Local 368 was chartered by the Laborers’ International Union on December 1, 1954 with Elmo Samson taking the helm as its first business manager. A check of Union records going back to 1955 shows that Laborers were earning $1.46 per hour, an attractive wage rate at the time considering the prevailing 75¢ per hour minimum wage.

But Samson had his mind set on loftier goals. He envisioned an even brighter future for members, one that had Local 368 taking its rightful place as a key contributor to Hawaii’s building and construction industry. One of the first steps he took to make that dream a reality was to implement a special dues assessment of 10 cents per hour for the construction of a Union Hall at 1617 Palama Street, where Local 368 offices remain today.

Samson became an advocate for the Laborers and unionized workers across the state, and in 1971 he was recognized as “Mr. Labor in Hawaii” by organized labor. By 1972, Local 368 members were earning $5.56 per hour in wages and 42¢ per hour in benefits. Sadly, Samson passed away in 1977 at the age of 62.

Norman Janicki Jr. was elected to succeed Samson as business manager in 1977. The industry went on strike for 10 days that year, winning wage and benefit increases totaling $2.17 per hour. Janicki served for seven years until he suffered a debilitating stroke in 1984. Despite the setback, he continued to guide the Union as interim business manager until Ben Saguibo was elected in 1988.

Under Saguibo’s leadership, members saw their wages increase to $19.30 per hour in 1994 and $25.15 per hour in 1999.
Our Right To Prosper Is Under Attack

Our country is about opportunity – the kind of opportunity that rewards hard work. It’s what sets America apart. It’s what has made our country strong. But there are some who would rather have a country built on low wage, no benefit jobs.

The corporate-backed elitists who are pushing so-called “right-to-work” (RTW) legislation are out to cut your pay, destroy your pension and weaken your Union. Their well-funded nationwide campaign has already taken hold in 28 states, where RTW laws have been enacted to prohibit union security agreements between companies and workers’ unions.

Our Right to Prosper is under attack by RTW laws that undermine your Union, threaten your training programs, cut your wages, destroy your benefits and jeopardize your pensions. If RTW makes it to Hawaii, how would local workers be able to make a decent living, especially with our high cost of living?

RTW is also bad for your employer. It gives the upper hand to those “other guys” – and you all know them – the ones that come into the islands offering low pay, poor benefits and no promise of a stable career. Your employer loses the advantage of providing access to a skilled, trained and productive workforce.

Our local economy could be devastated. Your union wages enable you to spend more at local stores, restaurants and other businesses. By weakening unions, putting union wages at risk and reducing the earning power of our state workforce to low wage jobs, our communities will suffer.

America is about prosperity for all, but “right-to-work” laws will hit the pocketbooks of women and minorities especially hard by threatening their unions. Unions have made major gains in closing the wage gap when it comes to gender, and minority union members enjoy higher wages than non-union workers of the same ethnic group.

We can work together to keep RTW from gaining traction in Hawaii through the activities of the National Right to Work Foundation and ALEC, which have chapter groups in every state. Talk to your congress people and state legislators. Join us at rallies, events and hearings. Get on social media. Use every opportunity to get people to join our movement! Workers have a right to prosper in America!

What’s Wrong With “Right-To-Work”?  
- Stretches your Union to the breaking point by forcing it to cover “free riders” (workers who are allowed to opt-out of their fair share of union dues).
- Deprives you of the family-supporting wages you deserve. Workers in “right-to-work” states make about $5,300 less annually than workers in free-bargaining states.
- Undermines your health and that of your family. The number of people without health insurance is 28 percent higher in “right-to-work” states.
- Threatens your pension as companies are allowed to abandon their obligations to workers.
- Creates deadlier workplaces. The rate of workplace deaths is 36 percent higher in “right-to-work” states, and workers lose out on workers’ compensation.

Our Union’s History & Legacy

2006. Saguibo served Local 368 until the Union was placed in trusteeship in 2007. Current President Alfonso Oliver was appointed to serve as interim business manager from 2008 until the Union’s regular election in 2009.

Peter A. Ganaban was elected business manager in 2009 and was re-elected in 2011, 2014 and 2017. After four members entered protests over conduct during the 2017 nomination meeting and the vote tallying proceedings, a Special Hearings Panel convened by LIUNA General President Terry O’Sullivan found their objections had no merit. The panel deemed the election was fairly held and recommended the election results be affirmed.

On September 1, 2017, Local 368 unveiled its newly renovated building and proudly honored Elmo Samson’s memory and many Union contributions by dedicating a conference room in his name. The Union Hall continues to keep the vision of Elmo Samson alive as each succeeding leader continues to further the legacy of Local 368, including our members’ wage and benefit package that today stands at $53.46 for a Laborer 2 and $56.06 for a Laborer 1.
Applications Available For 2018 Scholarships

Local 368 Scholarship

The Laborers’ International Union Education and Events Fund Scholarship is offering five $3,500 scholarship awards to Local 368 members, spouses and dependent children entering or currently attending an accredited two-year or four-year college or technical school in Hawaii or the U.S. mainland. Applications are available for downloading at the Union’s website at local368.org. Completed applications must be postmarked by May 31, 2018. Scholarships will be awarded in August.

MCAH Scholarship

The Mason Contractors Association of Hawaii is offering five $2,000 scholarship awards to Hawaii high school graduates who are entering or currently attending an accredited two-year or four-year college or technical school in the state of Hawaii or the U.S. mainland. Completed applications must be submitted by May 25, 2018. Scholarships will be awarded on June 29, 2018.
Joby S. North II  
Lead Field Representative  
Oahu/Kauai

Services Construction Master Agreement, Waterscape Agreement  
Assists with all Local 368 agreements on all islands

Joby has been a member of Local 368 for 13 years and has served as the Union’s vice president since 2011 and a field representative since 2008. He previously worked for Jayar Construction and Nordic/PCL.

Alfonso Oliver  
Field Representative  
Oahu

Services all Local 368 agreements covered in the State of Hawaii  
Serves on negotiation committee for all Local 368 agreements

Alfonso has been a Local 368 member for 29 years. He has served the Union as president since 2008 and as a field representative since 2007. In addition, he serves as a director on all six trust funds. Alfonso previously worked for Dick Pacific, Kiewit Corporation, Royal Contracting and Commercial Electric.

Toni L. Figueroa  
Field Representative  
Oahu

Services Construction Landscape & Irrigation, Industrial Plants, Golf Courses, Residential & Commercial Grounds Maintenance, Nursery, Pest Control and Service Contract Agreements  
Handles negotiations for non-construction agreements  
Assists with Maui & Big Island

Toni has served Local 368 and its members as the Union’s recording secretary since 2008. She has also provided assistance to members as a field representative since 2004.

Joseph Yaw  
Field Representative  
Oahu

Services Environmental, Traffic Control, Fencing and Guardrail Agreements  
Assists with Maui and Road Construction

Joseph has been a member of Local 368 for 13 years and has served as a field representative since 2010. He accepted the opportunity to provide even greater service to the Union’s members as an Executive Board member in 2015 after having served as auditor and sergeant-at-arms. He previously worked at Unitek Insulation.
Orlando Paeste  
Field Representative  
Oahu

Services Master Agreement Final Cleanup, Masonry, Construction Landscape & Irrigation, Industrial Plants, Golf Courses, Residential & Commercial Grounds Maintenance, Nursery and Service Contracts Agreements  
Assists with Maui and Big Island

Orlando has been a Local 368 member for 26 years. He has been a field representative since 2014 and had served the Union as an auditor prior to becoming an Executive Board member in 2015. He gained his industry experience at Swinerton Builders and Concrete Coring.

Mark Travalino  
Field Representative  
Big Island of Hawaii

Services Construction Master Agreement  
Assists with all Local 368 agreements in the State of Hawaii

Mark has been a Local 368 member for 26 years. He has served members as Big Island field representative since 2008 and was the Union’s sergeant-at-arms before stepping into the role of auditor in 2011. Mark has worked at Maryl Pacific, Ono Construction and Kiewit Corporation.

Russell Napihaa  
Field Representative  
Maui, Lanai & Molokai

Services Construction Master Agreement  
Assists with all Local 368 agreements in the State of Hawaii

Russell has been a member of Local 368 for 28 years. He has been helping members as a field representative and serving the Union as an auditor since 2016. He previously worked for Swinerton Builders, Nordic/PCL and Dick Pacific.

Alfred Hufana Jr  
Field Representative  
Oahu

Services Construction Master Agreement

Alfred has been a Local 368 member since 1989. He has been a field representative since 2016 and also serves the Union as sergeant-at-arms. He previously worked at Hawaiian Dredging Construction Company.

*If you have any contract issues, please contact your field representative for assistance.*
### Upcoming available training classes statewide*

#### OAHU

**Construction Classes**

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 8, 10, 15, 17, 22, 24</td>
<td>Tue, Thur</td>
<td>Concrete (40 hrs)</td>
<td>5:00 pm-8:00 pm Portable 2</td>
</tr>
<tr>
<td>May 19, 26</td>
<td>Sat</td>
<td></td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>May 29, 30</td>
<td>Tue, Wed</td>
<td></td>
<td>5:00 pm-8:00 pm</td>
</tr>
<tr>
<td>May 8, 10, 15, 17, 22, 24</td>
<td>Tue, Thur</td>
<td>Advance Water Phase I (18 hrs)</td>
<td>5:00 pm-8:00 pm Classroom 1</td>
</tr>
<tr>
<td>May 15, 17, 22, 24</td>
<td>Tue, Thur</td>
<td>Plan Reading/Line &amp; Grade (28 hrs)</td>
<td>5:00 pm-8:00 pm Portable 1</td>
</tr>
<tr>
<td>May 19, 26</td>
<td>Sat</td>
<td></td>
<td>7:00 am-3:30 pm</td>
</tr>
</tbody>
</table>

**Safety & Equipment**

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apr 30</td>
<td>Mon</td>
<td>Fall Protection (4 hrs)</td>
<td>4:30 pm-8:30 pm Portable 2</td>
</tr>
<tr>
<td>May 1</td>
<td>Tue</td>
<td>Scaffold User (4 hrs)</td>
<td>4:30 pm-8:30 pm Classroom 2</td>
</tr>
<tr>
<td>May 5</td>
<td>Sat</td>
<td>Rough Terrain Forklift (8 hrs)</td>
<td>7:00 am-3:30 pm Classroom 2</td>
</tr>
<tr>
<td>May 12</td>
<td>Sat</td>
<td>Aerial Boom/Scissors Lift (8 hrs)</td>
<td>7:00 am-3:30 pm Classroom 2</td>
</tr>
<tr>
<td>May 7, 9</td>
<td>Mon, Wed</td>
<td>First Aid, CPR, AED (6 hrs)</td>
<td>5:00 pm-8:00 pm Classroom 1</td>
</tr>
<tr>
<td>May 21, 23</td>
<td>Mon, Wed</td>
<td>Flag Person, Traffic Control (6 hrs)</td>
<td>5:00 pm-8:00 pm Classroom 1</td>
</tr>
<tr>
<td>May 29, 30</td>
<td>Tue, Wed</td>
<td>Confined Space in Construction (6 hrs)</td>
<td>5:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>May 29, 30</td>
<td>Tue, Wed</td>
<td>First Aid, CPR, AED (6 hrs)</td>
<td>5:00 pm-8:00 pm Classroom 3</td>
</tr>
<tr>
<td>May 29, 30</td>
<td>Tue, Wed</td>
<td>Rough Terrain Forklift (8 hrs)</td>
<td>7:00 am-3:30 pm Classroom 2</td>
</tr>
</tbody>
</table>

**Environmental**

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 2</td>
<td>Wed</td>
<td>OSHA Lead Worker Refresher (4 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>May 3</td>
<td>Thur</td>
<td>OSHA Lead Supervisor Refresher (4 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>May 7, 8</td>
<td>Mon, Tue</td>
<td>OSHA Lead Worker Initial (8 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>May 9, 10</td>
<td>Wed, Thur</td>
<td>Asbestos Supervisor Initial (40 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>May 14, 15, 16, 17</td>
<td>Mon-Thur</td>
<td></td>
<td>4:00 pm-8:00 pm</td>
</tr>
<tr>
<td>May 12, 19</td>
<td>Sat</td>
<td></td>
<td>7:00 am-3:30 pm</td>
</tr>
<tr>
<td>May 21, 22</td>
<td>Mon, Tue</td>
<td>Microbial Remediation (8 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
</tbody>
</table>

**Environmental continued**

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 23, 24</td>
<td>Wed, Thur</td>
<td>Environmental Plan Reading (6 hrs)</td>
<td>5:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>Jun 13, 14</td>
<td>Wed, Thur</td>
<td>Asbestos Supervisor Refresher (8 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
<tr>
<td>Jun 18, 20</td>
<td>Mon, Wed</td>
<td>Hazardous Waste Worker Refresher (8 hrs)</td>
<td>4:00 pm-8:00 pm Classroom 2</td>
</tr>
</tbody>
</table>

*To register please contact Pie Orillo, Darren Lanford and Francis Tau’a at (808) - 455-7979, Monday through Friday, 8:00 am to 4:30 pm*

#### BIG ISLAND

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apr 28</td>
<td>Sat</td>
<td>Fall Protection/ Scaffold User (6 hours)</td>
<td>8:30 am-4:30 pm L. Derego</td>
</tr>
</tbody>
</table>

*To register please call Lamar at (808)-329-1590 or (808) 217-0459, Monday through Friday, between the hours of 7:00 a.m. and 3:30 p.m. or fill out an enrollment form and send to Hawaii Laborers’ Training Program at 96-138 Farrington Hwy, Pearl City, HI 96782.*

#### MAUI

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 5</td>
<td>Sat</td>
<td>Confined Space in Construction (6 hours)</td>
<td>8:30 am-2:30 pm L. Derego</td>
</tr>
<tr>
<td>May 18</td>
<td>Fri</td>
<td>OSHA 10 (10 hours)</td>
<td>4:30 pm-8:00 pm L. Derego</td>
</tr>
<tr>
<td>May 19</td>
<td>Sat</td>
<td></td>
<td>7:00 am-3:30 pm</td>
</tr>
</tbody>
</table>

*To register please call Lamar at (808)-329-1590 or (808) 217-0459, Monday through Friday, between the hours of 7:00 a.m. and 3:30 p.m. or fill out an enrollment form and send to Hawaii Laborers’ Training Program at 96-138 Farrington Hwy, Pearl City, HI 96782.*

#### KAUAI

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Course</th>
<th>Time/Room #</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 5, 12</td>
<td>Sat</td>
<td>Basic Sewer Pipe Laying (40 hours)</td>
<td>7:00 am-3:30 pm C. Naone</td>
</tr>
<tr>
<td>May 19</td>
<td>Sat</td>
<td>Flag Person, Traffic Control (6 hours)</td>
<td>8:30 am-2:30 pm L. Derego</td>
</tr>
<tr>
<td>Jun 2, 9, 16, 23</td>
<td>Sat</td>
<td>Plan Reading/Line &amp; Grade (32 hours)</td>
<td>8:30 am-4:30 pm L. Derego</td>
</tr>
<tr>
<td>Jun 30</td>
<td>Sat</td>
<td>Aerial Boom/Scissors Lift (8 hours)</td>
<td>8:30 am-4:30 pm L. Derego</td>
</tr>
</tbody>
</table>

*Classes will be held at Kauai Community College, Room #TBA*

*To register please call Lamar at (808)-329-1590 or (808) 217-0459, Monday through Friday, between the hours of 7:00 a.m. and 3:30 p.m. or fill out an enrollment form and send to Hawaii Laborers’ Training Program at 96-138 Farrington Hwy, Pearl City, HI 96782.*

*All schedules are subject to change*
Retirees

Annual Gatherings Celebrate Our Retirees
Construction and General Laborers’ Union
Local No. 368 of the Laborers’ International
Union of North America
1617 Palama Street
Honolulu, HI 96817

Address Service Requested

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Laborers’ Calendar

May 2018

**WEDNESDAY 2**
Kona Informational Meeting
Kealakehe High School
6 p.m.

**THURSDAY 3**
Oahu Retirees’ Meeting
Oahu Union Hall
9 a.m.
Hilo Informational Meeting
Hilo Office
749 Miliłani St.
6 p.m.

**SATURDAY 29**
Oahu Union Hall Open
8 a.m. - 12 noon
New Member Orientation
Oahu Union Hall
8 a.m.

**WEDNESDAY 23**
General Membership Meeting
Oahu Union Hall
6 p.m.

**MONDAY 28**
Memorial Day

June 2018

**WEDNESDAY 6**
Maui Informational Meeting
781-E Kolu St.
6 p.m.

**THURSDAY 7**
Oahu Retirees’ Meeting
Oahu Union Hall
9 a.m.
Kauai Informational Meeting
King Kaumualii School
6 p.m.

**THURSDAY 27**
General Membership Meeting
Oahu Union Hall
6 p.m.

**SATURDAY 30**
Oahu Union Hall Open
8 a.m. - 12 noon
New Member Orientation
Oahu Union Hall
8 a.m.