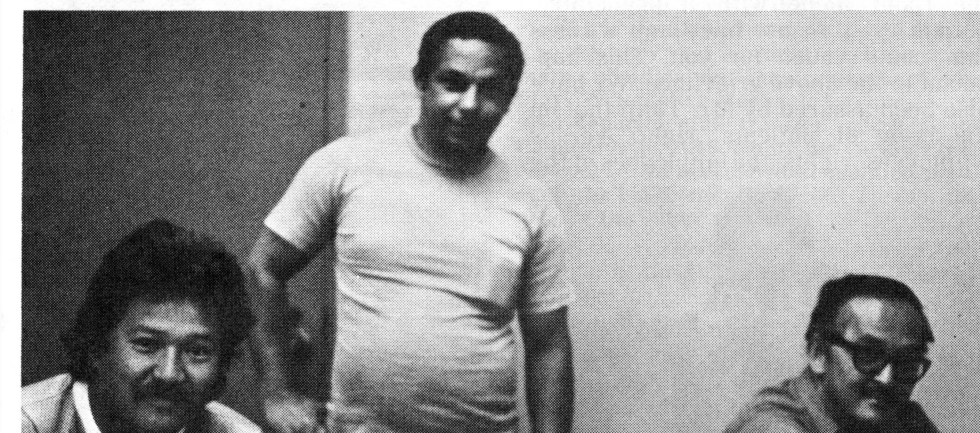
After the Committee meeting, management did meet with our Executive Committee during the week and upped their wage offer to \$60 and \$64 for

1979 and 1980 pay hikes. The Executive Committee rejected the offer.

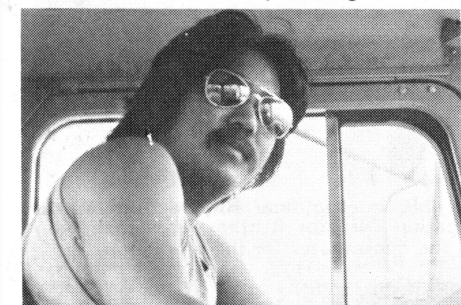
Negotiations will continue until an impasse is declared by HPERB (Hawaii Public Employment Relations Board). Then a mediation period lasting 15 days would begin, followed by fact-finding for another 15 days. A cooling-off period of 60 days is then required by law before a strike can legally take place, following 10 days notice by the union.

The Unit 10 Full Negotiating Committee has decided to coordinate its strategy with Unit 1, and has rejected the government's offer of a \$69 across-the-board pay hike to Unit 10 workers. Units 1 and 10 will be working closely with the other unions on coordinating future strategy.

Keehi Transfer Station Workers



Brothers **David Keahi** (heavy truck driver), **Herbert Loebl** (equipment operator), and **Ralph Kirita** (supervisor) are three members of the Keehi Transfer Station safety committee. They are concerned over equipment problems, for instance, the three tractor-trailer trucks with solid suspensions rather than springs which makes them very hard to drive because of the vibrations, especially on bumpy roads; the one small loader that's operating at the Station — the men feel it's like a toy, and that larger and better loaders are needed. They also urged radios be installed in all the trucks so when they are stalled, the driver can call in for help rather than be stranded for hours. The Station now has 10 drivers operating 12 trucks, and morale seems high.



Brother Ted Ige, Heavy Truck Driver II, is an experienced driver who takes very good care of his truck.



Brother Arthur Aiu, whose promotion grievance has been in the mill for 6 years! He is now a Heavy Truck Driver at Keehi Transfer Station.

Rank-and-File Voices

Community Mental Health Paraprofessionals: Past, Present & Future

SECOND IN A SERIES

(The following article was submitted by a member of the new UPW Community Mental Health Workers' Unit.)

As a para-professional in a community mental health clinic, I feel we as a group in community mental health are not given the recognition and compensation that we deserve in that our duties and responsibilities are much more diverse, if not greater, in contrast to the para-professional group of the in-patient service in Hawaii State Hospital and other in-patient institutions. This is not to discredit the dedicated para-professionals in an institutional setting because I realize they do their best with whatever they have. I am sure they would want to grow and expand much more but unfortunately the conditions in an institutional setting are such that they are restricted from making full use of their potential.

When the trend to de-institutionalize came about some years ago, I was one of many para-professionals who volunteered to be transferred to a community mental health clinic. At that time, because of the swift transition of placing great numbers of patients in the community plus the concept of treating other cases via the clinics rather than hospitalizing them, there was some chaos because of inadequate preliminary planning.

The job specs or job descriptions we had related almost entirely to in-patient type of services. There was confusion and frustration because the duties and responsibilities were vastly different. The common

phrase used at that time and even today is, "We are more flexible working in the community."

With this philosophy, the para-professionals in community mental health took on more and more diverse tasks to suit the community needs. Today, many of the tasks taken on by our group used to be done by professional social workers and nurses in Hawaii State Hospital. This is not to say that we want to be restricted or have limitations set on us, because we do want to grow and we want this new challenge of working in the community.

But I feel we as a group have reached a point where we are taking on enough new and diverse tasks plus more responsibilities that we need to voice in unison our concern for recognition and, with that, more compensation. Getting a tap on the back or words like "you are doing a great job" or "community mental health clinics cannot function without para-professionals" are not enough. In other words, "Words are cheap."

At the para-professional workshop held in San Rafael, California, last December, it was pointed out that para-professionals now provide 30% to 70% of direct services to clients, and yet we still remain an invisible labor force.

Recently we have had some local recognition in that some and eventually all centers have permitted para-professionals to meet periodically, and the Division has sanctioned a committee of para-profession-

als to look into problems and concerns of our discipline.

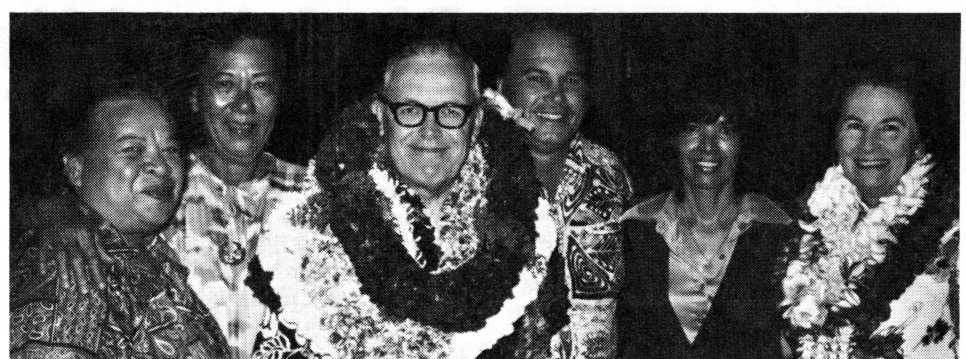
Our union has also recognized our group as a separate unit from para-professionals in the in-patient unit. This is a start for us, and hopefully this can escalate to better things to come.

We need to look into the development of career ladders which take experience, job training, responsibility, etc. into account. We need to look into generic skills but also specific skills of para-professionals who are often better in this area than a professional. We need to look into in-service training programs, not to say that we don't have them now, but how improvements can be made for our benefit as a group in service to our clients.

We need to look into certification or licensure for our group and to weigh the pros and cons of it. We need to look into having closer ties with para-professionals first at the state level and then at the national level.

We need to look more into why para-professionals are most likely to be relegated to looking after the chronic patients and why professionals are mainly thought of as the only qualified persons to work in community education and consultation.

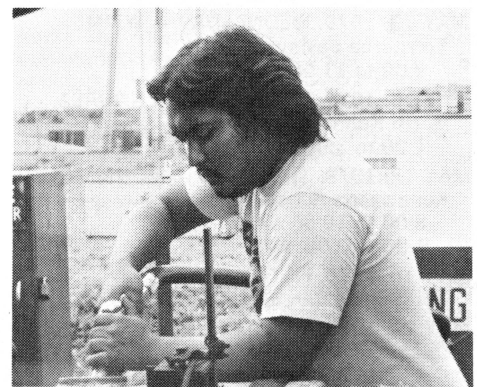
Taking all these tasks that need to be considered, we need political help, and this help can come from cooperative and non-threatened professionals, administrators, and our Union. We, not as individuals, not as fragmented groups, but in unison may be able to be influential enough to get this help.



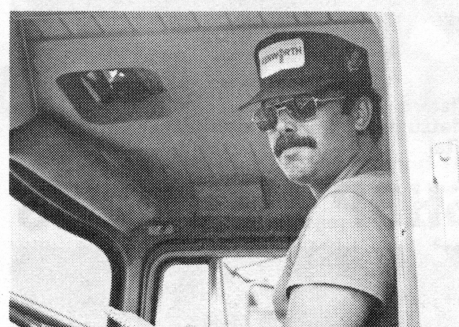
Brother Bill Hughes got a jolly send-off last month at his retirement party from members like (left to right) **Evelyn Kama**, **Leatrice Kahalekulu**, **Benny Rodrigues**, **Liz Han** and his charming wife. He served two years as our UPW office manager.



Brother Arthur Poopaa, recently promoted to Equipment Operator at Keehi Transfer Station, has twice received the city's outstanding safe driver certificate. He has been an Incinerator unit worker since September, 1975.



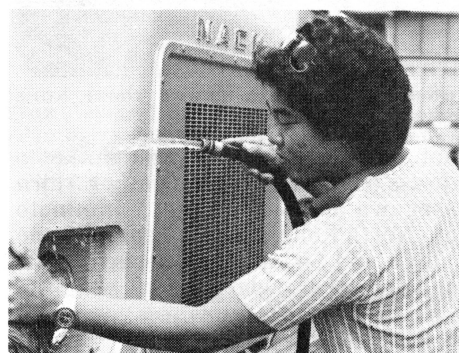
Brother Scott Shiraki was originally without a position as heavy truckdriver following the close-down of Kewalo and Kapalama Incinerators, but was trained by **Peter Kealoha** and is now a very good driver.



Brother David Quintal, UPW steward for the Incinerator unit workers at Keehi Transfer Station. He is a Heavy Truck Driver II, sits on the safety committee and takes excellent care of his truck.



Brother Alan Shimabukuro fills gas tank of his truck. Alan is one of the newer workers.



Brother Dennis Kamikawa, Heavy Truckdriver II, washes his truck after completing his runs to the Waipahu Incinerator or Kapaa dump.



Brother Walter Nascimento, Heavy Truck Driver II.

HAWAII

SECTION 8, STOP-WORK MEETINGS FOR BARGAINING UNITS 1 & 10, HAWAII DIVISION

MAY 14, 1979, MONDAY — HILO:
Wailoa State Park (Large Pavilion)
9:00 to 11:00 a.m.
1:30 to 3:30 p.m.

MAY 15, 1979, TUESDAY — LAUPAHOEHOE:
Laupahoehoe Library — 9:00 to 11:00 a.m.

MAY 15, 1979, TUESDAY — HONOKAA:
Honokaa School Auditorium —
1:00 to 3:00 p.m.

MAY 16, 1979, WEDNESDAY — WAIMEA:
Territorial Savings & Loan
9:00 to 11:00 a.m.

MAY 16, 1979, WEDNESDAY — KOHALA:
North Kohala Court House —
1:00 to 3:00 p.m.

MAY 17, 1979, THURSDAY — KONA:
Konawaena School Cafeteria —
8:00 to 10:00 a.m.
1:00 to 3:00 p.m.

MAY 18, 1979, FRIDAY — KAU:
Kau School Cafeteria — 1:00 to 3:00 p.m.

MAY 21, 1979, MONDAY HILO HOSPITAL:
Doctor's Conference Room —
1:30 to 3:30 p.m.



Sisters Elizabeth Chang and Nora Luke, LPN's at Kohala Hospital.

STEWARDS' WORKSHOP A SUCCESS

On March 24, 1979, a stewards' training class was conducted for our members in North Kohala. The instructors conducting the classes were our State Director Brother Henry Epstein, Contract Implementor Brother Don Dumont and AFSCME Education Director Brother Al Hamai. Although the participation in terms of numbers was smaller than anticipated, those present really enjoyed the session. This was the first time that we had conducted such classes for our rural area members and based on their reaction and participation, we feel that the time spent was well worth the effort.

A similar class was held on March 31, 1979, in Kona, but with more members in attendance. It was such a pleasure for us to see the enthusiasm among the members in their zeal to absorb everything each speaker covered.

We are also very grateful to Brother Al Hamai who did a good job of keeping things moving to retain the interest of our sisters and brothers. Because of so much interest shown, we plan to have a follow through session within a year to see if some of the members practiced

Big Island Nurse's Aide's Grievance Won

(Normally the staff of Hawaii Division does not publicize grievances filed nor the ultimate settlement but we are deviating from our normal practice because there is a lesson to be learned from this case. To avoid any embarrassment we will not mention the grievant's name nor his worksite.)

A Nurse's Aide at an institution was disciplined for allegedly kicking a mental patient which resulted in a fractured rib. An investigation was conducted which ultimately resulted in the employee receiving a five-day suspension.

When the Union was informed, we immediately filed a grievance against management charging them with violating Sections 11 & 56 of the Unit 10 contract. We then had an informal meeting with management personnel but since the final determination to suspend the employee was made by the Deputy Director of Health, we could not resolve the grievance.

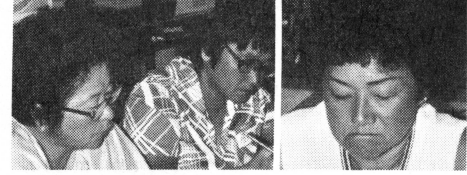
The Union asked management of the institution to by-pass Step One. They agreed and the Step Two appeal was filed with the Division Head. At the

Union's request, the hearing was held in Hilo. Representing the Employer was Rikio Tanji, Executive Officer, and Stan Wild, Personnel Specialist. In our opinion, Messrs. Tanji and Wild conducted the hearing in a professional and fair manner, and we felt that, based on our presentation of the unusual circumstances involved, we could be assured of a very fair decision being rendered by Mr. Tanji. The end result was the grievant won and the suspension imposed was rescinded with reimbursement for lost wages, and his record purged.

We would like to caution our workers who are assigned to a psychiatric section. Hospital rules prohibit any employee from entering a psychiatric seclusion room by yourself. We would urge our hospital workers not to forget this very important rule. In the event an incident should happen when you are in the room alone with a psychiatric patient, you do not have any witness that could vouch for you. This happened in the above grievance. We have also been assured by Mr. Tanji that on the issue of patients' rights versus employees' rights, the employees of the

hospital will have their rights protected. However, he also strongly emphasized the concern that each employee conduct himself or herself in such a way to insure adequate and safe care to the patient for whom the hospital has responsibility.

We agree that employees have an important responsibility to provide good nursing care. But please be aware of hospital rules and never get yourself in a predicament without a witness.



These Kona area workers attended stewards' workshop.



Sisters Matsue Maeda (left) and Yumie Matsumoto, Laundry Workers at Kohala Hospital.



Left to right, Brother Tomoo Fujii, Brother Henry Epstein & Brother Akira Hasegawa. Brother Fujii is employed at Kamuela Airport and Brother Hasegawa works at Kohala Hospital.



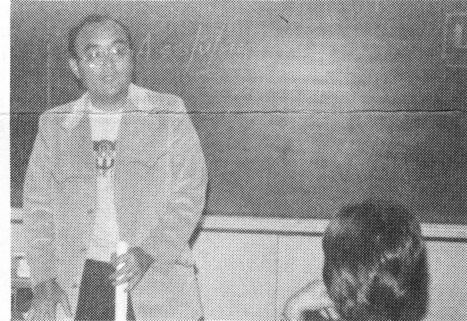
Sister Ann Delos Santos discusses problem with concerned steward.



Brother Jack Konno assists these Kona workers.



Sister Ramona and Brother Tony Vega, husband & wife studying their contract.



Our able International Representative and Education Director Brother Al Hamai, who was the coordinator for the workshop.

what they learned. We would like to express our MAHALO to Brother Akira Hasegawa and Sister Ethel Yamamoto from North Kohala and to Brother Gene Maluyo and Sister Mary Maluyo from Kona and others who were very helpful to us at our first stewards' training classes in North Kohala and Kona.

RETIREEES' MEETING

THURSDAY, MAY 10, 1979

Wailoa State Park,
Pavilion No. 3, 10:00 a.m.



Brother John Fuellas and Sister Ethel Yamamoto. Brother John is our very able steward at Lapakahi State Historical Park, now promoted and in Unit 3, and Sister Ethel, our capable steward at Kohala Hospital.



Brother Rudy Hart, our valued steward from Honokaa Hospital and our representative on the Unit 10 executive negotiating committee, and brother Kiyoshi Nagata, our Division V.P. and a member of the Unit 1 negotiating committee.

HAWAII DIVISION MAY MEETING SCHEDULE			
Hilo Airport (Custodians)	Wed., May	2—11:00 a.m.	Shop
Hilo Day Activity Center	Wed., May	2— 4:00 p.m.	Lounge
DAGS (Maintenance Shop)	Thurs., May	3— 3:30 p.m.	Shop
Hilo Airport (Maintenance Shop)	Fri., May	4—12:00 Noon	Shop
Laupahoehoe Unit	Fri., May	4— 3:00 p.m.	Library
South Hilo Road & Motor Pool	Mon., May	7— 3:00 p.m.	Green Rm.
Parks & Recreation	Tues., May	8— 3:00 p.m.	Shop
Honokaa School	Wed., May	9—11:00 a.m.	Cust. Shop
Honokaa Hospital	Wed., May	9— 1:00 p.m.	Hospital
Hamakua Road	Wed., May	9— 3:00 p.m.	Shop
Hilo Hospital	Mon., May	14— 7:00 p.m.	UPW Hall
Kohala Unit	Wed., May	16— 7:00 p.m.	Crt. Hse.
Ke-ahole Airport	Thurs., May	17—11:30 a.m.	Shop
Kona Road	Thurs., May	17— 3:00 p.m.	Shop
Kona Unit	Thurs., May	17— 7:00 p.m.	Crt. Hse.
Kona Mental Health	Fri., May	18— 9:00 a.m.	Office
Kona Hospital	Fri., May	18—11:00 a.m.	Hospital
North Kona State Highways	Fri., May	18— 3:30 p.m.	Shop
State Parks	Mon., May	21—11:00 a.m.	Shop
Puna Road	Mon., May	21— 3:00 p.m.	Shop
Sewers & Sanitation	Tues., May	22—11:30 a.m.	Shop
Kau Hospital	Tues., May	22— 1:00 p.m.	Lounge
Kau Road	Tues., May	22— 3:00 p.m.	Shop
Waimea School	Wed., May	23—11:30 a.m.	School
Waimea Road	Wed., May	23— 3:00 p.m.	Shop
Hilo State Highways	Thurs., May	24— 3:30 p.m.	Shop
BWS	Tues., May	29— 3:30 p.m.	Shop
DAGS (Custodians)	Wed., May	30— 1:00 p.m.	Shop
Waimea State Highways	Wed., May	30— 3:30 p.m.	Shop

J.P. Stevens Boycott Activities



Last month 30 persons including these ILWU members and Amalgamated Clothing Workers staff member Kae Sumida picketed Liberty House at Fort St. Mall protesting their advertising and selling of J.P. Stevens linen. The huge J.P. Stevens Company is notorious for its anti-union, anti-worker practices and has been targeted for a nationwide boycott. Liberty House has refused to respect the boycott and, instead, is promoting J.P. Stevens products. A pro-boycott resolution was introduced in the Legislature, and was passed by the House.

Mayor's Decision An Important Victory

Hamamura Wins Automotive Mechanic Position

The Kauai County Department of Water hired a person from outside of the Civil Service System for a position of Automotive Mechanic I, instead of selecting Unit 1 member Brother Lloyd Hamamura. Hamamura was a Sewage Treatment Plant Operator with the Sewer Division of the Department of Public Works. A formal Grievance was filed with the Department of Water in which the Union stated that:

"The Department did not comply with Sections 16.06a and 16.06b. All such vacancies have been filled in the past by non-competitive, intra- or inter-departmental promotions or transfers. In this case, the Department of Water utilized the open competitive recruitment announcement to acquire applicants which violated the current and past practices. The selection of an outsider further violates the merit system and career ladder opportunities which should be afforded employees."

Division Head Ian Kagimoto denied the grievance, stating:

"Section 16.06a and Section 16.06b of the Unit 1 contract refer to options that should be taken when making promotions. The Department of Water was recruiting to fill a vacancy to the entry level position of Automotive Mechanic I. The Grievant, Mr. Lloyd D. Hamamura, is presently a Sewage Treatment Plant Operator in the same class but

different series as an Automotive Mechanic I. It is our opinion that the contract was not violated because as can readily be seen, no promotion would have occurred in this case."

Since the reply was not satisfactory, the grievance was submitted to the Department Head. The reply of Department Head Walter Briant was that:

"... 1) The Department of Water could not resort to filling the vacant position of Automotive Mechanic I on a non-competitive basis inasmuch as this is a one-position class and there are no Automotive Mechanic Helper(s) in the Department nor employees occupying positions in related classes.

"2) An intra-departmental promotional examination was not announced as our survey and investigation disclosed that there were no qualified personnel within the Department of Water.

"Furthermore, since no employees of Unit 1, particularly those in the same or related classes in the Department of Public Works who felt they met or could meet the minimum qualification requirements of the Class, Automotive Mechanic I, requested an inter-departmental transfer pursuant to Chapter 76-36, HRS, before the vacancy was announced, the best and most qualified applicant was hired from the certified list for the good of the public service.

For the reasons noted hereinabove, the decision of the Operations Chief is hereby sustained."

Walter Briant's reply was not satisfactory so the grievance was submitted to Mayor Eduardo E. Malapit. In his reply, the Mayor stated that his own investigation and discussions with the Union led him to believe "that the County of Kauai may have erred in exercising its discretion in interpreting certain statutory provisions governing appointments in the instant case."

The Mayor's reasoning was this:

"The vacancy in this case was filled from an open-competitive list after an examination administered in accordance with Section 76-20, H.R.S.

"... In my judgment in the instant case, an open-competitive examination was not for the best advantage of the public service, taking into consideration the sufficiency of competition within civil service as well as the requirements of the class for which the examination was conducted.

My separate and independent investigation indicates that the grievant has had substantial work experience as he was previously employed as a machine shop mechanic for two years, a leadingman welder for two years and held the position of a construction equipment mechanic for six and one-half years with the City and County of Honolulu before his appointment with the County of Kauai.



In my judgment, there were no unusual or exceptional duties and/or expectations described for the vacant class (Automotive Mechanic I) being advertised so that, in my estimation, the hiring authority had no logical or pragmatic reason to by-pass a tenured and qualified civil service employee from being appointed and/or promoted.

In many cases an open-competitive examination will be appropriate in order to provide the County with an opportunity to employ the very best and most highly qualified individual to fill a position. On the other hand, the County should also provide just opportunity for competent employees to be promoted from within the service. Each case must be viewed by the director and the appointing authority upon its own merits, rarely to be disturbed by the employer, and the decision of the employer herein is not intended as precedent of any sort.

Based on the foregoing, the action of the director and the appointing authority is hereby set aside, and it is ordered that the grievant, Lloyd H. Hamamura, be appointed to the vacant position of Automotive Mechanic I effective as of April 16, 1979."

The Mayor's decision is a great victory for the Union and all Unit 1 employees of the County in that all the departments will be aware of the fact that Section 16 of the Unit 1 Agreement and the principle of providing a career ladder for employees must be adhered to.

UPW Combats Unfair Treatment of Equipment Operator Naumu

Brother Gerald Naumu was an Equipment Operator II, WB 6, with the Department of Land and Natural Resources on Kauai. As a result of a Work Force reduction, Gerald had no alternative but to accept a vacant position with the Air Transportation Facilities Division on Kauai as an Equipment Operator I, WB 4, or he would have been terminated.

After taking the job, Gerald was subjected to a new probationary period of six months, although it was not required by the Personnel Rules and Regulations in such instances; however, the rules grant the Employer the option to require a new probationary period. In Gerald's case, the Employer was trying to put the "screws" to him both ways: first, by forcing him to leave the Department of Land and Natural Resources through a Work Force reduction and then, subjecting him to a new probationary period.

After Gerald completed his six months probationary period, Airport Superintendent R.W. Foster requested that Gerald's probationary period be

extended another six months. The request was partially granted. The department approved a three-month extension.

Airport Chief-Steward Albert Silva and Gerald Naumu met with the Airport Superintendent and objected to the additional probationary period because Foster's request was based on very poor reasons. Foster refused to change his mind.

GRIEVANCE FILED

A formal grievance was then filed with Owen Miyamoto, Chief of the Air Transportation Facilities Division. In the grievance, the Union stated that neither Section 12 of the Unit 1 Agreement nor the State Personnel Rules and Regulations require employees affected by a Work Force reduction to serve a new probationary period.

The Union asserted:

"The violation has been further compounded now that the Airport Superintendent is requiring Gerald Naumu to serve an additional probationary period of three months. The reasons given for

the additional probationary period by R.W. Foster are that:

1) Naumu's frequent absence from work requires that Naumu be rated Unsatisfactory in "Quantity of Work" and "Work Habits" on the job and also that Naumu be given Unsatisfactory rating on the summary of his entire Job Performance.

2) Naumu's absences permits unacceptable growth of weeds and brush in the safety areas and ground runways and taxiway lights and around fences.

3) Three discrepancies cited for Lihue Airport during the FAA certification inspection conducted on December 7 and 8 of 1978 related to tall grass and weeds that had grown around the base of various taxiway edge lights and these citations were caused by Naumu's absence from work."

The Union also pointed out that:

1) The Job Performance report signed by Gerald Naumu and his supervisor George Saiki on December 15, 1978 for the period from July 17, 1978 to January 16, 1979 shows that Naumu was rated as having performed satisfactorily on "Quality of Work," "Quantity of Work," and "Work Attitudes" on the job; and not quite satisfactorily on "Work Habits" on the job. Naumu's overall rating was Satisfactory.

2) Airport Superintendent R.W. Foster changed the rating of Gerald Naumu to Unsatisfactory based on ridiculous reasons.

3) Foster's reasons are ridiculous because all of Naumu's absences were authorized and valid in accordance with the Unit 1 Agreement. For an Airport Superintendent or anyone to blame an employee for having grass and weeds to grow in his absence is so absurd it casts a serious doubt on whether or not Foster should be allowed to continue as Airport Superintendent. In fact, if Foster believes his own reasoning, one can imagine how he would react to an actual crisis at the airport where lives are at stake.

MANAGEMENT'S REPLY

The reply from Owen Miyamoto was that there would be no more extensions of Gerald's probationary period beyond the three months, and that R.W. Foster's remarks on Gerald's Job Performance report would be deleted and his Job Performance Rating changed to Satisfactory. R. W. Foster would submit a separate memo with his remarks with copies to all concerned.

The reply was satisfactory to Gerald and the Union because the additional three months probationary period was almost over and it made it clear that the Airport Superintendent could not downgrade the Job Performance Rating given to Naumu by his supervisor.

Maui, Lanai and Molokai

Golf Tournament for State Correctional Officers and Corrections Division Personnel

The first Statewide Golf Tournament for the Adult Correctional Officers and Corrections Division personnel will be held at the beautiful Wailea Golf Course on Maui, Friday and Saturday, May 18 and 19, 1979.

The Callaway Handicap System will be used for this tournament with TEE times scheduled as follows:

May 18, 1979 (Friday) ... 11:30 a.m.
May 19, 1979 (Saturday) .. 8:30 a.m.

Pupus will be served at about 4:00 p.m., with a luau set for about 6:00 or 6:30 p.m., Friday, May 18, 1979, at the new Kalama Park, Kihei, Maui, with the Awards Dinner scheduled for 2:00 p.m., Saturday, May 19, 1979, at the Maui Hukilau Hotel in Kahului.

For further information relating to hotel accommodations, cost to play at the Wailea golf course and car rental arrangements, please contact the following on your respective island:

HAWAII Stephen Peralta — 935-2280

Kulani Correctional Facility, SR 1, Stainback Hwy., Hilo, Hawaii 96720

OAHU Elwood Reynolds — 262-8105

KAUAI Sam "Blue" Ah Quin — 245-9581

Kauai CCC/ISC, RR 1, Box 510, Lihue, Kauai 96766

MAUI Arthur English — 244-5505

Maui CCC/ISC, 600 Waiale Dr., Wailuku, Hawaii 96793

MAUI DIVISION MAY MEETING SCHEDULE

KULA UNIT	Wed., May 16—	7:30 p.m.	Keokea Park Pavilion
LAHAINA UNIT	Thurs., May 17—	3:00 p.m.	Courty Baseyard
CUSTODIAN UNIT	Mon., May 21—	7:00 p.m.	UPW Hall
RETIRES COMMITTEE	Tues., May 29—	10:00 a.m.	UPW Hall
HANA UNIT	Wed., May 30—	2:30 p.m.	Baseyard Office
ASSOCIATE SERVICES UNIT			On Call by the Unit Chairperson
CAFETERIA WORKERS UNIT			On Call by the Unit Chairperson
DAGS UNIT			On Call by the Unit Chairperson
KALAUPAPA UNIT			On Call by the Unit Chairperson
LANAI UNIT			On Call by the Unit Chairperson
MAKAWAO UNIT			On Call by the Unit Chairperson
M.M. HOSPITAL UNIT			On Call by the Unit Chairperson
MOLOKAI UNIT			On Call by the Unit Chairperson
PARKS UNIT			On Call by the Unit Chairperson
SEWERS UNIT			On Call by the Unit Chairperson
TRANSPORTATION UNIT			On Call by the Unit Chairperson
WAILUKU UNIT			On Call by the Unit Chairperson

Promotions and Reallocations

Congratulations to our Brothers in the Department of Water Supply, County of Maui, who were recently promoted.

Brothers Benny A. Fernandez and John Kahalehoe Sr., were promoted effective January 1, 1979, from Pipefitter I (WB-09) to Pipefitter II (WF-09); Brothers Lawrence Fernandez, Kenneth Kahalekai and Alvin T.

Nobriga, promoted as of January 16, 1979 from Pipefitter Helper (WB-05) to Pipefitter I (WB-09) and Brothers Richard J. Boteilho and David U. Franco, promoted as of January 16, 1979 from Laborer II (WB-03) to Pipefitter Helper (WB-05).

Congratulations also to Brother Alfred J. Montalvo, whose position was reallocated as of January 1, 1979, from Pipefitter I (WB-09) to Pipefitter II (WB-09).

Correction & Apologies

Brother Henry Kaina, who retired from the Department of Public Works, County of Maui, on March 15, 1979, called the attention of this writer to the error on his government service as listed in the April issue of the Organizer.

My apologies to Brother Kaina. According to the State Employees' Retirement System, Brother Kaina had 37 years and 11 months of creditable service upon retirement on March 15, 1979, and not 34 years as previously reported.

OAHU DIVISION NEWS

Halawa Walk-Out Averted

The recent threatened walk-out of Adult Corrections Officers at Halawa Correctional Facility was a culmination of their anxieties and frustrations over understaffing, lack of communication with administrators, and hazardous conditions.

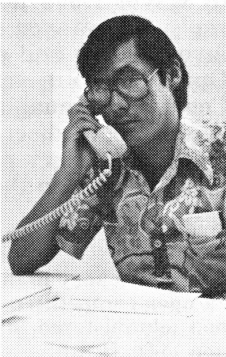
The incident which caused the blow-up was the failure of administration to react quickly by locking-up an inmate who had attacked a corrections officer. Management's failure to take immediate action created a sense of apprehension among the corrections officers who felt their lives were in jeopardy.

Whenever an officer is threatened or attacked by an inmate, disciplinary action must be immediate. Lack of action indicates the weakness and indecisiveness of management, which will lead to further threats and attacks on corrections officers by inmates who know that no action will be taken.

After hours of talks on Monday, April 2, between Union and management, the inmate was finally locked-up at approximately 10:00 p.m., April 2, three days after the incident. By finally taking action, management proved that the welfare of the corrections officers was of the utmost importance to them. Certain procedures were set up to attempt to deal with the problem of understaffing as well as a promise by management

to open communications with the officers and stewards of the facility.

"Failure in these areas will clearly indicate that management was not bargaining in "good faith" and will result in further action by the Union," B.A. Noel Ono told *The Organizer*. He credited the UPW stewards at Halawa for the progress to date: Nathan Kotch (chairman), Art Purser (Vice-chairman), Leo McChesney, and Quincy Choy Foo.



B.A. Noel Ono



The Halawa UPW unit's mountainball team.

UPW Mountainball League Closes

The Oahu Division's UPW Mountainball League closed in early April, after some closely contested play-off games.

The winning team in the Open Division was the Road A gang, coached by Bobby Gouveia and including Roger Lloyd, John Fritz, William Cabral, John Cabral, Nicholas Cui, Michael Celebrado, Richard Vasconselles, Ray Gomes, Bernard Medeiros, Look Lau, Sonny Maielua III, Herb Antolin, Norm Kakanui, James Fukumoto, and Glenn Morihara.

Novice Division champs were the Kailua Refuse team, managed by David Kaipo, with Captain Fortunato Labenia, Jr. Members included: Abraham Akau, Richard Polika, Steve Rodrigues, Lionell Garcia, William Meyer, Henry Lane, Thomas Morasco, George Puu, Stephen Kapanui, P.L. Garcia, Pele Morasco, Peter Kama, Wilfred Makaehu, Eugene Albinio, Benjamin Cobb-Adams, Ernest Apao, Alfred Kaipo, and Alvin Kulani.

Brother Moses Neves, League Coordinator, reports the final standings:

OPEN DIVISION:			NOVICE DIVISION:		
	Wins	Losses		Wins	Losses
Road A	7	2	Kailua	7	2
BWS A	6	2	Incinerator	6	3
Pearl City	5	2	UBBA	5	4
Refuse A	4	3	BWS B	5	3
Ambulance	3	4	Road B	4	4
AES	2	5	Halawa	2	4 (1 tie)
Parks A	1	6	Park B	1	5 (1 tie)
Prison	1	6	Refuse C	1	6



The Road B Mountainball team that led the Novice Division for much of the season.



Brother Rodrigues, our UPW League's base umpire, is a UPW worker presently fighting a long workman's comp case.

NO IMPROVEMENT AT KAPIOLANI PARK

Understaffing Worsens at Ala Moana Park

B.A. Bob Chang reports that since last month's *Organizer* article about Kapiolani Park, the situation there has not improved, even with the assistance of Mike Kelly's CETA crew from Makiki. "These CETA workers were just thrown in at random with no direct supervision in a very uncoordinated effort," Chang told *The Organizer*.

Worse yet, Kelly had the audacity to come down to the Park and boss around Park workers not under his immediate supervision, violating Parks Director Duran's policy on chain of command.

B.A. Chang has since discovered an even more alarming and serious situation at Ala Moana Beach Park. The staffing figures for 1970, 1972, and 1979 obtained from UPW files reveal a substantial drop in the number of workers assigned to the Park while the work area has been enlarged.

In 1970, there were 20 groundskeepers assigned to Ala Moana Park alone, and 8 additional groundskeepers servicing 8 other area parks. In 1972, the number dropped to 14 groundskeepers plus 4 equipment operators assigned to Ala Moana Park and the area parks (Waldron, Makualii, Archie Baker, Thomas Square, Cartwright Field, Rycroft, Lanakila, Halawa and the Pii-koi medial strip.)

By 1979, 4 additional area parks were added to the workload, but staffing dropped to 12 groundskeepers (including 4 CETA workers) plus 4 groundskeepers assigned to specific parks, and only 2 equipment operators. These two tractor-mower operators are assigned

to cover the more than 550 acres of Ala Moana Park and the 12 area parks. The operators find it impossible to keep up with all the work.

Ala Moana Park is a 7-day-a-week operation, so the staffing shortage is even more severe. Only 6 or 7 workers are on hand most days to cover the entire area. And yet Mr. Milner Lum, Chief of Parks Maintenance, has had the gall to blame the workers for the parks being "in bad condition". Despite the union's complaints, Mr. Lum has taken no initiative to push for more workers to be hired and assigned to Ala Moana. Citizen complaints about the parks have increased, and Mr. Lum is trying to blame the workers, despite chronic short-staffing policies and an expanded work area. He has shown no appreciation for the workers' efforts, according to B.A. Chang, and has "sought to rob them of their dignity by blaming them for the problems management has created."

CETA WORKERS

CETA workers faced with lay-offs this September should make sure they have applied for regular civil service jobs, B.A. Chang advises. "The union will do everything we can to make sure management gives the CETAs first consideration for permanent positions. This is the least they can do, given the fact that management has continued to abuse the Federal funds for the CETA program, using CETAs in positions once filled by regular workers and stringing them along for years with empty promises."



These Board of Water Supply workers made up their unit's mountainball team.



Maunawili School Principal Bob Ogata shows school children their custodians' handiwork: a beautifully sculptured garden depicting the Hawaiian islands and the school's name. A dedication ceremony was held last month, attended by Rep. Faith Evans, who introduced a resolution passed by the House honoring the school workers, particularly Harue, Joseph Franca, Adrian Centeio, Hisao Higashi, and CETA worker Alden Johensen.



Maunawili School workers Henry Carrera (CETA), Joseph Franca (Head Custodian) and Harue Tanouye with Brother Kohatsu from Kalaheo School at garden dedication ceremony.

Maunawili School's Garden

Oahu Dates to Remember (All meetings at UPW Hall)

- Division Board Thurs., May 10, 7 pm
- Oahu Retirees Wed., May 16, 9:30 am
- Private Sector PAC Dance Fri., May 18, 6 pm
- Evening with UPW Thurs., May 24, 7 pm
(Forum on Affirmative Action)

Filipino Fiesta At Maluhia

On March 14, 1979 about 48 Filipinos who are employed at Maluhia Hospital presented a Filipino festival as entertainment for patients and employees and also to celebrate Immigration Week. They planned the festival with the thought in mind that working together would be very important in making the event a success.

There are many elderly Filipinos in this nursing home, who probably immigrated here during the early 1930's, that have been forgotten by friends and relatives. During the program, many of them had tears in their eyes which vividly expressed the joy that brought back fond memories of by-gone days. The festivities included Filipino folk dances and food served after the program, which provided an emotional uplift for the patients to see authentic dances and taste food of their native land.

This was the first big Filipino event that has taken place at Maluhia Hospi-



Sister Fely Ruiz, Maluhia PMA, with her nursing supervisor, Ms. Sallie Hamada (right). Sister Fely is wearing the "sala-kot".

tal. Sister Fely Ruiz was program coordinator, and Sister Mary Soller was in charge of food. Hopefully, this will only be the beginning of future events that the staff will put together.



Left to right, Rina Casil, Efrain Pascua, Marilyn Guerrero, Bella Lalas, Tessie Domingo, and Al Fabro — Maluhia Hospital workers involved in the Fiesta.



Left to right, Sisters Rina Casil, Bella Lalas (now in Canada), Fely Villanueva, Tessie Domingo, Claire Ulibas, and (front) Aurora Cuasito.



Sister Claire Ulibas and Brother Al Fabro dance the "Jota Pangasinan". Claire is wearing the "Maria Clara", the national costume of the Philippines.



Sisters Bella Lalas (left) and Claire Ulibas (right).



Left to right, Sisters Claire Ulibas (7 mos.), Fely Ruiz (2 yrs.), and Tessie Pagsanjan (7 mos.) — Filipina PMA's at Maluhia Hospital.

Changes at Hawaii State Hospital

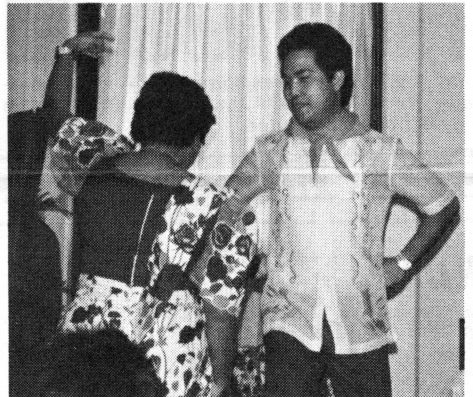
When Rep. Herb Segawa, chairman of the House Health Committee, and his committee members visited the State Hospital last February and conducted an open forum on hospital problems with the staff there, Rep. Segawa raised the issue of the **UPW Organizer's** series on the State Hospital. He asked the audience, "How much of the **UPW article on the State Hospital is true?**"

The Hospital's Assistant Clinical Director, Dr. Herbert Aldendorff, stood up and replied that "It was about 90% true," and his statement was strongly applauded by the staff audience. Nevertheless, Health Department officials have continued to belittle or deny many of the basic complaints and problems exposed in the **Organizer** articles.

NEW DEVELOPMENTS

The situation at State Hospital is now in a state of flux. Administrator **Frank Keifer**, pointedly criticized in our articles, has resigned. His successor is unknown at this time. But several long-time staff members feel Keifer's departure will do little to alleviate the chronic hospital problems, which have their source in State policies of short-staffing and budget-tightening and in the poor leadership remaining at the Hospital and in top Health Department circles.

Compounding the problem is the recent resignation of **Dr. Herbert Aldendorff**, the Assistant Clinical Director who was sensitive to the staff's concerns and very dedicated to his practice. He left the Hospital in mid-April and will be missed.



The "tinikling" (bamboo dance), performed by Maluhi PMA's Fely Ruiz and Al Fabro. Al is wearing the "barong tagalog" and Fely is in a "Patadyong".

After **The Organizer** revealed that **Dr. Denis Mee-Lee**, chief of the Mental Health Division of the Health Department, was not Board-certified in psychiatry, Dr. Mee-Lee passed the exam in the mainland and was certified last January.

Brother Davis Clowers, Registered Nurse at the Pali Ward resigned last March 30, and his resignation letter cited the poor conditions on the ward.

Another new development is **Dr. Robert Sone's \$810,000 lawsuit** for general and punitive damages against **Frederick Allport**, Hospital Clinical Director **E. Fogleberg** and **Dr. Aldendorff**, for alleged defamation. Dr. Sone is assigned as a psychologist to the **CISU** (Closed Intensive Security Unit) at the Hospital. This infighting is no doubt damaging to staff morale and effectiveness.

CISU STUDY

The Hospital Administration recently assigned a **Mr. Foley** to investigate CISU's problems. His ditto sheet of recommendations included the key question of determining whether CISU is to function as a psychiatric facility or an extension of the penal system. He urged revisions in staffing patterns and procedures to clarify lines of authority and communication; treatment programs for the patients; in-service training programs for the staff; a more strict admission criteria; a policy on inter-ward transfers of patients; and the transfer of "certain staff members".

The staff's comments on Foley's reports were pessimistic: "Things will be the same as before the investigation" . . . "No positive change will be made, and the staff will leave if they don't like it."

(**THE ORGANIZER** erred in its January article on the State Hospital in saying that a Pali Ward worker by the name of Romano had been badgered to resign. The correct name is **Darryl Manalo**. The information was garbled owing to a poor phone connection.

Our article dealing with the **Adolescent Unit workers at State Hospital** has been held back pending an important arbitration case relating to the termination of **Adolescent Unit worker Brother Jack LaRue**.)

PRIVATE SECTOR NEWS



Pohai Nani workers sign their new contract which was the first Private Sector UPW contract to provide a Cost-of-Living Adjustment.

Kuakini Contract Reduces Medical Premiums

As a result of the union's last contract with Kuakini Hospital, Kuakini workers realized savings in their HMSA Family Plan and Hawaii Dental Service Plan premiums as of last April 1.

Management now pays 75% of the family plan premium for HMSA coverage, reducing the employee's monthly

premium to \$28.92 instead of \$44.46. This means a monthly saving of \$15.54 a month to the employee.

Similarly, the employee now pays \$4.55 less each month for the HDS program. These savings have meant a slightly larger paycheck for the UPW workers at Kaukini.

Agreement Reached at Palama Settlement

B.A. Leighton Sukanuma reports that contract improvements have been negotiated at Palama Settlement. The UPW's negotiators included chairperson **Priscilla Toyama**, **Helen Ichikawa** and **Primo Llacuna**, with **B.A. Sukanuma** serving as chief spokesman.

The workers will receive a \$57 across-the-board monthly payhike this year, according to the contract.

The retirement age has been changed to 70. New language on discrimination reads: "There shall be no discrimination by the Employer or the Union against any employee on account of membership or non-membership in the Union, or activity on behalf of the Union provided that such activity does not disrupt the employee's regular duties and responsibilities. The Employer and the Union agree that there shall be no discrimination against national origin, physical handicaps . . . or political beliefs. The Employer agrees not to practice favoritism or partiality to

employees in the administration or application of the terms of this Agreement."

The Employer will now pay 80% of the premium for family coverage under its hospital and medical insurance plan. A new paragraph on **Temporary Disability Insurance** has been added, covering all employees in the bargaining unit. It provides that benefits shall begin after a 7-day waiting period for a period of 26 weeks at 55% of the employee's weekly earnings up to the maximum allowed by the law. The Employer will bear the full cost of the plan, and disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom shall be considered temporary disabilities.

Employees are now required to take at least 5 days of vacation leave a year rather than 15. The contract is for three years, with a reopener each year on wages and two other items.

Family Health Learning Center Opens

The Junior League of Honolulu and Kapiolani-Children's Medical Center announce the opening of **The Family Health Learning Center**, a walk-in library on family health care. The Center, located in the Bingham Wing of the Medical Center, is open to the public free of charge Monday - Friday, 10-2 p.m., and on Saturday, 9-12 noon.

The Family Health Learning Center

is a library of audiovisual tapes and pamphlets on the subjects of childbirth, gynecology, and prenatal health care. Future plans include expanding the library to include pediatric health care subjects.

The Junior League of Honolulu has committed \$30,000 and 30 volunteers to this project.

PRIVATE SECTOR MAY MEETING SCHEDULE			
INTERNATIONAL WORKERS DAY	Tues., May 1		
PALAMA SETTLEMENT	Tues., May 1—11:30 a.m.	Palama Settlement	
EXECUTIVE BOARD	Tues., May 1—7:00 p.m.	UPW Hall	
CHILD & FAMILY SERVICE	Wed., May 2—12 noon	CFS	
KAHUKU	Wed., May 2—4:30 p.m.	Kahuku Library	
KAHEHAMEHA SCHOOLS	Wed., May 2—7:00 p.m.	UPW Hall	
HALE NANI	Tues., May 8—4:00 p.m.	UPW Hall	
LEEWARD HOSPITAL	Tues., May 8—5:00 p.m.	Leeward	
ST. FRANCIS	Wed., May 9—6:30 p.m.	UPW Hall	
WAHIAWA	Thurs., May 10—3:30 p.m.	Wahiawa	
POHAI NANI	Tues., May 15—7:00 p.m.	Pohai Nani	
QUEEN'S	Thurs., May 17—7:00 p.m.	UPW Hall	
PAC BENEFIT DANCE	Fri., May 18—6-10 p.m.	UPW Hall	
REHABILITATION HOSPITAL	Tues., May 22—7:00 p.m.	UPW Hall	
MEMORIAL DAY (Holiday)	Mon., May 28		

Forum Views Threats to Affirmative Action

A forum to look at current threats to affirmative action will be held at the U.P.W. Union Hall at 7 p.m., Thursday, May 24, 1979.

Sponsored by the U.P.W. Oahu Division Education Committee, Pa'a — People for Affirmative Action, and the Ad Hoc Committee on the Bakke Decision under a grant from the Hawaii Committee for the Humanities, the forum is part of a series of educational events planned for the next few months.

The May 24 program will feature a first-hand account by U.P.W. member Sister Ellen Puha who fought and won her case against race and sex discrimination in employment. U.P.W. Business Agent Bob Chang will also be on the program.

Affirmative action programs to help workers overcome generations of race and sex discrimination are in trouble

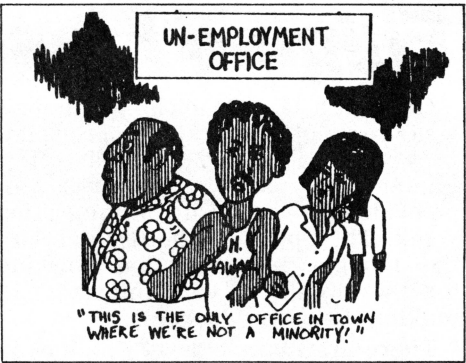
today because of continuing attacks in courts. Last year, the Bakke Case was decided by the U.S. Supreme Court in a way that endangers all affirmative action programs in the country. The press called the Bakke Case "reverse discrimination," but working people who suffer real discrimination see the phrase as just another way of saying "racism."

WEBER CASE PENDING

The U.S. Supreme Court is expected to decide another case this year that may have even worse results for working people than the Bakke Case. The Weber Case involves a white worker, Brian Weber, who is suing Kaiser Aluminum and the United Steelworkers of America (USWA) because of a skilled trades training program they set up voluntarily at a Kaiser plant in Louisiana where less than 2% of the skilled workers are members of a minority or

women. Since Weber filed his case in 1974, the program has been discontinued, yet the expected Supreme Court decision, if it supports Weber, will mean that minorities and women will once again be locked into the pattern of "last hired, first fired."

The May 24 forum comes just before the National Anti-Weber Week activities planned for May 27 to June 2.



Private Sector Division Sponsors Benefit Dance May 18 for PAC Funds

Put on your dancing shoes on Friday night, May 18, and come down to the UPW Hall for a lively benefit dance sponsored by our Private Sector Division. Sister Liz Han, chairperson of our Queen's Medical Center unit and PAC chairperson for the Private Sector, is coordinating the event, and she promises it will be a whopper! Starting time is 6 p.m., with the dance ending at 10 p.m. The union hall is at 1426 N. School St., in Honolulu.

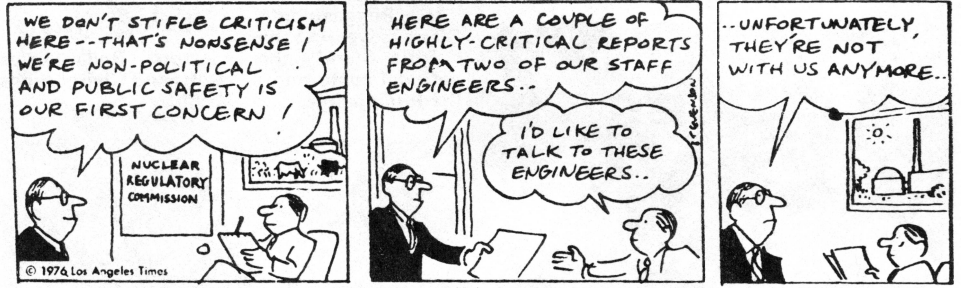
The doorprizes alone are out of sight. The first prize is two round-trip air fares to Maui. The second and third prizes are free paint-jobs done on your car by Double M Body & Fender Shop. The 4th

prize is a \$45 cash award. 5th prize is a 5-cup rice-cooker, 6th prize, a percolator, 7th prize, another appliance, 8th prize, a 4-piece table setting, and 9th and 10th prizes, \$10 gift certificates for Times market.

Tickets are only \$2.50 each, available from your officers or at the union hall. A variety of dance music will be featured, so come out and don't be shy! Free pupus will be served, and drinks will be available for script purchased at the door. Funds raised will go toward the Division's political action activities, to aid the union in making its voice stronger on legislative and campaign issues and candidates.



Most of the players on the UPW staff (UBBA) team — which includes some HGEA staff members, sewer workers, and Kamehameha Schools workers. The UBBA team placed third in the Novice Division, after losing both games of a play-off double-header.



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

BROTHER STANLEY BURDEN



Brother Stanley Burden is our new UPW Business Manager, replacing Brother Bill Hughes, who retired last month. Stan served for seven years as the Executive Director for SHOPO, the State of Hawaii Organization of Police Officers. Prior to that, he worked for the Office of Economic Opportunity for 5 years, assisting chronically unemployed older adults and the Pearl City Manana Community Action Council. He has been active in a host of community organizations, mainly in Leeward Oahu, often serving as an officer. He served in the Army during World War II, and worked as a civilian employee of the Navy for 17 years. Welcome aboard, Brother Stan.



Some of the UPW members and their spouses who turned up for the free Disco Dance lessons at UPW Hall last March. Over 80 persons came out — and all seemed to have a great time learning the latest steps.



UPCOMING PROGRAMS

MONDAYS AT 7:00 P.M.	REPEATS SUNDAYS AT 5:00 P.M.	KHET CHANNEL 11 OAHU	KMEB CHANNEL 10 MAUI
April 9	April 15	NO MARGIN FOR ERROR	
April 16	April 22	STRENGTH THROUGH STRUGGLE	
April 23	April 29	THE ECONOMY AND ITS EFFECT ON THE FAMILY	
April 30	May 6	I AM A MAN	
May 7	May 13	HEALTH HAZARD IN THE SHOP	
May 14	May 20	SCENES FROM THE WORKPLACE	
May 21	May 27	THE ASBESTOS DANGER	
May 28	June 3	INTERVIEW WITH WILLIAM WINPISINGER	

Important U.H. Unit Meeting, May 27, 7 p.m.

The U.H. Unit 1 workers will have an important meeting, Monday, May 21, 7 p.m. at Webster Hall, Rm. 111, Manoa campus. Negotiations and strike preparations will be discussed.

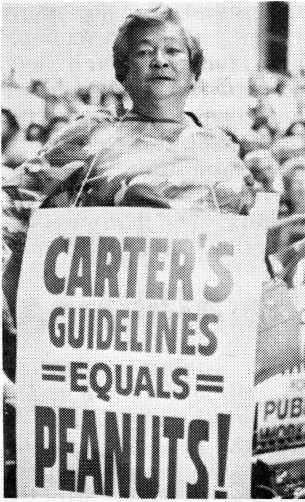
SAVE-A-\$ CLUB CLINICS

Aloha Petroleum, Ltd. will be conducting a series of clinics on how to use your credit card at our SAVE-A-\$ CLUB pumps.

The following locations, date of clinics, and time are listed below for your convenience.

LOCATION	DATE AND TIME
Aloha 10th Ave. Service 1451 — 10th Ave., Honolulu Phone: 734-4233	Tues., May 1, 1979 6:00 p.m.-8:00 p.m.
Aloha Ewa Service 91-831 Fort Weaver Rd., Ewa Beach Phone: 689-8600	Wed., May 2, 1979 6:00 p.m.-8:00 p.m.
Aloha Kailua Service 6 Hoolai St., Kailua Phone: 261-8161	Thurs., May 3, 1979 6:00 p.m.-8:00 p.m.

Please feel free to call Aloha Petroleum, Ltd. (Phone: 521-3872) if you have any further questions concerning these clinics.



This member's sign speaks for itself, and the rank-and-file sentiment against a 7% settlement. (See p. 1 for story on April 16 rally.)



THE NOVICE DIVISION CHAMPS — The Kailua team. (See Mountainball League standings on p. 6)