

HAWAII LABORER



Building A Better Hawaii!

2012 General Election one of most important



Kirk Caldwell, Ben Cayetano to square-off for General Election

Former U.S. Senator Daniel Akaka (center) congratulates mayoral candidate Kirk Caldwell for a second place finish in the September Primary Elections. Also joining Akaka are Local 368's Business Manager/Secretary-Treasurer Peter Ganaban and daughter, Madchen. Caldwell's second place finish pits him against former Hawaii governor, Ben Cayetano, who finished first, but did not receive the necessary amount of votes for an outright victory. Local 368 is strongly endorsing Caldwell over Cayetano, who not only vowed to kill the Honolulu mass transit project, but has also testified against major proposed developments of Koa Ridge and Ho'opili. Projects like the mass transit system, Koa Ridge and Ho'opili will mean hundreds of new union construction jobs.

With the General Election less than a month away, the stakes are extremely high for Local 368 members in races both nationally and locally. On a national level, the defeat of President Barack Obama could set-back the labor movement decades, with Republican challenger Mitt Romney promising to get rid of Davis-Bacon legislation, repeal project labor agreements and have a national "right-to-work" law. On the local level, Oahu's mayor's race will determine the fate of Oahu's mass transit project and the short-term future of the construction industry.

"Never has the stakes been so high and important as this year's elections," said Business Manager/Secretary-Treasurer Peter Ganaban. "I truly hope every member of Local 368 recognizes the importance of these elections by going out and voting for the right candidates. Every member's future is at stake during this election, from our apprentices to our retirees."

Honolulu Mayor's race

On the local level, Honolulu's mayoral race pits union-endorsed candidate Kirk Caldwell against former Governor Ben Cayetano. Caldwell is a pro-rail candidate who promises to take a balanced approach in getting the rail project completed, while also addressing Oahu's infra-

See 'Election' on Page 5

Golf tournament nets nearly \$50k for scholarships

Local 368's first scholarship golf tournament was a tremendous success, raising a net total of \$48,386. "We are so grateful for the generous contributions from our signatory contractors, vendors and other unions that helped make our first scholarship tournament a huge success," said Business Manager/Secretary-Treasurer Peter Ganaban. "Thanks to their generosity, our member's children will have an easier time meeting the high cost of furthering their education and dreams."

The tournament drew over 150 participants from across the state and from far away as the East Coast. Additionally, Local 368's field representative team volunteered their time to cook hotdogs and paste stew lumpia for the

golfers.

Applications for the scholarships will be available at the end of January 2013 and may be picked up at the Oahu, Hilo and Maui offices, as well as downloaded from Local 368's website (www.local368.org). A scholarship selection committee has been selected to screen and select the scholarship recipients. John Roxberg, vice president of Central Pacific Bank; Dr. Bill Puette, director for the Center for Labor Education and Research and Joan Husted, former Hawaii State Teachers Association executive director have agreed to volunteer their services as members of the scholarship selection committee.

See 'Scholarships' on Page 3



Mayoral candidate, Kirk Caldwell with Local 368 Business Manager/Secretary-Treasurer Peter Ganaban. Caldwell was on hand to wish all participants at Local 368's first scholarship golf tournament good luck and a fun time on the course. (Photo by: Richelle Alipio)

Straight talk with the business manager



tration, which caused our economic meltdown back in 2008. The Republicans drove our economy into a ditch, then did just about everything to prevent President Obama from trying to fix things and are now claiming they can do a better job than him. How quickly they forget!

That is why in addition to reelecting President Obama, we also need to elect a Democratic delegation to help him in Congress. We have three strong women running in our U.S. Senate and U.S. Representative races.

In the Senate, Mazie Hirono is running for former U.S. Senator Daniel Akaka's seat, who has retired. Her opponent is former Republican Governor Linda Lingle. We all know how she kicked our teachers to the side of the road and balanced the state budget on their backs with her twice a month furloughs.

In the U.S. House of Representative races, we also are fortunate to have two very qualified women running for office.

In District 1, which represents urban Honolulu, Aiea, Mililani, Pearl City, Waipahu and Waimalu, we have Colleen Hanabusa, who

will once again face Republican challenger Charles Djou. When he served briefly as a U.S. Representative a few years ago, he voted against the people of Hawaii's best interests and instead, chose to follow the Republican's party line.

In District 2, we have a fresh new face in Tulsi Gabbard, who pulled-off an incredible upset over Mufi Hannemann in the primaries. For those who live on the neighbor islands and Leeward, Windward and North Shore areas of Oahu, please give your support to her.

These three women understand the needs of working families and the importance of unions.

Finally, for all Oahu members, I cannot stress enough of the importance of electing Kirk Caldwell as our next mayor. Please talk to your families and friends about this race and how we need Kirk as mayor.

Ben Cayetano has made it clear that he does not support rail. His alternative plan is built on speculation and not facts.

I am one person with only one vote. But together, as a union, we can make a big difference this November 6th.

Aloha my Brothers and Sisters!

We are in the home stretch of one of our most important elections ever. What happens both locally and nationally on Nov. 6th will impact us in either a negative or positive way. Make no mistake, this election is very critical to ALL members, from apprentices, to active members, to our retirees.

On the national level, we need to reelect President Barack Obama. The alternative, Mitt Romney, would be a continuation of the failed economic policies of the Bush Adminis-



Peter Ganaban
Business Manager/
Secretary-Treasurer



Alfonso Oliver
President



Joby North, II
Vice President



Toni Figueroa
Recording
Secretary



Thomas
Cathcart
Executive Board



James
Drumgold, Jr.
Executive Board



Leimomi
Johnson
Executive Board



Mark
Magusara
Auditor



Mark
Travalino
Auditor



Joseph Yaw
Auditor



Leuma
Leatumauga
Sergeant-At-Arms

The 'Hawaii Laborer' is the official publication of the Laborers' International Union of North America, Local 368, 1617 Palama St., Honolulu, HI 96817; ph. (808) 841-5877 or 1-800-372-4077 from the Neighbor Islands.

News/Photo Editor:
Rich Nishie



MCAH awards scholarships to two Local 368 families

Thanks to the generosity of the Mason Contractors Association of Hawaii, children of two Local 368 families will have an easier time paying for tuition. The MCAH awarded four \$1,500 scholarships to deserving children going to college. This year's scholarship recipients included Maria Sarmiento, who also won a scholarship last year. Being on the dean's list with a perfect 4.0 average at the Hawaii Pacific University helped her earn her scholarship. Sarmiento is the daughter of Maxmer and Juliana Sarmiento. Maxmer is a landscaper with Fred Lau Hawaiian Landscape Co. Local 368's second scholarship winner was Kristi Chang, a graduate of Aiea High School, now attending the newly-opened University of Hawaii at West Oahu. She is the daughter of Eric Chang and Ann Tagami-Chang. Ann worked previously as a mammographer at the now defunct Hawaii Medical Center-West.

The two scholarship recipients were recognized at the annual MCAH golf tournament, where they also volunteered their services for the tournament. Pictured from left to right are: Local 368 Business Manager/Secretary-Treasurer Peter Ganaban, Maxmer Sarmiento, Maria Sarmiento and Juliana Sarmiento; Kristi Chang, Ann Tagami-Chang and Eric Chang; and Pacific Southwest Regional Manager Rocco Davis.

Grievances help in enforcing Master Agreement

Besides the important job of making sure Local 368's members are working in safe conditions, field representatives also keep a sharp eye for contractors who cheat and try to skirt following their respective contracts.

During a recent job site visit, Local 368 field representatives Mark Ma-

gusara and Leuma Leatumauga discovered a signatory contractor using a nonunion company on its construction jobsite.

The 80 hours the nonunion company was working on the project ended up costing the signatory contractor nearly \$10,000 in lost wages and benefits for members who would

have been dispatched if the contractor had used a union subcontractor.

"In nine out of 10 cases, we try to resolve issues with the contractor, without having to file a grievance," said Business Manager Peter Ganaban. "However, some of contractors are repeat offenders and are constantly trying to cut corners by using

other trades to do Laborers' work or using nonunion contractors at the expense of our members."

Members in the field are encouraged to contact a field representative if they suspect a contractor is using a nonunion subcontractor or another trade is doing Laborer's work.



Happy members receive grievance checks thanks to Field Representatives Mark Magusara (far left) and Leuma Leatumauga (far right). The lucky recipients (from left to right) are: Domy Soliven, Gerson Villaplaza, Alfon Bayawa, and Roger Jaramillo.



Also receiving a grievance check was member Elpedio Ubaldo. Presenting him with his check are Local 368 Field Representatives Leuma Leatumauga (left) and Mark Magusara.

Laborers Training Program now offers pipe fusion classes



One of newest course offerings at the Hawaii Laborers Training School is Pipe Fusion. Laborers taking the four hour class become qualified in pipe fusion basics to help them get certified on the job site. At left Steve Gifford cleans a high density polyethylene (HDP) pipe for fusion prep. HDP pipe are used for irrigation, sewer and water pipes. At right, one group of graduates pose in front of the hydraulic pipe fusion machine. From right to left: Marcus Bishop, Roddy Lindberg, Ionatana Vaovasa, George Kualaa, Bradley Gedge, Joseph Valente and Garrett Kaauwai.

(Photo by: Chad Naone)



Scholarships: Local 368 will offer scholarships for the first time

(Continued from Page 1)

"We have a solid scholarship selection committee," said Ganaban. "They have excellent credentials and will do a good job selecting deserv-

ing applicants."

The scholarships will be available to graduating/graduate dependents of any Local 368 member in good standing, planning or attend-

ing an accredited college, university or trade school. Members in good standing accepted or attending an

accredited college, university or trade school may also apply for a scholarship.



International Representative Rob Trenkle gets ready to tee-off at one of the par 3's at the Waikele Golf Course. (Photo by: Richelle Alipio)



Local 368 Field Representative Joseph Yaw (far left) and his volunteer crew of Local 368 member, Richard Pepee and Keith Kaulia (far right) prepare a serving of Yaw's pasteles for volunteer Kehau Giles of Pacific Administrators, Inc. (Photo by: Richelle Alipio)

Local 368's General Election endorsements

The following is a statewide listing of political candidates Local 368 is endorsing in the General Election (Nov. 6, 2012). For districts not listed, Local 368 is not making any recommendations at this time.

U.S. President and Vice

President

Barrack Obama and Joe Biden

U.S. Senator

Mazie Hirono

U.S. Representative (Congressional Dist. 1)

Colleen Hanabusa

U.S. Representative (Congressional Dist. 2)

Tulsi Gabbard

City & County of Honolulu

Mayor

Kirk Caldwell

City Council

(District 1)

Kimberly Pine

(District 6)

Carol Fukunaga

Prosecuting Attorney

Keith Kaneshiro

County of Hawaii

Mayor

Billy Kenoi

Big Island County Council

(District 1)

Valerie Pointdexter

(District 4)

Fred Blas

(District 6)

Maile (Medeiros) David

(District 9)

Oliver (Sonny) Shimaoka

Prosecuting Attorney

Lincoln Ashida

County of Maui

Maui County Council

East Maui

Robert (Bob) Caroll

Wailuku-Waihee-Waikapu

Michael (Mike) Victorino

Kahului

Alan Fukuyama

South Maui

Don Couch

Makawao-Haiku-Paia

Mike White

Maui C. Council (cont'd)

Upcountry

Gladys Coelho Baisa

West Maui

Open

Lanai

Riki Hokama

Molokai

Wilson (Manuwai) Peters

County of Kauai

Kauai County Council

Jay Furfaro

Nadine Nakamura

Mel Rapozo

State Senator

(District 2)

Open

(District 3)

Josh Green

(District 4)

Malama Solomon

(District 6)

Roz Baker

(District 8)

Ronald Kouchi

(District 9)

Kurt Lajala

(District 10)

Les Ihara, Jr.

(District 11)

Brian Taniguchi

(District 12)

Brickwood Galuteria

(District 16)

David Ige

(District 18)

Michelle Kidani

(District 20)

Mike Gabbard

(District 21)

Open

(District 22)

Donovan Dela Cruz

(District 23)

Open

(District 25)

Open

State Representative

(District 3)

Richard Onishi

(District 5)

Denny Coffman

(District 6)

Open

(District 10)

Angus McKelvey

(District 11)

Open

(District 12)

Kyle Yamashita

(District 13)

Mele Carroll

State Rep. (cont'd)

(District 16)

Daynette (Dee) Morikawa

(District 18)

Mark Hashem

(District 19)

Bertrand (Bert) Kobayashi

(District 20)

Calvin Say

(District 22)

Tom Brower

(District 23)

Isaac Choy

(District 24)

Open

(District 26)

Scott Saiki

(District 27)

Takashi Ohno

(District 28)

John Mizuno

(District 31)

Open

(District 32)

Linda Ichiyama

(District 33)

K. Mark Takai

(District 36)

Marilyn Lee

(District 37)

Ryan Yamane

State Rep. (cont'd)

(District 39)

Ty Cullen

(District 40)

Open

(District 41)

Open

(District 42)

Sharon Har

(District 43)

Karen Awana

(District 44)

Jo Jordan

(District 45)

Jake Bradshaw

(District 46)

Marcus Oshiro

(District 47)

Open

(District 51)

Open

Office of Hawaiian Affairs (OHA)

Hawaii Island Trustee

Robert Lindsey

Kauai Island Trustee

Kanani Kagawa Fu

Molokai Island Trustee

Collette (Piipii) Machado

OHA Trustee-at-Large

Haunani Apoliona

America needs to re-elect President Obama

In this year's General Election, Americans will have a choice between current President Barack Obama and Republican challenger, Mitt Romney.

This election is not only about what President Obama has done for us, but also what a President Romney would do to us.

If elected president, Romney promises an extreme anti-worker, anti-union agenda, while making corporations even more powerful.

- Romney believes Wall Street has too little power. He has stated that he believes "corporations are people" and opposes legislation that would ensure corporations pay their fair share of taxes – even though the largest corporations in the U.S. pay little to no taxes.

- Romney supports and would sign a national so-called 'right-to-work' law, slashing wages, gutting pensions and crushing unions, just as so-called 'right-to-work' has done on the state level in much of the country's South and West.

- Romney would cut investment that builds America and

supports good construction jobs. For example, he supports a national budget that would cost as many as 600,000 jobs repairing bridges, highway and transit systems.

- Romney wants to repeal the family-supporting Davis-Bacon Act. Repealing the law won't save taxpayers money, but it will line the pockets of unscrupulous contractors and destroy living standards for thousands of construction workers by driving down construction wages.

- Romney would reverse executive orders issued by President Obama encouraging the use of Project Labor Agreements, which protect taxpayers and support safe jobs for local workers.

- Romney would silence the free speech rights of working people by making it more difficult for workers to contribute to political candidates or campaigns through their unions – while he stands in support of making it easier for corporations to contribute without limits.

Local 368 meets with U.S. House candidates

Female power...



Former Honolulu City Councilwoman Tulsi Gabbard stopped by Local 368's office and got the support and endorsement for her bid to become the next U.S. Representative for Congressional District 2, formerly held by Mazie Hirono, who is running for U.S. Senate. District 2 includes all of Windward, North Shore, Central and Leeward regions of Oahu; Kauai County, Maui County and the Big Island. Gabbard is a former Iraq war veteran and is running against Republican challenger David "Kawika" Crowley. Pictured with Gabbard (center) are (from left to right): International Representative Ken Casarez, Local 368 Political Director Al Lardizabal, Local 368 Business Manager/Secretary-Treasurer Peter Ganaban; Pacific Southwest Regional Manager Rocco Davis, Local 368 President Alfonso Oliver and Hawaii LECET Director Clyde Hayashi.

(Photo by: Narsi Guzon)



U.S. Representative Colleen Hanabusa stopped by to speak with members at the August General Membership Meeting. She represents Congressional District 1, which includes urban Honolulu, Aiea, Mililani, Pearl City, Waipahu and Waimalu. Hanabusa is running against Republican challenger, Charles Djou.

Elections: Stakes are high both locally and nationally for Local 368

(Continued from Page 1)

structure needs, such as taking care of an aging sewer system and maintaining the city and county's streets and roads. Cayetano is running on a promise of killing the rail system and adding more buses on already congested roadways to address traffic issues.

"Ben Cayetano is a one-trick pony who only wants to kill the rail," said Ganaban. "He hasn't shown the public a truly comprehensive plan that will address our traffic mess we all see on a daily basis. Additionally, he has shown himself to be anti-development, by testifying against proposed developments such as Ho'opili and Koa Ridge. These two developments will not only mean hundreds of jobs for our members, but will also benefit the community as a whole, with affordable housing for residents and new facilities, such as hospitals, parks and schools."

Cayetano's alternative to the rail, called "Flexible Affordable Smart Transportation" (FAST), is a combination of new express bus routes, underpasses, contra-flow lanes, a Nimitz Highway flyover and synchronized traffic lights. While there is no clear data as to the effectiveness of 'FAST,' Cayetano's plan seems shaky at best. "If this thing doesn't work, then we try something else," says Cayetano. Lost in the shuffle are

the people living in West Oahu, who have had to endure years of traffic jams. A Cayetano victory would mean walking away from millions of dollars already invested by the city on the rail project and would face losing \$1.5 billion in promised federal funding for the project.

"Again, I cannot stress enough how important the Honolulu mayor's race is to every Local 368 member. This election is not about race, but rather, who the right candidate is for the job," said Ganaban.

Honolulu City Council

Almost as important as the mayor's race are the two contested spots on the Honolulu City Council race. The Honolulu City Council races are important for rail, because funding and legislation issues are passed or killed on the City Council level.

In District 1, which covers the area from Makua to Ewa Beach, Local 368 is endorsing Kimberly Pine over outspoken rail opponent Tom Berg.

Berg has continually opposed the city's mass transit system, while falsely claiming that he 'isn't against rail, but just want to see it done right.'

Pine is a strong supporter of rail, as well as an advocate for affordable housing and those with mental illnesses.

"I want to make sure we're (people living on the West Side) not forgotten, and make sure I'm not just

a complainer on the City Council," Pine said.

The other key City Council race is in District 6, which encompasses Nuuanu, Downtown Honolulu, Moanalua and parts of Aiea. Local 368 is endorsing long-time state senator, Carol Fukunaga.

Fukunaga is running after the seat became available after Tulsi Gabbard stepped down after winning the Primary Election over Mufi Hannemann for U.S. Representative, District 2 (see story above).

Fukunaga is also a pro-rail candidate who, like Caldwell, seeks a balanced approach in addressing Honolulu's needs of improving an aging infrastructure such as roads, sewer and parks in the community, while seeking to maintain and improve city services to meet the needs of residents.

Big Island Mayor

On the Big Island, Mayor Billy Kenoi is facing a tough challenge by former Mayor Harry Kim.

Kenoi has been very union-friendly, while making government more efficient and affordable. Among his many accomplishments are getting the West Hawaii Civic Center completed and putting together the countywide tsunami evacuation exercise.

U.S. Congress

For the first time in Hawaii's history, we have the opportunity to have three of our four Congressional Delegation be women.

Mazie Hirono is running for U.S. Senate after Dan Akaka announced his retirement. Hirono is running against former Hawaii Governor Linda Lingle.

Lingle's legacy will forever be remembered as the first governor to force teachers and state workers to choose between taking furloughs twice a month or face pay cuts to balance the budget.

U.S. Representative Colleen Hanabusa is running for reelection as a U.S. Representative, District 1. She is once again facing Republican Charles Djou.

Hanabusa defeated Djou in the 2010 General Election. District 1 includes urban Honolulu, Aiea, Mililani, Pearl City, Waipahu and Waimalu.

After pulling a stunning upset over Mufi Hannemann in the Primary Election, Local 368 is throwing its support behind Tulsi Gabbard.

Gabbard is running for U.S. Representative in District 2, which includes all of Windward Oahu, North Shore, Central and Leeward Oahu and the Neighbor Islands.

Upcoming available training classes statewide*

Oahu Training

Construction Classes

<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>
<i>(Mid-October 2012)</i>			
10/15 & 17	M/W	Rigging & Signaling.....	5-8 pm
10/20	S	Rigging & Signaling (cont'd).....	7 am-3:30 pm
10/22 & 24	M/W	Rigging & Signaling (final classes).....	5-8 pm
10/29-11/1	M-TH	Pipe Fusion	4:30-8:30 pm
<i>(November 2012)</i>			
11/6 & 8	T/TH	Air Tools/Small Gas Engines.....	5-8 pm
11/13 & 15	T/TH	Air Tools/Small Gas Engines (cont'd).....	5-8 pm
11/17	S	Air Tools/Small Gas Engines (final class).....	7 am-3:30 pm
<i>(December 2012)</i>			
12/4 & 6	T/TH	Plan Reading/Line & Grade	5-8 pm
12/8	S	Plan Reading/Line & Grade (cont'd).....	7 am-3:30 pm
12/11 & 13	T/TH	Plan Reading/Line & Grade (cont'd).....	5-8 pm
12/15	S	Plan Reading/Line & Grade (final class).....	7 am-3:30 pm
12/4 & 6	T/TH	Advance Water, Phase 3.....	5-8 pm
12/11 & 13	T/TH	Advance Water, Phase 3 (cont'd).....	5-8 pm
12/15	S	Advance Water, Phase 3 (final class).....	7 am-3:30 pm
12/10 & 12	M/W	Rigging & Signaling.....	5-8 pm
12/17 & 19	M/W	Rigging & Signaling.....	5-8 pm
12/22	S	Rigging & Signaling (final class).....	7 am-3:30 pm
<i>(January 2013)</i>			
1/8 & 10	T/TH	Concrete.....	5-8 pm
1/12	S	Concrete (cont'd).....	7 am-3:30 pm
1/15 & 17	T/TH	Concrete (cont'd).....	5-8 pm
1/22 & 24	T/TH	Concrete (cont'd).....	5-8 pm
1/26	S	Concrete (cont'd).....	7 am-3:30 pm
1/29 & 31	T/TH	Concrete (final classes).....	5-8 pm
1/8 & 10	T/TH	Advance Sewer, Phase 1.....	5-8 pm
1/15 & 17	T/TH	Advance Sewer, Phase 1 (cont'd).....	5-8 pm
1/19	S	Advance Sewer, Phase 1 (final class).....	7 am-3:30 pm

To register for courses, please fill-out the enrollment form with the Union Hall or visit them at 96-138 Farrington Highway. You may also call them at (808) 455-7979, Monday through Friday, between 8 a.m. and 4:30 p.m.

Safety & Equipment Classes

<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>
<i>(November 2012)</i>			
11/5-6	M/T	CPR/AED/First Aid	5-8 pm
11/7-8	W/TH	Rough Terrain Fork Lift.....	4:30-8:30 pm
11/13 & 15	T/TH	OSHA 10	5-8 pm
11/17	S	OSHA 10 (final class)	7-11 am
<i>(December 2012)</i>			
12/8	S	CPR/AED/First Aid	7 am-1 pm
<i>(January 2013)</i>			
1/2 & 3	W/TH	CPR/AED/First Aid	5-8 pm
1/5	S	Flag Person/Traffic Control/WZS.....	7 am-1 pm
1/14 & 16	T/TH	CPR/AED/First Aid	5-8 pm
1/22 & 24	T/TH	OSHA 10	5-8 pm
1/26	S	OSHA 10 (final class)	7-11 am
1/28 & 30	M/W	CPR/AED/First Aid	5-8 pm
1/28 & 30	M/W	Skid Steer	4:30-8:30 pm
1/29 & 30	T/TH	Confined Space Entry	4:30-8:30 pm

Environmental Classes

<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>
<i>(November 2012)</i>			
11/5-6	M/T	OSHA Lead Worker Refresher	4:30-8:30 pm
11/7-8	W/TH	OSHA Lead Supervisor Refresher	4:30-8:30 pm
11/14-15	W/TH	EPA Lead Worker Initial.....	4:30-8:30 pm
11/17	S	EPA Lead Worker Initial (final class).....	7 am-3:30 pm
<i>(December 2012)</i>			
12/3-4	M/T	Asbestos Worker Refresher.....	4:30-8:30 pm
12/5-6	W/TH	OSHA Lead Worker Refresher	4:30-8:30 pm
<i>(January 2013)</i>			
1/2-3	W/TH	OSHA Lead Worker Refresher	4:30-8:30 pm
1/5	S	OSHA Lead Worker Refresher (final).....	7 am-3:30 pm
1/7-8	M/T	Asbestos Worker Refresher.....	4:30-8:30 pm
1/9-10	W/TH	Asbestos Supervisor Refresher.....	4:30-8:30 pm
1/12	S	Hazardous Waste Worker Refresher	7 am-3:30 pm
1/28&29	M/T	Asbestos Worker Refresher.....	4:30-8:30 pm
1/30-31	W/TH	OSHA Lead Worker Refresher	4:30-8:30 pm

Big Island Training

<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>	<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>
<i>(November 2012)</i>				<i>(January 2013)</i>			
11/17	S	CPR/AED/First Aid	8 am-4 pm	TBA	TBA	TBA.....	TBA
<i>(December 2012)</i>							
TBA	TBA	TBA.....	TBA				

Kauai Training

<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>	<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>
<i>(November 2012)</i>				<i>(January 2013)</i>			
TBA	TBA	TBA.....	TBA	1/12	S	Plan Reading/Line & Grade.....	8:30 am-4:30 pm
<i>(December 2012)</i>				1/19	S	Plan Reading/Line & Grade (cont'd) ...	8:30 am-4:30 pm
12/8/12	S	Asbestos Worker Refresher.....	7 am-3:30 pm	1/26	S	Plan Reading/Line & Grade (cont'd) ...	8:30 am-4:30 pm
				<i>(February 2013)</i>			
				2/2	S	Plan Reading/Line & Grade (final)	8:30 am-4:30 pm

Maui Training

<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>	<u>Date</u>	<u>Day</u>	<u>Course</u>	<u>Time</u>
<i>(November 2012)</i>				<i>(December 2012 - cont'd)</i>			
TBA	TBA	TBA.....	TBA	12/22	S	Basic Water (cont'd).....	8:30 am-4:30 pm
<i>(December 2012)</i>				12/29	S	Basic Water (cont'd).....	8:30 am-4:30 pm
12/8	S	Basic Water	8:30 am-4:30 pm	<i>(January 2013)</i>			
12/15	S	Basic Water (cont'd).....	8:30 am-4:30 pm	1/5	S	Basic Water (final class)	8:30 am-4:30 pm

* All schedules are subject to change

Local 368's Retiree Corner...

Maui Retirees visits Maui Ocean Center



This happy group of Maui retirees and their guests got to spend a day exploring the Maui Ocean Center in Wailuku. In addition to checking out the many exhibits, which includes a tank with huge ulua and sharks, they also got to enjoy a great luncheon specially prepared for them. (Photo by: Narsi Guzon)



Stanley Andrade (left) shares a video just shot with Roberto Anecito.



Juan Bustamante and wife, Susan walk through a plexiglass tube, giving them a unique look at the shark tank.



Florendo and Crescencia Manuel and Brigida Casio take a break after visiting the many exhibits at the Maui Ocean Center.

Oahu retirees enjoy second annual 'Health Fair'



At the Second Annual Health Fair, retirees got to try massaging canes (top photo) as well as getting their blood pressure read (bottom).



More vendors were in attendance at the Second Annual Health Fair, filling the auditorium. Retirees had several places to get their blood pressure checked, receive important information about their medical carriers and coverage, general information about insurance options available to them or to just go around and collect freebies from the vendors. Overall, it was an informative and fun time for all retirees who were able to attend the event. Because of its popularity, the health fair will probably become a yearly event.



Thanks to generous donors, retirees had lots of door prizes to choose from.



**CONSTRUCTION AND GENERAL LABORERS' UNION
LOCAL NO. 368 OF THE LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA
1617 PALAMA STREET
HONOLULU, HAWAII 96817**

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Laborers' Calendar

NOVEMBER 2012

THURSDAY 1	WEDNESDAY 7
Oahu Retirees' Meeting Oahu Union Hall 9 a.m.	Kona Informational Meeting Kealakehe High School 6 p.m.
THURSDAY 8	MONDAY 12
Hilo Informational Meeting Hilo Office - 749 Mililani St. 6 p.m.	Construction Industry Holiday <i>Veteran's Day</i>
SATURDAY 17	THURSDAY 22
Oahu Union Hall Open 8 a.m. - 12 noon New Member Orientation 8 a.m.	Construction Industry Holiday <i>Thanksgiving Day</i>
FRIDAY 23	WEDNESDAY 28
Oahu Union Hall Closed in observance of Thanksgiving	General Membership Meeting Oahu Union Hall 6 p.m.

DECEMBER 2012

WEDNESDAY 5	THURSDAY 3
Maui Informational Meeting Maui Office - 610 Kolu St. #102 6 p.m.	Oahu Retirees' Meeting/ Christmas Party Oahu Union Hall 9 a.m. Kauai Informational Meeting King Kaumualii School 6 p.m.
WEDNESDAY 19	MONDAY 12
General Membership Meeting Oahu Union Hall 6 p.m.	Construction Industry Holiday <i>Christmas</i>

LIUNA's 'Code of Performance'

Members of LIUNA are known for bringing more to the work site than their Union cards. Laborers built our Union by delivering experience in the field, skills for the job, pride in their work and a strong safety-conscious work ethic.

To sustain these qualities in current and future members and for the benefit of our signatory contractors, LIUNA has adopted a Code of Performance for its members and officers. The goal of the Code of Performance is to ensure that our members meet the highest standards and exceed the expectations of our contractors. Member responsibilities under the Code include:

- Developing skills through apprenticeship and training programs;
- Being ready, willing and able to work on time;
- Knowing and following the Local Union's job referral rules;
- Avoiding excessive absenteeism and tardiness;
- Following direction from supervisors;
- Giving a fair day's work;
- Treating the tools and property of others with respect;
- Using established procedure to avoid disputes;
- Working safely; using safety equipment and following safe practices;

Following these standards will ensure that we can provide a work force that makes contractors want to be Union and owners want to build Union.

The code will be implemented through the Local Union's hiring hall and referral systems. It includes referral penalties for Laborers who are fired for cause.

Obituaries

In memory of our brothers and sisters who now rest in peace, we extend our sincere condolences to the families of:

**Diony Aguinaldo
Victoriano Agustin
Jesus Andaya
Ronald Arcangel
Benjamin Arre
Jeremy Badua
Antonio Baron
Salvador Cabanilla
Jose Cabison
John Chin**

**Felix Eder
Ray Ines
Samuel Lee
Ricardo Mauricio
Masaharu Nitta
Joaquin Ragasa
Ignacio Serapion
Jack Strand
Tadao Sugai
Ilo Ilo Suaava**

To their families, we express our deepest sympathies.