



June 2008

HAWAII Newsletter

*** Special Meeting ***
Thursday, June 19, 2008 at 4:30 pm
Hawaii Raceway Park
contact Jason for agenda

President Joe Solomon Visits

On Monday night, May 12th, some members had dinner with Local President Joe Solomon and his wife at the Side Street Cafe. Joe was in town to watch his son play baseball against our own UH team.



Joe's stepson Kevin Arendse, who is the catcher for the Utah Valley baseball team, had two home runs Thursday night against U.H., and was the team's MVP for the game. His team won 5-1.

UH and Utah Valley split the final 2 games on Friday and Saturday to close out UH's regular season.

Picnic Planning Underway

Our Business Unit picnic will be on **Saturday, August 9th** from 1 to 5pm at the Foster Village Rec Center. Crews 2 and 4 will be off that weekend, so plan to attend. Thanks to the planning committee: Dennis Mosher, Judy Au, James Lankford and Ray Tugade for their work on our picnic. Watch for their flyer soon!

USW Endorses Obama

Join John Edwards in Growing Wave of Support

Pittsburgh – On May 15, 2008, the United Steelworkers issued the following statement of endorsement of Senator Barack Obama for President:

“When the presidential primary contests began last year, our Union felt strongly that because of Senator John Edwards’s deep commitment to working people and because of our shared beliefs, he deserved our strong endorsement. His belief that unfair trade policies must be changed, his commitment to pass the Employee Free Choice Act (EFCA) to restore workers’ rights to freely choose workplace representation, and his proposal for universal health care were widely shared by our members.

“Today, by virtue of a unanimous vote of our International Executive Board, we find ourselves once again in agreement with Senator Edwards, this time with his decision last evening to endorse Senator Barack Obama. And thus today, the United Steelworkers enthusiastically endorses Senator Barack Obama to be the next President of the United States.

“Senator Obama’s call for a significant change of direction amounts to far more than a compelling rallying cry. It is buttressed by his record of consistent support for workers, by his call for sweeping changes to our health care system, by his unflinching support for Employee Free Choice, and by his insistence that America’s trade policies must, first and foremost, serve the interests of America’s working families.

“Senator Obama has shown his commitment to working families by proposing significant investments in the future of American manufacturing, in the revitalization of our nation’s infrastructure, and in 21st century clean energy technologies that will lead to significant growth in domestic jobs. He is clearly the candidate who can best lead our nation out of the dark period of economic decline created by the Bush administration’s allegiance to Wall Street profiteering at the expense of worker prosperity.

“We share Senator Obama’s call for significant changes to these bankrupt policies, just as we earlier shared Senator Edwards’ And all of us, including we hope Senator Clinton for whom we have the utmost respect, must now do everything we can to ensure that Barack Obama is the

next President of the United States. Now is the time for contention and division to cease, and for us to unite behind the changes for which Senator Obama and our members are calling.

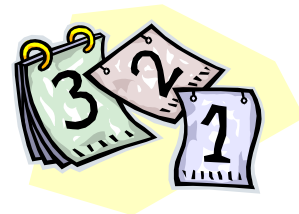
“America’s workers cannot afford another four years of rehashed Bush administration policies, another four years in which the National Labor Relations Board shills for corporate misconduct, or another four years of a Secretary of the Treasury who considers it his “job” to bail out Wall Street speculators at the expense of hard working families losing their homes.

“Nor can those of us who are committed to changing the direction of the country afford any more racial profiling of an election, when either Democratic candidate would be far superior to Senator McCain’s lock-step commitment to four more years of the broken Bush economy and the broken Bush foreign policies.

“We are proud and honored to join Senator Edwards in endorsing Senator Barack Obama to be the next President of the United States. We commit ourselves to working tirelessly for his election and for a new age of cooperation among Democrats, Independents and thoughtful Republicans alike in which working Americans are restored to a place of dignity in society and in the American economy.”

Reprinted from the USW website.

Contract Countdown To 02/01/09



As of 6/11/08 there are 235 days (17 paydays) left in our Contract

Our contract ends just 235 days from Kamehameha Day, Wednesday, June 11th. The best way to avoid a strike is to prepare for one. The Union encourages each member to diligently save 3 months wages between now and February 1, 2009. That’s only 17 paydays away.

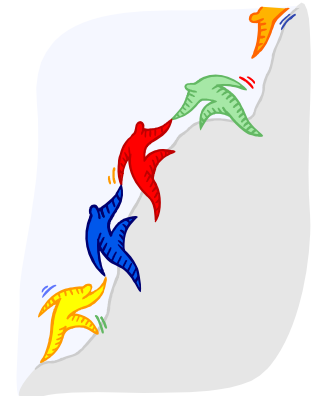
Jason is also scheduling meetings to work on the contract changes we need. If you want to be a part of the decision making process, attend the contract committee meetings. They are held at Hawaii Raceway Park; our usual meeting site.

Workers Memorial Day

Our ribbon campaign to commemorate Workers Memorial Day went very well. We raised awareness of the dangers that exist in our industry. Below are some photos of members wearing the blue & gold USW ribbons.



Mahalo for your Kokua!



The USW 12-591 would like to acknowledge the following individuals for their contribution in helping their Union brothers and sisters:

Norman Ablao

Peter Hao

Trent Tokuyama

The Ask a Lawyer Question of the Week

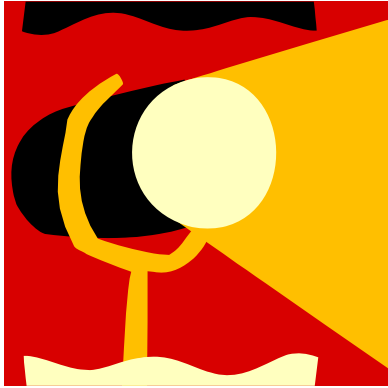
Q My child was sick with a 102 degree fever and I stayed home with him. I had the FMLA paperwork filled out by his doctor. Can this be used against me in regards to my attendance record? Who determines whether or not the time I took qualifies as FMLA leave?

A The Family and Medical Leave Act ("FMLA") provides an eligible employee with the right to take leave to care for a child with a serious health condition. A serious health condition is an illness, injury, impairment, or physical or mental condition requiring either (1) inpatient care (i.e., an overnight stay) in a medical facility or (2) incapacity for more than three calendar days that involves (A) two or more treatments by, under the supervision of, or on referral by a health care provider, or (B) one treatment by a health care provider resulting in continuing treatment under the health care provider's supervision. The employee must notify his or her employer that the leave was for a FMLA qualifying purpose, and the employer must designate the leave as FMLA leave or otherwise and notify the employee of its designation. The employer may require certification from a health care provider to verify that leave to care for a child is necessary because of a serious health condition. If the employer questions the validity of the medical certification, it may require a second certification. If the first and second certifications conflict, a third certification may be requested to resolve the conflict. If there is a dispute whether the leave is FMLA-qualifying, the ultimate decision made by the employer should be documented.

An employer cannot use FMLA leave or absences as a basis to impose warning, suspension, discharge, or other discipline. Some employers maintain policies that provide for discipline, escalating to discharge, for reaching specified numbers of absences during given periods. FMLA-protected absences may not be counted as absences under such policies.

- This response provided by **Jessica Leaven** of **Patterson Harkavy LLP**

Remember to visit <http://www.workingamerica.org/askalawyer/> for the latest question.



Spotlight on ...

Dominic Vespoli

Dominic is our newest Workers Committee member! He was appointed to fill the vacancy created by Darin Akiona's promotion.

Dominic is a graduate of Waianae High School, class of 2001. Before working for Tesoro, he interned at HECO and also worked at the Pearl Harbor Shipyard. He began work with us as a contract designer. After 3 ½ years, he was hired by the I&E Shop and began a 2 year program in electronics at Heald. For 2 years he worked all day at Tesoro and then attended Heald classes each night from 6 to 10 pm. He graduated with a AAS degree in electronics with 4.0 GPA!



Just this March, Dominic was promoted to an A Tech.

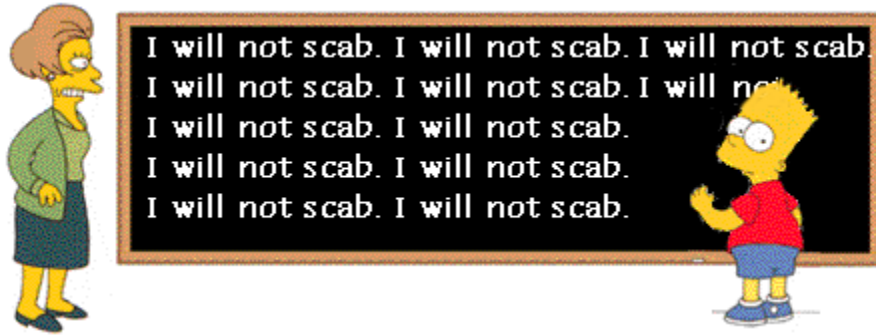
On 7/7/07, Dominic married his high school sweetheart Joshlyn. It was truly a lucky day for him. On April 14th, they gave birth to a son: Dominic Jr.

Unionism runs in Dominic's family. His father has been in the Teamsters and his brother is a member of the Plumbers Union.

In his spare time, he enjoys exercising and keeping in shape. He bench presses 315 lbs. He also is an avid poker player.

Dominic also has a musical side. He plays ukulele in a band with 4 of his friends. The band is called **Kaena**. They released a CD in 2004 that is still available at Borders. They're currently working on their second CD.

Welcome to the Workers Committee. We're certain you're going to make a very valuable and effective member of our Union.



Good Union Members Respect Picket Lines

A good union member is extremely careful when confronted with a picket line situation.

WHEN A PICKET IS ESTABLISHED on a job where they are working:

They LEAVE. They DO NOT TALK-- They JUST LEAVE.

They READ the PICKET SIGN as they leave.

They DO NOT hang around near the job.

They know that ONCE A PICKET LINE IS ESTABLISHED, their Business Manager and other union officials and agents are legally gagged and handcuffed from giving advice pertaining to THAT JOB. They can only tell them if the PICKET LINE is AUTHORIZED.

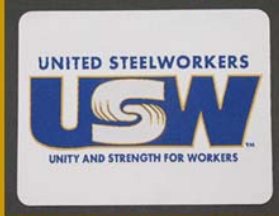
They DO NOT ALLOW THEMSELVES to be drawn into conversations with ANYONE on the job site.

GOOD UNION MEMBERS KNOW THEIR RIGHTS.

- They have the right not to work behind ANY Picket Line.
- They have the right to decide for themselves whether to walk off a job being picketed.
- They understand that their trade may be under attack next.
- They know that a two gate system means a PICKET LINE and they have the RIGHT NOT TO WORK, no matter how many gates the employer sets up.

Reprinted from <http://www.hawafclcio.org/solidarity.html>

Want this prize?



Answer the question:
***What is the top-selling spice
in the world?***

The first 10 people to email the
correct answer to
usw.hawaii@gmail.com will
have their name entered into a
drawing for an iron-on patch.

Win a 6 pack of Primo in our CAPTION CONTEST

Send your caption for the photo below to: usw.hawaii@gmail.com

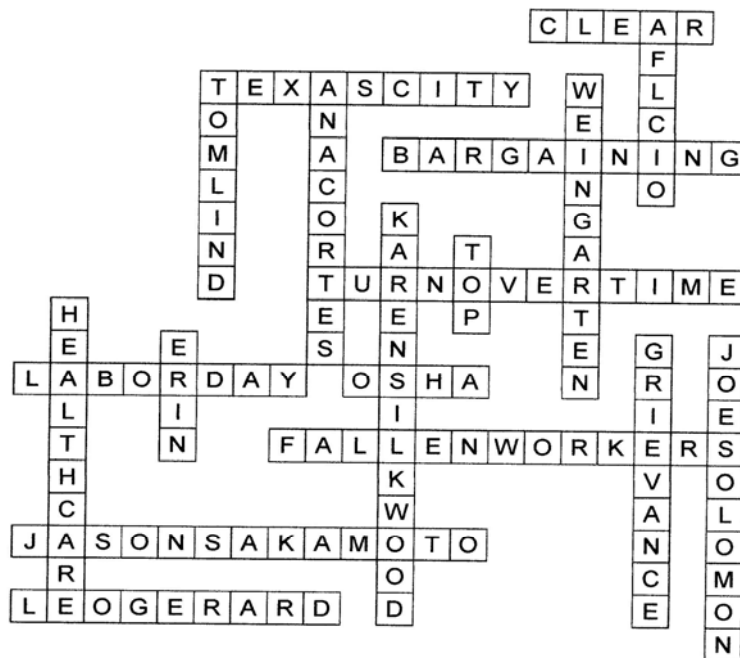


...we know your best captions will come after a 6-pack!
Entries will be judged by the Workers Committee and awards made at the next General Meeting.

Answers to last month's Union Crossword Puzzle.

Congratulations to Waldon Cazimero. He was the first to submit a correctly completed Puzzle to Chairman Jason Sakamoto. He won a inter-island airline ticket for his Union knowledge!

Local 12-591 Puzzle



ACROSS	DOWN
1 University group offering classes to promote Unionism.	2 The 'union of unions' that Local 12-591 belongs to
3 Location of BPs refinery where an explosion in 2005 killed 15 and injured more than 170 people	3 USW International Representative
6 Our contract is a Collective _____ Agreement	4 Office Location
9 Dept of Labor Complaint issue	5 Rights guaranteeing Union representation at disciplinary meetings
14 1 st Monday in September	7 The Award received by our Local at the USW Safety Conference in Detroit
15 Agency regulating workplace safety	8 Union led safety program
16 Our Local's Scholarship Program	10 Number 1 item on the bargaining table according to Gary Beevers
17 Hawaii Business Unit Chairman	11 Office Manager
18 USW International President	12 Union process for handling CBA violations
	13 USW Local 12-591 President



TOPs News

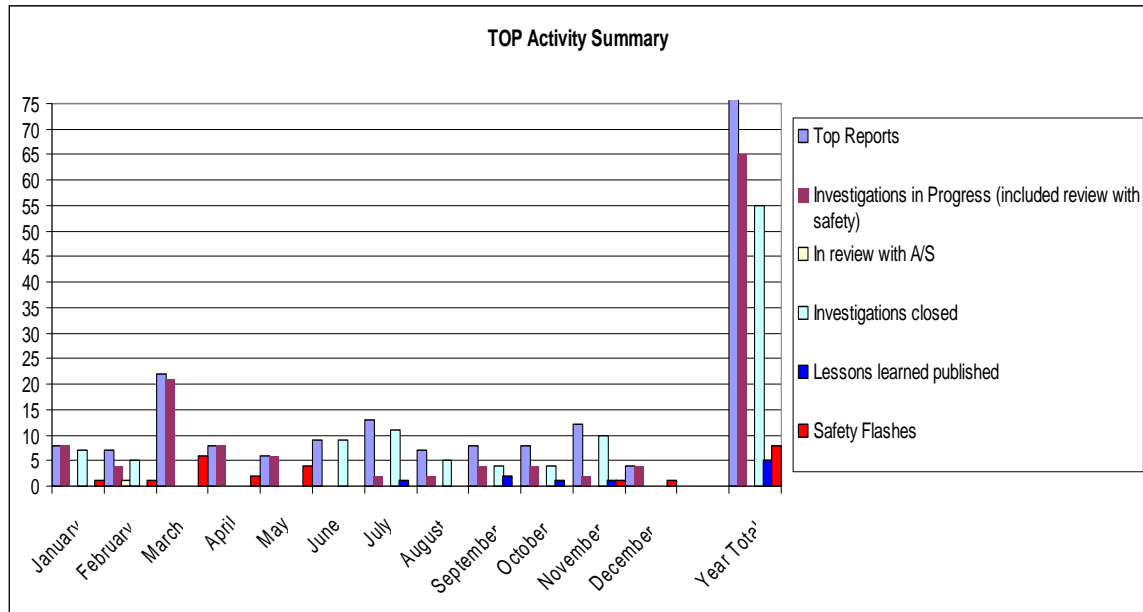
MONTH: May

TOP Rate: 2.22

1. TOP REPORTS RECEIVED THIS MONTH:

#	DATE	DETAILS	STATUS
102	04/26/08	Scaffolding was not up-dated for days use.	In-progress
103	04/29/08	Operators sprayed with product when disconnecting cam lock fittings.	In-progress
104	04/29/08	Working on skimmer #10 smelt a strong H2S smell, but personal monitor did not go off right away. Due to strong wind could have prevented the monitor from not going off.	In-progress
105	05/10/08	During the clean-up of D-304 to prep for PSV removal, D-304 was procedurally prepped. The vessel was removed of product with water. Due to vessel pulling a vacuum at this time and no chance of hydrocarbons going in hose, a check valve was not installed.	In-progress
106	05/09/08	While walking out the line-up for isolating dead leg lines to T101 (for repair), PSV off D101 lifted spilling oil into the "clean" line. The desalter (D101) level was too high and during the heat of the day, the PSV lifted.	In-progress
107	05/19/08	Started man lift, moved equipment forward about 20 feet and struck a parked golf cart that was in direct path of man lift.	In-progress
108	05/20/08	Operator noted P618A was smoking. Investigated the situation and noted stainless steel tubing on seal flush was chaffed, resulting in a pin-hole leak. Operator swapped the pumps and depressurized to minimize the leak.	In-progress
109	05/22/08	While installing new halon bottle a solenoid failed resulting in a discharge of the chemical into package area.	In-progress
110	05/27/08	SRU 3 shut down when removing old degraded wires to LSLL2809	In-progress

2. TOP ACTIVITY SUMMARY:



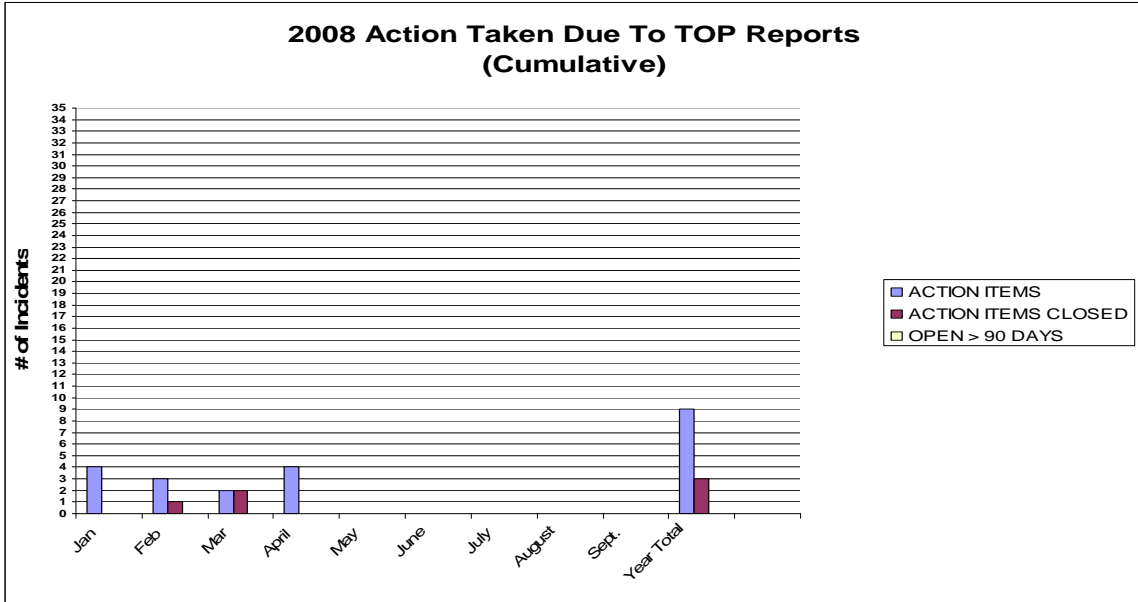
3. INVESTIGATIONS PAST DUE:

None

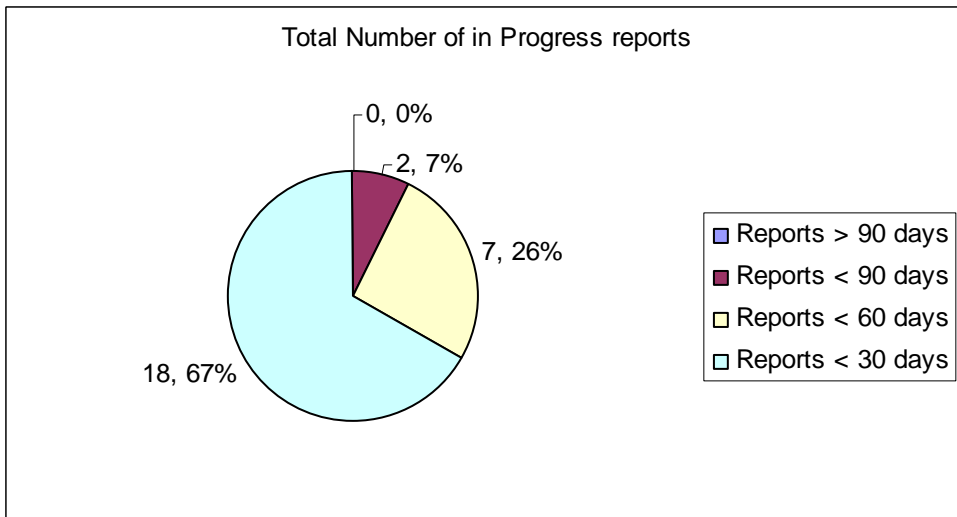
4. RECOMMENDATIONS PAST DUE:

None

5. ACTION TAKEN DUE TO TOP REPORTS (CUMULATIVE):



6. STATUS OF IN-PROGRESS REPORTS:



What we measure...is what we FIX!

**“Keep It Simple,
Keep It Right!”**

- Josh Capello

CLEAR CLASS SCHEDULE – FALL 2008

The CLEAR class schedule for this fall has been published. The union encourages all members to take any CLEAR classes that interest them. The more we know, the better off we'll be. You do not need to be a Workers Committee member to take classes!

The following classes are offered this Fall:

- LEADERSHIP EFFECTIVENESS TRAINING
- PARLIAMENTARY PROCEDURE
- UNION REPRESENTATION: LEAGAL DUTIES & RESPONSIBILITIES
- STRATEGIC RESEARCH; A GUIDE FOR UNION ACTIVISTS
- DISCIPLINARY GRIEVANCES & JUST CAUSE
- PREPARING FOR BARGAINING
- RIGHTS ARBITRATION
- LABOR AND PAYCHECK ECONOMICS
- UNFAIR LABOR PRACTICES

To enroll in any of the CLEAR classes, you need to submit an enrollment form with payment to CLEAR as early as possible. Ten dollar (\$10) late registration fee per class will be charged for enrollments received less than seven (7) days prior to first night of class. Fee payment (payable to: University of Hawaii) will be returned only if you withdraw 10 days prior to the first night of class or where the class is canceled.

It is important to register in advance. Classes not sufficiently enrolled one week prior to commencement will be canceled.

You may download an Enrollment Form for their website or call, write or e-mail at:

CLEAR
University of Hawai'i - West O'ahu
96-043 Ala 'Ike, Bldg. 400
Pearl City, HI 96782-3366
Phone: (808) 454-4774;
FAX: (808) 454-4776
e-mail: clear@hawaii.edu

Hope & Goodwill



Gary Nakano's father passed away this month. Our condolences to Gary.

Chairman's Column

by Jason Sakamoto



Many people come up to me and ask how they can get involved and help the union, there are numerous ways for people to help support their union and I could not help but realize that each and every person has a different level of commitment. Hopefully I can hit on something that can help you get involved. Some of these things help out directly while other things can help us indirectly:

Document, document, document, Use the 6 W's, and do it as soon as you can so the details will be included. Last year we passed out the notepads with the 6 W's on the cover, use them. Keep a copy for yourself and get it to the union.

Stop shopping at anti-labor companies like Wal-Mart, companies like these exploit the use of child labor, buy much of their product base from other countries, and knowingly abuse the people they employ. We have in this newsletter the current AFL-CIO buy/boycott list. Notice that we have a local hotel on the boycott list. If you are in the area show the hotel workers your support. Showing your support to other unions with their activities helps keep all unions strong.

Be politically active. Ask questions and be more aware, know the issues that are important to you and your family. Get out there and vote it is your chance to be heard.

Help Wanted

First off, I would like to extend a big thanks to Dominic Vespoli for accepting the Workers committee position vacated by Darin Akiona's recent promotion to management. I believe that Dominic already has and will continue to be a valuable asset to the union. I am looking to fill the alternate committee position if you know someone who would be good, please let me know. Second, I would like to thank all the members for their support on April 28, 2008, Worker's Memorial Day. It was great to see everyone wearing the ribbons, including some well-informed people of the management

team; it truly is a day for all of us to remember those who lost their lives on the job no matter where you work.

I would like to get something off my chest. Taking on this position has opened my eyes to many things, the past few months were spent on grievances, promotions and other general union issues. I could not help but notice how much time and effort was spent on a particular grievance, the more I looked into this grievance, I realized that this grievance might not have occurred had the union been given a chance to remedy the situation before a member turned in another member. This alleged incident caused no damage, no loss of revenue and most of all: no injuries. We have to understand that wronging another member serves to weaken our unity and strength, furthermore this not only takes time but it also takes time away from more important issues like contract negotiations. It was in our PACE constitution and it is in our United Steelworkers Constitution that we **“will never knowingly wrong a member or see a member wronged if we can prevent it”**. With this said I would like to see this membership try to bring to light any problems we have with each other, to the union first. We can try to resolve the problem within the union, if we are successful then it is a win-win situation. I know this can work, as there have been many times when the union resolved problems and the company never had to get involved.

Updates

The lab ventilation project has finally been started! Big Al looks happy as I'.

In solidarity,
1-31-09,
Jason



Local 12-591 Hawaii Refinery, Contract Change Proposal Form

Date:

Name:

Phone:

Department / Classification:

Proposal of Change

Article:

SubParagraph:

Sentence:

Proposal:

Below filled out by Negotiating Committee Member

Date Received by Committee Member:

Name of Committee member:

Date presented to full Committee:

Circle One

Added to Asking Package – Combined with Other Proposal - Rejected

Union Label and Service Trades Department, AFL – CIO
March – April 2008



DO BUY

Look for these brand names at your hardware store.

FLASHLIGHT BATTERIES

Ray-O-Vac Heavy Duty D and AA.
(UAW)

GARDEN TOOLS

Unioin Tools (Sears, Agway, Razorback)
(IBB)

GENERAL TOOLS

Armstrong, Klein Tools, Snap-On Tools
(IBB)

WET/DRY VACUUMS

Craftsman (Sears), Ridgid (Home Depot)
(IBB)

GOLF BALLS

Spalding (IBB), Callaway (IBB)

GOLF CLUBS

McGregor (IBB)

AFL – CIO NATIONAL BOYCOTTS



DO NOT BUY

Do not patronize the following:

PACIFIC BEACH HOTEL (HTH)

Luxury Hotel, Waikiki, Hawaii

(International Longshore & Warehouse Union (ILWU))

ECHOSTAR DISH NETWORK

Satellite Television Service

(Communication Workers of America)

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Best Value, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage and Winston; plus all Moonlight Tobacco products.

(Bakery, Confectionery, Tobacco Workers & Grain Millers International Union)